



## Mission Statement

Microchip Technology Incorporated is a leading supplier of field-programmable embedded control solutions by manufacturing the popular PICmicro® RISC microcontrollers which serve embedded control applications; a broad spectrum of high-performance linear and mixed-signal, power management and thermal management devices; and related non-volatile memory products. In order to contribute to the ongoing success of customers, shareholders and employees, our mission is to focus resources on high value, high quality products and to continuously improve all aspects of our business, providing an industry leading return on investment.

## Guiding Values

**Customers Are Our Focus:** We establish successful customer partnerships by exceeding customer expectations for products, services and attitude. We start by listening to our customers, earning our credibility by producing quality products, delivering comprehensive services and meeting commitments. We believe employees must effectively serve their internal customers in order for Microchip's external customers to be properly served.

**Quality Comes First:** We will perform correctly the first time, maintain customer satisfaction and measure our quality against requirements. We practice effective and standardized improvement methods, such as statistical process control to anticipate problems and implement root cause solutions. We believe that when quality comes first, reduced costs follow.

**Continuous Improvement is Essential:** We utilize the concept of "Vital Few" to establish our priorities. We concentrate our resources on continuously improving Vital Few while empowering each employee to make continuous improvements in their area of responsibility. We strive for constructive and honest self-criticism to identify improvement opportunities.

**Employees Are Our Greatest Strength:** We design jobs and provide opportunities promoting employee teamwork, productivity, creativity, pride in work, trust, integrity, fairness, involvement, development and empowerment. We base recognition, advancement and compensation on an employee's achievement of excellence in team and individual performance. We provide for employee health and welfare by offering competitive and comprehensive employee benefits.

**Products And Technology Are Our Foundation:** We make ongoing investments and advancements in the design and development of our manufacturing process, device, circuit, system and software technologies to provide timely, innovative, reliable and cost effective products to support current and future market opportunities.

**Total Cycle Times Are Optimized:** We focus resources to optimize cycle times to our internal and external customers by empowering employees to achieve efficient cycle times in their area of responsibility. We believe that cycle time reduction is achieved by streamlining processes through the systematic removal of barriers to productivity.

**Safety Is Never Compromised:** We place our concern for safety of our employees and community at the forefront of our decisions, policies and actions. Each employee is responsible for safety.

**Profits And Growth Provide For Everything We Do:** We strive to generate and maintain competitive rates of company profits and growth as they allow continued investment for the future, enhanced employee opportunity and represent the overall success of Microchip.

**Communication Is Vital:** We encourage appropriate, honest constructive and ongoing communication in company, customer and community relationships to resolve issues, exchange information and share knowledge.

**Suppliers, Representatives, And Distributors Are Our Partners:** We strive to maintain professional and mutually beneficial partnerships with suppliers, representatives, and distributors who are an integral link in the achievement of our mission and guiding values.

**Professional Ethics Are Practiced:** We manage our business and treat customers, employees, shareholders, investors, suppliers, distributors, representatives, community and government in a manner that exemplifies our honesty, ethics and integrity. We recognize our responsibility to the community and are proud to serve as an equal opportunity employer.