



# **ANTI-BRIBERY AND ANTI-CORRUPTION POLICY**

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## I. INTRODUCTION

This Anti-Bribery and Anti-Corruption Policy (the “Policy”) of Monolithic Power Systems, Inc. (the “Company” or “MPS”) is designed to supplement our Code of Ethics and Business Conduct to provide more detail regarding our policies and procedures related to anti-bribery and anti-corruption, fair competition and business practices, and to promote:

- Compliance with applicable laws, rules, and regulations.
- Honest and ethical conduct in all of our interactions with the government, and in our business relationships.
- Prompt internal reporting of violations of this Policy; and
- Accountability for adherence to this Policy, our Code of Ethics and Business Conduct, and to our company values.

This Policy applies to all directors, officers, and employees of MPS and its subsidiaries, who, unless otherwise specified, will be referred to jointly as employees. We are committed to this Policy and the values it encompasses, and we expect our agents, consultants, and other business partners to operate in accordance with this Policy and with those same values and commitments: To conduct business honestly and ethically.

## II. SUMMARY OF YOUR RESPONSIBILITIES

MPS values integrity and honesty, and as a company we are committed to ethical and legal business practices. We receive and provide exciting business opportunities because of our exceptional products and innovation, not through corruption or bribery. Corruption occurs when people or businesses use their power or money for their own personal gain, or to improperly influence government or business partner’s decisions. We do not accept or condone illegal corruption or bribery. We also do not engage in anti-competitive practices, like price-fixing, or misuse of our market power. Together, as a company and individually, we commit to never:

Offer, give, request, or accept payment of any kind, entertainment, meals, gifts, or travel (regardless of value), to or from government officials and employees.

Offer, request, accept, or indicate willingness to make or accept a concealed commission, cash payment, or kickback to or from supplier or vendor to improperly influence the business relationship.

Give or accept gifts or provide hospitality (like meals, travel, or entertainment) where doing so is illegal or inappropriate. If the gift may create an improper influence on the company or person, you should not give it. If you are uncertain whether a gift or other benefits could be deemed improper and violate this Policy, please consult with the Chief Finance Officer or the General Counsel.

Take unfair advantage of anyone, including customers, suppliers, and business partners, through deception, misrepresentation, manipulation, coercion, abuse of privileged information, or any unintentional unfair business practice.

Select suppliers based on any undue influence or personal relationships. We select the best suppliers for the job, based on the merits of their products and services, the price, fitness for our purposes, adherence to our values and policies, and other terms, balanced against our company’s needs.

Communicate with our competitors about pricing and pricing practices, forward-looking business plans, market-share or allocation, or condition our sales contracts in a way that could reduce competition. If you are unsure whether your discussions with a competitor or supplier comply with fair competition laws, reach out to your manager and our legal department.

We take this Policy seriously and need your participation to ensure that unethical and unlawful conduct does not have a detrimental impact on our culture and our business. We rely on you to help us enforce this Policy. It is important that you:

- **Read** and make sure you understand this Policy and our Code of Ethics and Business Conduct, which can be found under the “Corporate Governance” section on MPS’s website at [www.monolithicpower.com](http://www.monolithicpower.com).
- **Use** your sound business judgment and common sense, and act with integrity in your business dealings. Remember that you are the face of our company, and a representative of our values and integrity.
- **Speak up** to report any violation of this Policy, through the reporting methods noted in Section III of the Whistleblower Policy and cooperate with any investigations.
- **Ask for help** and seek guidance from our anonymous reporting and support service Section III of the Whistleblower Policy, or from your manager, our Chief financial Officer, or our General Counsel, if you have a concern but are not sure it is a violation of this Policy.
- **Know** that we will protect whistleblowers, and we encourage you to raise any issues you see without hesitation or worry of retribution.

We are committed to continuing MPS’s success through ethical and honest business practices and standards, and we view every employee as a partner in that commitment. Together, we can live by our values and accomplish great things.

This Policy and the Code has been developed as a guide to employees about our legal and ethical responsibilities to achieve and maintain the highest business standards. Conduct that violates our policies will be viewed as unacceptable under the terms of employment with the Company. Certain violations of our policies and practices could even subject the Company and/or the individual employees involved to civil and/or criminal penalties. This Policy is intended to supplement, not replace, other policies and procedures of the Company. We are committed to continuously reviewing and updating our policies and procedures. The Company therefore reserves the right to amend, alter, or terminate this policy at any time and for any reason, subject to applicable law.