

2025 GRI Report

Statement of use	Monolithic Power Systems has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024, with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	Page	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details		Monolithic Power Systems, Inc. (NASDAQ:MPWR)
	2-2 Entities included in the organization's sustainability reporting		All entities included in MPS's financial reporting are included in its sustainability reporting.
	2-3 Reporting period, frequency and contact point		1 January - 21 December 2024; report issued annually early May. The contact person is MPSInvestor. Relations@monolithicpower.com
	2-4 Restatements of information		MPS has not made any restatement in the reporting period.
	2-5 External assurance		MPS endorses the following voluntary environmental and social charters/ standards/sets of guiding principles: - ISO 14001, ISO9001, ISO 45001, ISO 27001, ISO 26262 - Responsible Business Alliance (RBA) Code of Conduct - GHG third party verified (MPS 2025 ESG Report p42)
	2-6 Activities, value chain and other business relationships		Monolithic Power Systems, Inc. ("MPS") is a fabless company with a global footprint that provides high-performance, semiconductor-based power electronic solutions. Our principal executive office is located in Kirkland, Washington. We have sales offices in China, India, Japan, South Korea, Singapore, Taiwan, the United States and throughout Europe. Our products typically require a highly technical sales and applications engineering effort where we assist our customers in the design and use of our products in their application. We currently contract with several suppliers to manufacture our wafers in foundries located in China, Taiwan and South Korea. Once our silicon wafers have been produced, they are shipped to our facilities in Chengdu,

			China for wafer sort, which is a testing process performed to identify non-functioning dies. Our semiconductor products are then assembled and packaged by independent subcontractors in China and Malaysia. The assembled ICs are then sent either for final testing at our Chengdu facilities, or to other turnkey providers who perform final testing based on our standards prior to shipping to our customers.
	2-7 Employees	18-22	MPS 2025 ESG Report p18-22
	2-8 Workers who are not employees	23-24	MPS 2025 ESG Report p23-24
	2-9 Governance structure and composition	12-23	MPS 2025 Proxy Statement, pg 12-23
	2-10 Nomination and selection of the highest governance body	12-15	MPS 2025 Proxy Statement, pg 12-15
	2-11 Chair of the highest governance body	12	MPS 2025 Proxy Statement, pg 12
	2-12 Role of the highest governance body in overseeing the management of impacts	30	MPS 2025 ESG Report p30
	2-13 Delegation of responsibility for managing impacts	30	MPS 2025 ESG Report p30
	2-14 Role of the highest governance body in sustainability reporting	30	MPS 2025 ESG Report p30
	2-15 Conflicts of interest	39	MPS 2025 Proxy Statement, pg 39
	2-16 Communication of critical concerns		MPS Whistleblower Policy
	2-17 Collective knowledge of the highest governance body	14-15	MPS 2025 Proxy Statement, pg 14-15
	2-18 Evaluation of the performance of the highest governance body	17-18	MPS 2025 Proxy Statement, pg 17-18
	2-19 Remuneration policies	22	MPS 2025 Proxy Statement, pg 22
	2-20 Process to determine remuneration	22-23	MPS 2025 Proxy Statement, pg 22-23
	2-21 Annual total compensation ratio	52-53	MPS 2025 Proxy Statement, pg 52-53
	2-22 Statement on sustainable development strategy	30	MPS 2025 ESG Report p30
	2-23 Policy commitments	31-35	MPS 2025 ESG Report p31
	2-24 Embedding policy commitments	25-27	MPS 2025 ESG Report p25-27
	2-25 Processes to remediate negative impacts	9-13	MPS 2025 ESG Report p9-13
	2-26 Mechanisms for seeking advice and raising concerns		MPS Whistleblower Policy
	2-27 Compliance with laws and regulations	22, 26, 27	MPS 2025 ESG Report p22, 26, 27

	2-28 Membership associations		Responsible Business Alliance (RBA) - Carbon Disclosure Project (CDP) - Institute of Electrical and Electronics Engineers (IEEE)
	2-29 Approach to stakeholder engagement	35	MPS 2025 ESG Report p35
	2-30 Collective bargaining agreements	7	2024 Annual Report p7
GRI 3: Material Topics 2021	3-2 List of material topics	43	MPS 2025 ESG Report p43
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	35-36	2024 Annual Report p35-36
	201-2 Financial implications and other risks and opportunities due to climate change	30-31	2024 Annual Report p30-31
	201-3 Defined benefit plan obligations and other retirement plans	43-45	MPS 2024 Proxy Statement, pg 43-45
	201-4 Financial assistance received from government	19	2024 Annual Report p19
GRI 205: Anti-corruption 2017	205-2 Communication and training about anti-corruption policies and procedures		MPS enables and requires all employees to receive training regarding ethics and anti-corruption practices. We conduct regular audits to ensure employee understanding of MPS' Code of Ethics. Additional reference: Code of Ethics As a member of RBA, we participate in audits and expect our vendor to abide by RBA rules - anti bribery policies + whistleblower policy hotline and external auditing of how we process and address any report (in compliance with the FCPA) + annual training + audits.
	205-3 Confirmed incidents of corruption and actions taken		If allegations of corruption are brought to our attention, we work to investigate and resolve them appropriately and disclose material, substantiated incidents as appropriate. We utilize a third party to facilitate this process and audit our incident management. Their link is here: www.lighthouse-services.com/monolithicpower Information can also be found here: MPS Whistleblower Policy
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	23	2024 Annual Report p23
GRI 207: Tax 2019	207-1 Approach to tax	69-72	2024 Annual Report p69-72
	207-2 Tax governance, control, and risk management	8-30	2024 Annual Report p8-30
	207-3 Stakeholder engagement and management of concerns related to tax	57	MPS 2024 Proxy Statement, pg 57
	207-4 Country-by-country reporting		N/A

GRI 301: Materials 2016	301-1 Materials used by weight or volume		N/A
	301-2 Recycled input materials used		We utilize a fabless manufacturing model. Where feasible, we also collect waste from our processes for reuse and for fuel purposes. During construction projects, we give preference to materials containing recycled products, although we do not currently track the total amount of recycled material purchased for these projects.
	301-3 Reclaimed products and their packaging materials		Currently, we are unable to determine the percentage of products reclaimed by customers or end users. Although we cannot control how customers handle the semiconductors they place in their products, nor their product's end-of-life issues, we provide information about the substances used in our components so that customers can make informed decisions about end-of-life disposal.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	38	67 808 MWh (MPS 2025 ESG Report)
	302-2 Energy consumption outside of the organization		N/A
	302-3 Energy intensity	38	30.7 MWh/ Million dollar revenue (MPS 2025 ESG Report)
	302-4 Reduction of energy consumption	38	MPS 2025 ESG Report p38
	302-5 Reductions in energy requirements of products and services	15-16	MPS 2025 ESG Report p15-16
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	10, 12	MPS 2025 ESG Report p10, 12
	303-2 Management of water discharge-related impacts		MPS ensures compliance with all elements of the permits of operations that receive, treat and recycle or discharge water outflows. These permits reflect the standards used for the quality of effluent discharge.
	303-3 Water withdrawal	38	106 Mega Liters (MPS 2025 ESG Report)
	303-4 Water discharge	38	85 Mega Liters (MPS 2025 ESG Report)
	303-5 Water consumption	38	21 Mega Liters (MPS 2025 ESG Report)
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	38	2197 MTCO2e (MPS 2025 ESG Report)
	305-2 Energy indirect (Scope 2) GHG emissions	38	21926 MTCO2e Market-based, 35249 MTCO2e Location-based (MPS 2025 ESG Report)
	305-3 Other indirect (Scope 3) GHG emissions		In the process of evaluating and estimating
	305-4 GHG emissions intensity	38	10.93 MT CO2e/\$M revenue (Market-based) (MPS 2025 ESG Report)

	305-5 Reduction of GHG emissions	11	MPS Scope 1-2 absolute GHG emissions decreased by 18% in 2024 vs 2022 baseline (MPS 2025 ESG Report)
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	12	MPS 2025 ESG Report p12
	306-2 Management of significant waste-related impacts	12	MPS 2025 ESG Report p12
	306-3 Waste generated	38	1072 MT waste generated, 5.9 MT as hazardous waste (0.6% of total) (MPS 2025 ESG Report)
	306-4 Waste diverted from disposal	38	1011 MT non-hazardous waste diverted from landfill, 94% of total (MPS 2025 ESG Report)
	306-5 Waste directed to disposal	38	55 MT non-hazardous waste landfilled, 5% of total (MPS 2025 ESG Report)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39	MPS 2025 ESG Report p39
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	21	MPS 2025 ESG Report p21
	401-3 Parental leave	21	MPS 2025 ESG Report p21
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	22	MPS 2025 ESG Report p22
	403-2 Hazard identification, risk assessment, and incident investigation	22	MPS 2025 ESG Report p22
	403-5 Worker training on occupational health and safety	22	MPS 2025 ESG Report p22
	403-6 Promotion of worker health	21	MPS 2025 ESG Report p21
	403-8 Workers covered by an occupational health and safety management system	22	MPS 2025 ESG Report p22
	403-9 Work-related injuries	22	MPS 2025 ESG Report p22
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	19	7.1 hours (MPS 2025 ESG Report)
	404-2 Programs for upgrading employee skills and transition assistance programs	18-20	MPS 2025 ESG Report p18-20
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	39-40	MPS 2025 ESG Report p39-40
	405-2 Ratio of basic salary and remuneration of women to men		We are committed to gender pay equity. We conduct annual compensation reviews for all employees.

GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	26	MPS 2025 ESG Report p26
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	26	MPS 2025 ESG Report p26
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	26	MPS 2025 ESG Report p26
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures		All of new employees receive training on preventing harassment in the workplace. Additional reference: Code of Ethics and Business Conduct
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	24	MPS 2025 ESG Report p24
GRI 415: Public Policy 2016	415-1 Political contributions		MPS does not participate in political contribution activity, whether directly or indirectly.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		MPS complies with relevant regulations around substances of concern (REACH, RoHS, ELV, Battery Directive). MPS' Policy on Restricted and Hazardous Substances defines the policy and procedures with respect to banned and restricted substances to provide a product compliant with applicable environmental product regulations and requirements.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		No incidents of non-compliance with regulations and/or voluntary codes were identified during this reporting period.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	34	MPS 2025 ESG Report p34