

GRI Index

Statement of use	MPS has reported with reference to the GRI Standards for the period of January 1 to December 31, 2022.
GRI 1 used	GRI 1: Foundation

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Annual Report p 2 Proxy Statement
	2-2 Entities included in the organization's sustainability reporting	All entities included in MPS's financial reporting are included in its sustainability reporting. Annual Report
	2-3 Reporting period, frequency and contact point	1 January - 31 December 2022; report issued annually. The contact person is MPS Investor. Relations@monolithicpower.com
	2-4 Restatements of information	MPS has not made any restatement in the reporting period.
	2-5 External assurance	MPS did not seek external assurance for the report. We performed internal due diligence to ensure the accuracy of the information and data presented in this report. We engaged an external third-party to perform a limited assurance engagement over select GHG emissions metrics for the year ended 12.31.2022. The Assurance Statement is available in ESG Report (p.55).
	2-6 Activities, value chain and other business relationships	Annual Report pp.4-8
	2-7 Employees	ESG Report p 33
	2-8 Workers who are not employees	ESG Report p 36
	2-9 Governance structure and composition	Proxy Statement p 6-18
	2-10 Nomination and selection of the highest governance body	Proxy Statement p15-16
	2-11 Chair of the highest governance body	Proxy Statement p11

	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Report p 46
	2-13 Delegation of responsibility for managing impacts	ESG Report p 46
	2-14 Role of the highest governance body in sustainability reporting	ESG Report p 48
	2-15 Conflicts of interest	Proxy Statement p 35
	2-16 Communication of critical concerns	Whistleblower Policy
	2-17 Collective knowledge of the highest governance body	2022 Proxy Statement p 9
	2-18 Evaluation of the performance of the highest governance body	2022 Proxy Statement p 17
	2-19 Remuneration policies	Proxy Statement p 17
	2-20 Process to determine remuneration	Proxy Statement, pp. 17-18
	2-21 Annual total compensation ratio	Proxy Statement p 56
	2-22 Statement on sustainable development strategy	ESG Report pp. 13, Proxy Statement p 19
	2-23 Policy commitments	ESG Report pp. 14-16 Proxy Statement pp. 19-29
	2-24 Embedding policy commitments	ESG Report, pp. 41-44
	2-25 Processes to remediate negative impacts	ESG Report, pp. 8-9
	2-26 Mechanisms for seeking advice and raising concerns	Whistleblower Policy
	2-27 Compliance with laws and regulations	ESG Report, pp. 10, 41-44
	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	ESG Report p 53
	2-30 Collective bargaining agreements	Annual Report, p9
	201-1 Direct economic value generated and distributed	Annual Report p 39
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report, pp. 31-32
	201-3 Defined benefit plan obligations and other retirement plans	Proxy Statement p. 44
	201-4 Financial assistance received from government	Annual Report p. 21

GRI 205: Anti-corruption 2016	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). We deliver annual training and audits employees on their understanding.
	205-3 Confirmed incidents of corruption and actions taken	ESG Report, p 49
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report, pp. 25
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report, pp. 77-80
	207-2 Tax governance, control, and risk management	Annual Report, pp. 10-32
	207-3 Stakeholder engagement and management of concerns related to tax	Proxy Report, pp. 63-66
	207-4 Country-by-country reporting	N/A
GRI 302: Energy 2016	302-1 Energy consumption within the organization	51 344 MWh ESG Report, pp 16-17
	302-2 Energy consumption outside of the organization	N/A
	302-3 Energy intensity	28.6 MWh/ Million-dollar revenue, ESG Report, pp 16-17
	302-4 Reduction of energy consumption	ESG Report, pp. 16-17
	302-5 Reductions in energy requirements of products and services	ESG Report, pp. 22-25
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource p11, p18	ESG Report, pp. 11, 18
	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	82.25 Mega Liters, ESG Report p 18
	303-4 Water discharge	not available

GRI 305: Emissions 2016	303-5 Water consumption	not available
	305-1 Direct (Scope 1) GHG emissions	3,835 MTCO ₂ e ESG Report, pp 16-17
	305-2 Energy indirect (Scope 2) GHG emissions	25,567 MTCO ₂ e Market-based, 25,698 MTCO ₂ e Location-based, ESG Report pp 16-17
	305-3 Other indirect (Scope 3) GHG emissions	In the process of evaluating and estimating
	305-4 GHG emissions intensity	16.39 MT CO ₂ e/\$M revenue (using Market-based Scope 2), ESG Report, pp. 16-17
	305-5 Reduction of GHG emissions	ESG Report, pp. 16-17
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESG Report p 18
	306-2 Management of significant waste-related impacts	ESG Report p 18
	306-3 Waste generated	564.5 MT waste generated, 5.6 MT as hazardous waste (1% of total), ESG Report p 18
	306-4 Waste diverted from disposal	486.5 MT non-hazardous waste recycled, 86% of total, ESG Report p 18
	306-5 Waste directed to disposal	72.4 MT non-hazardous waste disposed, 13% of total, ESG Report p 18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2022 ESG Report p 34
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Report p 35
	401-3 Parental leave	ESG Report p 35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	ESG Report p 9
	403-2 Hazard identification, risk assessment, and incident investigation	ESG Report p 10
	403-5 Worker training on occupational health and safety	ESG Report p 10
	403-6 Promotion of worker health	ESG Report p 35
	403-8 Workers covered by an occupational health and safety management system	ESG Report p 37
	403-9 Work-related injuries	ESG Report p 37
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	We do not currently track employee development training hours.
	404-2 Programs for upgrading employee skills and transition assistance programs	ESG Report, pp. 29 - 31

GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG Report pp. 33-34
	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	ESG Report p42
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	ESG Report p41
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESG Report p41
GRI 415: Public Policy 2016	415-1 Political contributions	MPS does not participate in political contribution activity, whether directly or indirectly.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Report p51-52