2017 SUSTAINABILITY REPORT

MICROCHIP

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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, and publications we make publicly available. Our actual results could differ materially from what is presented in this report. Although we believe that the matters reflected in this report are reasonable, we cannot guarantee future results, levels of activity, performance, or achievements. You should not place undue reliance on these responses. We disclaim any obligation to update information contained in this report.

ABOUT THIS REPORT

This is Microchip Technology Incorporated's annual sustainability report covering our performance during calendar year 2017. We have engaged Strategic Sustainability Consulting (SSC), an independent party, to support our sustainability reporting efforts. We believe that this report contains information that is accurate, timely, and balanced. In preparing the material for this report, we have completed an internal assessment process in conjunction with SSC to review the contents for clarity.

We welcome your feedback to our Sustainability Report Team at Legal.Department@Microchip.com.

ENVIRONMENTAL SUGGESTION

Because of this report's length and intense colors, Microchip Technology Incorporated recommends printing in black and white, double-sided, on a high-efficiency network printer, and using high post-consumer fiber white ledger paper or white ledger paper produced from rapidly renewable resources.

LETTER FROM

THE CEO

At Microchip Technology Incorporated (Microchip), our vision to be the leading supplier of embedded control solutions includes a corporate commitment to acting in an ethical and responsible way. Our focus on environmental and social responsibility, transparency, and engagement guides our decision-making processes and helps keep us accountable as we continuously improve all aspects of our business.

I am pleased to introduce Microchip's 2017 Sustainability Report, detailing our annual environmental and social performance and sharing selected activities that highlight our key workplace and community activities. This is the fifth such report that Microchip has published and an ongoing reminder of our commitment to transparency and disclosure.

In 2016, we acquired Atmel Corporation and added 3,000 employees to the Microchip family. In 2017, our focus was on integration—making sure that we came together with a unified culture, focus and goal. Out of this integration came Microchip 2.0, our new way of thinking and working together. We have rededicated ourselves to a seamless integration of product design and function, emphasizing efficiency, productivity and quality. This report highlights some of the ways that sustainability fits into Microchip 2.0.

Integrity, Always

Our commitment to environmental and social responsibility is grounded in a commitment to integrity and ethics. As a publicly-traded company operating in a global marketplace, we are subject to complicated and sometimes contradictory government oversight. We have a dedicated team tasked with ensuring we are compliant with relevant laws and regulations, but we know that's not enough.

Making ethical business decisions is the responsibility of each and every Microchip employee. To support this expectation, we have a system of corporate governance policies that guide our Board of Directors and top executives and set the stage for integrity at all levels of the organization.

We are proud members of the UN Global Compact, a voluntary initiative based on CEO commitments of member companies to "align strategies and operations with universal principles on human rights, labour, environment, and anti-corruption, and take actions that advance societal goals." As part of our membership, we publish this annual sustainability report that communicates our progress against those principles.

Microchip Employees, Our Most Valued Asset

We continue to invest in employee training and education. In addition to the 43 full-time and 11 part-time training professionals around the world, in 2017, 1109 managers and employees got involved in delivering practical leadership and technical training to their peers. Our efforts were once again recognized when Microchip was named to *Training* magazine's "Top 125" for our employee training programs and listed on *Forbes* 2017 "America's Best Employers."

LAST YEAR WE INTRODUCED NEW EXPECTATIONS AROUND LABOR AND HUMAN RIGHTS TO OUR MAJOR SUPPLIERS, AND IN 2017 EXPANDED THIS WORK TO INCLUDE AN AUDITING COMPONENT.

Managing Environmental Impacts

Even as we continue to grow and expand into new facilities, we are cognizant of the importance of minimizing our environmental impact. I'm proud to report that energy saving initiatives across the company are paying off in both reduced energy use and in cost savings. In 2017 alone, we realized energy savings of more than two million kilowatt hours. That's good for the environment and good for our bottom line.

Extending Responsibility Down the Supply Chain

For several years, we have engaged our suppliers on the topic of sustainability. Last year we introduced new expectations around labor and human rights to our major suppliers, and in 2017 expanded this work to include an auditing component.

Helping Customers Embrace Sustainability

In past reports, we have highlighted dozens of Microchip products that have sustainability features like ultra-low energy use. This year is no exception. In the following pages you will see examples of Microchip products that make compact LED lighting replacements easier to design and refrigerators more energy efficient. The environmentally-beneficial aspects of our products are the biggest share of our overall sustainability impact and a key priority for us in the coming years.

Perhaps one of the most important features of this report is the increased attention focused on our global operations. In this report you will read about our sustainability activities in Romania, Thailand, the Philippines and the United States. We are committed to operating responsibly around the world. As we look forward to the next five years, we see our activities outside of the Unites States continuing to expand, and so will our sustainability performance.

Steve Sanghi

STEVE SANGHI
Chairman of the Board and
Chief Executive Officer

ABOUT

MICROCHIP

Microchip Technology Incorporated is a leading provider of microcontroller, mixed-signal, analog, and Flash-IP solutions, providing low-risk product development, lower total system cost, and faster time to market for thousands of diverse customer applications worldwide. Headquartered in Chandler, Arizona, Microchip offers outstanding technical support along with dependable delivery and quality.

Microchip's vision is to be the very best embedded controller solutions company ever. To do so, we must identify market opportunities, develop and manufacture products in a timely and cost-effective manner, and market appropriately. We actively strive to be the best while operating in an ethical and sustainable manner to protect economic stability and reputation for our company, customers, shareholders, employees, and communities.

MICROCHIP TECHNOLOGY INCORPORATED AT A GLANCE	
Countries with Manufacturing Facilities and Design Centers	China, France, India, Philippines, Taiwan, Thailand, United States
Employees	13,500+
Product Categories	Microcontrollers/Microprocessors, Analog, Clock/Timing, High-Speed Networking/Video, Interface/Connectivity, Display/LED Drivers, Embedded Controllers/Super I/O, Programmable Logic, Memory, Touch/Gesture, Wireless, Smart Energy/Metering, Radiation Hardened/Radiation Tolerant, and Security ICs.
Governance	As a publicly-traded U.S. corporation, Microchip is led by a skilled, diverse, and experienced five-member Board of Directors. The Board is appointed by the company's Nominating and Governance Committee and team of Executive Officers. For more information about Microchip, its Board of Directors, its executive structure, and its investor information visit our website www.microchip.com.

LEADERSHIP AND GOVERNANCE

BOARD OF DIRECTORS

Microchip is led by a five-member board of directors who provide governance and oversight to the company.

STEVE SANGHI
Chairman of the Board and
Chief Executive Officer

MATTHEW W. CHAPMAN
Board Member

ESTHER JOHNSON
Board Member

L.B. DAY
Board Member

WADE F. MEYERCORD
Board Member

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

CORPORATE OFFICERS

All of Microchip's corporate officers bring excellent leadership to the table.

STEVE SANGHI
Chairman of the Board and
Chief Executive Officer

ERIC BJORNHOLT
Vice President and Chief
Financial Officer

GANESH MOORTHY
President and
Chief Operating Officer

MITCHELL LITTLE
Vice President,
Worldwide Sales and
Applications

STEPHEN DREHOBL
Vice President,MCU8 and
Technology Development
Division

RICHARD SIMONCIC
Vice President, Analog,
Power, and Interface Division

MEMBERSHIPS, ASSOCIATIONS, AND CERTIFICATIONS

CDP PARTICIPANT

Microchip Technology Incorporated discloses its energy usage and greenhouse gas (GHG) emissions annually via the CDP's, formerly the Carbon Disclosure Project, Climate Change Survey. We disclose our GHG emissions reduction and our energy conservation initiatives in the same document.

RESPONSIBLE MINERALS INITIATIVE (RMI) MEMBER

RMI helps companies make informed choices about conflict minerals in their supply chain.

UNITED NATIONS (UN) GLOBAL COMPACT MEMBER

Microchip Technology Incorporated is a member of the UN Global Compact at the Participant Tier. The UN Global Compact works with businesses to help create a more sustainable world.

OHSAS 18001 CERTIFICATE (THAILAND)

ISO14001 CERTIFICATE (THAILAND)

ISO14001 CERTIFICATE (PHILIPPINES)

HELPFUL LINKS

Information for investors, including financial performance, can be found at https://www.microchip.com/investors

Microchip's Corporate Government Policy for Election of Directors can be found at http://www.microchip.com/missionstatement

Board member and executive officer information can be found at https://www.microchip.com/about-us/leadership

STAKEHOLDER ENGAGEMENT

Stakeholder engagement at Microchip Technology Incorporated is an ongoing and evolving dialogue. As expectations for high-tech companies change, we are constantly reviewing and improving our business practices to adapt to our customers' needs and meet or exceed best practices in our industry.

A key element of our success is how well we listen to what our stakeholders want and how well we communicate back to them.

SUPPLIERS AND SERVICE PROVIDERS

Our supply chain is global. As a guiding value, Microchip believes suppliers, representatives, and distributors are our partners. We strive to maintain professional and mutually beneficial partnerships with our entire supply chain because every partner is an integral link in the achievement of our mission and guiding values.

HOW DO WE COMMUNICATE?

We communicate with our suppliers through our policies that set out our expectations, on-site facility visits that delve into existing capabilities and practices, and an open-door policy that allows for ad-hoc communication to immediately address and resolve any issues that might arise.

WHAT DO THEY WANT FROM US?

Our suppliers want our business at a fair price and with consistent expectations. They are usually open to our sustainability-related requests that conform to industry standards and norms. We believe in understanding, transparency, and education to ensure we are all working toward the same goals and understand the reasons why they are important.

WHAT DO WE WANT FROM THEM?

We seek suppliers that understand how business operations impacts the community in which it operates and makes authentic efforts to minimize those impacts across the entire product life cycle.

COMMUNITY AND ADVOCACY GROUPS

Responsibly-produced electronics is a topic of great importance to Microchip Technology Incorporated as well as to the advocacy groups in the communities in which we work. We are also actively involved in a variety of social causes that are important to the people of the local communities in which we live.

HOW DO WE COMMUNICATE?

We spend a significant amount of time understanding communities' and advocates' concerns and providing information about our policies and practices. In addition to collecting feedback through surveys, we also participate in key initiatives like the CDP (formerly The Carbon Disclosure Project), Responsibly Business Association's Responsible Mineral Initiative, and United Nations Global Compact among others. Microchip also offers financial support for approved community initiatives and supports volunteer efforts led by our employees.

WHAT DO THEY WANT FROM US?

Our stakeholders want to know that we've heard their concerns and that we're doing what is within our power to address those concerns with solutions that benefit all parties involved.

WHAT DO WE WANT FROM THEM?

We welcome thoughtful, constructive dialogue with our civil society counterparts and their insights regarding how we can best improve our practices to mitigate any potential negative impacts on society and the environment.

CUSTOMERS AND CONSUMERS

Our products are sold in nearly every sector of the electronics industry. As such, we have diverse customer needs and are highly aware of the need to be responsive, accurate, and relevant when engaged in customer and consumer dialogues.

HOW DO WE COMMUNICATE?

Our entire company is highly engaged with our customers and has regular meetings both at our facilities and at customer sites. We also participate in trade shows and other industry events, culminating with our MASTER's Conference, where we interact with our peers and customers, while reviewing trends in our respective sectors. Through our website, dedicated staff of industry experts, and social media presence, we are able to provide information on our company and our products.

WHAT DO THEY WANT FROM US?

We see sustainability issues beginning to play a larger part in customers' questions and purchasing decisions and are planning our engagement efforts accordingly.

WHAT DO WE WANT FROM THEM?

We want Microchip to be recognized and known for excellent products and for the safe, responsible, and sustainable way that they are produced.

ETHICS AND INTEGRITY

Our commitment to conducting our business operations with integrity and in an ethical manner is an integral component of our Guiding Values. It is our goal—from every employee to our Board of Directors—to treat our customers and partners with respect and deal with them ethically and responsibly during every interaction.

VISION

Be the very best embedded control solutions company ever.

MISSION

Microchip Technology Incorporated is a leading supplier of field-programmable embedded control solutions by delivering a broad spectrum of innovative microcontrollers, analog, mixed-signal and security products, wired and wireless connectivity products, related non-volatile memory products, and Flash-IP solutions. In order to contribute to the ongoing success of customers, shareholders, and employees, our mission is to focus resources on high-value, high-quality products and services, and to continuously improve all aspects of our business, providing an industry leading return on investment.

GUIDING VALUES

Microchip is a values-based company. We operate with an overriding Vision, Mission, and 11 Guiding Values. These values dictate our day-to-day decisions and establish our corporate culture. Our Guiding Values convey our overall philosophy.

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 is never compromised
- Profits and growth provide for everything we do
- Communication is vital
- Suppliers, representatives, and distributors are our partners
- Professional ethics are practiced

Each value has its place in making Microchip a company you can be proud to choose, whether as a supplier, an employee, an investor, or a contributing business partner in your community. Microchip's Vision, Mission, and the expansion of our Guiding Values can be viewed at: http://www.microchip.com/documentlisting/mission-statement.

COMPLIANCE WITH LAWS

Microchip Technology Incorporated is a global company, whose operations are subject to numerous laws and regulations. In this regard, Microchip requires its employees, directors, and officers to comply with all applicable laws applicable to its business operations. We also require our personnel to abide by a code of business conduct and ethics, which defines Microchip's vision of ethical behavior and embodies compliance with the law. Microchip's Code of Business Conduct and Ethics and associated policies that include Compliance with Laws, Confidentiality, Conflicts of Interest, Insider Trading, and Reporting Legal Non-Compliance are located at www.microchip.com/missionstatement.

At Microchip, we are exceptionally 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 employees. Additionally, we have policies prohibiting the use of forced or compulsory labor, child labor, and discrimination. In 2016 we initiated a process by which we presented Microchip's policies on labor practices to our major suppliers and reinforced the requirement that these policies be adhered to across our supply chain. This process continued to evolve in 2017, and now includes an auditing component that requires subcontractors to provide written responses to standardized questions geared toward showing compliance with required labor practices.

Compliance with international laws is a key aspect of conducting the business of Microchip in an ethical manner. Our Code of Business Conduct and Ethics outlines and defines Microchip's requirement that our staff, suppliers, and customers comply with international 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. Global anti-corruption laws make it a crime for companies to bribe or provide anything of value to government officials and other individuals in order 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. Further, we consider our suppliers, representatives, and distributors as critical to achieving our mission. Therefore, we expect our partners to similarly abide by our ethical guiding values, including compliance with global 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 by any person to Microchip.

We take our obligation to follow all relevant laws and regulations seriously. In the chart below, we have outlined our compliance record on a number of sustainability-related issues.

LEGAL CLAIMS AGAINST MICROCHIP

Microchip Technology Incorporated's policies require that we follow all applicable laws and regulations. In the chart below, we have outlined our compliance record on a number of sustainability-related issues.

TOPIC	2015	2016	2017
Environment	0	0	0
Health & Safety	0	0	0
Corporate Governance	0	0	0
Product Stewardship	0	2*	0

* In the spring of 2016, class action lawsuits were filed and consolidated against our Atmel subsidiary, regarding vehicles containing defective airbag control units that allegedly incorporated defective application specific integrated circuits manufactured by Atmel between 2006 and 2010. In May 2017, the lawsuit was dismissed.

* In December 2016, Continental Automotive GmbH ("Continental") filed a Request for Arbitration with the ICC, naming as respondents our Atmel subsidiaries, alleging that a quality issue affecting Continental airbag control units in certain recalled vehicles stems from allegedly defective Atmel application specific integrated circuits ("ASICs"). The case is currently pending.

More information can be found on our website and in our annual 10-k filings with the Security and Exchange Commission (SEC).

IMPROVING EFFICIENCY WITH BROAD EXPANSION OF LED LIGHTING

Light efficacy, the ratio of luminous flux output (light) to power input, has been the major driver of the global adoption of Light Emitting Diode (LED) lights. The diodes themselves represent a dramatic improvement in light per unit energy but controlling and driving them presents new electrical challenges. Microchip's patented, proprietary and innovative power architectures and control methods make it easy for customers to design compact LED replacements for traditional lighting. The CL88020 reference design, for example, provides greater than 110 lumens per watt, about 40% more light output for the same amount of energy as a fluorescent light, and nearly 8 times less energy for equal light output for a typical tungsten bulb. The CL8800 series LED drivers have already replaced more than a million traditional fluorescent tube lights, with a total lifetime energy savings of more than 400 million kW hours of electricity. In addition, Microchip's complete LED solutions are enabling LED adoption in automobiles, backlighting, and consumer electronics; reducing energy footprints in many aspects of daily life.

MICROCHIP

MATERIALITY

Microchip Technology Incorporated is built on a long history of meeting our social and environmental responsibilities. But when it comes to producing a sustainability report, we thought it would be helpful to undertake a materiality assessment to ensure that we are focused on the most important issues to our stakeholders.

2017 MATERIAL TOPICS

The following topics emerged as our most important sustainability issues, both to our stakeholders and for Microchip's business success.

- **Employee Recruitment and Retention** – our ability to attract and keep the best employees in a highly competitive and dynamic industry
- **Ethics and Integrity** – good governance practices and our compliance with laws and regulations in a heavily regulated global marketplace
- **Energy and Climate Impacts** – our ability to effectively control energy use and costs, as well as manage associated greenhouse gas emissions
- **Occupational Health and Safety** – keeping our employees and contractors safe on the job and managing long-term health and wellness impacts
- **Product Impacts** – how we design and manufacture our products to minimize environmental impact and comply with environmental, health and safety, and conflict mineral regulations
- **Supply Chain Management** – assessing vendors for environmental, social, and governance issues and taking appropriate steps to mitigate risk
- **Water and Waste Impacts** – our efforts to responsibly manage waste and water impacts throughout the manufacturing process

STEPS IN A MATERIALITY ASSESSMENT

STEP 1: Choose a process
We used the Global Reporting Initiatives (GRI) Guidelines to guide our approach. We also used the Sustainability Accounting Standards Board (SASB) industry guidance on materiality for the semiconductor industry.

STEP 2: Understand your stakeholders
We looked at the sustainability issues that come up most frequently—with customers, with government officials, with lawmakers, and with suppliers.

STEP 3: Compare to business interests
We also examined sustainability issues that are most prevalent within Microchip, across a variety of departments and job functions.

STEP 4: Prioritize your list
We prioritized the master list of sustainability issues, based on their importance to stakeholders and their importance internally to Microchip.

STEP 5: Review and communicate results
We reviewed the prioritized list and agreed on the most material topics. The results listed above inform the boundaries and focus of our reporting efforts.

STEP 6: Refresh
Every year, Microchip works with sustainability experts to review material issues and identify any changes to the industry landscape that might impact our priorities or scope of reporting.

ENVIRONMENTAL

RESPONSIBILITY

Microchip Technology Incorporated's commitment to environmental responsibility begins with compliance with laws and regulations in each of the areas where we operate. We have an environmental policy in place at all manufacturing facilities, we have an environmental management system in place at our US manufacturing facilities, and are ISO 14001 certified at our manufacturing facilities in Philippines and Thailand.

MICROCHIP'S CORPORATE ENVIRONMENT, HEALTH, AND SAFETY (EHS) POLICY INCLUDES THE FOLLOWING COMPONENTS:

Microchip is committed to compliance with all relevant environmental laws and regulations.

Microchip actively manages its business in an environmentally responsible manner, consistent with its Mission and Guiding Values and the principles set forth in this policy.

Microchip is committed to prevention of pollution through such strategies as minimizing utility usage, minimizing raw material usage, and encouraging recycling.

EMISSIONS AND CLIMATE CHANGE

As our company grows and we add production capability and new facilities, our carbon emissions and energy consumption increase. Nevertheless, we are committed to managing our emissions through cost-effective emissions-reduction activities. In 2016, we acquired two additional facilities in North America, resulting in an overall increase in Scope 1 and Scope 2 carbon emissions. However, our focus on energy efficiency in our facilities is paying off, and we have a variety of successful energy reduction programs across our global facilities.

In addition to tackling specific carbon emissions reduction and energy reduction initiatives in our facilities, we publicly report our carbon emissions and energy consumption each year through participation in the CDP (formerly the Carbon Disclosure Project) Climate Change Survey. Microchip's surveys are available on the CDP's website, www.cdp.net; Microchip's surveys may be found in the S&P 500 group of participants.

In addition to our mandated Scope 1 carbon emissions reporting to the USEPA for our U.S. semiconductor manufacturing sites, we also voluntarily report carbon emissions and energy consumption for all of our manufacturing sites, logistics/distribution facilities, and larger product design centers worldwide through the CDP Climate Change Survey. This commitment to measuring and reporting our carbon footprint helps us to consistently identify emissions reduction opportunities and be more transparent in communicating our environmental performance to stakeholders.

SCOPE 1 EMISSIONS (METRIC TONS CO2E)

REGION	2015	2016	2017
Asia/Pacific	496	2,247	913
Europe	188	5,446	9,105
United States	192,170	443,447	478,025
Total	192,854	451,140	488,044

SCOPE 2 EMISSIONS (METRIC TONS CO2E)

REGION	2015	2016	2017
Asia/Pacific	73,405	97,149	101,408
Europe	1,086	2,057	1,873
United States	105,240	239,670	178,594
Total	179,731	338,876	281,875

ENERGY USE

Microchip Technology Incorporated's energy use has trended upward as the result of acquisitions over the past few years. Even though our total footprint, number of facilities, and headcount have increased, with each acquisition we have looked to make improvements to reduce impact. Overall, we have worked to reduce the amount of electricity, natural gas, and distillate fuel oil used in our operations through energy-improvement projects.

We implemented numerous projects in 2017 that helped to reduce our total energy use from previous years despite the fact that our operations were larger than ever.

Moreover, Microchip continues to strive for efficiency and the resulting energy savings. As such, we actively migrate the production of products to our most efficient manufacturing centers wherever possible.

ENERGY USAGE (MWh)

ENERGY TYPE	2015	2016	2017
Distillate Fuel Oil	461	1,790	2,510
Electricity	404,560	629,788	596,204
Liquefied Petroleum Gas	1,866	1,774	1,463
Natural Gas	87,218	221,559	237,800
Total	494,105	854,911	837,977

Fuel quantities shown are reported 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.

RECENT ENERGY IMPROVEMENTS

Microchip Gresham

- Installation of Variable Frequency Drive (VFD) Cooling Tower realized a reduction of 180,000 kWh in 2017. Anticipate an additional reduction of 561,583 kWh/year for 2018.
- Replacement of updated Chiller with a realized reduction of 1,022,000 kWh in 2017. Anticipate an additional reduction of 1,363,000 kWh/year for 2018.

Microchip Philippines

- Installation of VFD to air-handling units realized a reduction of 218,880 kWh in 2017.

Microchip Thailand

- Redesign of hot air and compressed dry air (CDA) tubes in Tester realized a reduction of 857,232 kWh in 2017.
- Replacement of fluorescent tubes with LED lamps realized a reduction of 135,740 kWh in 2017.

IMPROVING EFFICIENCY WITH BETTER MOTOR CONTROL

At Microchip, we recognize the importance of energy efficiency in motor control applications, as these systems may run for extended periods of time and often consume large amounts of energy. Electric motors can account for more than half of the energy used in a motor-controlled operation. Power conversion losses similarly account for a large amount of energy usage in power supplies ubiquitous in industrial equipment, data servers and commercial appliances.

Microchip's dsPIC® Digital Signal Controllers (DSC) family supports the trend towards more reliable and higher efficiency motor control and power conversion. dsPIC DSCs provide the CPU performance and pulse-width-modulated and analog features required to allow applications to:

- Convert from Brushed DC (BDC) and AC Induction Motors (ACIM) to Brushless DC (BLDC) and Permanent Magnet Synchronous Motors (PMSM), thereby reducing power consumption by up to 80% and increasing torque output by up to 75%
- Spin motors using advanced control techniques such as sensorless Field Oriented Control (FOC) to increase overall system efficiency by up to 35%
- Implement fully digitally-controlled power supplies to achieve up to 94% efficiency, meeting the ENERGY STAR CSCI Platinum Level requirements

In addition, Microchip's motor driver family covers a wide range of brushed and brushless DC motors, allowing our customers to reduce motor conduction loss with adaptive dead time control and reduce sleep current by up to 80%.

MICROCHIP

WASTE DIVERSION AND RECYCLING

Microchip makes sure that every site has the option to recycle. Because of the numerous different recycling options available, we are diverting over 4 million pounds of waste from our communities' landfills, wastewater treatment sites, and atmosphere.

RECYCLED MATERIALS (LBS)*

	2015	2016	2017
Electronic and Universal Waste	99,736	79,242	147,368
Equivalent Reuse Post Consumer Fiber	18,270	63,350	95,188
Metals	303,500	141,799	182,362
Paper and Cardboard	964,120	962,143	1,265,497
Plastics	882,825	906,484	1,338,319
Rapidly Renewable Resource	837	939	939
Site Specific Recycle	1,067,652	732,945	1,102,874
Total	3,336,940	2,886,902	4,132,549

*Recycled Materials data includes the Chandler, Tempe, Gresham, MThai/MMT, and Colorado Springs facilities.

5S METHOD REDUCES WASTE AT MICROCHIP FACILITIES IN THAILAND

The 5S Method is a waste-reduction approach used to identify and reduce waste in the workplace. Microchip Technology Incorporated's facilities in Thailand have implemented 5S and consistently see a reduction in waste year-on-year. 5S stands for the five Japanese words used in the method: Seiri (Sort), Seiton (Set in Order), Seiso (Shine), Seiketsu (Standardize), and Shitsuke (Sustain). Employees *sort*, removing items that are no longer needed; *set* in order, organizing their workstations to optimize efficiency and flow; *shine*, cleaning their areas in order to more easily identify issues; *standardize*, implement color coding and labels to stay consistent with other areas; and *sustain*, developing behaviors that keep the workplace organized over the long term.

WATER USE

As a fundamental requirement for semiconductor manufacturing, water usage has been on the rise at various Microchip facilities, corresponding with our increased production. Microchip has taken notice and we seek to apply innovative measures to reduce our water use. We are committed to continuing to find ways to curb our total water usage and to decrease our effluent wastewater.

PRODUCTION FACILITIES' WATER USE (Gallons)

FACILITY	2015	2016	2017
Chandler	24,813,000	26,438,000	25,489,000
Colorado Springs*	n/a	369,679,188	409,264,213
Gresham	310,808,515	307,937,851	310,005,634
MMT	65,981,999	77,508,079	80,075,160
MTHAI	171,418,055	184,532,947	211,028,400
San Jose**	n/a	103,546,388	n/a
Tempe	306,813,200	313,505,200	338,052,800
Total	879,834,769	1,383,147,653	1,373,915,207

PRODUCTION FACILITIES' EFFLUENT WASTE (Gallons)

FACILITY	2015	2016	2017
Chandler	4,510,490	4,253,839	4,501,633
Colorado Springs*	n/a	302,546,660	353,877,588
Gresham	272,175,338	283,816,705	270,505,321
MMT	35,065,401	34,046,493	40,856,640
MTHAI	76,941,488	73,474,172	65,524,800
San Jose**	n/a	57,545,384	n/a
Tempe	234,389,134	227,621,870	184,831,509
Total	623,081,851	983,305,123	920,097,491

* This facility is a recent acquisitions, so prior year data is not included here.
** This facility is no longer a Microchip fabrication facility.

RECENT WATER INNOVATIONS

Microchip San Jose

- Microchip's San Jose facility tapped into its own recycled water resources to reduce water use. By identifying an existing chilled water loop and then reworking the plumbing system to capture the chilled water, the facility was able to cool its vacuum pumps with recycled water. This plumbing project reduced the facility's water use by 500 gallons per day.

US ENVIRONMENTAL AWARDS

A point of pride for Microchip, the Gresham Site Services Reverse Osmosis and De-Ionization (RODI) Team has received the Platinum Award from the City of Gresham for 14 consecutive years of operating its acid waste neutralization (AWN) system with 100 percent Pretreatment Compliance. The facility has received zero AWN compliance violations during the past 14 years.

THAILAND ENVIRONMENTAL AWARDS

CSR-DIW CONTINUOUS AWARD CORPORATE SOCIAL RESPONSIBILITY

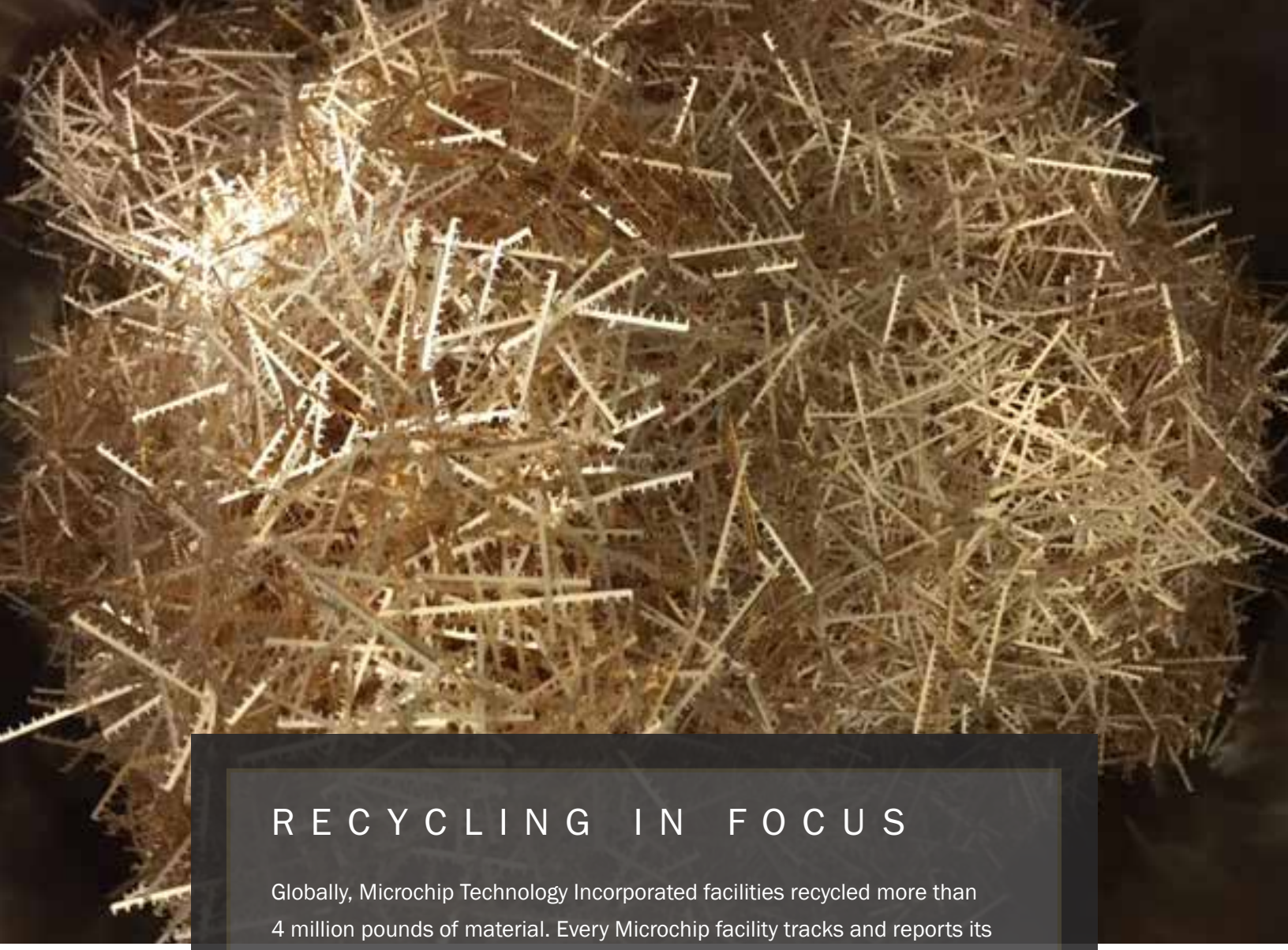
2015, 2016, 2016
Department of Industrial Works

3Rs AWARD

2015, 2016, 2017
Department of Industrial Works

ZERO WASTE TO LANDFILL

2015, 2016, 2017
Ministry of Industry



RECYCLING IN FOCUS

Globally, Microchip Technology Incorporated facilities recycled more than 4 million pounds of material. Every Microchip facility tracks and reports its recycling initiatives to be included in our recycling reporting, representing a collaborative global effort at reducing waste.

Depending on the facility, Microchip encourages and supports recycling in a variety of ways that include providing recycling bins and boxes for various materials to annual campaigns like "Dump Your Junk" in Tempe/Chandler, where employees are asked to clean out their workspaces with recycling in mind.

Finally, our products themselves contain valuable recyclable parts. Our integrated circuits (ICs) are collected and stripped of gold. The ICs are then crushed and recycled themselves.

From employee initiatives to manufacturing efficiencies to just taking things apart and recycling the pieces, Microchip is committed to being as efficient as possible to reduce our resource use and waste.

WORKPLACE

INITIATIVES

Microchip Technology Incorporated is a US company with operations around the world, and it is our goal to provide strong benefits, wellness programs, safe workplaces, and equal opportunity no matter where our employees are based.

EMPLOYMENT

EMPLOYEES BY LOCATION

	2015	2016	2017
Asia/Pacific	8,853	6,764	7,631
Europe	579	1,497	1,495
North America	3,039	4,394	4,716
Total	9,471	12,655	13,842

OPEN DOOR POLICY

An important tool in our commitment to ethical business practices is our Open Door Policy. This policy allows Microchip Technology Incorporated employees to raise any work- related issues – such as job, wages, performance reviews, and other – to the level they think is the most appropriate for quick and fair resolution. This policy applies to employees at all levels. We believe communication is vital, and we encourage open, honest, constructive, and ongoing dialogue to resolve issues whenever possible.

DIVERSITY AND OPPORTUNITY

Microchip provides equal employment opportunities to all applicants and employees around the world. We respect and value the diverse experiences, backgrounds, and perspectives of our employees and are committed to providing all employees with continuous opportunities for growth and professional development. Microchip's culture is centered on employee involvement, teamwork, collaboration, and empowerment. We believe all these components drive employee engagement which inspires creativity and innovation and has strengthened all aspects of our business.

HUMAN RIGHTS

Microchip is headquartered in the United States with global operations. These operations include primary manufacturing located in the United States, test operations in the Philippines, assembly and test operations in Thailand, and engineering design centers and sales offices located around the world. Microchip complies with all legal requirements related to labor, including prohibitions on forced or compulsory labor, child labor, and discrimination. Additionally, with very few exceptions for internship-type programs in the United States which are allowed by law, Microchip requires all employees to be 18 years of age or older.

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 workers and their families, including robust benefits plans and career development opportunities.

BENEFITS

We want to make sure we give back to our employees in many ways, and one such way is by providing extensive benefits, such as:

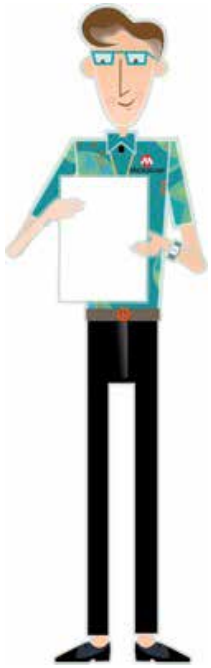
- Health and wellness benefits
- Family and medical leave of absence
- Short- and long-term disability
- Long-term care insurance
- Life insurance
- Company-paid holidays
- Paid vacation and sick leave
- Restricted Stock Units (RSU) and Employee Stock Purchase Plan (ESPP)
- 401(k) retirement savings plan with company match
- Employee Cash Bonus Plan (ECBP)
- Tuition reimbursement
- Internal training and mentorship program

TRAINING AND EDUCATION

The Microchip Learning Center perpetuates Microchip's strategic and competitive culture in alignment with the Guiding Values. In order to support our employees' continuous improvement, we design, deliver, and coordinate programs using a variety of systems, methods, and tools to meet performance development needs. We believe continuous education and training are critical to maintaining Microchip's competitive edge. Microchip's business model focuses on developing leaders from within. Microchip invests in our employees' futures, by ensuring access

to our training is available in native languages and during times that accommodate our global presence and workforce. Microchip's Learning Center offers many training opportunities on-line, followed up by an interactive instructor-led web session. We also offer all employees the opportunity to pursue relevant higher education through a tuition reimbursement program.

IN ADDITION TO THE 43 FULL-TIME AND 11 PART-TIME TRAINING PROFESSIONALS AROUND THE WORLD, IN 2017, 1109 MANAGERS AND EMPLOYEES GOT INVOLVED IN DELIVERING PRACTICAL LEADERSHIP AND TECHNICAL TRAINING TO THEIR PEERS.



Learning and development at Microchip is a joint effort between employees, managers and the Global Organizational Learning and Development department. In addition to the 43 full-time and 11 part-time training professionals around the world, in 2017, 1109 managers and employees got involved in delivering practical leadership and technical training to their peers.

Microchip's courses cover a range of training topics: orientation to the company, team skills, communication skills, leadership skills, technical knowledge of Microchip products and applications, sales process training, computer skills, and operational manufacturing skills.

We are proud to be recognized by *Training Magazine*'s Top 125 year after year for our successes and accomplishments related to our employee training programs.

UNITED STATES COMMUNITY AND CORPORATE SOCIAL RESPONSIBILITY AWARDS

2017

- "American Hero" designation for 2017 through American Values Investments
- Ranked #107 in *Training* magazine's "Training Top 125" list for organizations with the most successful learning and development programs in the world
- Ranked #177 on *Forbes* 2017 "America's Best Employers"
- Ranked #9 "Top Workplace in the Bay Area (California)" by The Bay Area News Group
- Ranked #5 on "The Best Companies to Work for in NY" by Best Companies Group
- Listed as a "Top Workplace" by *The Austin (Texas) American Statesmen*
- Selected as one of "Arizona's Most Admired Companies" by Arizona Big Media
- Ranked #4 on *Phoenix Business Journal's* "Best Places to Work—Extra Large Category
- Recieved a 2017 Preferred Supplier Award from Flex
- Microchip President & CEO, Steve Sanghi, was honored with the Lifetime Achievement Award from Arizona Genius

TRIP REDUCTION PROGRAM

Microchip Technology Incorporated offers trip reduction programs for our Chandler, Tempe, and Gresham facilities. The program provides resources, support, and incentives to encourage employees to use greener transportation methods.

TRIP REDUCTION PROGRAM IN CHANDLER AND TEMPE

At Microchip's Arizona locations, we offer a variety of incentives and initiatives to help reduce our single-occupancy vehicle rate. We provide a 100% bus and light rail subsidy for employees who use public transit. Employees who bike or walk to work participate in the free lunch program, attend the spring bike and walk event, and have access to bike racks and showers. Employees who carpool or drive alternative-fuel vehicles have access to premium parking spots.

No matter what alternative transportation method a Microchip employee uses through the Trip Reduction Program, they are guaranteed a ride home for emergencies, access to shower facilities, and access to incentives and events such as free lunches, gift cards, and prizes. We have more than 60 daily bus riders participating in the bus program and more than 300 registered carpoolers at the Chandler and Tempe sites.

MARICOPA COUNTY (AZ) APPROVES, SUPPORTS MICROCHIP TRIP REDUCTION PROGRAM

Maricopa Country (AZ) Air Quality Department conducts an annual Trip Reduction Program audit. They review and approve Microchip's TRP plan. Participation in the County's Trip Reduction Program helps ensure Microchip complies with County Ordinances, supports the community's "Clean Air, Make More" initiative, and ensures we are consistent with best practices in reducing commuting emissions. Microchip's Trip Reduction program is also designed to encourage employees use alternative modes of transportation during "High Pollution Advisory" Days.

TRIP REDUCTION PROGRAM IN GRESHAM

Our Gresham Trip Reduction Program offers secure bike lockers and shower facilities, a guaranteed ride home for personal emergencies, reserved parking for carpools, hybrid vehicles, and motorcycles, and incentives and events such as catered meals, gift cards, and prizes. At our Gresham facility, we are able to offer public transportation passes at a significant savings. Since 2003, the single- occupancy vehicle rate has decreased by 26 percent at our Gresham location.

SINGLE-OCCUPANCY VEHICLE RATE FOR SITES WITH TRIP REDUCTION PROGRAMS IN PLACE

	2015	2016	2017
Chandler	84.7%	83.9%	84.2%
Gresham	64.0%	68.0%	68.0%
Tempe	68.4%	67.5%	66.9%

OCCUPATIONAL HEALTH AND SAFETY

"Safety is Never Compromised" is one of the Microchip Technology Incorporated's Guiding Values. The concerns for the health and safety of our employees, contractors, vendors, and the communities in which we work helps to determine our policies and define our practices. Because we are committed to providing a safe and healthy place to work, we have a dedicated environmental, health, and safety (EHS) team that ensures we meet all applicable laws and regulations. Microchip continues to provide and maintain safe and healthy working conditions, implements safety programs and procedures to safeguard employees, contractors, vendors, and communities. At Microchip, employees are responsible for both 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

	2015	2016	2017
Chandler	3	3	2
Colorado Springs*	n/a	16	18
Gresham	4	7	4
MMT	1	0	0
MTHAI	2	2	2
San Jose*	n/a	15	n/a
Tempe	8	11	7

INJURY RATE (CASES) PER 100 EMPLOYEES

	2015	2016	2017
Chandler	0.25	0.25	0.14
Colorado Springs*	n/a	1.69	1.66
Gresham	0.68	1.20	0.74
MMT	0.097	0	0
MTHAI	0.046	0.06	0.056
San Jose*	n/a	3.36	n/a
Tempe	1.39	1.99	1.24
OSHA Industry Injury Rate	1.10	1.10	1.20

* These facilities are recent acquisitions, so prior year data is not included here. San Jose no longer operates as a fabrication facility.

IN THE PHILLIPINES, MICROCHIP TEAMS KEEP WINNING IN FIRE PREVENTION OLYMPICS

The National Bureau of Fire Protection (BFP) in the Phillipines is dedicated to including individuals, organizations, and companies in fire prevention and readiness efforts at the national level. In the BFP's efforts to ensure readiness of fire brigade/emergency response teams, the agency helped launch the national Fire Olympics Competition in 2012.

MPHIL ERT has actively participated in the Fire Olympics competition since 2013. In 2016, the Microchip Technology team won the national championship trophy besting, all the participating regional teams in in the Philippines. In 2017, the team won the municipal championship.

Organizations and companies across the country form employee teams to train and compete locally, regionally, and nationally in fire prevention events. The three events include a firerescue and transfer relay, a busted hose, race up the ladder event, and rapid fire extinguishment. Annually, teams compete at the municipal level and the championship team moves on to compete in the regional level. Regional champions contend with 17 competing regional champions for the title of national champion.

GARDEN GROWS COMMUNITY TIES IN GRESHAM, TEMPE AND COLORADO

Employees in our Gresham, Tempe, and Colorado Springs locations are actively involved in vegetable and flower gardening on site.

In Gresham, the employee garden consists of 26 beds, surrounding paths, and two mature seedless green grapevines. In Tempe, the focus is on vegetables and herbs. In Colordado Springs, employees plant flowers in arrangements around the building entrance.

Our employee gardeners grow a wide variety of fruits, vegetables, flowers, and herbs.

The garden team in Tempe and Gresham share the bounty with one another and with the general employee population. Gardening has been linked to increasing happiness and well-being, and we are proud to encourage our employees to get outside and get their hands dirty.

Whether their experience ranges from master to novice, the Microchip garden is truly a "community" activity where we help one another learn and grow.

MICROCHIP SUPPORTS EMPLOYEE VOLUNTEER EFFORTS

Jennison Cox, an attorney at Microchip Technology Incorporated, is a dedicated supporter and volunteer for the Wills for Heroes organization in Arizona. This organization pairs first responders and their spouses with an attorney who will prepare wills and powers of attorneys to ensure that families are covered from a legal perspective.

Jennison has been an avid volunteer for Wills for Heroes since 2014, was invited to join the steering committee in 2016, and was named by the Arizona Bar Association as one of Arizona's top 50 pro bono attorneys in 2017.

MICROCHIP EARNS TOP 125 IN TRAINING

In 2017, *Training* magazine listed Microchip on their "Top 125" rankings as one of the "organizations with the most successful learning and development programs in the world," ranking the company #104 overall.

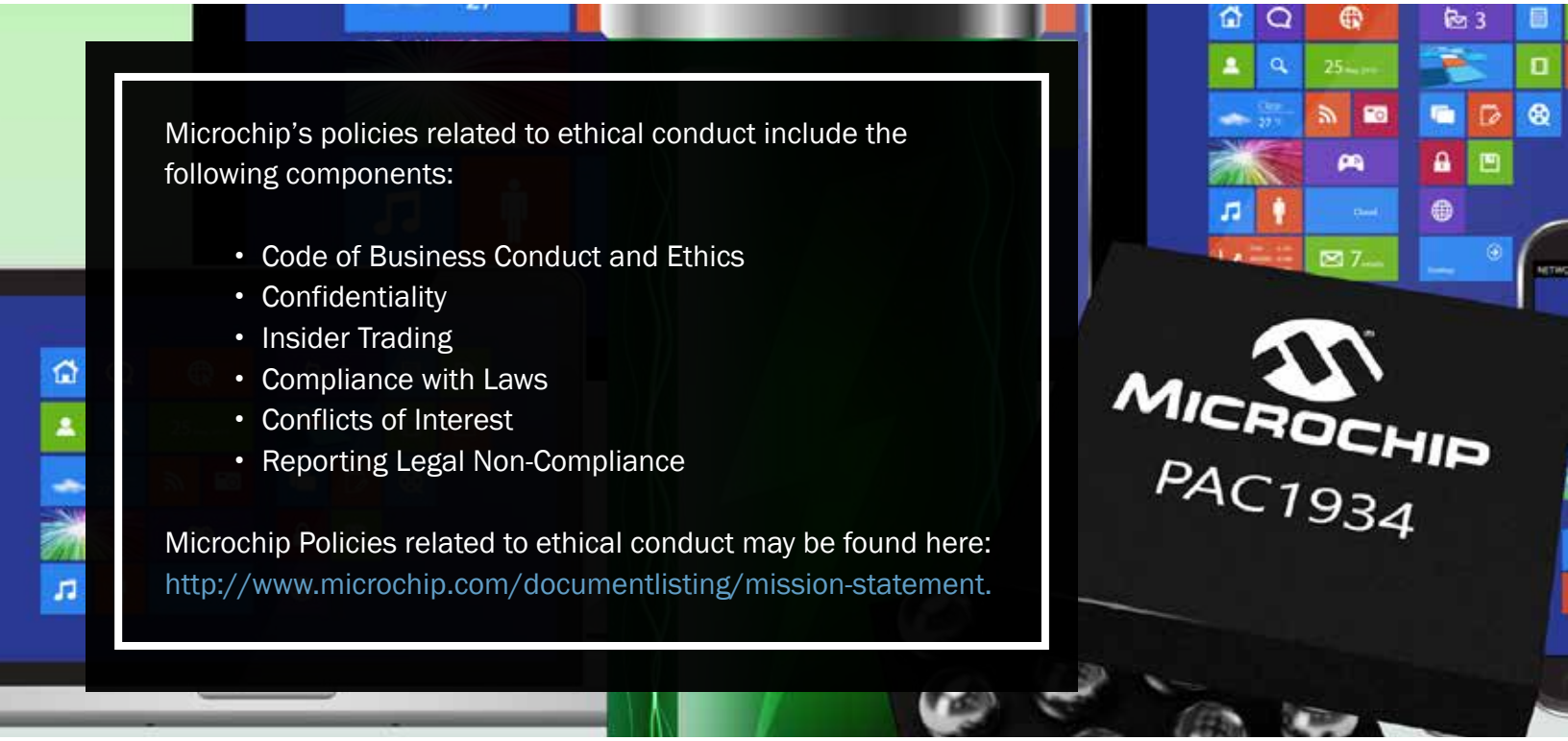
The ranking program recognizes companies that excel at developing their employees internally, and it is open to companies in any industry other than training services itself.

Everyone who plays a role in helping further the education and training at Microchip contributes to our ongoing success in this area.

SUPPLY CHAIN

RESPONSIBILITY

Microchip Technology Incorporated supports regulatory and industry-driven efforts to ensure our global staff and suppliers are treated ethically. Microchip's Code of Business Conduct and Ethics requires compliance to laws and ethical behavior by its employees, agents, contractors, and consultants. The Code includes reporting procedures and accountability provisions that may include immediate termination of employment or business relationships as permitted by law.



Microchip's policies related to ethical conduct include the following components:

- Code of Business Conduct and Ethics
- Confidentiality
- Insider Trading
- Compliance with Laws
- Conflicts of Interest
- Reporting Legal Non-Compliance

Microchip Policies related to ethical conduct may be found here: http://www.microchip.com/documentlisting/mission-statement.

CONFLICT MINERALS

Microchip Technology Incorporated, to include all its subsidiaries, share the global concern regarding the human tragedies occurring in the Democratic Republic of the Congo and the adjoining countries (Dodd-Frank "Covered Countries") associated with the mining of columbite-tantalite (tantalum), cassiterite (tin), wolframite (tungsten), and gold (3TG).

3TG originate from various continents, but armed groups engaged in, or interfering with, mining operations within the Covered Countries are subjecting people to human rights violations and using proceeds from the sale of 3TG to finance and sustain regional conflicts.

Microchip supports responsible mineral sourcing. We recognize the need to develop programs that allow for improved transparency in the 3TG supply chains. Our goal is to provide reasonable assurance that all integrated circuits manufactured by Microchip are responsibly sourced.

We are members of the Responsible Minerals Initiative ("RMI") that engages Smelters and Refiners ("SOR") and conducts audits of the SOR against responsible minerals sourcing protocols. All smelters in our integrated circuits supply chain were listed on the RMI-compliant smelter list. It is Microchip's policy to conduct independent smelter due-diligence research on any smelter in our supply chain where we have reason to believe there might unreasonable sourcing.

ALL SMELTERS IN OUR INTEGRATED CIRCUITS SUPPLY CHAIN WERE LISTED ON THE CFSI-COMPLIANT SMELTER LIST.

Microchip is diligently working toward a goal of assuring our products are manufactured and are sourced from socially responsible supply chains. In pursuit of that goal Microchip is doing the following:

- Conducting annual RCOI and subsequent due diligence required by the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act ("Dodd-Frank") using the RMI's Conflict Minerals Reporting Template ("CMRT").
- Retaining professional third-party smelter sourcing due diligence.
- Presenting mineral sourcing risks to Microchip's senior management.
- Disallowing SOR into our integrated circuit supply chain that are not cooperating with, or that are no longer cooperating with, the RMI's Conflict Free Smelter Program or similar mineral sourcing audit programs.
- Providing information to suppliers and expecting each to source materials from socially responsible supply chains and to accurately and comprehensively disclose their list of SOR, either at company level or specific to those materials incorporated into Microchip's products.
- Publicly disclosing our conflict minerals policy, RCOI implementation procedures, and SOR sourcing due diligence.
- Include a conflict minerals flow-down clause in new and renewed supplier contracts and purchase terms and conditions

Microchip's current CMRT for integrated circuits and other conflict minerals programs documents are available on Microchip's website, at www.microchip.com/conflictminerals.

HUMAN RIGHTS

Microchip Technology Incorporated is dedicated to protecting human rights. This is demonstrated in our continued involvement with the United Nations Global Compact (UNGC). The UNGC promulgates 10 principles, with specific focus on labor standards related to freely-chosen employment, child labor avoidance, working hours, wages, benefits, and humane treatment. Microchip continues to ensure alignment with these labor standards through our policies and business practices.

The State of California and the United Kingdom have introduced regulation centered on slavery and human trafficking under the California Transparency in Supply Chains Act and the UK Modern Slavery Act, respectively. Pursuant to these regulations, Microchip issues disclosure statements to emphasize those actions we've taken to eradicate slavery and human trafficking from our direct supply chain for tangible goods offered for sale. Our latest disclosure statement is publicly available on our website and may be found at www.microchip.com/about-us/corporate-responsibility.

Microchip continues to evolve its auditing practices which includes conducting reviews with its significant subcontractors. Microchip typically uses direct material suppliers that are either ISO9001 or TS16949 certified. Capabilities and quality standards are surveyed and reviewed at the time of supplier selection, as well as during quarterly reviews.

Microchip's Compliance with Laws policies require compliance with laws by its employees, agents, contractors, and consultants. Microchip provides ethics training to employees, which includes an obligation to comply with laws and report violations of laws.

PRODUCT

STEWARDSHIP

Microchip Technology Incorporated is committed to making a positive difference in the world and in people's lives by providing products and technologies that are used in a wide variety of applications. Every year we make significant investments in developing or strategically acquiring new technologies and products which enable our customers the freedom to innovate for today and tomorrow. Examples of how Microchip's customers and partners use our products to improve their products range from reducing energy or battery consumption, expanding home medical care, and ensuring the safety and security of buildings, cars, and homes.

GLOBAL PRODUCT COMPLIANCE LAWS

Microchip Technology Incorporated adheres to all applicable product material compliance laws and regulations throughout the entire lifecycle of a product. This practice has not only mitigated and/or eliminated the use of potentially hazardous materials but also produced the safest and most reliable products for our customers. Microchip has developed a rigorous materials compliance specification and Hazardous Substance Process Management (HSPM) system to ensure our products are qualified to be introduced into commerce worldwide.

Because our products are sold around the world, we are subject to numerous legislative and regulatory requirements, in addition to individual customer specifications. Detailed information on our product material compliance program is available at https://www.microchip.com/about-us/environmental-health-and-safety. From this page, the following is available:

- Environmental, Safety and Health Policies
- Certificate of Compliance
- CE Marking Declaration of Conformance
- EU-REACH Statement
- Material Content Declarations for IC Product

ENVIRONMENTALLY-PREFERABLE PRODUCTS

Microchip Technology Incorporated specializes in high-efficiency semiconductor microcontrollers, analog, wireless, and human-interface products.

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.

These products are vital to making our customers' design and manufacture of environmentally-preferable products possible. For example, our products are used in "smart" home energy monitoring, LED lighting applications, wearable/portable products with limited power source, and more efficient motor control applications. We see the continued development of high-efficiency products to be central to the future of both our company and the global economy.

Microchip innovates 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. These efforts are highlighted on our Environmental Health and Safety website www.microchip.com/about-us/environmental-health-and-safety.

Producing environmentally-preferable products is not a static exercise. It takes continuous innovation, which is why we are proud to share some of our emerging product lines capabilities and our vision regarding how they will continue our efforts toward developing environmentally preferred integrated circuits.

LOW-COST TEMPERATURE MONITORS HELP HOMEOWNERS SAVE ENERGY

Heating and cooling represent more than 47 percent of total home energy use. By maintaining stable temperatures, monitoring hot and cold spots in a home, installing more energy-efficient technologies, and focusing on heating and cooling in specific areas, homeowners can reduce HVAC costs and overall energy use. The easiest, consumer-friendliest way of helping homeowners monitor and make adjustments throughout the home is through the use of small, energy-efficient wireless temperature sensors. These mobile, wireless units enable consumers to better understand their energy use and adjust their systems accordingly.

Microchip's robust wireless technology is being applied to building temperature monitoring systems, providing people the flexibility to place sensors anywhere in the home or office and maintain a reliable connection. Using Microchip's MiWi™ protocol stack, temperature monitors are being manfactured with low-power, low-cost solutions in mind.

CLOUD TECHNOLOGY MANAGES LIGHTING SYSTEMS EFFICIENTLY

Nearly 17 percent of energy used in commercial buildings is consumed by lighting fixtures. As more and more companies replace outdated lighting sytems with energy-efficient lighting, like LEDs, energy consumption is being reduced by billions of kWh per year. But leaving the lights on when workers aren't in the office or factory is still a common energy management problem. Intelligent lighting solutions are a key part of smart buildings. The capability to connect and centrally control all light sources in a building offers many management advantages, including energy savings, custom atmospheres, and increased security.

Microchip has the solutions, know-how, and partnerships to help manufacturers add cloud connectivity to lighting products, further decreasing energy use in buildings.

Microchip's Power over Ethernet (PoE) lighting solution uses a single cable for both power and communication to lighting systems, with no batteries or wireless signal interference. For systems needing more flexibility and integration with mobile technology, Microchip offers Bluetooth-enabled smartphone accessible systems to control lighting. By customizing lighting needs, and moving beyond "on/off," Microchip continues to help reduce energy waste and reduce consumer expenses.

EXTENDING LIFESPAN BY USING EXTRA-LOW POWER

Electronics, such as wearables, sensors, and portable medical devices are controlled by microcontrollers, and these microcontrollers control the overall system power of the device. But the microcontrollers themselves can also be one of the largest consumers of power within the system.

In order to understand how much power is being consumed by the microcontrollers, the consumption can be broken down into two categories: (1) how much power is being used when the microcontroller is doing its task at hand (run), (2) how much power is being used when the system is not running the task, but still has voltage applied to it (sleep). These systems, along with many of today's connected applications, must consume as little power as possible and may be required to run off a single battery for as many as 15–20 years. With Microchip's eXtreme Low Power technology, Microchip has been able to reduce the run current by 62 percent from early generations of products, and our technology provides the lowest sleep current in the industry.

With these advancements in microcontroller technology, Microchip's eXtreme Low Power technology extends battery life and reduces the number of batteries of disposed each year.

Products across the Microchip portfolio that have industry-leading low power specifications and are used in AC-powered end products will use less power, and the cumulative effect could be substantial.

COMMUNITY

INVOLVEMENT

Microchip Technology Incorporated is an active participant in the communities in which we operate. We give back by supporting and donating to schools, clubs, and charities. The ways in which we support the local communities where we operate reflects the diversity of the people and the needs of those communities. This section highlights some of the work that Microchip did in 2017.

STEM OUTREACH

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

Microchip supports FIRST® (For Inspiration and Recognition of Science and Technology) and VEX robotics programs through our support of the REC Foundation (Robotics Education Competition). 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 addition to ongoing support in Arizona, Microchip also supported a FIRST® chapter in West Islip, New York. In April 2017, the team competed at the SBPLI (School-Business Partnerships of Long Island, Inc.) Long Island Regional in Hempstead, NY and was awarded the Innovation in Control Award sponsored by Rockwell Automation.

Microchip supports robotics programs in a number of financial and individual ways including:

- providing a full-time STEM representative to FIRST® and VEX
- providing a Regional Director for FIRST® in Arizona
- awarding 20 financial grants to “rookie” VEX teams
- offering facilities, supplies, and supply discounts for participants and staff volunteers working with FIRST®, VEX, and AZFirst, a local non-profit supporting the 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
- hosting VEX tournaments at Microchip’s Chandler facility

PROJECT C.U.R.E.

Since 2007, Project C.U.R.E has been utilizing approximately 46,000 square feet of space donated by Microchip to store and ship medical supplies and equipment. Project C.U.R.E. is the world's largest distributor of donated medical supplies and equipment. Since 1987, life-giving supplies have been shipped to more than 130 nations worldwide. Project C.U.R.E. accomplishes this by taking excess unused items from local medical facilities and shipping them to under-stocked hospitals in developing countries.

The cost of warehouse space would typically be a large expense on the program's balance sheet, and Project C.U.R.E. leverages Microchip's assistance to respond to the medical needs of developing countries. In 2017, volunteers assembled and packed a 40-foot cargo container bound for Shrimad Rajchandra Hospital in Gujarat, India with life-saving medical supplies and equipment. The cargo shipped from the Project C.U.R.E. Tempe warehouse marked the first of several containers to support the growing hospital. The contents were customized to replenish the depleted hospital with supplies including gauze, syringes, surgical gowns and masks, surgical supplies, office furniture, beds and mattresses. The hospital, established 2011, serves underprivileged tribal populations in and around Dharampur, which ranks among the poorest communities in India.

PROJECT C.U.R.E. (PHOENIX CENTER) MEDICAL SUPPLIES SHIPMENTS

	2015	2016	2017
Number of Shipments	25	41	36
Total Value of Shipments	$13 million	$16 million	$14 million

MICROCHIP SUPPORTS UNITED WAY

Microchip locations invest time and money to support the Pikes Peak United Way (PPUW) and Valley of the Sun United Way (VSUW) in Colorado Springs, CO and Phoenix, AZ respectively. United Way directly invests in local communities by supporting organizations that serve children, provide resources to end hunger and homelessness, and increase the financial stability of at-risk communities. Microchip supports these initiatives by participating in VSUW training events annually, donating on average $240,000 each year to the VSUW, and creating educational opportunities for employees so they can also make a difference in the community. Microchip's support of the PPUW chapter ranges from participation in clean-up days to help gather school supplies for the Back-to-School Drive. The PPUW recognized Microchip's contribution to United Way by awarding it the Spirit of Caring Away - Best First Time Workplace Campaign in 2017.

MICROCHIP TECHNOLOGY (THAILAND) "BACK TO SCHOOL" SCHOLARSHIP PROGRAM

Reinforcing that "Employees Are Our Greatest Strength," Microchip Thailand's "Back to School" scholarships not only include our employees, but also their children as members of our large family. The program provides scholarships at the beginning of each new academic semester. As parents typically spend a lot of money on their childrens' education—including tutorial fees, uniforms, stationery and lunches —these scholarships can help ease the burden of providing needed academic support.

Since 2012, Microchip has awarded between 70 and 80 scholarships each year to the children of employees.

MICROCHIP SUPPORTS MECHATRONICS DEGREE CURRICULUM DEVELOPMENT

At Mount Hood Community College (MHCC) in Gresham, Oregon, Microchip works closely to help develop training, funding, and curriculum support for STEM fields. In 2017, MHCC launched its first cohort of students majoring in an associate of applied science (AAS) degree in Mechatronics. Mechatronics is a branch of STEM (science, technology, engineering, and mathematics) that focuses on designing, manufacturing and maintaining products that have both mechanical and electronic components.

In 2013, MHCC recognized a demand for hands on, technical expertise in the local work force. With a number of local technology companies including Microchip Technology, the idea of a Mechatronics program gained momentum. Microchip employees served on the MHCC Mechatronics Advisory Board, participating in shaping the curriculum, and providing support to ensure its success. Because of the positive prospects, the program achieved additional state and local funding.

We are proud to support MHCC's mechatronics program, and additionally excited that of the 16 students in the cohort, seven of them are Microchip Technology employees.

THAILAND COMMUNITY AND CORPORATE SOCIAL RESPONSIBILITY AWARDS

2015

- 3Rs Award from the Department of Industrial Works.
- AIDS-Response Standard Organization Certification – Gold Medal
- Clean Food Good Taste Award from the Ministry of Public Health
- CSR–DIW AWARD Corporate Social Responsibility from the Department of Industrial Works
- ER Award. Outstanding Employee Labor and Welfare from the Ministry of Labor
- Outstanding Cooperative Education Award from the Office of the Higher Education Commission
- KMITL Top Model Company Appreciation Award from KMITL University
- National Safety Award from the Ministry of Labor
- Outstanding Wellness Program Award from the Ministry of Public Health

2016

- ASEAN Red Ribbon for Outstanding Workplace Award (ARROW)
- Clean Food Good Taste Award from the Ministry of Public Health
- CSR–DIW AWARD Corporate Social Responsibility from the Department of Industrial Works
- ER Award. Outstanding Employee Labor and Welfare from the Ministry of Labor
- Eastern Happy Workplace Award (Silver Level)
- National Safety Award from the Ministry of Labor
- National Zero Waste to Landfill Award
- Outstanding Wellness Program Award from the Ministry of Public Health

2017

- Business Ethics Standard Test Award (Best TCC Award) from the Thai Chamber of Commerce
- CSR–DIW Continuous AWARD Corporate Social Responsibility from the Ministry of Industry
- ER Award. Outstanding Employee Labor and Welfare from the Ministry of Labor
- Outstanding Disabled Employment Award from the Ministry of Social Development and Human Security
- The Standard on Prevention and Solution to Drug Problems in an Establishment Award from the Ministry of Labor

COLORADO SPRINGS "PROUD" TO CLEAN UP

Microchip's Colorado Springs division lives its community service commitments through its PROUD (Protect the Environment, Regularly Improve, Obey Regulations, Use Less and Don't Pollute) philosophy.

Following its PROUD tradition, the site conducted its 7th Annual Household Hazardous Waste Collection and Recycling Day on October 31, 2017. Site employees, business neighbors and participant recyclers are invited to responsibly dispose of household hazardous wastes through a Microchip-led collection event. This year, approximately 70 households participated in disposing of 1,520 lbs. of hazardous materials.

Additionally, 16 employees led a volunteer effort to pick up trash around our neighborhood lake. A large TV and 16 garbage bags of waste was collected and properly disposed of.

ROMANIA, COLORADO ADD TO SUPPORT OF UNITED WAY

Although our coordinated United Way campaign in Tempe/Chandler brings in the most substantial sum, Microchip Technology's other sites find value in contributing to this global community support organization.

In 2017, our Colorado Springs facility raised more than $13,500 to support United Way, and in Romania, employees hosted a handmade products fair that raised more than EU1,000.

MICROCHIP VOLUNTEERS PLANT TREES IN ROMANIA

In April 2017 at Calarasi County, Romania, a team of 20 Microchip volunteers planted almost 1,000 saplings in a single day.

The team enjoyed contributing to the environmental sustainability of the village on a beautiful spring day and then celebrated their hard work with a picnic for all families and volunteers.

UNITED NATIONS GLOBAL

COMPACT

Ethical business conduct is critical to our business. In addition to commitment to compliance with applicable laws and our Code of Business Conduct and Ethics and associated policies, Microchip became a participant in the UN Global Compact. The United Nations developed a global compact that includes 10 principles in the areas of human rights, labor, the environment, and anti-corruption. Microchip supports the UN Global Compact's core principles as stated in our commitment letter. Learn more at https://www.unglobalcompact.org/

SUMMARY OF REPORTING TO UN GLOBAL COMPACT PRINCIPLES

ISSUE	PRINCIPAL	PAGE
Human Rights	1: Businesses should support and respect the protection of internationally proclaimed human rights	13, 25-26, 32-34
	2: Make sure that they are not complicit in human rights abuses	13, 32-34
Labor	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	13, 26, 34
	4: The elimination of all forms of forced and compulsory labor	13, 26, 34
	5: The effective abolition of child labor	13, 26, 34
	6: The elimination of discrimination in respect of employment and occupation	13, 25-26, 34
Environment	7: Businesses should support a precautionary approach to environmental challenges	17
	8: Undertake initiatives to promote greater environmental responsibility	17-24
	9: Encourage the development and diffusion of environmentally friendly technologies	15, 20, 35-38
Anti-Corruption	10: Businesses should work against corruption in all its forms, including extortion and bribery	13-14, 32

GRI CONTENT INDEX

CHANGES TO OUR REPORTING BOUNDARIES

We have used the Global Reporting Initiative's Sustainability Reporting Standard to inform our reporting processes, boundaries and content. The following table provides a reference for relevant GRI indicators. This Sustainability Report boundary includes all facilities owned and operated by Microchip. There are no changes to the boundaries from previous years unless explicitly stated in a data table.

UPDATES AND CORRECTIONS

There are no restatements to data from past years.

GRI STANDARD	GRI TOPIC	INDICATOR	DESCRIPTION	PAGE
GRI 102 - General Disclosures - 2016	Organizational Profile	102-1	Name of Organization	3
GRI 102 - General Disclosures - 2016	Organizational Profile	102-2	Activities, brands, products and services	6
GRI 102 - General Disclosures - 2016	Organizational Profile	102-3	Location of headquarters	6
GRI 102 - General Disclosures - 2016	Organizational Profile	102-4	Location of operations	6
GRI 102 - General Disclosures - 2016	Organizational Profile	102-5	Ownership and legal form	6
GRI 102 - General Disclosures - 2016	Organizational Profile	102-6	Markets served	6
GRI 102 - General Disclosures - 2016	Organizational Profile	102-7	Scale of the organization	6
GRI 102 - General Disclosures - 2016	Organizational Profile	102-8	Information on employees and other workers	NR
GRI 102 - General Disclosures - 2016	Organizational Profile	102-9	Supply chain	NR
GRI 102 - General Disclosures - 2016	Organizational Profile	102-10	Significant changes to the organization and its supply chain	NR
GRI 102 - General Disclosures - 2016	Organizational Profile	102-11	Precautionary Principle or approach	NR
GRI 102 - General Disclosures - 2016	Organizational Profile	102-12	External initiatives	9
GRI 102 - General Disclosures - 2016	Organizational Profile	102-13	Memberships of associations	9
GRI 102 - General Disclosures - 2016	Strategy	102-14	Statement from senior decision-maker	4
GRI 102 - General Disclosures - 2016	Strategy	102-15	Key impacts, risks and opportunities	NR
GRI 102 - General Disclosures - 2016	Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	12-13, 32
GRI 102 - General Disclosures - 2016	Ethics and Integrity	102-17	Mechanisms for advice and concerns about ethics	25
GRI 102 - General Disclosures - 2016	Governance	102-18	Governance structure	7, 8
GRI 102 - General Disclosures - 2016	Governance	102-19	Delegating authority	NR
GRI 102 - General Disclosures - 2016	Governance	102-20	Executive-level responsibility for economic, environmental, and social topics	NR
GRI 102 - General Disclosures - 2016	Governance	102-21	Consulting stakeholders on economic, environmental, and social topics	10, 11
GRI 102 - General Disclosures - 2016	Governance	102-22	Composition of the highest governance body and its committees	8
GRI 102 - General Disclosures - 2016	Governance	102-23	Chair of the highest governance body	8
GRI 102 - General Disclosures - 2016	Governance	102-24	Nominating and selecting the highest governance body	8
GRI 102 - General Disclosures - 2016	Governance	102-25	Conflicts of interest	NR

GRI STANDARD	GRI TOPIC	INDICATOR	DESCRIPTION	PAGE
GRI 102 - General Disclosures - 2016	Governance	102-26	Role of the highest governance body in setting purpose, values, and strategy	NR
GRI 102 - General Disclosures - 2016	Governance	102-27	Collective knowledge of the highest governance body	NR
GRI 102 - General Disclosures - 2016	Governance	102-28	Evaluating the highest governancy body's performance	NR
GRI 102 - General Disclosures - 2016	Governance	102-29	Identifying and managing economic, environmental and social impacts	NR
GRI 102 - General Disclosures - 2016	Governance	102-30	Effectiveness of risk management processes	NR
GRI 102 - General Disclosures - 2016	Governance	102-31	Review of economic, environmental, and social topics	NR
GRI 102 - General Disclosures - 2016	Governance	102-32	Highest governance body's role in sustainability reporting	NR
GRI 102 - General Disclosures - 2016	Governance	102-33	Communicating critical concerns	NR
GRI 102 - General Disclosures - 2016	Governance	102-34	Nature and total number of critical concerns	NR
GRI 102 - General Disclosures - 2016	Governance	102-35	Remuneration policies	NR
GRI 102 - General Disclosures - 2016	Governance	102-36	Process for determining remuneration	NR
GRI 102 - General Disclosures - 2016	Governance	102-37	Stakeholders' involvement in remuneration	NR
GRI 102 - General Disclosures - 2016	Governance	102-38	Annual total compensation ratio	NR
GRI 102 - General Disclosures - 2016	Governance	102-39	Percentage increase in annual total compensation ratio	NR
GRI 102 - General Disclosures - 2016	Stakeholder Engagement	102-40	List of stakeholder groups	10, 11
GRI 102 - General Disclosures - 2016	Stakeholder Engagement	102-41	Collective bargaining agreements	26
GRI 102 - General Disclosures - 2016	Stakeholder Engagement	102-42	Identifying and selecting stakeholders	10, 11
GRI 102 - General Disclosures - 2016	Stakeholder Engagement	102-43	Appoach to stakeholder engagement	10, 11
GRI 102 - General Disclosures - 2016	Stakeholder Engagement	102-44	Key topics and concerns raised	10, 11
GRI 102 - General Disclosures - 2016	Reporting Practice	102-45	Entities included in the consolidated financial statements	NR
GRI 102 - General Disclosures - 2016	Reporting Practice	102-46	Defining report content and topic boundaries	16
GRI 102 - General Disclosures - 2016	Reporting Practice	102-47	List of material topics	16
GRI 102 - General Disclosures - 2016	Reporting Practice	102-48	Restatements of information	45
GRI 102 - General Disclosures - 2016	Reporting Practice	102-49	Changes in reporting	45
GRI 102 - General Disclosures - 2016	Reporting Practice	102-50	Reporting period	3
GRI 102 - General Disclosures - 2016	Reporting Practice	102-51	Date of most recent report	3
GRI 102 - General Disclosures - 2016	Reporting Practice	102-52	Reporting cycle	3
GRI 102 - General Disclosures - 2016	Reporting Practice	102-53	Contact point for questions regarding the report	3
GRI 102 - General Disclosures - 2016	Reporting Practice	102-54	Claims of reporting in accordance with the GRI standards	45
GRI 102 - General Disclosures - 2016	Reporting Practice	102-55	GRI content index	45 - 48
GRI 102 - General Disclosures - 2016	Reporting Practice	102-56	External assurance	3
GRI 103 - 2016	Management Approach	103-1	Explanation of the material topic and its boundary	16
GRI 103 - 2016	Management Approach	103-2	The management approach and its components	16, 17 - 19, 20-21, 25 - 27, 29, 32, 34-36
GRI 103 - 2016	Management Approach	103-3	Evaluation of the management approach	NR
GRI 201 - 2016	Economic Performance	201-1	Direct economic value generated and distributed	NR
GRI 201 - 2016	Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	NR

GRI STANDARD	GRI TOPIC	INDICATOR	DESCRIPTION	PAGE
GRI 201 - 2016	Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	NR
GRI 201 - 2016	Economic Performance	201-4	Financial assistance received from government	NR
GRI 202 - 2016	Market Presense	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	NR
GRI 202 - 2016	Market Presense	202-2	Proportion of senior management hired from the local community	NR
GRI 203 - 2016	Indirect Economic Impacts	203-1	Infrastructure investments and services supported	NR
GRI 203 - 2016	Indirect Economic Impacts	203-2	Significant indirect economic impacts	NR
GRI 204 - 2016	Procurement Practices	204-1	Proportion of spending on local suppliers	NR
GRI 205 - 2016	Anti-Corruption	205-1	Operations assessed for risks related to corruption	NR
GRI 205 - 2016	Anti-Corruption	205-2	Communication and training about anti-corruption policies and procedures	NR
GRI 205 - 2016	Anti-Corruption	205-3	Confirmed incidents of corruption and actions taken	14
GRI 206 - 2016	Anti-Competitive Behavior	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	14
GRI 302 - 2016	Energy	302-1	Energy consumption within the organization	19
GRI 302 - 2016	Energy	302-2	Energy consumption outside of the organization	19
GRI 302 - 2016	Energy	302-3	Energy intensity	NR
GRI 302 - 2016	Energy	302-4	Reduction of energy consumption	19
GRI 302 - 2016	Energy	302-5	Reductions in energy requirements of products and services	15, 20, 37-38
GRI 303 - 2018	Water and Effluents	303-1	Interactions with water as a shared resource	NR
GRI 302 - 2016	Water and Effluents	303-2	Management of water discharge-related impacts	22
GRI 302 - 2016	Water and Effluents	303-3	Water withdrawal	22
GRI 302 - 2016	Water and Effluents	303-4	Water discharge	NR
GRI 302 - 2016	Water and Effluents	303-5	Water consumption	NR
GRI 305 - 2016	Emissions	305-1	Direct (Scope 1) GHG emissions	18
GRI 305 - 2016	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	18
GRI 305 - 2016	Emissions	305-3	Other indirect (Scope 3) GHG emissions	NR
GRI 305 - 2016	Emissions	305-4	GHG emissions intensity	NR
GRI 305 - 2016	Emissions	305-5	Reduction of GHG emissions	NR
GRI 305 - 2016	Emissions	305-6	Emissions of ozone-depleting substances (ODS)	NR
GRI 305 - 2016	Emissions	305-7	Nitrogen ooxides (NOx), sulfer oxides (SOx), and other significant air emissions	NR
GRI 306 - 2016	Effluents and Waste	306-2	Waste by type and disposal method	21
GRI 306 - 2016	Effluents and Waste	306-3	Significant spills	NR
GRI 306 - 2016	Effluents and Waste	306-4	Transport of hazardous waste	NR
GRI 307 - 2016	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	14
GRI 308 - 2016	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmentla criterial	NR
GRI 308 - 2016	Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	NR
GRI 401 - 2016	Employment	401-1	New employee hires and employee turnover	NR

GRI STANDARD	GRI TOPIC	INDICATOR	DESCRIPTION	PAGE
GRI 401 - 2016	Employment	401-2	Benefits provided to full-time employees that are no provided to temporary or part-time employees	26
GRI 401 - 2016	Employment	401-3	Parental leave	NR
GRI 403 - 2018	Occupational Health and Safety	403-1	Occupational health and safety management system	29-30
GRI 403 - 2018	Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	NR
GRI 403 - 2018	Occupational Health and Safety	403-3	Occupational health services	NR
GRI 403 - 2018	Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	NR
GRI 403 - 2018	Occupational Health and Safety	403-5	Worker training on occupational health and safety	NR
GRI 403 - 2018	Occupational Health and Safety	403-6	Promotion of worker health	NR
GRI 403 - 2018	Occupational Health and Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	NR
GRI 403 - 2018	Occupational Health and Safety	403-8	Workers covered by an occupational health and safety management system	NR
GRI 403 - 2018	Occupational Health and Safety	403-9	Work-related injuries	29
GRI 403 - 2018	Occupational Health and Safety	403-10	Work-related ill health	NR
GRI 404 - 2016	Training and Education	404-1	Average hours of training per year per employee	NR
GRI 404 - 2016	Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	26-27
GRI 404 - 2016	Training and Education	404-3	Percentage of employees receiving regular performance and career development reviews	NR
GRI 406 - 2016	Non-Discrimination	406-1	Incidents of discrimination and corrective actions taken	14
GRI 407 - 2016	Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	NR
GRI 408 - 2016	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	NR
GRI 409 - 2016	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	NR
GRI 413 - 2016	Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	NR
GRI 414 - 2016	Supplier Social Assessments	414-1	New suppliers that were screened using social criteria	13
GRI 414 - 2016	Supplier Social Assessments	414-2	Negative social impacts in the supply chain and actions taken	NR
GRI 416 - 2016	Customer Health and Safety	416-1	Assessment of the health and safety impacts on product and service categories	NR
GRI 416 - 2016	Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	14
GRI 419 - 2016	Socioeconomic Compliance	419 -1	Non-compliance with laws and regulations in the social and economic area	14