

INTENT

Since Microchip Technology Inc. and its subsidiaries ("Company") believe that "Communication is Vital," our employees are encouraged to have a broad knowledge of, and access to, products, processes, customers, and other proprietary and confidential information. In order to maintain our competitive standing in the marketplace, we expect our employees to respect and keep the confidentiality of that information.

Also, as a public company, it is imperative that employees not communicate sensitive business information to anyone outside the Company.

POLICY

1. As an employment condition, all new hires must read and sign the "Proprietary Information and Inventions Agreement," and certain new hires must read and sign additional nondisclosure agreements related to their employment.
2. You will not be allowed to remove equipment and products (such as finished units or wafers) from Company premises without a completed and approved property pass.
3. It is your responsibility not to leave confidential or proprietary information on your desk where others can easily access, view or read the information, or take the papers or other information.
4. Although communication is vital, you may not discuss confidential or proprietary information with non-employees or with other employees unless it is information they need to do their jobs and an appropriate non-disclosure agreement has been obtained in accordance with SPI No. 45507.
5. When creating confidential or proprietary information, you should mark each page "Microchip Confidential."
6. You must exercise extreme caution when discussing any aspect of Microchip or Microchip's business with individuals outside the Company. Sensitive information, which could be used by outsiders to gauge the current or future financial status of the Company, includes, by way of example but not of limitation, such diverse data as hiring trends, potential financing transactions, potential real estate transactions, equipment purchases, product development activity, and production volume.
7. Under no circumstances shall you post any Company information of a confidential, proprietary, or sensitive nature on the Internet (whether on a bulletin board, professional or social website, chat room or otherwise), including any postings made on your personal time and/or equipment.
8. All inquiries about the Company made by the press, investment analysts, stockholders, or others in the financial community must be directed to either the President or Chief Financial Officer.
9. No employee may speak to any member of the media, investment analyst, or investors without the prior approval of the President or Chief Financial Officer.

The Company may elect to handle individual circumstances on a case-by-case basis at the sole discretion of the Company.

MICROCHIP TECHNOLOGY INC.
Human Resources Policies

Confidentiality

Policy No.: HR-600

Issue Date: 09-30-91

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Revised: 11/29/10

Any violation of this Policy will result in appropriate disciplinary action, up to and including termination of employment, and the exercise of other legal remedies that may be available to the Company.

<u>Cross Reference</u>	<u>HR Policy No.</u>
Employee Performance Improvement Plan	HR-410
Insider Trading	HR-630
Confidentiality Agreements	SPI-45507

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Human Resources Policies