



Supplier Code of Conduct

Date Updated: 10/26/2022
Date Reviewed: 11/17/2023

Monolithic Power Systems is committed to working with its suppliers to develop and maintain a sustainable and ethical supply chain. While all suppliers are required to comply with applicable international and domestic laws and regulations, MPS also expects suppliers to conduct their business relationships with MPS with the same professional and ethical standards that MPS requires of its employees.

MPS has fully adopted the Responsible Business Alliance (RBA) Code of Conduct, attached hereto for reference. The RBA Code of Conduct establishes standards to ensure that working conditions in the electronics industry supply chain are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible. It establishes standards in the following five areas:

- Labor
- Health & Safety
- Environment
- Management Systems
- Ethics

MPS' Supplier Code of Conduct sets forth guidance on several additional topics which are critical to both MPS and the industry. These topics are covered in MPS QA-CS-P-0006 Social Responsibility Compliance Procedure, QA-CS-P-0001 Environmental Management Procedure and QA-CS-P-0009 Environmental Substance Control Procedure.

MPS expects all suppliers to abide by this Supplier Code of Conduct and to ensure that their suppliers comply. MPS will actively monitor suppliers' performance against the Supplier Code of Conduct as a means to promote sound business practices across MPS's extended supply chain, and may audit suppliers for conformance with these standards, including through site visits, inspection of records, and interviews with employees, upon reasonable notice. Suppliers must indemnify and hold MPS harmless from and against any liability claims, demands or expenses (including attorney's or professional fees) arising from or related to Supplier's noncompliance with the Code of Conduct and all applicable laws, rules and regulations.

MPS also requires that each supplier affirm they have retained documentation of their compliance with the RBA and MPS Codes of Conduct. For example, MPS may request evidence that the supplier's employment and labor practices comply with all applicable U.S. and international laws and regulations, including anti-slave and forced labor laws, including without limitation the U.K. Modern Slavery Act, the Uyghur Forced Labor Prevention Act (UFLPA), and the German Supply Chain Due Diligence Act.

Please have an officer of your company review and sign this document signifying that your company has received the RBA Code of Conduct and other related documents and will comply with Monolithic Power Systems Inc. requirements regarding the implementation of above-mentioned requirements.

COMPANY NAME: _____

SIGNATURE: _____

TITLE: _____

DATE: _____