



Diversity, Equity, and Inclusion Policy

Date Updated: 10/2022

Date Reviewed: 12/19/2023

Monolithic Power Systems (MPS) strives to build and maintain a culture of diversity, equity, and inclusion. We recognize that diverse voices and ideas make our company and our products stronger, and we believe that our employees benefit when they are immersed in an inclusive culture of teamwork, fairness, and tolerance. We are mindful that creating an inclusive workplace that supports all employees is critical to our success.

MPS' diversity, equity, and inclusion initiatives are built on the foundations of:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Continual development of recruitment strategies to grow our team's racial and gender diversity and minimize institutional unconscious bias through trainings.

All employees, managers, and leaders of MPS have a responsibility to treat others with dignity and respect at all times. We expect everyone at MPS to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored events. We also host diversity awareness training to enhance our knowledge of issues around diversity, equity, and inclusion to fulfill this responsibility.

MPS has adopted policies, procedures, and accountability measures for reporting concerns or violations. We embrace our employees', contractors', and supply chain partners' diversity.

Employees found to have violated our policies, or applicable law, will be subject to disciplinary action. MPS also prohibits retaliation against any individual who in good faith opposes, or reports known or suspected harassment or discrimination or lawfully initiates or assists in any investigation or in any action or proceeding resulting from a harassment, discrimination, or retaliation allegation. Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should report the issue to HR, their supervisor, or report the issue through our hotline by following this link: [Whistleblower Policy](#).