MPS

2026 Corporate Responsibility Report

Table of Contents

About MPS 3

A Message From the CEO 4
2025 Overview 5

Environment 8

Climate Change 9
Greening Our Operations 10
Our Emissions 11
ESG Steering Committee 13
Environmental Health and Safety 13

Product Innovation 14

Next Generation of Datacenters 15
Automotive Innovations 15
Quality Assurance 16

Our People 17

Ethics and Values 18
Career Development 18
Compensation and Benefits 21
Employee Health and Safety 22
Academic Partnerships 23
The MPS Foundation 24

Supply Chain 25

Ethical Supply Chain 26
Human Rights 26
Conflict Minerals 27

Governance 28

Corporate Governance Principles 29
ESG Oversight 30
Ethical Behavior 31
Whistleblower Policy 32
Business Continuity 33
Cybersecurity 34
Data Privacy 34
Stakeholder Engagement 35

Appendices 37

Sustainability Data 38
Workforce Diversity Metrics 39
Social Data 40
UN Sustainable Development Goals 41
TCFD Report 42
Materiality Assessment 43
GHG Emissions Verification Statement 44

Published April 2026

About MPS

MPS Regional Headquarter, Palm Beach, USA

MPS CEO Michael Hsing

A Message From the CEO

At MPS, reducing emissions, conserving energy and resources, and protecting the planet is at the core of everything we do. It's right there in our name: Monolithic Power Systems.

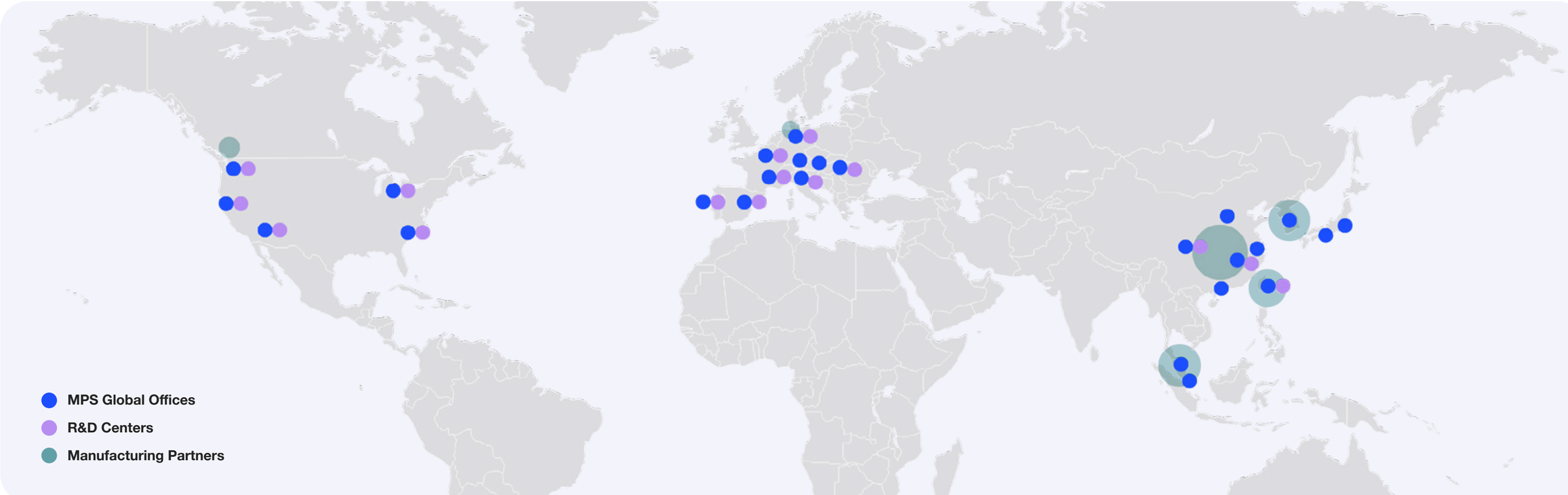
We push the boundaries of what's possible today to solve the real-world challenges of tomorrow. We develop fully integrated, complete power systems in a single monolithic block to deliver the smallest, most simple, most efficient power sources. It's one of the best ways to drastically reduce energy use across countless applications.

Our innovative, versatile solutions are designed to improve power conversion efficiency and reduce material consumption. They're easy to use and they're cost effective. We're part of innovative solutions that help our customers deliver the next groundbreaking technologies—from electric vehicles to AI data centers to smart phones. But we also pride ourselves on helping our customers deliver innovation in a way that meets their sustainability goals and contributes to our shared fight against climate change.

Our catalogue counts more than 4,000 products. Yes, that's great for our company—our employees and our shareholders. But it's also great for the world at large because it means more businesses are choosing power systems that are designed to have a reduced environmental impact.

Like many other companies, MPS is working hard to reduce our own carbon footprint and increase renewable electricity use across our operations. I'm proud of the tremendous progress we've made, such as reducing our greenhouse gas emissions by 21% compared to 2022. But what I'm most proud of is how MPS is at the center of helping customers across the globe make smarter, more energy-efficient choices—and supporting their sustainability strategies.

Michael R. Hsing, CEO

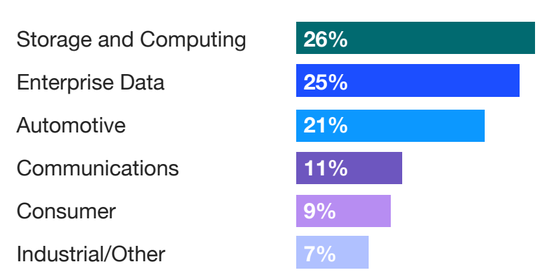


2025 Overview

Company Overview

Founded in California	1997
IPO (NASDAQ: MPWR)	2004
Revenue	$2.79B
Number of Products	4,000+
Number of Customers	30,000+
Employees Worldwide	4,500+

Market Sectors



R&D investment drives breakthrough innovations

MPS creates efficient, reliable, and powerful products because that is what our customers demand to meet their business goals. But it is also what our world needs to better utilize the planet's natural resources and confront the challenges of climate change. In order to discover new, innovative ways to improve our current offerings and introduce products in new categories, we invest heavily in research and development: $1 billion over the last three years.

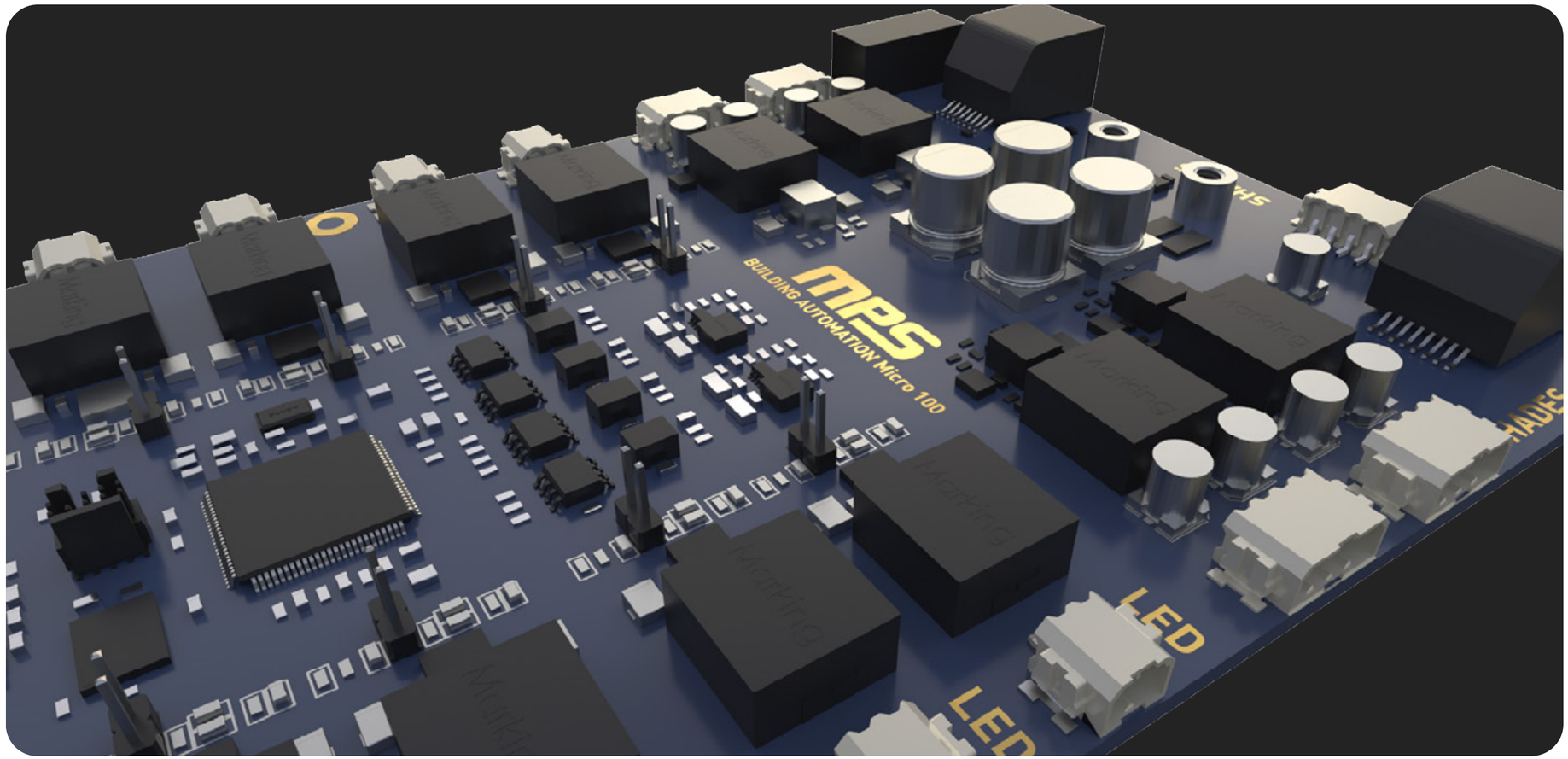
This increased investment in R&D has paid off, allowing us to offer solutions that are highly integrated and smaller in size. Compared to many competing solutions, our products are more energy efficient, more accurate with respect to performance specifications, and, consequently, more cost-effective.

We do this by developing power solutions that push boundaries, so we can offer some of the highest power density solutions in the industry. Improving a given product's performance and energy efficiency remains a priority throughout product research and development, as well as in our subsequent design processes. We aim to make every new product generation more energy efficient than the last.

A critical aspect of this work is evaluating our progress toward our goals. We strive to integrate more advanced energy savings tracking through our product development cycle to better assess the energy/emissions savings and improved compute-enabled of several of our core products.

MPS's acquisition of the Dutch company Axign in 2024 expanded our product portfolio into digital audio processing. The innovative technology developed by Axign delivers high-fidelity audio performance with near-zero distortion, and lowers the idle power loss by 90%, significantly extending the battery run time. The highly integrated and high-performance audio amplifier module from MPS is only a fraction of the physical footprint of the audio solutions currently on the market, making high-quality portable audio a reality.

Our commitment to innovation is reflected by our substantial investment in research and development in recent years and the pace of our patent filings. Our three-year average R&D investment-to-sales ratio was 14.3%. In addition, we filed 682 patents and issued 1,549.



Our innovations enable greener products

Powering Datacenters: Our Z-Axis Power Delivery (ZPD) architecture approach allows each rack in a Datacenter to receive more power, and it reduces power distribution network (PDN) losses to the servers by 5X. This translates into Datacenters increasing the computing capacity that can be stored in a given rack. Because the power demand at the rack level is skyrocketing, we are working to deliver a fully integrated solution that can support twice as much power as today—up to 3 amps/mm^2.

Automotive: Our high-voltage converters are designed to maximize power conversion efficiency, making them ideal for optimizing the power use of electric vehicles. Our ADAS sensor power solutions are up to 4X smaller and deliver up to 8X faster operation than other available solutions. Our digital cockpit solutions deliver a 70% smaller board footprint, require up to 50% fewer components, and deliver higher efficiency and cooler thermals. Looking ahead, our Automotive Battery Management Solutions (ABMS) will facilitate the transition to higher voltage charging—up to an 800V battery architecture—and a faster charging network, which are essential to support the growing demand for electric vehicles.

Notebook Solutions: Monolithic battery chargers for computer notebooks are delivering higher efficiency, lower power consumption, and up to 50% faster charging, while also being 50% smaller and thinner than those of our competitors. Looking ahead, MPS plans to introduce MiniPhase™, a heterogeneous, dual-output power stage that further reduces power loss during the most-used power levels of the system on chip.

Smart Home and Building Automation: We developed an AI-driven building management solution that will create heathier live/work spaces through improved indoor air quality, lighting that mimics natural daylight, and better noise cancellation. The MPS building automation system will help building and property owners realize energy savings up to 20%, as well as see up to 30% savings on installation costs due to the use of low voltage DC cabling, reduced need for high-voltage conduits, and simplified programming tools.

Intelligent Robots: Our coreless motor total solution delivers the best performance on the market by leveraging our highly integrated and innovative packaging technology. This enables the miniaturization of robotic actuators by freeing up physical space to integrate new functions. In 2025, our focus has been on ADAS solutions for autonomous robots and high-powered, wireless, fast-charging stations as a reliable and convenient charging solution to keep robots busy.

Battery Energy Storage Systems: ESSs are a key part of renewable energy infrastructure. Our active battery management solutions are increasing power output by reducing switching losses and optimizing efficiency.

Environment

Mitigating the effects of climate change is essential to our mission

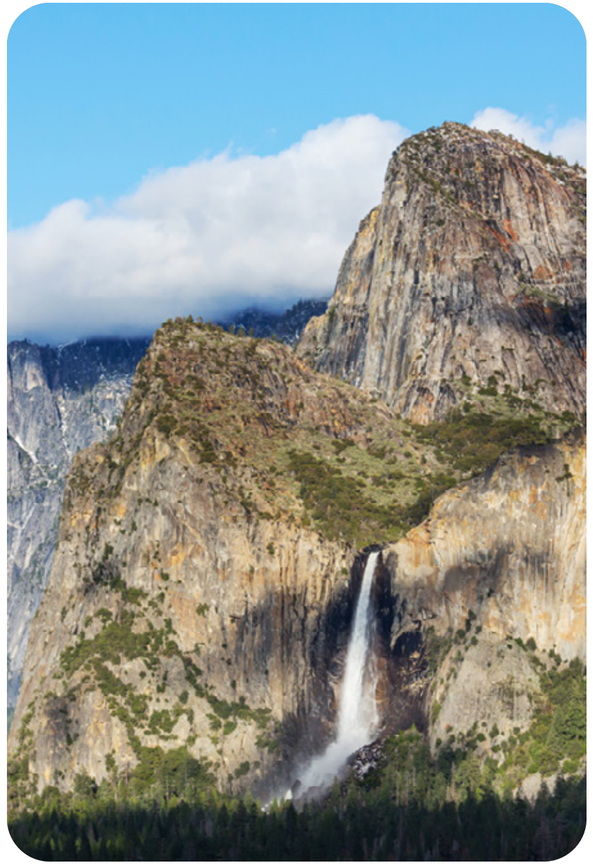
Each year, climate change poses an ever-increasing threat to our world. It impacts our health and well-being, the global economy, and the survival of our planet. Because we care about our customers, our stakeholders, and our society as a whole, we believe it is our duty to address the effects of climate change and the resulting weather events associated with it. We are actively working to prepare for the wide range of climate-related risks and are doing everything we can to minimize their impact on our operations and our communities.

Because we have a fabless manufacturing model, our exposure to natural disasters within our direct operations is limited. But that is not the case with our supply chain, which can be adversely affected by severe weather events brought on by higher global temperatures, such as droughts, heatwaves, wildfires, flooding, and hurricanes. Therefore, it is essential that we work closely with our partners to ensure we are actively trying to mitigate the risks these events pose.

For example, water is essential to semiconductor manufacturing. But some of our third-party manufacturing partners have operations in regions that are experiencing an increase in extreme heatwaves and prolonged dry periods. If they are faced with major droughts, they might not be able to access the water needed for hydropower generation, which could disrupt some of our manufacturing operations.

High winds, flooding, droughts, heatwaves, wildfires, and other severe weather can also result in physical damage to buildings and equipment, disruption of information and communications systems, loss of energy and water supply, and other major consequences. Left unchecked, they could impact our business opportunities and costs, or worse, the loss of our employees' lives and those in the wider community we are a part of.

In order for us to improve our ability to identify, measure, and collect data on possible climate-related risks, we are accredited with the ISO certifications listed to the right. We are also a member in good standing of the Responsible Business Alliance (RBA), a trade organization focused on responsible business conduct. We use the RBA's Self-Assessment Questionnaire to assess our suppliers on specific supply chain risk areas related to labor, health and safety, the environment, and ethics. We incorporate climate-related risks and opportunities into our business strategy, and environmental measurements have been integrated into our key performance goals.



Key policies that govern our environmental impact include:

- MPS Environmental and Climate Change Policy
- MPS Environmental Compliance Declaration
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety Management System
- ISO 26262 Functional Safety Management for Safety Related Products
- ISO 9001 Quality Management System

MPS helps companies reduce energy use

Many of our customers have set ambitious environmental goals to reduce the energy used by their products. In order to achieve those goals, they look to MPS to develop component products that support their technologies and enable sustainable infrastructures.

Our solutions are already part of applications that reduce energy consumption, decrease greenhouse gas emissions (GHG), and help combat climate change. We develop key components for everything from renewable energy infrastructures to electric transportation to factory automation to Datacenters.

But our mission to protect the environment does not stop there. We continuously develop products with higher performance, lower cost, and improved energy efficiency compared to previous generations so that we can keep meeting our customers' needs.

Our energy-efficient products help create value for our customers by lowering their overall energy use and environmental impacts, potentially contributing to reductions in Scope 3 emissions.

We also work to reduce our own environmental impact

As a fabless company, our direct operations have a relatively small impact on the environment. However, the land, energy, materials, and water we use do contribute to climate change, as does the waste we generate. Our supply chain accounts for the largest part of our environmental footprint, including mining, processing raw materials by foundries, manufacturing, and shipping of our products. We are committed to addressing all aspects of our business—from our direct operations to our supply chains—to find innovative ways to manage resources more effectively and manufacture products more efficiently.

Our largest testing facilities in Chengdu, China, are ISO 14001 and ISO 45001 certified and are audited annually. This audit includes an extensive environmental risk analysis, which we use as a basis for improving our processes. Compliance with these standards also helps us prevent work-related injuries and health issues.

Our Environmental Management System (EMS) is the overarching framework we use to monitor our environmental stewardship. It is designed to mitigate environmental impacts and enable our operations to comply with applicable international and local requirements. It includes records, data, and our established targets, and it tracks our use of energy, electricity, and water, as well as waste disposal. We also use our EMS to manage environmental risks and train employees to handle hazardous materials. It is based on globally accepted best practices, including those recommended by the RBA, and is further supported by our Environment and Climate Change Policy. Our EMS is compliant with relevant international standards, including ISO 14001, ISO 45001, and ISO 9001.

We require our suppliers to comply with our EMS, including the contained legal and ISO 14001 requirements. Through our EMS, we seek to ensure our products are shipped in compliance with the European Restriction of Hazardous Substances (ROHS) directive and exclude banned substances such as BFRs (brominated flame retardants), PVC (polyvinyl chloride), phthalates, beryllium, arsenic, and antimony.

We utilize solar power and water conservation technology, and we are always looking for new, innovative opportunities to help minimize the environmental impact of our operations and facilities by leveraging energy efficiency and clean energy technology. For example, we have installed almost 33,500 square feet of solar panel on our buildings worldwide, which has generated 430 megawatt hours (MWh) and saved 87 metric tons of carbon dioxide equivalent (MTCO2e) in 2025. More than a third of the 98 EV charging stations we provide free of charge to our employees are powered by solar panels, which helps encourage the use of cleaner modes of transportation.

We have installed a solar-powered microgrid in our San Jose, California, facility to mitigate peak power demand and power outages, and we use LED lighting, as well as controls for heating, ventilation, air conditioning, and lighting, to further minimize our energy use. We have also upgraded our cooling equipment to more efficient models in one of our largest facilities in Chengdu. Since 2023, we minimized our electricity use by almost 2,000,000 kWh in China.

We have a number of water conservation programs in place. For example, our German facilities include drainage systems that enable rainwater retention to flow directly to the soil rather than to storm drains. In China, our newest testing plant has a rainwater recycling system directly linked to our landscape irrigation. In 2024, we collected and reused 60% more rainwater than in 2023 in our Chengdu operations. We have also installed water-efficient, sensor-activated faucets and flushing mechanisms in the restrooms of some of our offices. We are partnering with our real estate design teams to incorporate LEED requirements for our next-generation facilities.

MPS Chengdu offices, Chengdu, China

Reducing our greenhouse gas emissions is a priority

Reducing greenhouse gas emissions is essential to address global warming and climate change. In 2023, we set a goal to reduce our absolute GHG emissions Scope 1 and Scope 2 by 40% by the end of 2030 against our baseline in 2022. Our short-term target is to reduce our GHG emissions by 25% by the end of 2026 against that baseline. We track and report our progress against our commitment annually.

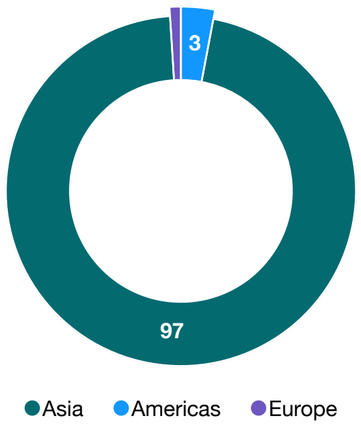
In order to ensure transparency and data verification regarding greenhouse gas emissions, our GHG inventory methodology follows the standards developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development's GHG Protocol. We use the operational control approach to define organizational boundaries. Per these requirements, we identify, collect, and account for GHG emissions from these sources. Our facilities are a mix of large and small offices, research and development labs, testing facilities, and warehouses.

In 2023, we launched our ESG web-based platform to support our sustainability effort. The platform is designed to centralize and automate our data collection and calculate our greenhouse gas emission inventory in real time, which allows us to generate detailed and up-to-date reports on our ESG program. In the future, it will support the evaluation and reporting of our supply chain emissions inventory as well.

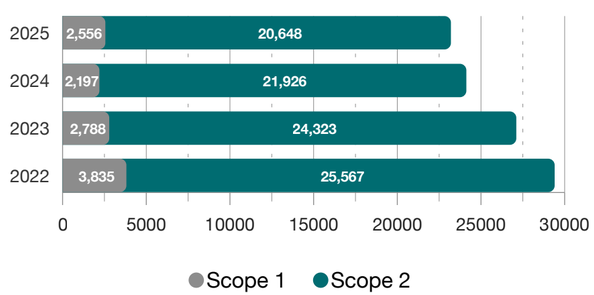
Our reported GHG emissions inventory includes our direct emissions from resources we own and control, known as Scope 1, and the indirect emissions associated with the electricity we use, known as Scope 2. Emissions are calculated using GWP factors from the IPCC AR5. We report Scope 1 and Scope 2 emissions using both location-based and market-based methods. The emissions factors used for electricity are from the eGrid (USA) and the International Energy Agency. For Scope 1, they are from the US EPA, UK Defra, BEIS, and AR5. Our inventory has been verified by a third-party expert. The Assurance Statement by UL Verification Services Inc. with respect to certain indicators' compliance with ISO 14064 Part 1: 2018 is available in the appendices.

In 2025, our Scope 1 and Scope 2 (market) GHG emissions were 21% lower than in 2022. Our Scope 1 emissions were more than 30% lower than in 2022. This reduction was primarily driven by improved refrigerant leak detection and management, as well as finding alternatives to using refrigerants. Scope 2 GHG emissions were down by 19% compared to 2022 as a result of energy efficiency initiatives and increasing our use of renewable electricity. Since 2022, we halved our GHG emissions intensity (MTCO2e/$).

2025 GHG Emissions (MTCO2e) by Region (%)



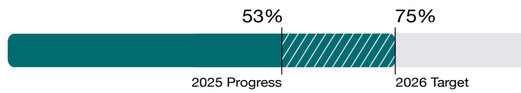
Total GHG Emissions MTCO2e (Market)



Our goals

40% less GHG emissions (Scopes 1 and 2) by 2030 compared to 2022

Powered by 75% renewable electricity globally by 2026



MPS San Jose offices, USA

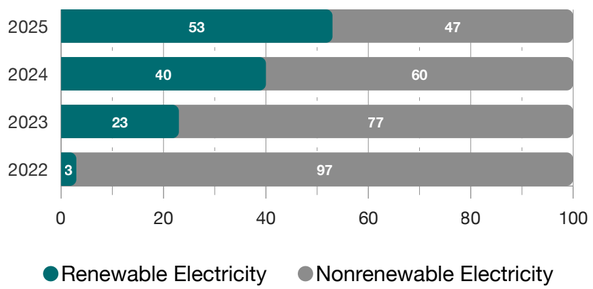
Half of the electricity we use is from renewable sources

In 2025, our business grew by more than 20% year over year, and the expansion of our testing capacity drove the increase in energy use globally. In addition, our testing operations are increasingly focused on our most complex products, resulting in more elaborate testing processes and longer average test times. Both of these circumstances contributed to our overall increase in energy use.

To counteract this increase in energy consumption, we have set a goal to power our global operations using 75% renewable electricity by the end of 2026. In order to achieve this goal, we increased our use of renewable electricity, including the purchase of Renewable Electricity Credits, to 53% in 2025, compared to just 2% in 2022. At the end of 2025, all of our U.S. and European operations were powered by renewable electricity provided by local utility companies, representing just over 5% of our global electricity use. We will be working on establishing similar contracts in other locations where available.

Moving forward, we will continue to identify energy efficiency opportunities and develop implementation strategies, and we will use our recently established global energy usage baseline to measure energy efficiency improvements.

Renewable Electricity (%)



We recycle most of our waste

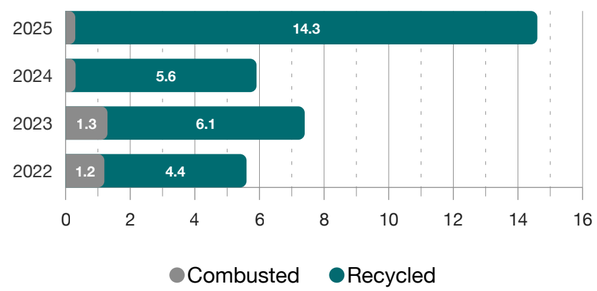
Minimizing waste generation and diverting it from landfills is a key component of protecting our environment. Landfills are a major source of methane—a potent greenhouse gas—and pose contamination risks to our air, soil, and water. We continually look for ways to minimize waste, particularly at our testing facilities.

Where possible, our local facilities have established recycling programs both for municipal solid waste (MSW) and hazardous waste. In 2025, our operations generated 961 metric tons of waste globally, 10% less than in 2024. We diverted 94% of all general waste from landfill. Hazardous waste is a small fraction of our overall waste, representing 1.5%, and none of it is landfill.

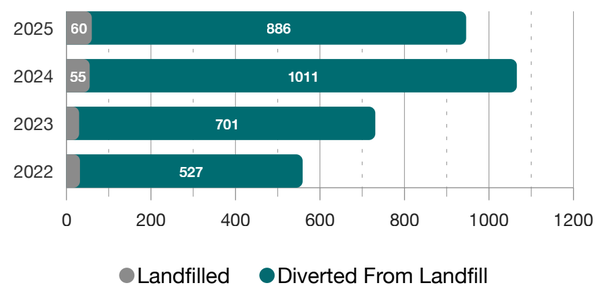
In 2025, we worked in partnership with our suppliers and customers to minimize the amount of single-use packaging that we use. We identified an opportunity to reuse secondary packaging used for shipping. We also worked with our operations and customers where shipping packaging can be reused to ship to customers. In 2025, we reused 41,000 kg of plastic packaging.

Looking ahead, we are focused on recycling more of our hazardous waste. We set a goal to recycle 80% of our hazardous waste categories (12 categories in total) by the end of 2026. In 2023, we worked closely with our waste contractors to identify available options. In 2025, we recycled three additional categories, resulting in 75% of all hazardous waste categories being recycled.

Hazardous Waste Treatment (Metric tons)



General Waste Disposal (Metric tons)



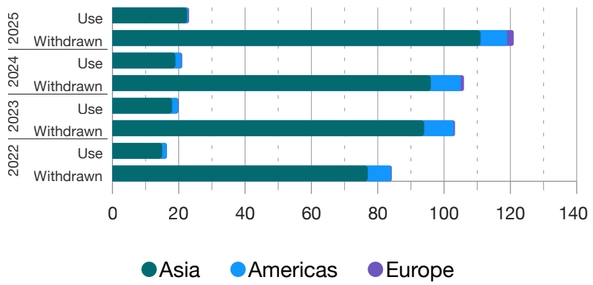
We are improving water conservation and efficiency

As the world's supply of fresh water continues to be depleted, it is critical that we reduce our water usage as much as possible. We are committed to identifying and implementing water conservation and efficiency measures, as well as optimizing our overall water use to help limit the stress on local water basins and help insulate our direct operations from the impact of any future water regulations or restrictions.

MPS uses various water risk and stress assessment tools, including the World Wildlife Fund (WWF) Water Risk Filter and the WRI Aqueduct Water Risk Atlas, to analyze water risks related to our direct operations and supply chains. This assessment is performed on an annual basis as part of our EMS program. Our facilities in China (Hangzhou, Chengdu, Shanghai) and Spain (Barcelona) are within medium/high water scarcity risk areas.

Our fabless manufacturing model limits our exposure to water risks within our direct operations. Our largest facility in Chengdu, China, which includes our regional corporate offices, product testing, and research and development, is responsible for most of the water we use. We monitor our water use monthly. If the data reflects any unusual usage patterns, our EHS team investigates the root cause and implements a remediation plan. We also installed water-efficient, sensor-activated faucets and flushing mechanisms in our facilities in Chengdu, Barcelona, San Jose, and Kirkland.

Water Withdrawals (Megaliters)



We are assessing environmental risks in the supply chain

Actively managing our supply chain creates business value for MPS and our customers by helping to reduce risk, improve product quality, achieve environmental goals, and raise the overall performance of our suppliers. As a fabless semiconductor company, we recognize that our Scope 3 upstream emissions are impacted by our ability to monitor and influence our manufacturing suppliers' sustainability performance, which we have started assessing more actively. We prioritize engagement with our key manufacturing partners, primarily located in China, Taiwan, and Korea, on environmental, climate, and water issues.

We engage with our suppliers directly and via the RBA to promote best practices that can help reduce their carbon footprint. We require our suppliers to adopt the RBA Code of Conduct and encourage their participation in the Carbon Disclosure Project (CDP). We evaluate compliance by performing both internal and third-party audits and risk assessments. These include RBA's standardized Self-Assessment Questionnaire (SAQ) and validated audit process (VAP) tools, as well as internally developed assessments and audits. These tools help identify risk factors related to environmental issues. The output of this assessment is reviewed by the ESG Steering Committee, the Quality Assurance team, and our suppliers' management teams.

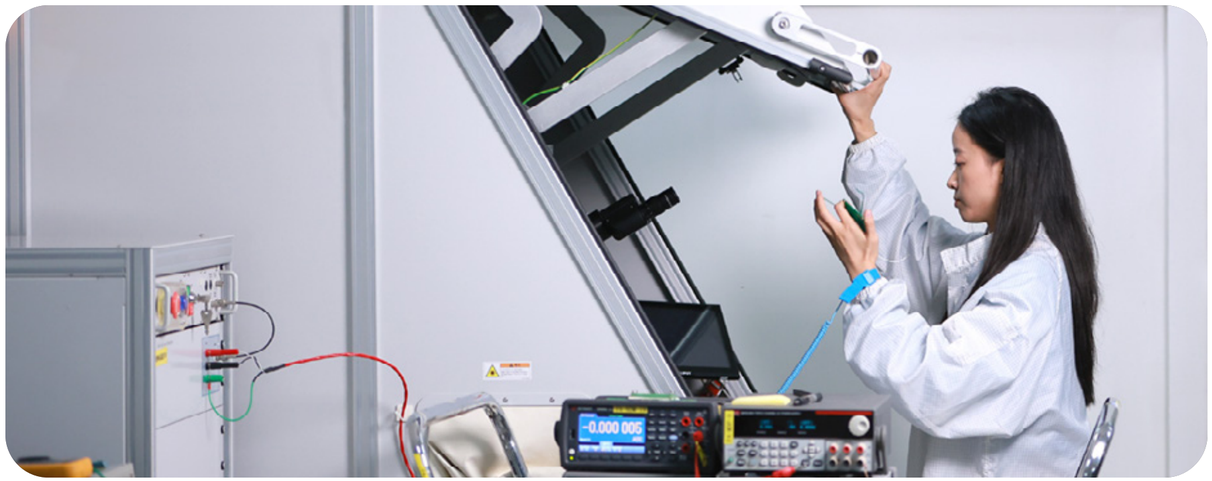
The ESG Steering Committee manages our environmental strategies

The ESG Steering Committee is responsible for managing our climate-related activities, initiatives, and policies. It oversaw the process for establishing the environmental impact baselines from which we developed our public goals. It tracks the progress on our GHG emissions reductions, our efforts to increase renewable energy use, and our goal to recycle more of the hazardous waste we generate.

The Committee reviews all projects that will have additional sustainability requirements based on our goals, such as the expansion of MPS facilities, to ensure they meet our sustainability and ESG objectives. It regularly conducts assessments of climate- and water-related risks on our business by monitoring regulatory developments and requirements, market trends and best practices, geographical risks, and technological changes.

The ESG Steering Committee reports to our Board and its designated committees, which oversee various aspects of our ESG practices, policies, and performance.

In order to encourage our executive leadership to take action and accountability for these initiatives, we have tied environmental-related risks and opportunities to management compensation. This helps ensure that all MPS environmental goals will be measured and assessed, and will achieve tangible results.



MPS testing operative, Chengdu, China

MPS employees, Freiburg, Germany

Our environmental health and safety procedures are clear

Our Environmental, Health and Safety (EHS) policy, which is part of our broader EMS, is designed to ensure that we comply with all personal and workplace safety laws and regulations, including local regulatory requirements. This policy includes procedures for managing potentially harmful chemicals and hazardous materials, which we track through our EMS. Our EHS procedures address legal requirements for handling and recycling or disposing of special substances and materials, and they also include enhanced ventilation requirements for maintaining a safe workplace.

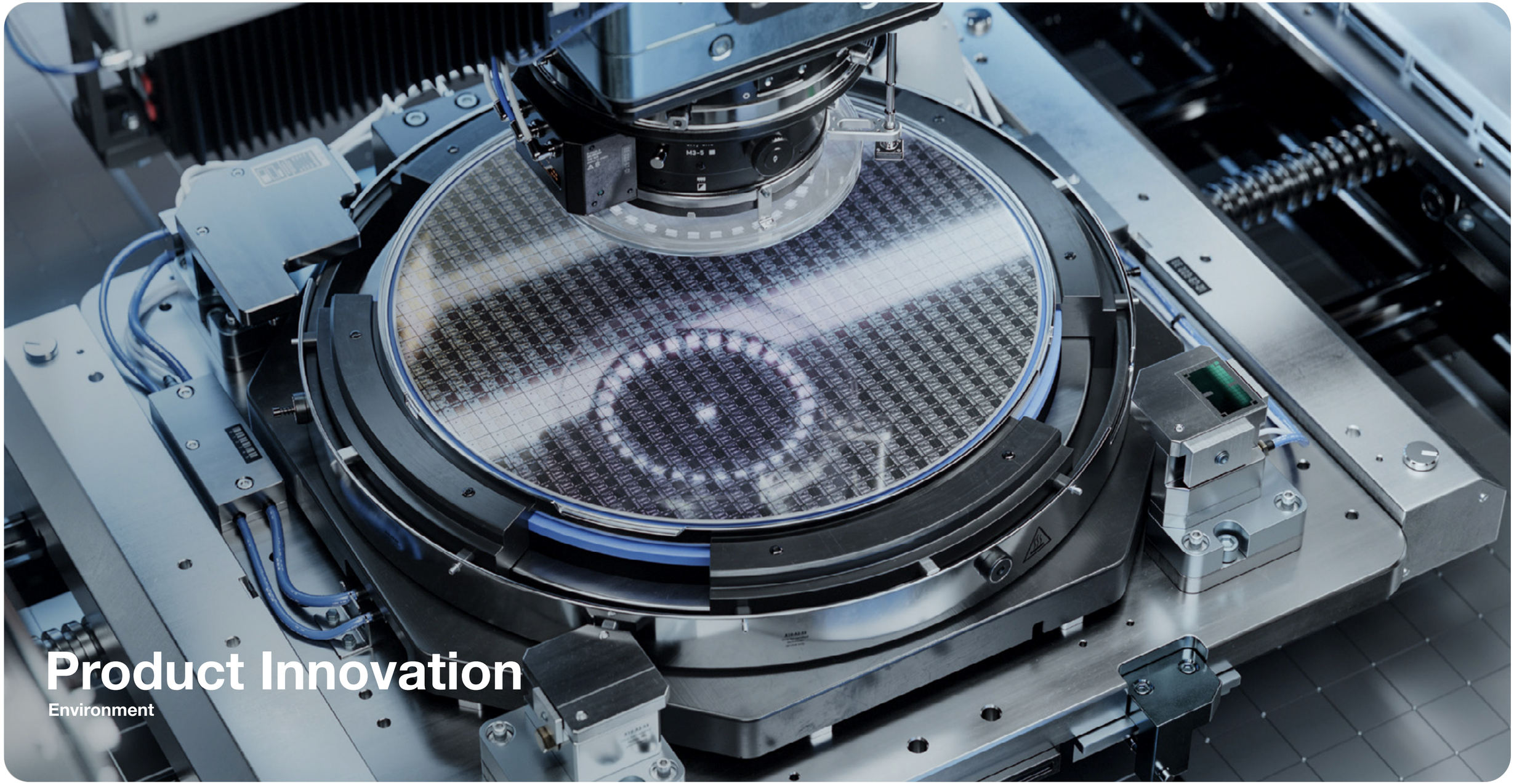
We maintain and update data on specific substances that are banned or restricted, as required by various oversight organizations. Specific hazardous waste policies are further described in our Code of Social Responsibility and our Supplier Code of Conduct.

All employees handling and/or managing hazardous materials and waste receive an annual refresher training in accordance with federal, state, and local regulatory requirements.

Our procedures contain personal protective equipment (PPE) guidance. New employees are trained on the importance of proper PPE use and disposal. Local supervisors carry out periodic inspections to ensure PPE is adequate and properly fitted. When new equipment, testing procedures, chemicals, or hazardous materials are introduced, the local EHS team is responsible for determining which PPE items will be required and updating procedures accordingly.

We conduct annual safety risk assessments of our workplace, identify potential safety risks, and implement proper actions to mitigate them. In 2024, our global incident rate was 0.09%, and we registered no fatalities.

All employees exposed to occupational hazards (e.g., hazardous chemicals, X-ray machines) receive special medical examinations at the time of hiring, during their employment, and when leaving MPS in accordance with local regulatory requirements.



Product Innovation

Environment

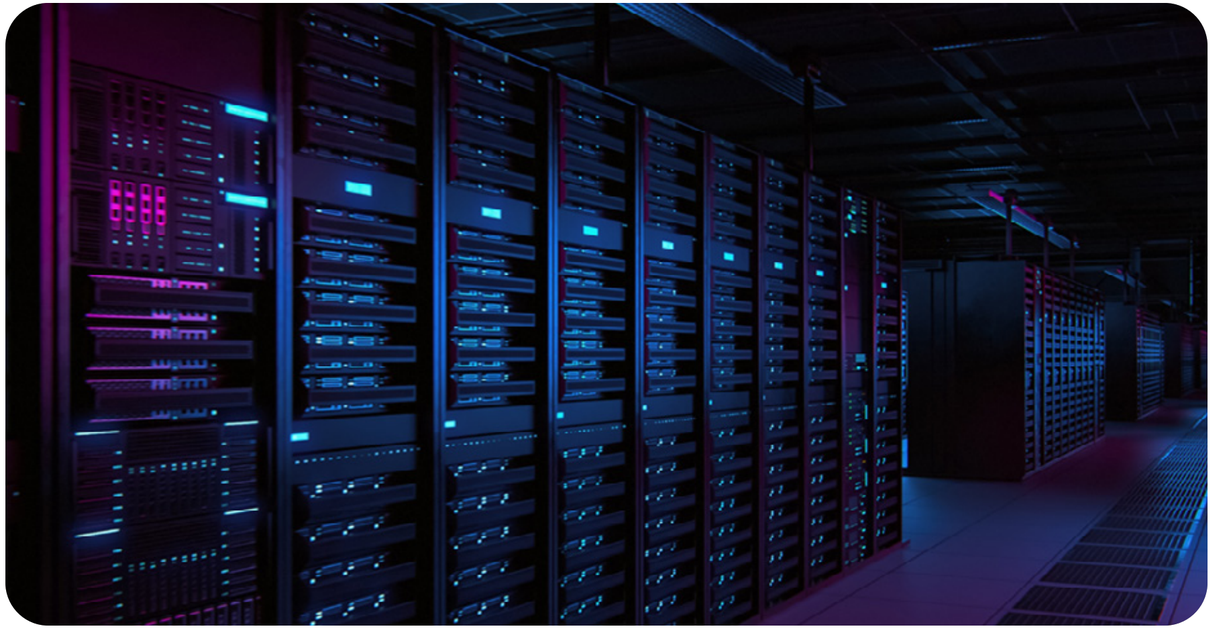
MPS is enabling the next generation of Datacenters

Three years ago, we announced a power density improvement target for our Datacenter power solutions: deliver a 120 kW per rack solution commercially available by 2027. We did this even though we believed at that point that others were on track to offer solutions only up to 100 kW per rack in the coming years. We achieved that goal in 2024, three years earlier than expected, commercializing a 120 kW per rack power solution that is shipping to many major Datacenter providers.

The needs of the AI revolution continue to grow exponentially, and MPS is stepping up in our role as a key driving force in the industry. We are focused on meeting the challenges of higher density, greater efficiency, and an AI/ML rack power beyond 500 kW. Specifically, our goal is to provide an end-to-end power solution for the high-power rack using the approach of pushing higher density to 3 amps/mm^2. By improving the density, we are enabling our customers to put more GPUs into one system, so their productivity increases. We are also working to deliver solutions to reach a 5 MHz switching frequency. We target to have these ready for market release in 2027.

We have been able to achieve our goals through our innovative power architecture. Our power conversion technology creates a smaller footprint on the motherboard than our competitors' solutions. This design brings all the processors closer together, enabling more computing power in a smaller space. It offers better heat removal from the servers through liquid cooling, which makes such a large power increase per rack feasible. The smaller footprint and resulting energy savings allow our customers to run much more powerful computers in their current Datacenters.

Our innovative design is also more compact, which reduces power distribution losses. These savings translate into Datacenters increasing the computing capacity that can be stored in a given rack. The innovations that enable more power density will mean fewer electricity losses, which lowers Datacenters' overall operational costs, total costs per computed output, and carbon footprint. It also minimizes a Datacenter's physical footprint by reducing the total number of racks required. This means that operators can scale their operations without having to build additional facilities.



We are part of the automotive industry revolution

Our automotive business is focused on helping automakers manufacture vehicles that are safer, more efficient, and better for the environment.

One of our newest, most innovative products is our fully integrated, intelligent eFuse, which is designed to provide increased protection against harmful voltage and high temperatures as well as greater reliability and faster response in emergency situations. In terms of sustainability and protecting the environment, the eFuse allows for lighter, less complex vehicles by reducing the number of component parts required for power distribution by up to 70% and enabling a more efficient, streamlined power distribution system.

The eFuse also helps minimize the amount of materials used in vehicle production, which reduces electronic waste and lowers emissions associated with manufacturing. Additionally, lighter vehicles require less energy to operate, which further lowers greenhouse gas emissions and improves fuel efficiency.

Our innovative power management solutions, including our high-density automotive power converter, play a crucial role in enabling the automotive industry's transition to more sustainable technologies. By providing high-efficiency power conversion capabilities, we are helping to shrink system board designs and reduce the overall footprint of vehicle electronics. This not only simplifies manufacturing, but enables the use of more efficient and environmentally friendly materials.

Our Quality Management System drives our processes

At MPS, we treat quality as a competitive advantage and business enabler. Therefore, we have created a Quality Management System for the development, manufacturing, and testing of all our products so we can be sure they are consistently at the highest quality standard.

Our Quality Management System is designed to identify specific risks within our systems and opportunities for improvement, as well as to prevent product nonconformities. We developed and track quality key performance indicators to identify and investigate trends.

We are certified to ISO 9001. For our automotive sector, we are aligned with IATF16949 requirements and are certified to ISO 26262 for functional safety parts. As part of our ISO certifications, we are audited every year.

MPS EMC engineer, Freiburg, Germany

Our quality assurance process is key to product development

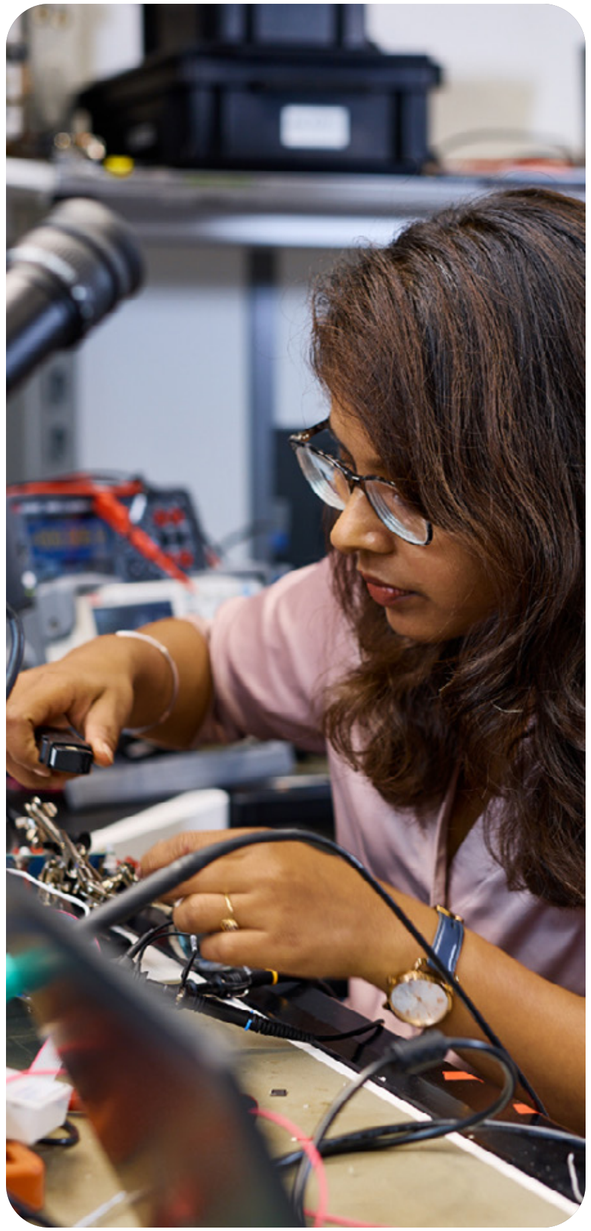
We are committed to product quality and longevity for our customers and have strategies and internal policies in place to uphold this commitment. First and foremost, we have built quality assurance measures into every stage of our product development process. We begin with our unique foundry process technology, which is where the name Monolithic Power Systems comes from. All MPS products are designed using this proprietary technology.

Advanced product quality planning allows us to identify and resolve any potential problems in the most effective and efficient way. We use Design Failure Modes and Effects Analysis (DFMEA) as a preventive measure for automotive products. We use Control Plans and Process FMEA to assess product quality and make improvements. We assess our manufacturing processes for possible failure modes, including the severity, occurrence, and detection of potential failure.

Electromagnetic compatibility (EMC) testing is a mandatory requirement for a growing range of product applications. MPS has three state-of-the-art EMC facilities. Our team understands the unique complexities and challenges of EMC testing for different applications. We also require our manufacturing partners to meet product specifications and our quality standards. All manufacturing partners are certified to IATF 16949 and ISO 14001.

We use a Manufacturing Execution System (MES) for automated quality control in production final test. We complete 100% of the final electrical testing for all our products. Some is done in-house and some is done by our testing partners. We monitor process variations to identify any potential outliers in electrical performance and to identify performance patterns. Our policy is to remove parts that are conforming but considered statistical outliers. We have advanced reliability labs for product qualifications and to act as a real-time monitoring gate for shipments. We also use customer surveys and our customer complaint process to measure customer satisfaction.

Further information on how we manage the product life cycle can be found on our website.



MPS engineer, Freiburg, Germany

Our People

Social

2025 MPS Quality Business Review, Chengdu, China

MPS empowers our people

At MPS, we know that a strong, empowered workforce is critical to our success. As a leader in the semiconductor industry offering some of the world's best solutions in power density and energy efficiency, we understand that we must continue to cultivate a company culture that encourages employees to consistently push the envelope, create the most power-efficient products, and never be satisfied by the status quo. It is the only way to ensure innovation remains at the heart of our business.

In order to attract the highest-quality candidates, we offer competitive salaries, comprehensive benefits, extensive professional development, state-of-the-art equipment and facilities, and the unique opportunity to be involved in some of the most cutting-edge technology in our sector. We reward our people generously for their work by providing strong performance bonuses, generous stock plans, and career growth to leverage tangible growth, both for the company and for their career.

Most importantly, we seek to create a work environment that is positive, welcoming, and inspiring. We continue to improve our new hire orientation process so we can better immerse new employees into MPS culture from day one.

To facilitate a fair and just work culture that leads to growth and success for both our people and for the company, we have established clear codes of conduct and responsible work practices. These include our Code of Social Responsibility, and Code of Ethics and Business Conduct.

MPS Core Values:

- We cultivate innovation.
- We do not accept the status quo.
- We innovate for our customers.
- We do not compromise on quality.
- We are passionate about sustainability.

Key documents that govern our employees:

MPS Code of Social Responsibility
MPS Code of Ethics and Business Conduct

We invest in professional development and career growth

MPS has developed numerous programs and incentives that encourage our employees to grow in their jobs and tap into their potential. We encourage each employee to map out their career path with their manager's support, and we foster a culture of collaboration so employees can learn from their peers and supervisors. For example, we assign senior mentors to coach and assist in employees' career development. In the model of "transfer, aid, and lead," employees can learn from on-the-job assignments working alongside world-class integrated circuit experts in the semiconductor industry.

In order to help our employees keep current on the latest developments and new ideas within their field, we have a broad offering of live and on-demand learning experiences. This extensive library provides our employees with the opportunity to explore their interests and sharpen their skills through workshops, panel discussions, and speaker-based forums. We also offer qualified employees the opportunity to participate in advanced technical education programs and online technical certifications.

MPS offers stock-based rewards for long-term service using phased incentives for increasing responsibility. We have found that long-term incentives provide motivation and increase upward mobility for our employees. MPS prides itself on organic growth, promoting most of our managers internally rather than looking outside the organization.

2026 Embedded World Event, Nuremberg, Germany

We develop the next generation of leaders

We believe in giving our employees the tools they need to build on their strengths and address their weaknesses. This fosters an environment of innovation and creativity, which allows us to develop solutions and products that once seemed out of reach.

We prioritize developing top talent from inside the company to become the next generation of leaders. We do this by providing mentoring opportunities and leadership training for all entry-level and managerial staff. We actively partner with industry organizations, including the Institute of Electrical and Electronics Engineers (IEEE), local branches of the Student Formula Society of Automotive Engineers (FSAE), and university robotics teams to provide industry mentoring and support to the next generation of engineers at universities around the globe.

We provide our managers with a variety of training to help them hone their people management skills. For example, our communication training for our Quality Assurance team focuses on how to ask the right questions when testing our products. Hiring managers are trained in job interviewing skills to ensure we have a consistent approach and select candidates who will be successful at MPS. Our Manager Capability Program is a four-part training program that teaches managers how to develop interpersonal skills, how to build trust within their teams, how to coach employees, and how to promote good communication and collaboration in teams.

Women make up nearly a quarter of our management-level staff and are an important part of our leadership.

MPS employees, Freiburg, Germany

Our learning tools are easy to access

In 2024, our People team implemented and launched a new tool, Workday, to streamline, strengthen, and automate our people management processes. In 2025, we began using Workday across all of our offices worldwide. Workday simplifies employees' success management through monitoring progress, tracking goals, and consolidating performance. Workday also improves, simplifies, and solidifies our internal audit systems. For our employees, the platform provides a simplified user interface and helps centralize personal data.

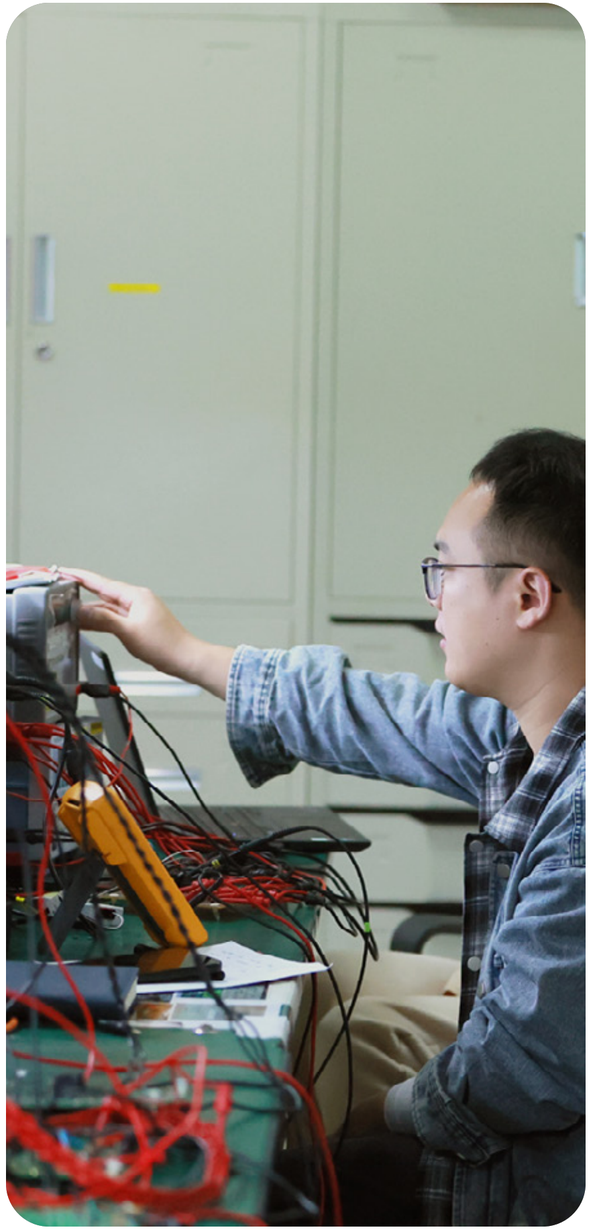
Workday also serves as our in-house training library function, an internal learning management system, and a flexible learning tool. It offers a standard suite of training materials on topics such as business and leadership skills, ethical standards, IT security, and career development. New courses are always being added to ensure that our teams are at the top of their game.

Our teams use Workday to manage their career development and plan their own role-specific training programs, including those on our latest technologies. Employees set annual goals and complete an annual review with their manager. Employees are encouraged to identify the skills and interests they want to develop. Their managers can suggest additional training options, such as project management and leadership training.

Workday can be used to develop and document MPS technical expertise and employee innovations, making them permanently available to teach new hires and management. It also ensures that we are safeguarding our legacy knowledge. Workday makes it easy for managers and our People team to ensure all employees receive compliance training on a consistent basis.

Some of our employee training successes in 2025 include:

- A total of 42,917 hours of training were completed globally.
- A total of 9.61 hours of training were completed per employee, and 100% of our staff in Chengdu completed a training on the RBA code of conduct.
- We designed, built, and implemented MPS-specific trainings that focus on skill gaps among our teams.



MPS employee, Chengdu, China

MPS is committed to building a strong workforce

Our employees come from across the globe and have a broad range of backgrounds. In 2025, more than two-thirds (71%) of our U.S.-based employees self-identified as non-Caucasian. Women make up 41% of our global workforce.

In order to provide an inclusive workplace for our employees, we do not tolerate discrimination of any kind and have adopted clear policies for reporting concerns and violations. We encourage and support a culture of teamwork, fairness, and tolerance. Every two years, we deliver training on unconscious bias for our U.S.-based leaders and managers.

Our recruitment team focuses on attracting, retaining, and developing a broad range of top talent. To support this effort, we participate in various on-campus college recruiting events and other mentoring and community programs.

MPS family picnic, Kirkland, USA

MPS employees

Our employees feel valued and positive about their work

In 2025, MPS's headcount grew by more than 11%. Even more importantly, our employees choose to stay with us for a long time because they believe they can develop rewarding careers in an environment where they feel valued and respected.

At the end of 2025, 38% of our employees had been with the company for more than five years, and 16% had been at MPS for more than 10 years. Our retention rate in 2025 was 89%.

Our employees regularly recruit their peers and colleagues to join them at MPS, which is the best kind of advertising for our company. More than one-third of our new hires come from internal recommendations. We measure job satisfaction through employee "pulse" surveys. When asked about the strength of our culture, engagement, vision and direction, connection, and meaningful work in 2025, employees gave us a 89% positive score.

MPS prefers hiring employees as exempt or non-exempt rather than on a contract basis. The majority of non-exempt employees are interns. In rare instances when we need highly specialized workers, MPS will seek out contractors to help with certain projects. Contractors accounted for less than 1% of MPS's workforce worldwide in 2025.

MPS family picnic, San Jose, USA

We provide competitive compensation and benefits

Our compensation program is designed to reward excellence. It includes competitive base salaries and a performance-based bonus plan. A special incentive program encourages publishing technical papers on our products. Our patent award program incentivizes employee innovation by recognizing and rewarding inventors and their contributions.

We have a long-standing practice of granting equity incentive awards to share ownership in our company, so all of us are invested in our shared success. Approximately 25% of our global employees received stock grants in 2025. In addition, we offer an employee stock purchase plan, and 75% of eligible staff participated in this plan in 2025.

Our comprehensive benefits package supports the well-being of our employees and their families. The health benefits we offer to our U.S.-based employees are amongst the most competitive and generous in the tech sector, in terms of quality of coverage, choice of providers, and cost to employees. In certain regions, we offer social insurance benefits, pension plans, and flexible spending accounts. Multiple MPS facilities have amenities such as fitness centers, sports courts, exercise and yoga classes, and private rooms for nursing.

Periodically, we offer employees access to tickets for sporting events, concerts, and other types of entertainment. We host social gatherings such as lunches, company picnics, and special occasion celebrations to help our employees get to know each other on a personal level.

MPS employee benefits include:

- Paid time off
- Job referral bonuses
- Health, vision, and dental insurance; employee assistance programs, disability benefit programs; and life insurance
- 401(k) programs in the United States, with matching contributions for employees who enroll beginning in 2025; and statutory pension programs outside of the United States
- Parental leave

Providing a healthy and safe environment is a priority

Ensuring the health and safety of our employees is one of our top priorities. Therefore, we have developed a detailed occupational health and safety management system, an environmental management plan, and an Environment Health and Safety (EHS) management system. The EHS includes standards for chemical and hazardous waste management, rules on the use of personal protective equipment, and an annual EHS training plan.

We perform annual internal audits to make sure we are following our own health and safety standards, and we have a standardized incident reporting system to monitor accident rates. Our 2025 reported incident rate was 0.09%, but we continue to strive toward a zero-accident rate across our business.

Our largest testing facilities in Chengdu, China, are ISO 14001 and ISO 45001 certified, in an effort to prevent work-related injuries and health issues.

We have Safety Committees in the United States and China to facilitate the safety and security of our offices. All Safety Committee members have been trained and certified in CPR, First Aid, and Bloodborne Pathogens and are recertified every two years.

We promote safety by:

- Creating and operating safe worksites
- Providing personal protective equipment
- Maintaining internal standards that often exceed regulatory requirements
- Delivering relevant safety training
- Inspecting our equipment
- Following safety codes in all buildings
- Auditing our safety processes for compliance and efficacy
- Requiring key suppliers to adopt equal safety standards
- Creating and implementing detailed emergency management plans
- Implementing emergency evacuation preparedness plans

MPS testing opertive, Chengdu, China

Supporting STEM education ensures a strong pipeline of talent

We encourage young people from all geographies and backgrounds to pursue studies and careers in STEM fields, so we have partnered with universities, professional organizations, and student organizations all over the world in support of their STEM and related programs. To promote a broad talent pool in these fields, we sponsor and encourage a range of students who are interested in STEM, and we are establishing a scholarship program to provide further support and funding for those in need.

We have a robust summer internship program for rising college juniors and seniors that allows them to experience working in a corporate environment. Interns are given the opportunity to get hands-on learning experience with different engineering functions. They participate in Lunch and Learn sessions with company leaders each week to hear about the executives' unique career journeys and the various paths they have taken in the technology industry. Organized outings allow interns to network and socialize with each other and enjoy the cities where MPS offices are located. At the end of the summer, they get to present what they've learned and accomplished to managers and peers.

This past year, we doubled the number of internships we provided from the previous year, and we were able to convert 60% of our interns to full-time employees after graduation.

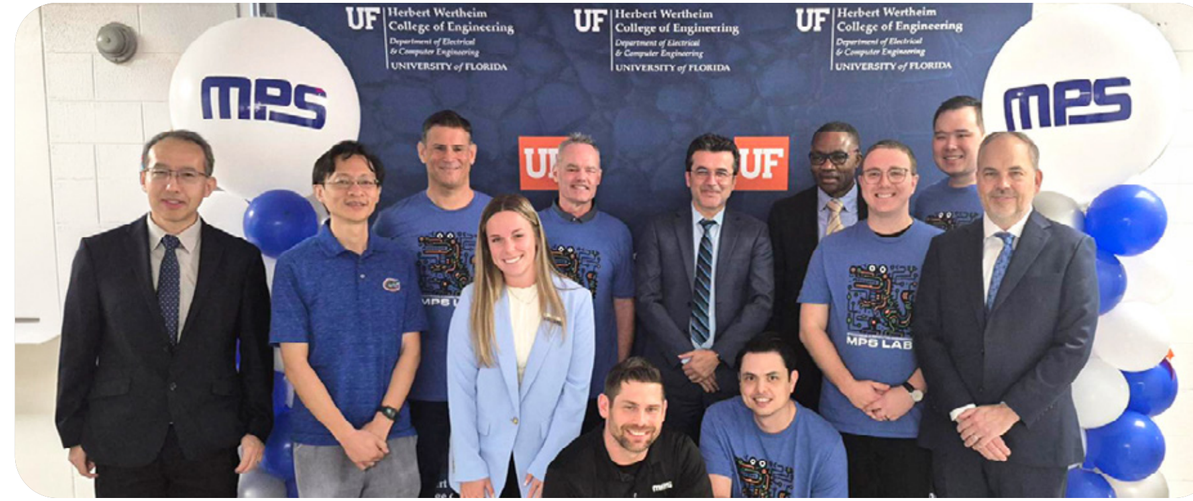
We believe that one of the best ways for university students, faculty, and researchers to gain real-world knowledge about the semiconductor industry and get a taste of the work we do is to offer hands-on learning opportunities where they can build and test functional analog design circuits. For instance, we work with students at universities in Europe (Germany and Barcelona) and across the United States (Texas A&M University, University of Illinois Urbana-Champaign, Cornell University, University of Florida, and University of Washington) to build electric race cars using donated MPS products and funding from the MPS Foundation. Students form clubs and compete against each other in races all over the world.

MPS engineers frequently visit classrooms, where they share their knowledge and passion for engineering with students and faculty. MPS partners with universities to advance critical research and support the work of professors and their students. For example, we collaborate with the University of Florida who specializes in power electronics, and AI-related research.

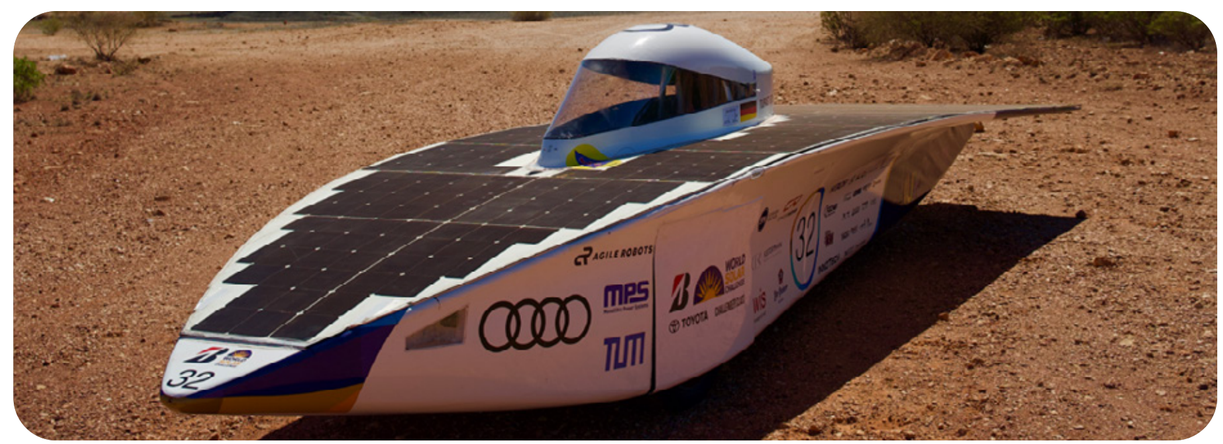
We provided support for the creation of the state-of-the-art MPS Lab at the University of Florida to help students advance their research capabilities and to strengthen our pipeline of trained power engineers entering the workforce.

Additionally, MPS runs an innovation program for college students that provides them with the opportunity to turn their ideas or designs into products. Our engineering teams provide technical support to funded projects and programs.

Rennstall Esslinge



MPS Lab opening ceremony at the University of Florida, USA



TUfast Eco Team / lux025

Our university partnership activities include:

- Internship programs in the United States and Europe
- Classroom visits and lectures around the globe
- Research funding for universities in Europe, the United States, and Asia
- Funding for university groups and activities in Germany and many parts of the United States

Cornell University
UF IFAS UNIVERSITY of FLORIDA
UNIVERSITY of WASHINGTON
VIRGINIA TECH
RENNSTALL
SCHLUCKSPECHT
TU fast ECO TEAM
ka.racing

We give back to our community

We founded the MPS Charitable Foundation in 2020 to support organizations focused on education, health care, the arts, social welfare, youth programs, the environment, and life-improving research and development. In 2025, we contributed $9.3 million to the MPS Charitable Foundation.

We support research in medical technology advancement and improved health care. We donate to our local symphony and are always looking for new ways to support the arts.

The MPS Charitable Foundation is currently looking at opportunities to expand our support of education for and empowerment of a broad pool of talent in STEM careers. We are eager to make meaningful contributions and work closely with our community partners to make their work and our support as impactful as possible.

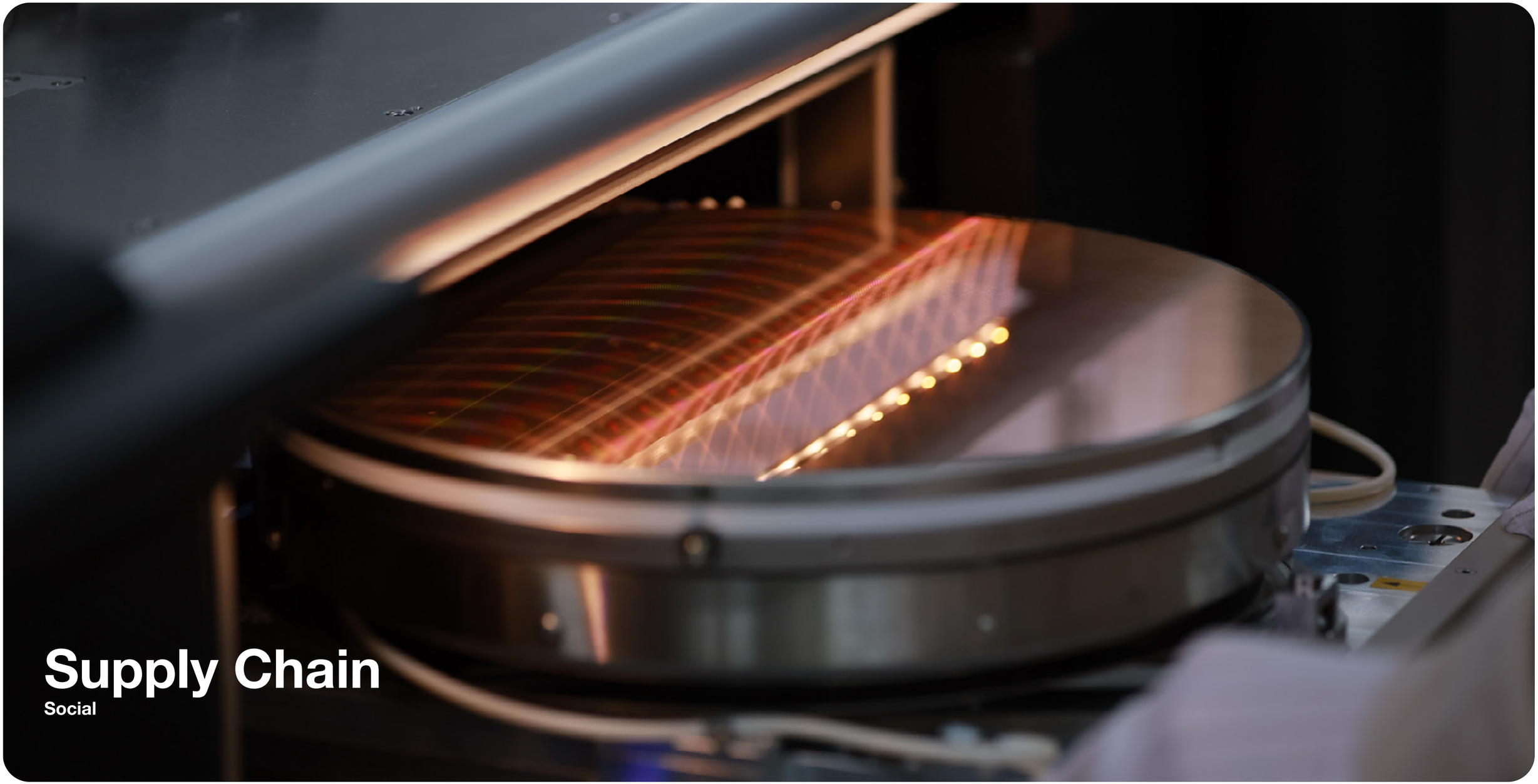
MPS knows that passions and interests begin early, which is why we partnered with the Super Bowl-champion Seattle Seahawks and Out Teach to build an outdoor learning lab/community garden to ignite the spark for science and engineering in grade school children. Together with Seahawks players and staff, we built an outdoor classroom at a Title 1 school in greater Seattle.

Some of the organizations that have benefited from donations from the MPS Charitable Foundation include Virginia Mason Medical Center, Healthier Kids Foundation, Second Harvest, and the Seattle Symphony.

MPS team building outdoor lab with Out Teach

MPS team building outdoor lab with Out Teach

MPS team building outdoor lab with Out Teach



Supply Chain

Social

MPS lap, Chengdu, China

MPS works to ensure our suppliers treat their employees fairly

We require our key manufacturing suppliers to act with integrity and treat the people they employ fairly and with dignity. Our Supplier Code of Conduct clearly defines these requirements and what they entail. We require all of our key manufacturing suppliers to sign our Supplier Code of Conduct annually and abide by it.

Additionally, we are a member of the Responsible Business Alliance (RBA), which helps us manage our supply chain and ensure that working conditions in the electronics industry are safe. Our Supplier Code of Conduct is based on the RBA Code of Conduct. We endorse and abide by all RBA standards, take part in biannual RBA audits of our practices, and consistently perform well in those audits.

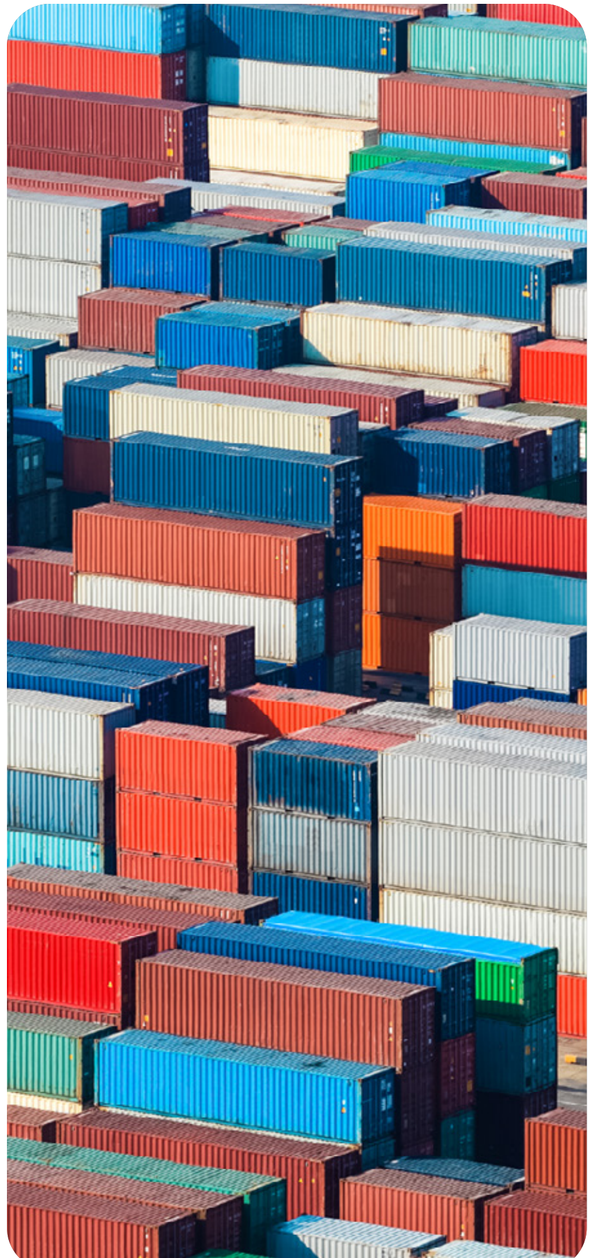
Our Quality Department audits our key manufacturing suppliers' facilities to ensure they comply with international best practices, including ISO 9001,* ISO 14001, and IATF 16949.** These regular audits, coupled with our Supplier Code of Conduct, make up a compliance framework that ensures our supply chain reflects our priorities and values of protecting human rights and the environment.

MPS policies related to ethical standards include:

- Code of Social Responsibility
- Code of Ethics and Business Conduct
- Supplier Code of Conduct
- RBA Code of Conduct
- Conflict Minerals Policy
- SEC Conflict Mineral reporting
- Uyghur Forced Labor Prevention Act (UFLPA) statement

ISO 9001* *This standard outlines several best practice management principles, including a strong customer focus, the motivation and implication of top management, the process approach, and continual improvement.*

IATF 16949** *This relates to our quality management system, which provides for continual improvement, emphasizing defect prevention, and the reduction of variation and waste in the automotive industry supply chain and assembly process.*



We are committed to protecting human rights

We align with the United Nation's Universal Declaration of Human Rights, which serves as a global standard for protecting fundamental human rights, including those pertaining to labor.

Our Code of Social Responsibility, which lays out our standards on ethical labor, is based on the United Nation's Universal Declaration of Human Rights, the RBA's Code of Conduct, and the labor standards provided by the International Labor Organization. We require our employees and key manufacturing suppliers to acknowledge and abide by our Code of Social Responsibility to ensure that our workers and those of our suppliers are treated with respect and dignity and that business operations are conducted ethically.

Our employees who work directly with our key manufacturing suppliers are required to complete an RBA introductory training course during their onboarding. They also must complete annual refreshers on modern slavery and forced labor to ensure they stay up to date with the latest requirements.

We condemn the use of forced, slave, or child labor in any form. We will not conduct business with any organizations found to have violated these human rights protections. We are committed to preserving and promoting the fundamental rights of others.

We perform the following actions to protect human rights and ensure compliance with relevant regional and global regulations:

- Prohibit business dealings with any suppliers listed under the UFLPA's Entity List
- Conduct due diligence pursuant to the Responsible Mineral Initiative standards and the OECD Due Diligence Guidance
- Mandate all employees to comply with our Code of Social Responsibility
- Provide training courses to employees with respect to human rights and the RBA Code of Conduct
- Maintain membership with the RBA and incorporate its Code of Conduct
- Adopt a Code of Ethics and Business Conduct and a Code of Social Responsibility prohibiting forced and child labor
- Require each key manufacturing supplier to certify and comply with our Supplier Code of Conduct annually
- Enforce corrective action plans for nonconformances, up to and including the termination of business relationships

Our Conflict Minerals Policy is designed to avoid contributing to human conflict

As a fabless company in the semiconductor business, we do not manufacture our products or engage in the actual mining of conflict minerals. In addition, we do not make purchases of raw ore or unrefined conflict minerals. However, in the course of business operations we do contract with key manufacturing suppliers, and those manufacturers may source conflict minerals to manufacture our products.

Our Conflict Minerals Policy lays out our strategy to ensure that the minerals used in our products do not knowingly contribute to human conflict.

We rely on key manufacturing suppliers to provide information regarding the origin of any conflict minerals in their products, and to seek to ensure that all conflict minerals sourced for our products conform to the Responsible Minerals Initiative (RMI) standards.

We have due diligence programs for conflict minerals, including 3TG (tungsten, tantalum, tin, and gold) plus cobalt. Our programs are conducted pursuant to the OECD Due Diligence Guidance for Responsible Supply Chain from Conflict-Affected and High-Risk Areas, the RBA's Code of Conduct, and the RMI standards. We require our suppliers to adhere to these same requirements.

We also monitor additional legal requirements, including Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains and the EU Conflict Minerals Regulations, to identify any future requirements for conflict materials and high-risk regions of the world.

We publish our conflict mineral due diligence analysis and our annual SEC Conflict Minerals Reports. We inform our customers if any of our suppliers are out of compliance, and our due diligence measures are made available to our customers upon request.

We actively verify our supply chain smelters are 100% conformant

We only use materials from smelters that have a conflict-free, conformant designation from the Responsible Minerals Assurance Process (RMAP), an independent third-party assessment process developed by the RMI and other industry experts. We require our key manufacturing suppliers to source materials from smelters that participate in RMAP.

We verify our compliance by requiring all key manufacturing suppliers to perform due diligence and provide Conflict Minerals Reporting Template (CMRT) and Extended Mineral Reporting Template (EMRT) reports. If a smelter changes its operations or refuses to participate in an audit, we take immediate corrective actions to ensure that 100% of all minerals used in our products come from RMI conformant smelters.

We are audited biannually by the RBA via its onsite Validated Assessment Program (VAP), which assesses labor, health and safety, environmental, and ethical practices in the supply chain. RBA Approved Auditors are assigned, and they follow RBA-developed audit processes and protocols.

In 2025, we had 198 smelters in our supply chain, 100% of which were recognized as RMAP conformant. RMAP defines conformant smelters using multiple factors, including whether a smelter is in a region defined as being in a "conflict-affected" or "high-risk" area.

Governance

MPS executives

We operate under sound principles of corporate governance

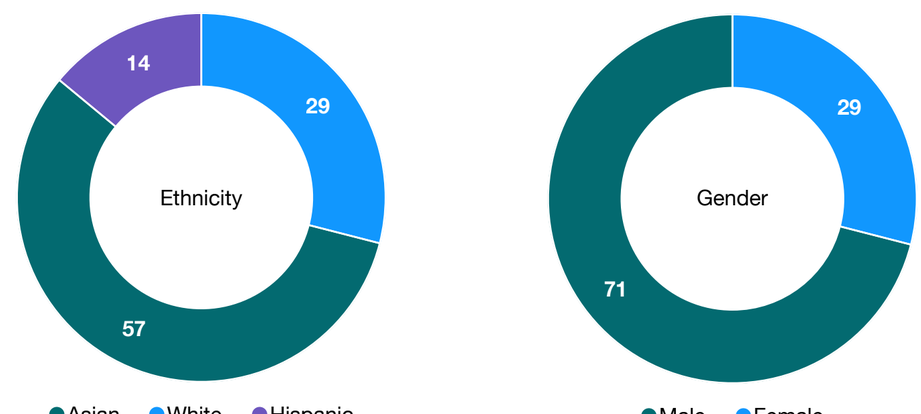
Good corporate governance is critical to our long-term success. Not only does it help ensure that we achieve our sustainability and social priorities, it allows us to successfully manage business operations and risks.

Our corporate governance guidelines establish independent and effective Board oversight along with management accountability. Our Board is responsible for overseeing our ESG program and resource allocation. The goal is to balance these priorities with our global business and risk management strategy.

MPS's Chief Executive Officer, Michael Hsing, serves as our Board Chair. To ensure the Board operates independently from executive management, one of the other Board directors is designated as the Lead Independent Director each year.

Our Board currently consists of seven members with diverse backgrounds, business skills, and industry experience. Since 2021, two female directors have joined the Board.

Board of Directors Diversity (%)



January 1 – December 31, 2025

Our Board and Executive Team:

- Board of Directors
- Board Committee Members
- MPS Executive Team

Our corporate governance charters and policies:

- Audit Committee Charter
- Compensation Committee Charter
- Nominating and Corporate Governance Committee Charter
- MPS Bylaws
- Code of Ethics and Business Conduct
- Code of Social Responsibility
- Whistleblower Policy
- Director Time Commitment Policy
- Anti-Bribery and Anti-Corruption Policy

We protect the rights and interests of our stockholders

Our corporate governance guidelines provide a framework to ensure the rights and long-term interests of stockholders are protected and served. We conduct regular engagements with our stockholders, which allow our Board and the management team to address issues that are important to our stockholders and take appropriate actions.

MPS stockholders' rights include the following:

- We have a single-class share structure.
- Each stockholder is entitled to one vote per share.
- Our Bylaws provide proxy access to our stockholders.
- Our Bylaws allow stockholders to call special meetings, if certain requirements are met.
- Stockholders have the right to vote on executive compensation annually.
- We do not have a stockholders' rights plan, or "poison pill."
- We have a compensation clawback policy for our officers.

MPS Vice President of Finance

We are managing progress towards our ESG goals

We believe that effective oversight is essential to ensure our ESG practices and policies are aligned with our business strategy and serve the long-term interests of our stakeholders. Our Board is actively engaged in ESG matters and has the ultimate responsibility for the oversight, management, and implementation of our ESG program.

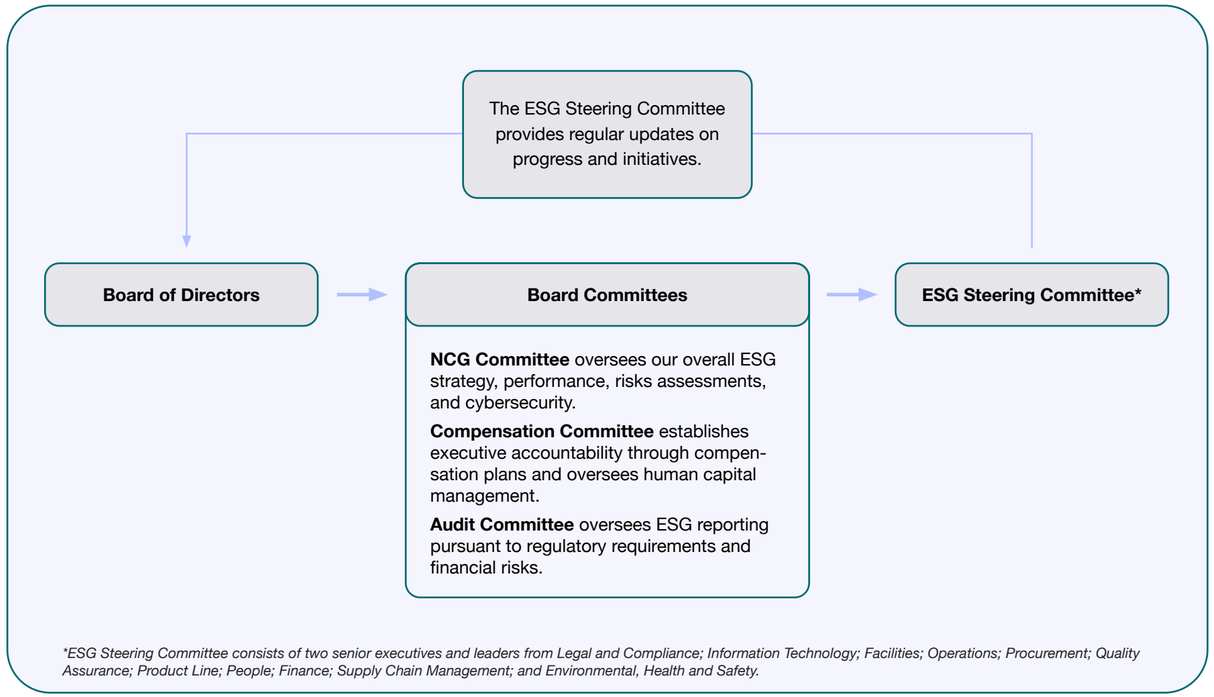
In its oversight role, our Board:

- **Assesses ESG risks and opportunities**
- **Sets measurable and rigorous goals and monitors progress**
- **Establishes management accountability for ESG performance**
- **Reviews our reporting processes and controls**
- **Oversees our engagement strategy with our stakeholders**

Our ESG Steering Committee is responsible for the day-to-day management of our ESG program. Under the supervision of the Board and its committees, the ESG Steering Committee:

- **Manages the execution of our corporate ESG strategy**
- **Develops and implements initiatives and policies**
- **Drives ESG performance**
- **Oversees communications with our stakeholders**
- **Monitors and assesses regulatory developments and trends**

On a quarterly basis, our Board and its committees receive updates from the ESG Steering Committee. These updates provide our Board and its committees with the opportunity to evaluate our ESG priorities, performance against our goals, and regulatory requirements.



**ESG Steering Committee consists of two senior executives and leaders from Legal and Compliance; Information Technology; Facilities; Operations; Procurement; Quality Assurance; Product Line; People; Finance; Supply Chain Management; and Environmental, Health and Safety.*

We expect ethical behavior from our employees, suppliers, customers, and other business partners

Our Code of Ethics and Business Conduct (Code of Ethics) aligns with the RBA Code of Conduct and describes our expectations for professional behavior among our employees. Following the Code of Ethics is a condition of employment with MPS.

We train all new employees on the Code of Ethics in new hire orientations and provide further trainings through our online training platform. We also offer targeted trainings for our sales team members on ethical business conduct with customers. Every quarter, the sales team is required to certify that they understand and abide by these rules.

Our People team communicates annually to all employees the importance of ethical conduct and compliance with the Code of Ethics annually to all employees. In addition, we conduct an annual audit with our employees to test their awareness and knowledge of the Code of Ethics and the multiple channels through which they can report any concerns.

Our Code of Social Responsibility describes our policies related to human rights, safe working conditions, fairness, dignity of our employees, and environmentally responsible operations.

Our Anti-Bribery and Anti-Corruption Policy explicitly prohibits our directors, officers, employees, and anyone acting on our behalf from engaging in corruption or bribery with customers, suppliers, or other partners.

We also expect our key manufacturing suppliers to comply with our ethical business standards. Each year, they are required to review and acknowledge our Supplier Code of Conduct.

All MPS employees are required to:

- **READ** and understand our Code of Ethics and other policies
- **USE** sound business judgment and act with integrity in their role and business relationships
- **SPEAK UP** to report any concerns or violations
- **ASK FOR HELP** and seek guidance from their managers and People team
- **KNOW** that MPS will protect whistleblowers

MPS Automotive Summit, Freiburg, Germany

We protect employees who voice concerns

MPS fosters a workplace culture where each employee is expected to act ethically and feel that they can voice concerns confidentially and anonymously. We strictly prohibit any discrimination, retaliation, or harassment against any person who reports conduct in violation of our Code of Ethics and other policies, based on the person's reasonable belief that such misconduct occurred. Anyone reporting concerns under the whistleblower procedures has a legal right to raise those matters without fear of harassment, discrimination, or retaliation. Our business partners, including customers and suppliers, can also report any misconduct by following the whistleblower procedures.

Our Whistleblower Hotline is available in different languages and is hosted by an external firm not associated with MPS.

We take all concerns and allegations seriously. We address them promptly, investigate to the extent necessary, and take disciplinary actions as appropriate. Our Audit Committee Chair and Chief Compliance Officer receive information on each allegation submitted via our Whistleblower Hotline, and they report and provide updates on investigations in progress or completed.

In 2025, we received no reports of violations from our Whistleblower Hotline.

Employees and our business partners can report concerns in the following ways:

Email: standard-reports@mitratech.com
(must reference MPS in report)
Phone: 800-398-1496 (United States and Canada);
400-120-1853 (China);
800-603-2869 (all other countries)
Online: report.syntrio.com/monolithicpower

MPS employees, Kirkland, USA

We plan for business continuity in the face of unanticipated events

We have strategies in place to respond to risks and ensure business continuity when events occur that could directly impact our operations. These include natural disasters, geopolitical issues, pandemics, supply chain disruptions, cyber-attacks, and other unanticipated events.

An important part of our strategy is to avoid concentrating R&D, manufacturing activities, and supply chain in any one country that could have an unfavorable impact on our business. For example, we continue to diversify our operations outside of China to help mitigate the risks of climate events, such as drought, heatwaves, and earthquakes, as well as other operational and geopolitical risks. We have added new facilities in Europe, the United States, and Taiwan, and we are building additional manufacturing facilities in other parts of Asia. By increasing our wafer, testing, assembly, and packaging capacities with suppliers outside of China, we are implementing a more resilient, cost-effective supply chain strategy that we believe can better adapt to dynamic market conditions with minimal business disruptions while maintaining competitive advantages.

Our IT business continuity plan includes an IT recovery strategy, which involves backing up sensitive data and identifying an emergency response team to ensure critical business operations can function and return to normal should an unexpected event take place. These plans are periodically updated and tested in a simulated environment for essential systems and services to ensure they can be implemented quickly and effectively in emergency situations.

Our Board, under the Nominating and Corporate Governance (NCG) Committee, periodically assesses business continuity and our strategies to respond to emergencies and mitigate disruptions to our operations.

We have the following key business continuity plans in place:

- Global Business Continuity Plan
- Inventory Management
- Subcontractor Management
- IT Systems and Infrastructure
- Facilities and Emergency Response
- Finance Operations
- Human Resources and Communications

Our cybersecurity programs help protect against cyber threats

Our cybersecurity safeguards and countermeasures are designed to protect our information technology networks and infrastructure from unauthorized access and attacks.

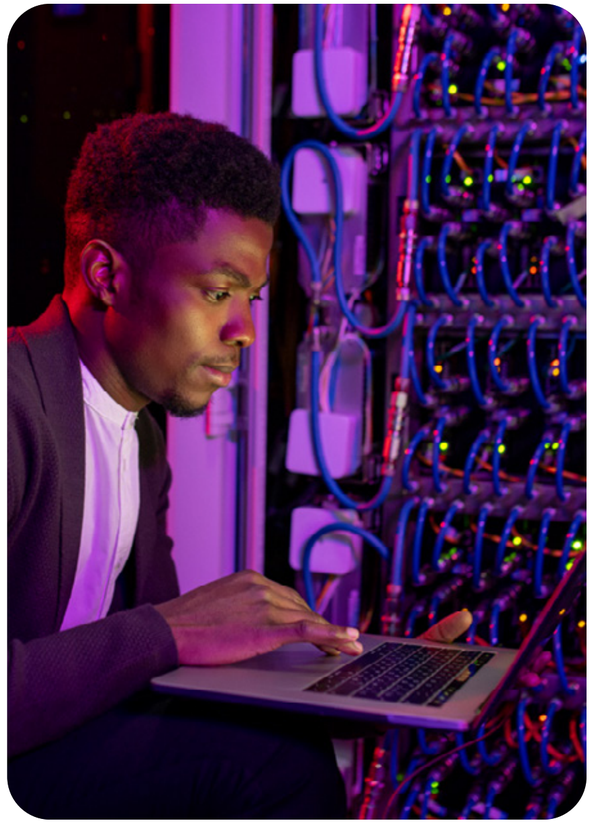
We have a dedicated IT and Security team responsible for managing and protecting our networks, systems, and infrastructure, including identifying and mitigating potential threats daily. Our IT and Security policies are based on leading industry cybersecurity frameworks, including ISO 27001, CIS Controls, and standards from the National Institute of Standards and Technology (NIST). The IT and Security team reviews and updates our policies regularly. The IT and Security team also ensures our system remains compliant with applicable laws and regulations.

Employee awareness is a key part of our strategy. The IT and Security team keeps our employees informed about potential information security risks and provides policy updates when needed. New employees receive IT security training in orientation sessions.

We also maintain an incident response, disaster recovery, and business continuity plan that identifies key personnel in case of an emergency. It includes off-site data back-up locations and specifies what strategies to implement depending on the triggering event and whether it includes loss of access to power or offices.

In case we incur any losses due to a data breach or other cybersecurity incident, we maintain an insurance policy that provides certain coverage. For 2025, we do not believe we have experienced any material information security breaches, and we have not incurred significant operating expenses related to information security breaches.

As an important part of our risk management processes, cybersecurity is a focus area for our Board and management. Our NCG Committee, which consists of independent members of the Board, is responsible for the oversight of risks from cybersecurity threats. The NCG Committee receives quarterly updates from the Cybersecurity Steering Committee, which includes senior employees with extensive experience in IT governance and management, cybersecurity, auditing, and compliance. These quarterly updates include existing and emerging cybersecurity threats and risks, cybersecurity incident management, and key information about security initiatives. The NCG Committee also provides quarterly updates on our cybersecurity risk management and strategy programs to the Board.



We have created an internal global IT policy handbook and security management control procedures designed to:

- Create information security awareness and define responsibilities among our employees and business partners
- Implement controls to identify IT risks and monitor the use of our systems and information resources
- Establish key policies and processes to adequately and promptly respond to security threats
- Maintain disaster recovery and business continuity plans
- Ensure compliance with applicable laws and regulations

We follow international best practices for protecting data privacy

Our implementation of data privacy policies contributes to a core tenet of our operations—preserving data privacy. Our customers and partners can have confidence that their sensitive personal data will remain secure and their privacy rights will be upheld when engaging with MPS. Maintaining trust through best-in-class data governance is one of our highest priorities.

Our data privacy policy is designed to address key areas of concern, including personal information collection, cookies, and specific privacy safeguards for children. We have several internal and corporate data privacy policies—including one specifically to safeguard employee privacy—designed to prevent inappropriate use and unauthorized access of the personal information of our employees and anyone doing business with us. In addition, our employees regularly receive trainings and updates on data privacy to prevent misuse of personal information.

We have implemented a robust data classification system to ensure compliance with all applicable data privacy laws and regulations. This system enables us to identify and protect personally identifiable information (PII) proactively. Through a combination of automated scanning, encryption protocols, and strict access controls, we ensure that no PII is stored on our systems in an insecure manner.

We also keep current on global data privacy laws and update our policies to reflect them. We developed and implemented a data privacy policy that follows global standards, including the EU's General Data Protection Regulation principles and the California Consumer Privacy Act of 2018.

We engage stakeholders as part of our ESG journey

Stakeholder priorities continue to evolve with the changing social and environmental landscape. We work to actively engage with our stakeholders so we can better understand their expectations and develop initiatives that support their interests. We believe this collaboration helps strengthen our relationships and our ESG program.

In 2025, stakeholder engagement included:

External ESG Agencies

- Conduct annual disclosures and reporting with rating agencies, including CDP, Ecovadis, ISS, and RBA, regarding our environmental sustainability, labor and human rights, health and safety, supply chain, and governance initiatives and progress.
- Align our Code of Ethics with the RBA Code of Conduct.
- Participate in Validated Assessment Program audits conducted by RBA.

Communities

- Provide monetary donations to nonprofit organizations—including arts organizations, youth programs, food banks, health care organizations, researchers, and environmental organizations—through our charitable foundation.
- Support students' interests in science and engineering by investing in academic research.

Suppliers

- Align our Supplier Code of Conduct with the RBA Code of Conduct.
- Require our suppliers to comply with our Supplier Code of Conduct.
- Evaluate and monitor our suppliers' compliance with human rights laws and regulations.
- Assess and monitor our supply chain on responsible minerals sourcing.
- Evaluate and engage with our key suppliers on their GHG emissions reduction progress and other sustainability initiatives.

Investors / Stockholders

- Conduct year-round engagements with stockholders providing ESG progress and performance updates.
- Solicit feedback on our executive compensation program and business strategy.
- Align the long-term interests of our executives and stockholders.

Employees

- Require our employees to understand and abide by our Code of Ethics.
- Encourage feedback from employees via frequent pulse surveys.
- Build a broad base of backgrounds and experiences and create a culture of inclusion and belonging.
- Provide trainings through our online platform and develop career opportunities.
- Offer wellness programs and social events.

Customers

- Partner with our customers to design and deliver greener, innovative solutions.
- Support our customers on their sustainability priorities.
- Share our ESG initiatives and progress through customer questionnaires and our disclosures with rating agencies, including CDP, Ecovadis, ISS, and RBA.

MPS Senior Vice President of Cloud Computing

Forward-Looking Statements

This Corporate Responsibility Report contains forward-looking statements, as that term is defined in the Private Securities Litigation Reform Act of 1995. These forward-looking statements generally are identified by the words “believe,” “project,” “expect,” “anticipate,” “estimate,” “intend,” “strategy,” “future,” “target,” “efforts,” “goal,” “commitment,” “opportunity,” “plan,” “may,” “should,” “will,” “would,” “will be,” “will continue,” “will likely result,” and similar expressions. These forward-looking statements are not historical facts or guarantees of future performance or events, are based on current expectations, estimates, beliefs, assumptions, goals, and objectives, and involve significant known and unknown risks, uncertainties and other factors that may cause actual results to be materially different from the results expressed by these statements. Readers of this report are cautioned not to place undue reliance on any forward-looking statements, which speak only as of the date hereof. We describe risks and uncertainties that could cause actual results and events to differ materially in our reports filed with the Securities and Exchange Commission. We undertake no obligation to update or revise publicly any forward-looking statements, whether because of new information, future events, or otherwise.

Appendices

MPS employees, Kirkland, USA

Sustainability data*

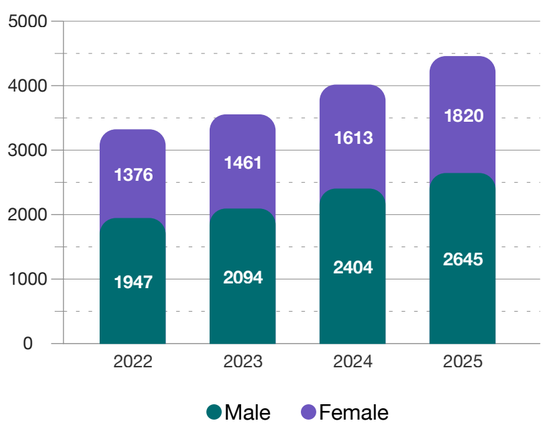
		Unit	2022	2023	2024	2025	4yr Trend	vs 2022
GHG Emissions	**Revenue**	**Million $**	**1794**	**1821**	**2207**	**2790**		**↑56%**
	Scope 1	Metric TCO2e	3835	2788	2197	2556		**↓33%**
	Stationary	Metric TCO2e	1046	235	251	287		**↓73%**
	Mobile	Metric TCO2e	906	1057	1141	1347		**↑49%**
	Refrigerants	Metric TCO2e	1884	1497	805	923		**↓51%**
	Scope 2 Location	Metric TCO2e	25698	30443	35249	42735		**↑66%**
	Scope 2 Market	**Metric TCO2e**	**25567**	**24323**	**21926**	**20648**		**↓19%**
	Total GHG Market	**Metric TCO2e**	**29402**	**27111**	**24123**	**23205**		**↓21%**
	GHG Emissions Intensity	**Metric TCO2e/M$**	**16.4**	**14.89**	**10.93**	**8.32**		**↓49%**
Energy	**Total Energy Consumption**	**MWh**	**51344**	**57183**	**67808**	**85497**		**↑67%**
	Fuel	**MWh**	**7996**	**5511**	**5948**	**7003**		**↓12%**
	Total Electricity	**MWh**	**43348**	**51672**	**61860**	**78494**		**↑81%**
	Total Electricity from the Grid	**MWh**	**42769**	**51035**	**61318**	**78064**		**↑83%**
	Nonrenewable Electricity	MWh	42276	39749	37064	36639		**↓13%**
	Total Renewable Electricity Grid	MWh	493	2786	3756	4139		**↑740%**
	Total REC	MWh	0	8500	20498	37286		**–**
	Onsite Renewable	MWh	579	637	542	430		**↓26%**
	Total Renewable Electricity (Green tariff + REC + onsite)	MWh	1072	11923	24796	41855		**↑3804%**
	% Renewable Electricity	%	3	23	40	53		**↑50pp**
	Energy Intensity	**MWh/M$**	**28.6**	**31.4**	**30.7**	**30.6**		**↑7%**

		Unit	2022	2023	2024	2025	4yr Trend	vs 2022
Water	Water Withdrawal	Megaliters	85	103	105	120		**↑41%**
	Water Discharge	Megaliters	68	82	84	96		**↑41%**
	Water Use	Megaliters	17	21	21	24		**↑41%**
	Water Withdrawal Intensity	**ML/M$**	**0.05**	**0.06**	**0.05**	**0.04**		**↓20%**
Waste	**Total Waste Produced**	**Metric Tons**	**564**	**738**	**1072**	**961**		**↑70%**
	General Waste Produced	**Metric Tons**	**559**	**731**	**1066**	**946**		**↑69%**
	Waste Landfilled	Metric Tons	32	30	55	60		**↑88%**
	Diverted from Landfill	Metric Tons	527	701	1011	886		**↑68%**
	Waste Recycled	Metric Tons	N/A	30	732.1	652		**–**
	Waste Incinerated	Metric Tons	N/A	483	57.2	58.7		**–**
	Waste Composted	Metric Tons	N/A	109	222	175		**–**
	Total Hazardous Waste	**Metric Tons**	**5.6**	**7.3**	**5.9**	**14.6**		**↑161%**
	Hazardous Waste Combusted	Metric Tons	1.2	1.3	0.31	0.3		**↓75%**
	Hazardous Waste Recycled	Metric Tons	4.4	6.1	5.6	14.3		**↑225%**
	Waste Intensity	**MT/M$**	**0.31**	**0.41**	**0.49**	**0.34**		**↑10%**

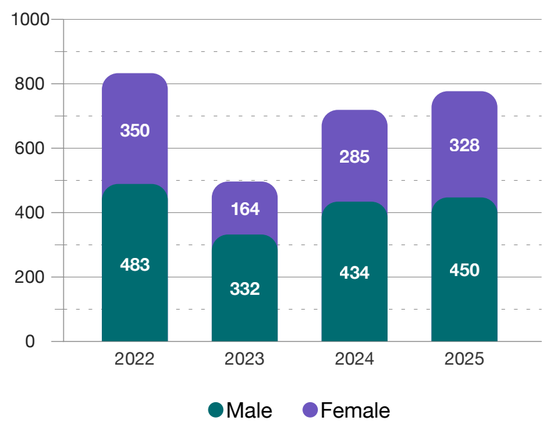
*Annual data reported is from January 1 to December 31.

Workforce diversity metrics[1]

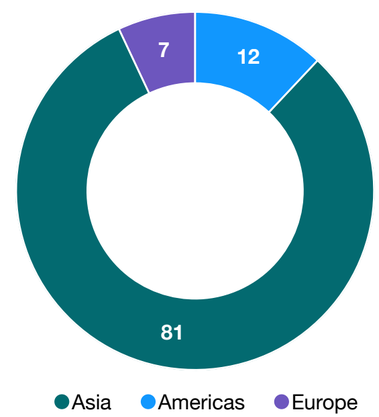
Worlwide Headcount by Gender



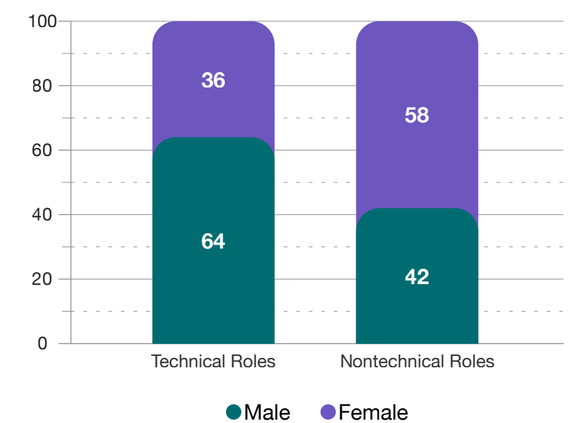
New Hire by Gender



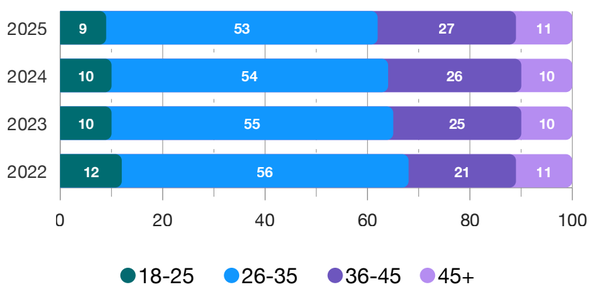
2025 Headcount by Region (%)



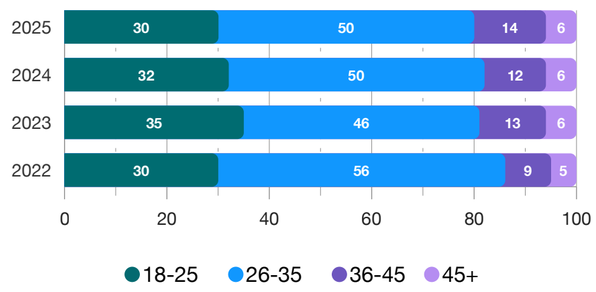
Technical Roles and Nontechnical Roles by Gender (%)



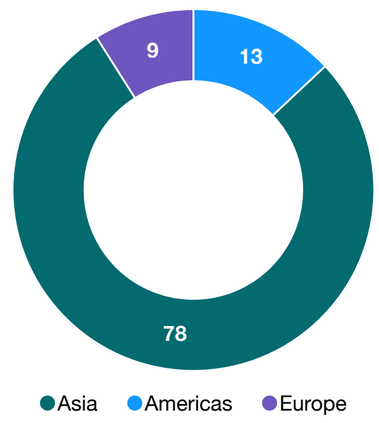
Worlwide Headcount by Age (%)



New Hire by Age (%)



2025 New Hire by Region (%)



U.S. Headcount Racial/Ethnic Diversity*

	2022	2023	2024	2025
Asian	62%	61%	61%	61%
White	31%	31%	30%	30%
Hispanic or Latino	4%	5%	6%	7%
Two or more races	2%	2%	2%	2%
African American	1%	1%	0%	1%
Native Hawaiian or Pacific Islander	0%	0%	0%	0%
American Indian or Alaskan Native	0%	0%	0%	0%

[1]Annual data reported is from January 1 to December 31.

**As reported within MPS EEO-1 Report*
Value might not add up to 100% due to rounding.

Social data[1]

Worldwide Headcount

	2022	2023	2024	2025
Ending HC	**3233**	**3555**	**4017**	**4465**
Male	1947	2094	2404	2645
Female	1376	1461	1613	1820
Age 18 - 25	404	377	386	386
Age 26 - 35	1856	1943	2185	2386
Age 36 - 45	705	882	1031	1215
Age 45+	358	353	415	478
Male	59%	59%	60%	59%
Female	41%	41%	40%	41%
Age 18 - 25	12%	11%	10%	9%
Age 26 - 35	56%	55%	54%	53%
Age 36 - 45	21%	25%	26%	27%
Age 45+	11%	10%	10%	11%

New Hires

	2022	2023	2024	2025
Male	483	332	434	450
Female	350	164	285	328
Age 18-25	252	173	232	232
Age 26-35	460	228	353	392
Age 36-45	76	65	89	107
Age 45+	45	30	45	47
Total	**833**	**496**	**719**	**778**

U.S Employees Ethnicity / Diversity*

	2022	2023	2024	2025
Asian	62%	61%	61%	61%
White	31%	31%	30%	30%
Hispanic or Latino	4%	5$	6%	7%
Two or More Races	2%	2%	2%	2%
Black or African American	1%	1%	0%	1%
Native Hawaiian or Pacifc Islander	0%	0%	0%	0%
American Indian or Alaska Native	0%	0%	0%	0%

**As reported within MPS EEO-1 Report*
Value might not add up to 100% due to rounding.

Global Incidents

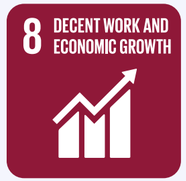
	2022	2023	2024	2025
Global Incident Rate*	**0.09%**	**0.14%**	**0.03%**	**0.09%**
Fatalities	0	0	0	0

[1]Annual data reported is from January 1 to December 31.

UN Sustainable Development Goals alignment

We are committed to be powered by 75% renewable electricity by 2026.

Our products are used in a wide range of renewable energy infrastructures, such as photovoltaic panels and wind turbines.



We are committed to preserving and promoting the fundamental rights of others. We are a member of the RBA and abide by its Code of Conduct. We demand that all our key manufacturing partners abide by the same principles. We provide a safe and secure work environment and pay a fair wage to all our employees.

Our primary mission is to develop energy efficient products that better utilize the world's natural resources.

We limit the use of hazardous chemicals in our products and operations.

We have set public goals to reduce our GHG emissions by 40% by 2030.

Our solutions are found in a wide range of new technologies that are key to accelerating the decarbonization of infrastructures, such as power generation, Datacenters, and electric transportation.

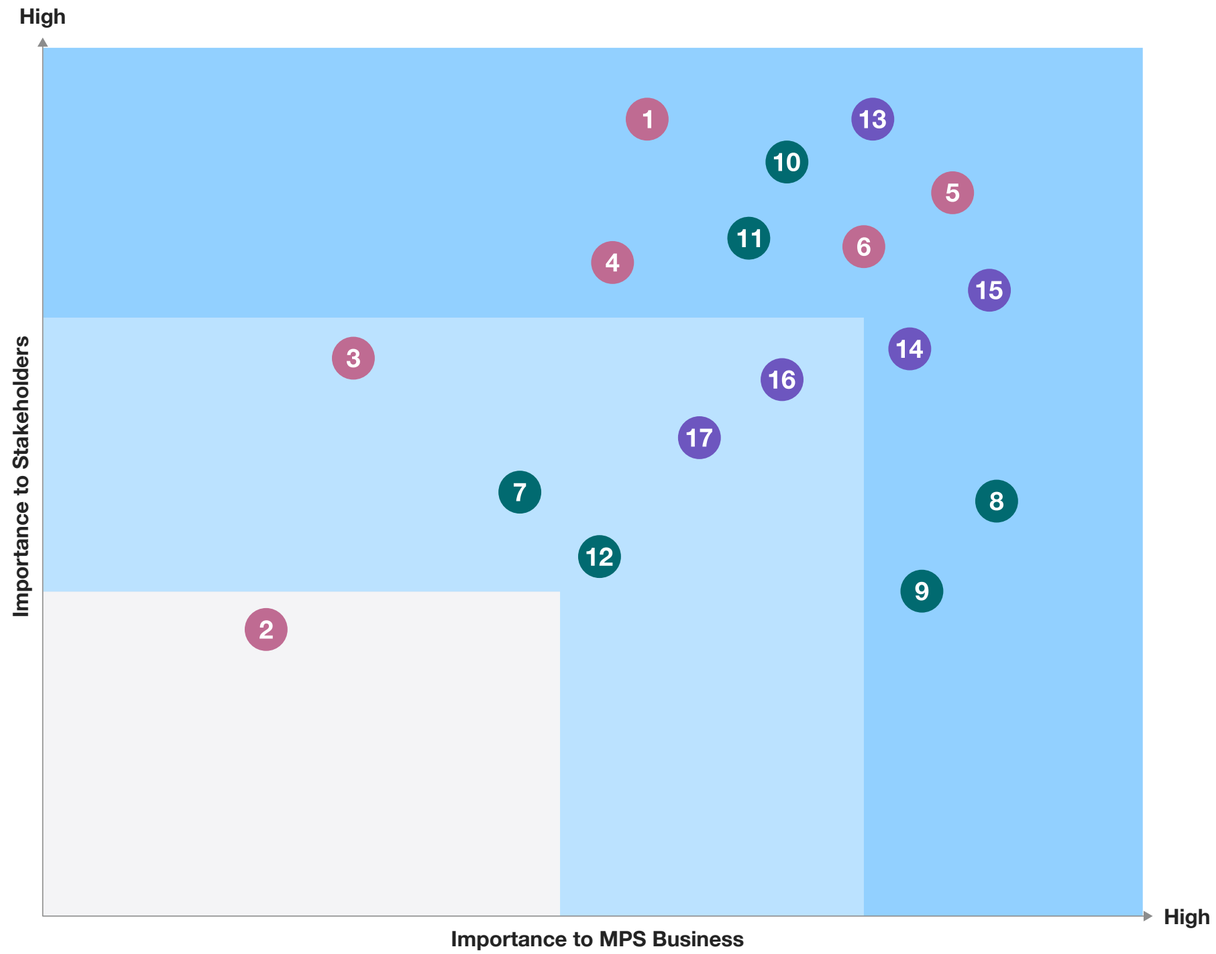
We condemn the use of forced, slave, or child labor in any form. We will not conduct business with any organizations found to have violated these human rights protections. We are committed to preserving and promoting the fundamental rights of others through our membership with the RBA and RMI.

TCFD Report 2025

Disclosure Item	Recommended Disclosure – Description	Cross-Reference*
Governance	a. Board Oversight – Describe the Board's oversight of climate-related risks and opportunities.	**2025 CDP Response:** C4. Governance - C4.1.2
	b. Management's Role – Describe management's role in assessing and managing climate-related risks and opportunities.	**2025 CDP Response:** C4. Governance - C4.1.2; C4.3.1
Strategy	a. Risks and Opportunities – Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	**2025 CDP Response:** C2. Identification, assessment, and management of dependencies, impacts, risks and opportunities – C2.1, C2.2.1, C2.2.2
	b. Impact on Organization – Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	**2025 CDP Response:** C5. Business Strategy – C5.3.1, C5.3.2
	c. Resilience of Strategy – Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	**2025 CDP Response:** C5. Business Strategy – C5.1
Risk Management	a. Risk Assessment Processes – Describe the organization's processes for identifying and assessing climate-related risks.	**2025 CDP Response:** C2. Identification, assessment, and management of dependencies, impacts, risks and opportunities - C2.2.1, C2.2.2
	b. Risk Management Processes – Describe the organization's processes for managing climate-related risks.	**2025 CDP Response:** C2. Identification, assessment, and management of dependencies, impacts, risks and opportunities - C2.2.1, C2.2.2
	c. Integration into Overall Risk Management – Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	**2025 CDP Response:** C2. Identification, assessment, and management of dependencies, impacts, risks and opportunities C5. Business Strategy C5.3.1, C5.3.2
Metrics and Targets	a. Climate-Related Metrics – Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	**2025 CDP Response:** C7. Environmental performance – Climate Change, C7.1. C7.2 and C7.5 C7. Environmental performance – Climate Change – C7.29 and C7.30
	b. Scope 1,2,3 GHG Emissions – Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	**2025 CDP Response:** C7. Environmental performance – Climate Change, C7.6, C7.3, C7.4, C7.7, C7.8, and C7.12 C7. Environmental performance – Climate Change, C7.15, C7.16, C7.17, C7.20, C7.22
	c. Climate-Related Targets – Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	MPS Corporate Responsibility Report 2026, pp. 11-12

2025 ESG Materiality Assessment

We conducted our annual materiality assessment to identify, prioritize and manage ESG topics that matter most to us and our stakeholders. These topics form the basis for our overall ESG program, and the assessment helps drive our goal-setting and reporting efforts on the issues that have potentially the largest impact on our business, environment, and society.



Environmental

1 GHG emissions
2 Waste and hazardous materials management
3 Water conservation
4 Sustainable materials and design
5 R&D innovation and product efficiency
6 Climate risk and opportunity management

Social

7 Diversity, equity, and inclusion
8 Talent recruitment, retention, and development
9 Health, safety, and well-being
10 Human rights and labor practices in supply chain
11 Responsible sourcing of raw materials
12 Community impact

Governance

13 Corporate governance and Board oversight
14 Ethical business conduct
15 Cybersecurity and data privacy
16 Business continuity plan
17 Stakeholders engagement

GHG emissions verification statement FY2025

UL Solutions

Safety. Science. Transformation.™

Verification Opinion Declaration:

Greenhouse Gas Emissions Statement

Project Number: 4792059702
Issue Date: April 23, 2026

To: The Stakeholders of Monolithic Power Systems

In accordance with ISO 14064 Part 3: 2019 and ISO 14016: 2020, UL Solutions has verified the GHG emissions statement of Monolithic Power Systems (hereinafter referred to as “MPS”) to a limited level of assurance for the period of January 1st, 2025, to December 31st, 2025. In UL Solutions’ opinion, based on the verification activities performed, there is no evidence that the GHG emissions statement:

- is not materially correct and is not a fair representation of GHG data and information
- has not been prepared in accordance with ISO 14064 Part 1: 2018 and the GHG Protocol Corporate Standard

GHG emissions statement: January 1st, 2025, to December 31st, 2025

SCOPE	SOURCE	UNIT	QUANTITY
Scope 1	Natural gas, diesel, refrigerants	Metric tons CO2e	2,556
Scope 2 (LBM)	Electricity (grid)		42,735
Scope 2 (MBM)	Electricity (grid, REC’s)		20,648

Note: Quantities are rounded to the nearest whole number. Location-based method (LBM). Market-based method (MBM).

Amber Mehta
Lead Verifier
April 23rd, 2026

UL Verification Services, Inc.
333 Pfingsten Road
Northbrook, IL 60062 USA

1 of 4 / Project Number: <4792059702>; Issue Date: <April 23rd, 2026>