



## **Conflict Minerals Policy**

**Date Updated: 12/15/2025**

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The Dodd-Frank Wall Street Reform and Consumer Protection Act, enacted in July 2010, directed the Securities and Exchange Commission (SEC) to issue rules requiring publicly traded companies to disclose the extent to which their products contain so-called "conflict minerals" (tantalum, tin, tungsten and gold, also known as 3TG) sourced from conflict mines in the Democratic Republic of the Congo (DRC), or adjoining countries. The concern underlying this requirement is that the use of these metals, derived from minerals mined in these countries, has helped to fuel war and human rights abuses in eastern Congo. The SEC issued implementing rules in August 2012. These rules require companies to file an annual report on their use of conflict minerals from such sources. Our annual filing of form SD can be accessed [here](#).

We support, contribute to and rely on industry-wide efforts to validate that the 3TG minerals, including cobalt, used in our products come from socially responsible sources and do not contribute to conflict. As a member of the Responsible Business Alliance (RBA), we have adopted the RBA Code of Conduct and are a member of the Responsible Minerals Initiative (RMI) and its work groups. Further, our due diligence program will conform in all material respects with the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Our goal is to use only conflict-free minerals in our products. In furtherance of this objective, we expect our suppliers to acquire materials from conflict-free sources within the DRC and adjoining countries, and to provide their supply chain conflict minerals information to us using the RMI minerals reporting templates. MPS will assess and may withhold future business with suppliers who do not comply with this policy. Our due diligence measures will be made available to our customers upon request.

## Questions and Concerns

Concerns about, and violations of, this Conflict Minerals Policy should be reported to the Company's Whistleblower Hotline.

Reports can be made the following ways:

- MPS employees **please contact your manager**.
- Contact the General Counsel (the Chief Compliance Officer) or,
- Contact the independent, third-party reporting service, Syntrio Lighthouse Services, through any of the following anonymous channels:
  - Calls from US and Canada: (800) 398-1496 (toll free)
  - Calls from China: 400-120-1853 (toll free)
  - Calls from all other countries: (800) 603-2869 (toll free)
    - Please see country access codes and instructions provided at this link: <https://report.syntrio.com/documentlink/International%20Toll-free%20Hotline%20Access%20Instructions.pdf>
  - World-wide access: (800) 603-2869 (US based direct dial number, charges apply)
  - E-Mail: [standard-reports@mitratech.com](mailto:standard-reports@mitratech.com) (must reference MPS in report)
  - Website: <https://report.syntrio.com/monolithicpower>

**The website contains options to submit a report in 39 languages.**
  - Fax: (215) 689-3885 (must reference MPS in report)

Syntrio Lighthouse will process your report and forward it to appropriate company personnel for investigation. (Note: If we change hotline vendors or hotline numbers, we will notify you.)