

# PURPOSE

Empowering innovation to enhance the human experience.

# VISION

Microchip Technology is in Everything.

# MISSION

Our mission is to make innovative design easier through comprehensive total system solutions that address critical challenges at the intersection of emerging technologies and durable end markets.

We measure our success by winning the hearts of our customers, shareholders, employees and communities and by continuously improving all aspects of our business to drive profitable growth.

# GUIDING VALUES

## Quality Comes First

We are on a relentless quest for perfection and are committed to the goal of zero defects. We will perform correctly the first time and maintain our company's quality management system certifications to ensure customer satisfaction. We employ the aggregate system so that all employees anticipate problems and implement root-cause solutions using effective and standardized improvement methods. We believe that quality is built in and not inspected in and that when quality comes first, reduced costs follow.

## Customers Are Our Focus

We embrace that exceptional customer service is everyone's responsibility. Our highest priority is to make our customer's life easier by understanding their needs, removing barriers to innovation, and consistently exceeding their expectations. We believe each employee must effectively serve their internal customers for Microchip's external customers to be properly served.

## Employees Are Our Greatest Strength

We design jobs and provide opportunities promoting employee 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 company, team and individual performance. We provide for employee health and welfare by offering competitive and comprehensive employee benefits.

## Profits and Growth Provide for Everything We Do

We strive to deliver industry-leading customer value that drives profits and growth, which fuel our future innovations, expand employee opportunities and represent the overall success of Microchip. We accomplish this by aggressively pursuing product and sales competitiveness, optimization of inventory levels and effective cashflow management.

## Products and Technology Are Our Foundation

We are dedicated to empowering our customers with a broad portfolio of technology solutions while protecting our intellectual properties with a robust patent portfolio. By continuously investing in the design and development of our processes, products, software and services, we ensure that our innovations are timely, reliable and cost-effective.

## Suppliers, Representatives and Distributors Are Our Partners

We strive to maintain professional and mutually beneficial partnerships with suppliers, representatives, distributors, design houses and consultants who are an integral link in the achievement of our mission and guiding values.

## Safety and Security Are Never Compromised

We place our concern for the health, safety and security of our employees, company, property, personal data and community at the forefront of our decisions, policies and actions. We are all individually and collectively responsible for safety and security.

## Total Cycle Times Are Optimized

We focus resources to optimize cycle times to our internal and external customers by empowering employees to achieve efficient cycle times in their area of responsibility. We believe that cycle time reduction is achieved by streamlining processes through the systematic removal of barriers to productivity.

## Communication Is Vital

We encourage appropriate, honest, constructive and timely communication in company, customer, investor, government and community relationships to resolve issues, exchange information and share knowledge.

## Continuous Improvement Is Essential

We utilize the concept of "Vital Few" to establish our priorities. We are committed to proactive problem solving by fostering a sense of urgency, intellectual curiosity and a desire to improve everyday efficiency. We encourage personal initiative, honest self-criticism and proactive questioning that drive increased productivity, innovation and organizational agility.

## Professional Ethics and Social Responsibility Are Practiced

We manage our business and treat customers, employees, shareholders, investors, suppliers, channel partners, community and government in a manner that exemplifies our honesty, ethics and integrity. We honor our short- and long-term fiscal, social and environmental responsibilities and are proud to serve as an equal opportunity employer.