

# **MONOLITHIC POWER SYSTEMS, INC. WHISTLEBLOWER POLICY**

## **I. INTRODUCTION**

Monolithic Power Systems, Inc. (including its subsidiaries, “MPS”) is committed to maintaining an atmosphere of open communication and trust between employees and management. We all have an interest in protecting ourselves and our business from illegal practices and violations of MPS’s policies. Any employee, vendor, or business partner who reasonably believes a violation of MPS’s Code of Ethics and Business Conduct (the “Code of Ethics”) or our legal duties has occurred can report it, or raise concerns about a potential violation, free of any harassment, discrimination or retaliation in accordance with this Whistleblower Policy (the “Policy”).

Our policies are not adopted as an empty gesture; they are an expression and implementation of our values and beliefs. Through our policies, but even more importantly – through our actions – we make representations to our customers, suppliers, business partners, and shareholders about who we are and how we do business. Our policies make those commitments clear. Our employees, vendors, and other business partners are our feet-on-the-ground, and a key resource for ensuring that our actions align with our commitments to conduct business by these higher principles.

## **II. WHEN SHOULD YOU REPORT A CONCERN?**

Part of building a culture of trust and integrity is a willingness to speak up when you see something wrong, so that we can address the problem. Examples of reportable actions include, but are not limited to, any indication of fraud, misappropriation of company resources, substantial variation in our financial reporting methodology from prior practice or from generally accepted accounting principles, disclosures in reports filed with the SEC and other public disclosures that are not full, fair, accurate, timely and understandable, conduct that is not honest and ethical, conflicts of interest, potential violations of governmental rules and regulations, and the falsification, concealment or inappropriate destruction of corporate or financial records.

You can find our policies on our website at [www.monolithicpower.com](http://www.monolithicpower.com), under “Corporate Governance.”

## **III. WHISTLEBLOWER PROCEDURES**

### **A. Making a Report**

It takes courage to speak up, so we want to offer a variety of ways for you to tell us if something is wrong, or you have concerns. Reports may also be made anonymously, and we will protect

your confidentiality. We will also provide confidential translation services when needed. Reports can be made the following ways:

- **Contact your manager;**
- **Contact the General Counsel (the Chief Compliance Officer), or the Chief Financial Officer or the Audit Committee** (for matters relating to accounting, internal controls, auditing and public communications and filings); or
- **Contact the independent, third-party reporting service**, Lighthouse Services, Inc. through any of the following anonymous channels:
  - Calls from US and Canada: (800) 398-1496 (toll free)
  - Calls from China: 400-120-9050 (toll free)
  - Calls from all other countries: (800) 603-2869 (toll free)
    - Please see country access codes and instructions provided at this link
    - <https://www.lighthouse-services.com/documentlink/International%20Tollfree%20Hotline%20Access%20Instructions.pdf>
  - World-wide access: (651) 602-2391 (US based direct dial number, charges apply)
  - E-mail: Reports@lighthouse-services.com
  - Website: [www.lighthouse-services.com/monolithicpower](http://www.lighthouse-services.com/monolithicpower)
    - *The website contains options to submit a report in 39 languages*
  - Fax: (215) 689-3885 (must reference MPS in report)
  - Mailing address:  
Lighthouse Services, Inc.  
1125 Blyth Ct.  
Blue Bell, PA 19422
  - Lighthouse will process your report and forward it to appropriate company personnel for investigation. (Note: If we change hotline vendors or hotline numbers, we will notify you.)

Any manager receiving a report has a special responsibility to take action and must forward that report by using one of the above reporting methods. This responsibility is critical to preserving our relationship of trust with our employees.

Regardless of which reporting method you choose, please include in your report a discussion of the following items: (i) a description of your concern and any irregularity, (ii) the period of time during which you observed the concerning activity or irregularity, and (iii) any steps that you have taken to investigate, including reporting it to a manager and the manager's reaction.

The report may include, at your option, your contact information in the event that additional information is needed. As stated above, you may choose to remain anonymous (in accordance with laws).

## **B. Whistleblower Protection from Discrimination, Retaliation or Harassment**

Any employee reporting concerns under this Policy has a lawful right to raise those concerns without fear of harassment, discrimination or retaliation. As a result, MPS strictly prohibits any discrimination, retaliation or harassment against any person who reports conduct in violation of our legal duties or policies, based on the person's reasonable belief that such misconduct occurred.

MPS also strictly prohibits any discrimination, retaliation or harassment against any person who participates in an investigation of such complaints.

If you believe that you have been subject to discrimination, retaliation, or harassment for having made a report under this Policy, you must immediately report those facts to your manager, the Chief Financial Officer, or the General Counsel. If you have reason to believe that all of those persons are involved in the matter you wish to report, then you should report those facts to the Audit Committee of the Board of Directors by the various reporting methods outlined above. It is imperative that you bring those matters to attention promptly, so that any concern of discrimination, retaliation, or harassment can be investigated and addressed promptly and appropriately.

Any complaint that any managers, supervisors or employees are involved in discrimination, retaliation, or harassment related to the reporting or investigation of conduct in violation of our legal duties or policies will be promptly and thoroughly investigated in accordance with our investigation procedures. If a complaint of discrimination, retaliation, or harassment is substantiated, appropriate disciplinary action, up to and including discharge, will be taken.

## **C. Investigation of Reports**

All complaints under this Policy will be taken seriously and will be promptly and thoroughly investigated. MPS's General Counsel is our Chief Compliance Officer and is responsible for both investigating all allegations and reporting the outcome of those investigations to the Audit Committee. The application of policies, along with MPS's responsibility to investigate, applies to allegations raised by both our employees and those from our suppliers and subcontractors. The General Counsel has full discretion to employ all resources necessary based on the nature of the allegation to ascertain the facts and circumstances necessary to draw an objective conclusion. All information disclosed during the course of the investigation will remain confidential, except as necessary to conduct the investigation and take any remedial action, in accordance with applicable law.

All employees and managers have a duty to cooperate in the investigation of reports of any conduct covered by this Policy. Employees will be subject to disciplinary action, including the termination of their employment, if they fail to cooperate in an investigation or deliberately provide false information during an investigation.

If, at the conclusion of its investigation, MPS determines that a violation of our legal duties or policies has occurred, we will take remedial action commensurate with the severity of the offense. That action may include disciplinary action against the accused party, up to and including termination. The specific action taken in any particular case depends on the nature and gravity of the conduct or circumstances reported and the quality of the information provided. Reasonable and necessary steps will also be taken to prevent any further violations of law or policy.

#### **D. Additional Enforcement Action**

In addition to our internal complaint procedure, employees should also be aware that certain federal and state law enforcement agencies are authorized to review MPS's legal compliance.

Nothing in this Policy is intended to prevent an employee from reporting information to the appropriate agency when the employee has reasonable cause to believe that the violation of a federal or state statute or regulation has occurred.

#### **E. Miscellaneous**

This Policy is intended to supplement, not replace, other MPS policies and procedures. We are committed to continuously reviewing and updating our policies and procedures. MPS therefore reserves the right to amend, alter, or terminate this policy at any time and for any reason, subject to applicable law.