



UFLPA Statement

Date Updated: 02/2024
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MONOLITHIC POWER SYSTEMS, INC.
UYGHUR FORCED LABOR PREVENTION ACT (UFLPA) COMPLIANCE STATEMENT

Monolithic Power Systems, Inc. (the Company) respects internationally recognized human rights and prohibits any form of human trafficking, slavery, or forced labor in its supply chain. In accordance with the Uyghur Forced Labor Protection Act (the Act), the Company has conducted due diligence in implementing supply chain managements measures to ensure that no goods are mined, produced, or manufactured wholly or in part with forced labor from the Xinjian Uyghur Autonomous Region of China.

The Company has performed the following actions as part of our ongoing commitment to human rights and compliance with the Act and other regulations:

- Established procurement policies and procedures which prohibit business dealings with any suppliers listed under the Act's Entity List.
- Conducted due diligence to confirm that mined raw materials used in our products comply with Responsible Mineral Initiative (RMI) standards and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals. We comply with the Securities and Exchange Commission by filing an annual Form SD.
- Established mitigation and corrective action procedures for identified non-compliance by suppliers, up to and including the termination of business relationships.
- Implemented an internal Social Responsibility Compliance Policy, which mandates that employees and contractors comply with all applicable laws, including those against the use of forced labor, and provide training courses to employees with respect to human rights.
- Became a Responsible Business Alliance (RBA) member and successfully passed the audits under the Validated Assessment Program.
- Adopted both a Business Code of Conduct and a Code of Social Responsibility which clearly prohibit forced and slave labor and incorporate the RBA Code of Conduct.
- Requested suppliers to affirmatively confirm, on an annual basis, that they will comply with our Supplier Code of Conduct and impose its requirements on their own suppliers.
- Implemented a Supplier Audit Program to identify and address risks and compliance gaps, and committed to establish additional audit procedures to ensure our suppliers' compliance with human rights and other applicable labor laws, including the Act.