FY23 Environmental, Social, and Governance Report

CIRRUS LOGIC®

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About This Report

This report includes information pertaining to Cirrus Logic, Inc. and its subsidiaries, with examples and metrics representing findings from our fiscal year 2023 (FY23) ending March 25, 2023. At times, we also provide multi-year data. All financial information is presented in U.S. dollars and on a GAAP basis.

This report centers on the priority focus areas of our environmental, social, and governance (ESG) strategy that have been identified through conversations with the Board of Directors, executive leaders, and external stakeholders. We regularly reflect on our performance and review key ESG topics to ensure they remain consistent with the company's long-term strategy, while also assessing emerging issues and their relevance to the business. This report includes specific disclosures made to the Sustainability Accounting Standards Board (SASB) Semiconductors Standard (2018) and applicable Global Reporting Initiative (GRI) Universal Standards (2021). We also align our reporting with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, report to the CDP Climate Change Questionnaire, and support select United Nations Sustainable Development Goals (UNSDGs). For more information about these disclosures, see the Appendix.

If you have any feedback regarding the information provided in this report or our ESG commitments and activities, we would like to hear from you. Please send your comments to esg@cirrus.com. Learn more about Cirrus Logic's ESG program on our website.

FORWARD-LOOKING STATEMENT

Except for historical information contained herein, this ESG Report contains certain forward-looking statements, including statements about our ability to introduce new products, expand in adjacent application areas, drive long-term value and growth, and achieve our ESG goals. In some cases, forward-looking statements are identified by words such as "aim," "anticipate," "aspire," "believe," "can," "commitments," "consider," "could," "encourage," "estimates," "expect," "future," "goals," "intend," "longer term," "looking ahead," "may," "opportunity," "plan," "seek," "strive," "target," "will," "would," "ability to build a profitable and growing business in the future is complementary to our ESG goals," and "deliver long-term value for our shareholders, customers, employees, and communities" along with variations of these words and similar expressions.

In addition, any statements that refer to our plans, expectations, strategies, or other characterizations of future events or circumstances are forward-looking statements. These forward-looking statements are based on our current expectations, estimates, and assumptions as of March 25, 2023, and are subject to certain risks and uncertainties that could cause actual results to differ materially; readers should not place undue reliance on such forward-looking statements. Risks that may impact future results are listed in our Form 10-K for the year ended March 25, 2023, and in our other filings with the Securities and Exchange Commission (SEC), which are available at www.sec.gov. We expressly disclaim any obligation to update or revise any forward-looking statements, whether as a result of new developments or otherwise.

A Message From Our CEO

At Cirrus Logic, we strive to develop innovative products that exceed our customers' expectations, foster a culture that enables employees to succeed, and positively impact the communities in which we work. We are committed to the highest standards of corporate governance, transparency, and integrity, and I am delighted with the progress the company made this year in our environmental, social, and governance (ESG) focus areas. We believe Cirrus Logic's ability to build a profitable and growing business in the future is complementary to our ESG goals, and success in these areas will help to deliver long-term value for our shareholders, customers, employees, and communities. We recognize the importance of embedding sustainable policies and practices across our business as we work to reduce the greenhouse gas (GHG) emissions associated with our direct operations and products. This report summarizes both our achievements over the past year and focus areas going forward.

Environment: In FY23, we made progress against our Scope 1 and 2 GHG reduction target, lowering these emissions by 17 percent, from the prior year, primarily due to the procurement of additional renewable energy. The company also began developing a global renewable energy strategy, including the purchase of renewable energy certificates that are applied against emissions where we are unable to secure renewable energy contracts. Finally, in an effort to be more transparent we expanded our upstream Scope 3 GHG disclosures to include the remaining categories.

People: We believe a diverse and inclusive culture enables us to attract and retain some of the most talented people in the world and help them to reach their full potential. To this end, we support the continued professional development of our employees through a variety of learning platforms, tuition reimbursement, and collaboration opportunities. We also recognize the health and well-being of our employees is of paramount importance and we regularly look for ways to enhance our benefits. This past year, we increased U.S. short-term disability benefits and lowered the eligibility age for family mental health support.

Communities: Contributing to our communities through volunteerism and charitable donations is a fundamental part of Cirrus Logic's culture. I continue to be inspired by our employee's dedication and passion as they support causes with their time, talents, and resources. In FY23, our sustainability employee resource group organized activities ranging from planting trees to cleaning up beaches, canals, and creeks. As part of the company's outreach, we became the headline sponsor for the Fringe Festival, one of the world's largest celebrations of arts and culture, which takes place in Edinburgh, Scotland. In addition, for the fifth year in a row, we were the top business fundraiser for Amplify Austin, an annual day of giving for our Central Texas community.

This past year our employees made excellent progress executing on many areas of our long-term strategy that are expected to drive opportunities for growth in the future. With an outstanding corporate culture and commitment to enriching our communities, I am excited to lead the company as we build on this momentum. I look forward to sharing our progress over the next year.

John Forsyth
President and CEO

Who We Are

Cirrus Logic provides innovative mixed-signal processing solutions that span the analog-to-digital divide and push the boundaries of power and performance. As a fabless semiconductor company, we outsource the manufacturing of our products, which allows us to focus resources on research and development. The company invests in new technologies and system-level capabilities that we believe are essential for our long-term success.

Cirrus Logic At A Glance

FOUNDED

1984

HEADQUARTERS

Austin, TX

EMPLOYEES WORLDWIDE

1,702

ISSUED AND PENDING PATENTS WORLDWIDE

4,300

FY23 REVENUE

$1.9B

FY23 R&D INVESTMENT

$458.4M

Our Vision, Mission, And Core Values

Cirrus Logic's vision is to be the first choice in signal processing products for our customers, shareholders, and employees. We provide innovative high-performance analog and digital signal processing products that exceed our customers' expectations, deliver solid value to our shareholders, and build confidence and pride in our company. Our success is based on the following core values.
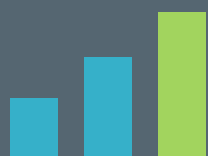
CONTINUOUS IMPROVEMENT

85%

of employees feel like their manager helps them learn and grow

INNOVATION

89%

of employees feel like new ideas are encouraged

INTEGRITY

93%

of employees agree that Cirrus Logic operates by strong values

COMMUNICATION

84%

of employees feel there is good interdepartmental cooperation at Cirrus Logic

JOB SATISFACTION

90%

of employees would highly recommend working at Cirrus Logic to others

Our Products

Cirrus Logic's products can be found in a variety of consumer devices including smartphones, laptops, tablets, wearables, gaming devices, and AR/VR headsets.

The company's product portfolio consists of audio and high-performance mixed-signal (HPMS) components such as boosted amplifiers, battery and power integrated circuits, camera controllers, codecs, and haptic and sensing solutions. Our three-pronged strategy focuses on:

- Maintaining our leadership position in smartphone audio;

- Increasing HPMS content in smartphones; and

- Leveraging our strength in audio and HPMS to expand into additional applications and markets with new and existing components.

Looking ahead, Cirrus Logic has an extensive roadmap of components designed to enhance performance and reduce power while saving critical board space, all of which help our customers deliver a compelling user experience. Our ability to span the analog-to-digital divide in advanced process nodes with products that embed digital signal processing is a meaningful competitive advantage, particularly in battery- and space-constrained environments. Minimizing power consumption while maximizing performance is important to our customers and consumers. With a deep commitment to engineering excellence, an extensive portfolio of components, and a robust strategy, we believe that we are well-positioned to succeed in the coming years.

INNOVATION

Cirrus Logic's ability to deliver innovative products and solve challenging engineering problems is not only highly valued by our customers, but also critical to our success. We invest in advanced process nodes and new technologies to continuously improve performance, power efficiency, and latency. The company is focused on driving technology and product diversification across both existing and new markets, particularly within the HPMS product category. We have an extensive intellectual property portfolio with approximately 4,300 issued and pending patents worldwide. Additionally, Cirrus Logic was listed on the 2023 Patent 300® List which is an annual compilation of the top 300 companies, organizations, and universities in the patent field, based on the quantity of issued U.S. patents each year.

The company fosters a culture that inspires, supports, and celebrates innovation, giving employees the freedom to push technological boundaries and challenge the status quo. Each year, we recognize patent recipients whose innovations contribute to our success, including technologists like John M. and Claire M., whose stories are shared on the next page.

71%

OF OUR EMPLOYEES ARE ENGAGED IN RESEARCH AND PRODUCT DEVELOPMENT ACTIVITIES

JOHN M.
SURPASSES 500 PATENTS

John M., a senior technical fellow, was granted his 500th U.S. patent this past year, an achievement that places him among the world's most prolific inventors. His contributions have changed how humans interact with their devices—and each other. John's audio patents are instrumental to many of today's most popular consumer and professional audio applications. During his more than 30 years at Cirrus Logic, he has fueled computing and processing power improvements and energy-saving techniques for today's mobile devices.

"Working at Cirrus Logic has given me the ideal backdrop for creativity and invention. I love that I'm able to get involved in technology at a deep level and work on cool stuff while mentoring others to keep the company's innovative spirit going."

— John M.

CLAIRE M.
ACHIEVES EARLY PATENT SUCCESS

Claire M.'s career as a technologist has been accelerating since receiving her Ph. D. in 2017. She joined Cirrus Logic in October 2020, and by January 2021 she had already filed her first patent application. Today, Claire has seven patents issued and pending. In her role, she explores new technology areas, creates prototypes, performs initial testing, and conducts due diligence to help inform the company's long-term research and development investments.

"One of the things that I really enjoy about my job is the open-ended possibility that each project can be very different. I've been fortunate to make connections with brilliant sponsors and mentors, including John M., along the way. I also enjoy working in an environment where I can refine my ideas through discussions with my managers and senior colleagues."

— Claire M.

ESG At Cirrus Logic

Cirrus Logic recognizes our responsibility to embed sustainable policies and practices across the business. We believe that actions relating to environmental, social, and governance (ESG) issues complement our business strategy and will contribute to the company's success while also delivering near- and long-term value for our shareholders, customers, employees, and communities.

Our Impact

We strive to have a positive impact on people and the planet, whether through work reducing greenhouse gas (GHG) emissions, supporting science, technology, engineering, and math (STEM) education, or driving greater employee engagement in our communities. We also align our ESG efforts with select United Nations Sustainable Development Goals (UNSDGs) that are relevant to our business.

The Board of Directors has responsibility for ESG oversight, with delegation to the Audit, Compensation and Human Resources, and Governance and Nominating Committees within their respective areas of expertise. Guidance for our ESG program is provided by an executive steering committee comprised of the CEO and members of the leadership team representing finance, global operations, human resources, and legal. The committee reviews the program's direction, addresses potential barriers, and supports the identification of ESG risks and opportunities throughout the year.

The company's ESG strategy is operationalized by a cross-functional team that includes members from investor relations, legal, and quality. This team reports progress to the Board of Directors twice annually.

Our ESG Roadmap

PRIORITY ESG TOPIC	LONG-TERM OBJECTIVES	OUR ONGOING ACTIVITIES
Responsible Supply Chain	Create lasting value for stakeholders by requiring safe working conditions, treating workers with respect and dignity, and supporting manufacturing processes that are environmentally and socially responsible	• Engaging with primary suppliers to evaluate and address environmental impacts • Responsible sourcing of materials, including conflict minerals • Performing human and labor rights assessments • Ensuring compliance with environmental directives and regulations, including EU RoHS and EU REACH
Climate, Greenhouse Gas (GHG) Emissions, and Energy	Evolve Cirrus Logic business operations to reduce emissions	• Expanding GHG disclosure • Implementing a strategy to make progress against our Scope 1 and 2 reduction target by FY30 • Assessing risks and opportunities associated with climate change, aligned with the TCFD framework
Diversity, Equity, and Inclusion	Create an inclusive, equitable, and positive work environment	• Increasing the opportunities for representation of women and other traditionally underrepresented groups within our workforce • Developing diverse talent in our industry
Developing and Retaining Employees	Expand opportunities and programs to promote, engage, and retain a motivated and high-performing workforce	• Fostering an inclusive work culture that values and respects all employees • Offering professional development opportunities • Encouraging employee engagement
Employee Health and Safety	Promote a safe work environment with robust health, safety, and wellness protocols and policies	• Ensuring ongoing compliance with global requirements • Driving continuous improvement of these programs • Providing health and wellness benefits designed to improve the quality of our employees' lives
Community Engagement	Positively impact our communities through contributions to and engagement with philanthropic programs and charitable organizations	• Improving the well-being of our neighborhoods • Creating and promoting opportunities for employee volunteerism • Connecting our employees and communities through our employee resource groups • Donating funds through corporate and employee giving

Governance and Ethics	Pursue the highest standards of ethics, integrity, and honesty by implementing good corporate governance practices	• Continuing to promote:
		  – Board-level oversight of ESG
		  – Integration of ESG in risk management
		  – Business ethics through our Corporate Code of Conduct
		  – Anti-corruption policies, practices, and training
		  – Cybersecurity and data privacy measures

Responsible Supply Chain

At Cirrus Logic, we believe an ethical and sustainable supply chain will help us build resilience to business, regulatory, and environmental risks. Upholding high standards for our supply chain and maintaining positive supplier relationships is expected to create lasting value for our stakeholders.

Responsible Supply Chain Management

We operate a fabless manufacturing model and outsource our fabrication, assembly, test, and distribution. This strategy allows the company to focus on designing innovative components while minimizing fixed costs and capital expenditures. Our supply chain management team develops and maintains long-term relationships with primary suppliers. Cirrus Logic expects our suppliers to create safe working conditions and treat their workers with respect, while maintaining environmentally and socially responsible manufacturing processes. Our global operations team is responsible for package development, test program development, and quality. The company works closely with our suppliers to deliver premium high-quality products, build customer loyalty, and limit reputational risks. The entire process is managed in accordance with our ISO 9001 certified quality management system.

Learn more about Cirrus Logic's fabless manufacturing process in the Appendix.

OUR PRIMARY SUPPLIERS

Our primary semiconductor foundries are:

- **GlobalFoundries Inc.**
- **Taiwan Semiconductor Manufacturing Company, Ltd.**

Our primary assembly and test houses are:

- **Advanced Semiconductor Engineering, Inc.**
- **Amkor Technology, Inc.**
- **SFA Semicon Co., Ltd.**
- **Siliconware Precision Industries Co., Ltd.**
- **STATS ChipPAC Pte. Ltd.**

Promoting Our Supplier Code Of Conduct

Cirrus Logic is an affiliate member of the Responsible Business Alliance (RBA), a nonprofit coalition dedicated to corporate social responsibility in global supply chains. Our Supplier Code of Conduct, developed using inputs from both the RBA Code of Conduct and more stringent customer requirements, details standards related to labor, health and safety, environment, ethics, and management systems. We require that all primary suppliers acknowledge their obligations to comply with our Supplier Code of Conduct.

In addition to complying with the Supplier Code of Conduct, all foundries and assembly and test suppliers maintain ISO 14001 environmental management system certificates, demonstrating their commitment to high environmental standards and responsible management of related impacts.

Supporting Supplier Sustainability Efforts

In FY23, Cirrus Logic began actively engaging with suppliers to better understand their existing ESG practices and ability to drive continuous improvement. This process includes assessing suppliers' existing and potential risks using public disclosures and engagement questionnaires. Should we identify suppliers with higher environmental and social risks, we will collaborate in an effort to improve their long-term sustainability performance. We believe that providing this support will strengthen supplier relationships and may lead to improved business resilience. Longer term, these efforts will enable us to incorporate supplier sustainability performance into business decisions.

PRODUCT SUPPLY CHAIN COMPLIANCE

- Supplier Code of Conduct
- Conflict Minerals Policy Statement
- Anti-Slavery Statement and Human Trafficking Statement
- Policy Statement on Human Rights
- ISO 14001 Certification
- ISO 9001 Certification
- EU RoHS Compliance
- EU REACH Compliance

Environment

Cirrus Logic is committed to evaluating our environmental impact and taking actions to reduce the carbon footprint associated with our facilities and business operations. As we work to make progress against our greenhouse gas (GHG) reduction target and increase transparency in emissions reporting, we monitor three primary areas—GHG emissions, energy use, and waste. The company strives to improve our sustainability through renewable energy procurement, energy efficiency, and waste diversion. Additionally, we will continue assessing climate risks and opportunities and broaden disclosures as applicable.

Identifying Climate-Related Risks And Opportunities

In FY22, we began identifying potentially relevant climate risks and opportunities for Cirrus Logic, completing an initial climate risk assessment and scenario analysis in line with the Task Force on Climate-related Financial Disclosures (TCFD) framework. We expect to continue using TCFD recommendations to evaluate climate-related risks and opportunities (see the TCFD index). We also disclose applicable data within the annual CDP Climate Change Questionnaire and will develop our reporting based on best practice guidance. Our 2022 CDP response received a score of 'B.' This is above the average score achieved within the electrical and electronic equipment industry sector.

Reducing GHG Emissions

We are committed to making the company more sustainable. In FY22 we set a target to reduce our Scope 1 and 2 GHG emissions for all operations by 90 percent by FY30, compared to the FY21 baseline. We used the Science Based Targets initiative to inform our approach, and our target ambition exceeds the minimum reductions required to meet the Paris Agreement's goal of limiting the rise in global temperatures to 1.5°C above pre-industrial levels.

Cirrus Logic's environmental strategy includes:

- Reducing emissions from our direct operations;
- Formalizing an environmental policy;
- Continuing to evaluate and incorporate climate-related risks and opportunities into strategic business operations;
- Engaging suppliers to better understand their emissions and environmental commitments; and
- Expanding and improving our Scope 3 GHG emissions disclosures.

Our Carbon Footprint

In FY23, Cirrus Logic's total electricity consumption increased four percent year-over-year. This was driven by more on-site activity as employees returned to the office following the COVID-19 pandemic. The associated emissions increase was offset by renewable energy contracts in place at our Austin and U.K. facilities. Outside of our main facilities the U.S. co-located data centers are the largest contributors to Scope 1 and 2 emissions. Overall, the company's Scope 1 and 2 emissions decreased by 17 percent compared to FY22 primarily because we expanded our renewable energy procurement to cover part of our data center electricity consumption. Since FY21, we have decreased our Scope 1 and 2 emissions by 72 percent, progressing well against our stated reduction target.

Based on current estimates, over 94 percent of the upstream Scope 3 emissions are for goods and services purchased, with most of these emissions arising from our product manufacturing supply chain. In FY23, business travel emissions registered 234 percent higher compared to FY22, as routine travel resumed.

In FY23, we introduced several improvements to the calculation methodologies for Scope 3 emissions. We also completed the disclosure for Scope 3 upstream emissions by including the following categories: employee commuting, emissions associated with fuel- and energy-related activities, and waste generated in our direct operations. Although the inclusion of these Scope 3 categories increased the total Scope 3 value compared to FY21 and FY22, disclosure of these existing emissions will now enable us to fully comprehend our upstream footprint. We also implemented a third-party digital platform to calculate annual GHG emissions and build additional rigor into the process.

CIRRUS LOGIC'S SCOPE 1, 2, AND 3 GHG EMISSIONS

SCOPE 1

Emissions from sources that are owned or controlled by Cirrus Logic. This includes natural gas, diesel, refrigerants used in our buildings, and fuel used in company vehicles.

SCOPE 2

Indirect emissions from the generation of energy (including electricity and chilled water) consumed by Cirrus Logic in our buildings and by our IT assets housed in co-located data centers. This also includes fugitive emissions from refrigerants used in equipment that is not under our operational control.

SCOPE 3

Emissions from activities and assets that are not owned or controlled by Cirrus Logic, but are directly impacted by our value chain. The data in this report captures the following upstream categories: purchased goods and services, capital goods, fuel- and energy-related activities, product transportation and distribution, waste generated in our direct operations, business travel, employee commuting, and upstream leased assets.

Our Carbon Footprint

FY21 – FY23 in Metric Tons of Carbon Dioxide Equivalent (MTCO$_2$e)

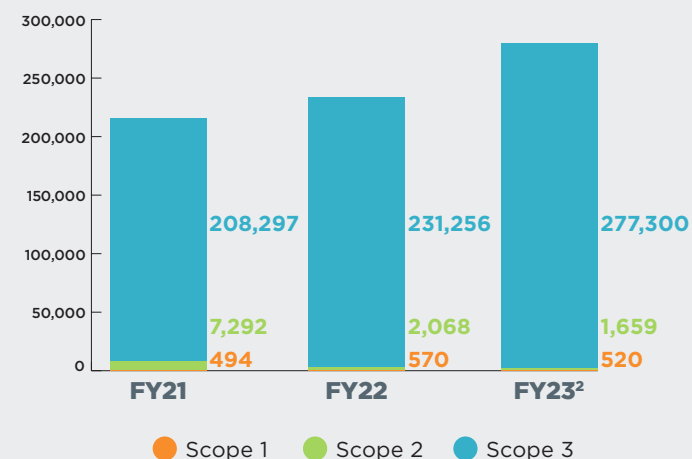| EMISSION SOURCE MTCO$_2$e	FY21	FY22	FY23
Scope 1 Emissions			
Fugitive (process gasses and refrigerants used in Cirrus Logic controlled equipment)	172	234	213
Mobile Combustion	3	2	2
Stationary Fuel Combustion	319	334	305
Total Scope 1 Emissions	**494**	**570**	**520**
Scope 2 Emissions[1] (market-based)			
Chilled Water	104	110	111
Electricity	7,017	1,878	1,402
Fugitive (refrigerants used in equipment not controlled by Cirrus Logic)	171	80	146
Total Scope 2 Emissions	**7,292**	**2,068**	**1,659**
Scope 3 Upstream Emissions[2]			
Category 1: Purchased Goods and Services[3]	203,035	223,407	261,047
Category 2: Capital Goods[3]	3,313	5,163	6,726
Category 3: Fuel and Energy Related Activities[4] (market-based)	—	—	1,620
Category 4: Transportation and Distribution	1,458	1,385	2,302
Category 5: Operational Waste	—	—	98
Category 6: Business Travel	107	817	2,730
Category 7: Employee Commute	—	—	2,366
Category 8: Leased Assets	384	484	411
Total Scope 3 Upstream Emissions	**208,297**	**231,256**	**277,300**

1   Scope 2 emissions in the table follow the market-based method and consider the carbon intensity of our utility contracts, including renewable energy contracts. Our Scope 2 location-based emissions, which consider the carbon intensity of the regional grids in which our sites are located were — FY21 7,072, FY22 6,982, and FY23 7,215.

2   Scope 3 emissions data was expanded in FY23 to include Fuel- and Energy-Related Activities, Operational Waste, and Employee Commute. These were not quantified in FY21-FY22, but will be calculated moving forward.

3   Purchased goods and services and capital goods emissions were estimated using a spend-based Environmentally-Extended Input-Output (EEIO) Methodology.

4   Our Scope 3 Fuel- and Energy-Related Activities location-based emissions in FY23 were 2,556.

GHG EMISSIONS DATA

Scope 1	Scope 2	Scope 3	

Chart values:
- FY21: Scope 1 = 494, Scope 2 = 7,292, Scope 3 = 208,297
- FY22: Scope 1 = 570, Scope 2 = 2,068, Scope 3 = 231,256
- FY23[2]: Scope 1 = 520, Scope 2 = 1,659, Scope 3 = 277,300

GHG DISCLOSURE AND ASSURANCE

Our emissions have been verified in line with the ISO 14064-3 Greenhouse Gases Specification, with guidance for the validation and verification of GHG assertions–limited assurance. This third-party verification improves the reliability, accuracy, and objectivity of our emissions data, allowing us to make more strategic decisions and progress against our goals.

Reducing Emissions From Energy Use

Key elements of our environmental strategy involve increasing the amount of renewable energy procured, improving the efficiency of our facilities, and reducing energy usage where possible. In FY23, we consumed approximately 136,630 Gigajoules (GJ) of energy across the company's operations, with renewable resources such as wind and solar accounting for 81 percent of total electricity and 73 percent of total energy use. Since FY21, we have reduced our non-renewable energy use from 63 percent to 27 percent of our total energy use.

As part of our focus on energy efficiency, we utilize LED lighting, smart controls, and energy-efficient heating, ventilation, and air conditioning (HVAC) systems to reduce our facilities' energy footprint. For example, smart controls in the Austin buildings are helping minimize energy consumption at night and on weekends. The Edinburgh office buildings are highly rated on the BREEAM scale, a leading sustainability building assessment scheme, and all U.K. sites have an energy performance asset rating of 'B' or above.

In the past three years, we have made significant progress with our renewable energy strategy:

FY21

Completed the transition of 100 percent of our U.K. locations to renewable electricity contracts.

FY22

**Achieved** goal of transitioning to 100 percent renewable electricity contracts in our Austin offices.

FY23

Began developing a global renewable energy strategy, including the purchase of renewable energy certificates for smaller leased office locations where we are unable to secure renewable energy contracts. Continued to engage with our U.S. co-located data center vendor to encourage their increased adoption of renewable energy.

FY23 RENEWABLE VS. NON-RENEWABLE ENERGY CONSUMPTION

FY23 non-renewable energy consumption 27%

FY23 renewable energy consumption 73%
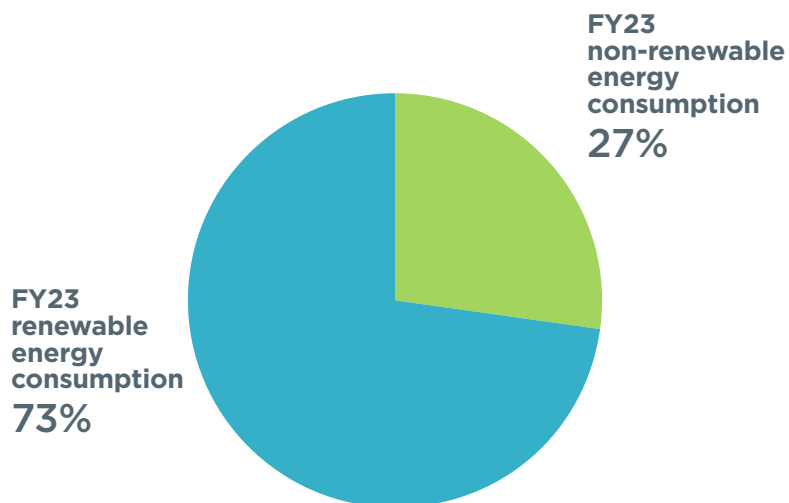
ENERGY USAGE IN GIGAJOULES (GJ) FY21–FY23

- Non-renewable energy consumption (GJ)
- Renewable energy consumption (GJ)

RENEWABLE ENERGY CONSUMPTION INCREASED BY

13% IN FY23

FY23 RENEWABLE VS. NON-RENEWABLE ELECTRICITY CONSUMPTION

FY23 non-renewable electricity consumption 19%
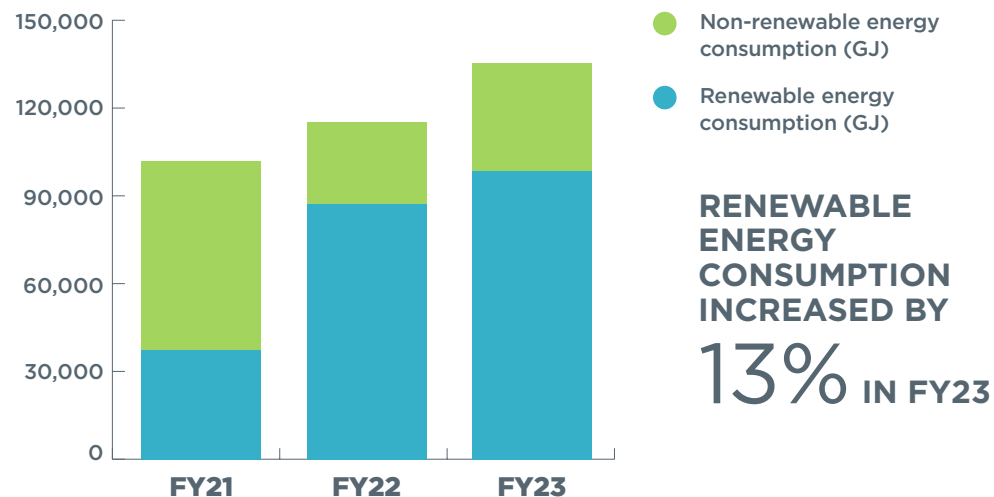
FY23 renewable electricity consumption 81%
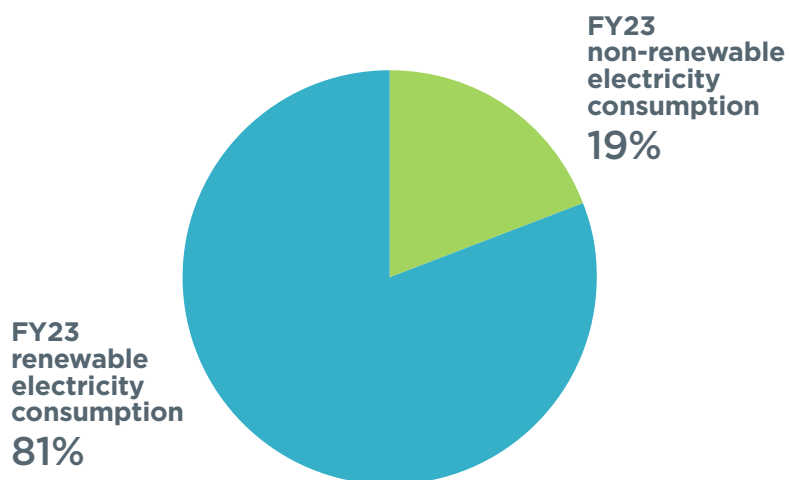
ELECTRICITY CONSUMPTION IN MEGAWATT HOURS (MWH) FY21–FY23

- Non-renewable electricity consumption (MWh)
- Renewable electricity consumption (MWh)

RENEWABLE ELECTRICITY CONSUMPTION INCREASED BY

7% IN FY23
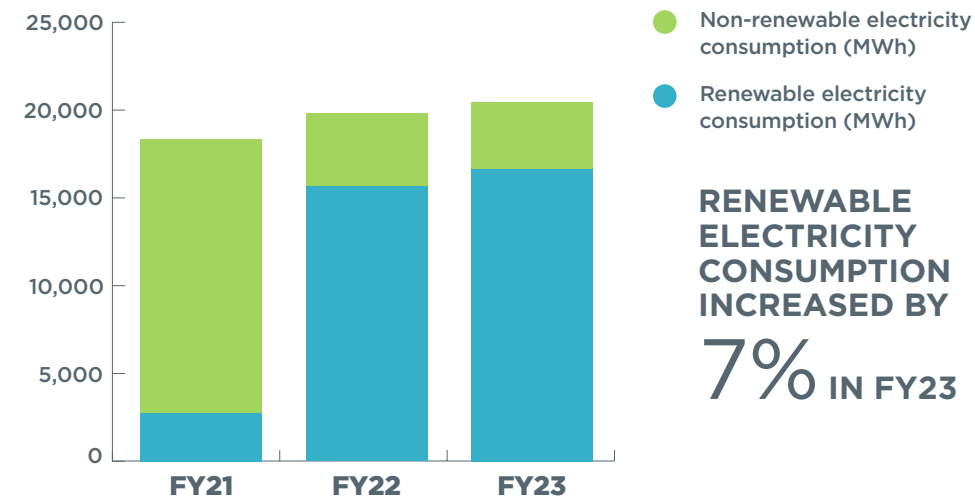
Reducing Waste

As part of our commitment to reducing our environmental impact, we seek and evaluate opportunities to avoid or reduce waste and increase recycling wherever possible. When recycling is not available, the company properly disposes of waste per applicable laws. We have also begun an inventory of waste streams to help identify areas for improvement.

We look for opportunities to educate employees on minimizing their waste impact. For example, in FY23, the Cirrus Logic Environmental Action Network (CLEAN) Employee Resource Group (ERG) organized a seminar with an expert on reducing waste at home.

HAZARDOUS WASTE

As a fabless semiconductor company, the amount of hazardous waste generated in our research facilities is negligible (less than one percent of total waste). What is generated is disposed of in compliance with all applicable laws and regulations.

E-WASTE

As part of the waste reduction strategy, Cirrus Logic donates and recycles e-waste.

~100
COMPUTERS DONATED TO CODE2COLLEGE

Code2College is a nonprofit organization that focuses on increasing the number of minority and low-income high school students who enter and excel in STEM undergraduate majors and careers.

~180
COMPUTERS DONATED TO THE EDINBURGH REMAKERY

The Edinburgh Remakery is an organization that repairs and refurbishes electronics that would have otherwise been sent to landfills and provides them to communities in need.

80%+
OFFICE PARTICIPATION

The CLEAN ERG encouraged employees to recycle their consumer electronics by hosting a global e-waste drive.

Our People

Cirrus Logic believes a diverse, equitable, and inclusive workforce creates a positive environment where employees can achieve their full potential. We invest in the long-term well-being and professional development of our people by focusing on education, mentorship, and networking; and facilitating knowledge sharing across the business. The company is committed to attracting and retaining a diverse workforce and building a pipeline of talent that will thrive in a culture of innovation.

Engaging In The Workplace

At Cirrus Logic, we value our employees' feedback and regularly seek their input. This enables us to collect information that helps to identify and address challenges and continuously improve. The most recent global survey results indicate that a positive workplace culture contributes to our employees' personal and professional success.

"Cirrus Logic is proud of our employee-centric culture where our employees feel valued, empowered, and inspired to perform their best work. In today's hybrid environment, creating opportunities for our employees to collaborate and make connections or reconnections with their colleagues is important in fostering our innovative culture. We believe it starts with our employees first."

— **Denise Grodé**
   Chief Human Resources Officer

"My job makes me feel like I am part of something meaningful"

"I can be my authentic self at Cirrus Logic"

88%
OF EMPLOYEES SAY

"Cirrus Logic motivates me to give my very best at work"

Creating Connections Through Employee Resource Groups

Cirrus Logic supports employee resource groups (ERGs) to build community and empower our employees to thrive in their careers while also fostering a culture that meets the unique needs of every individual. We aspire to bring human connection into our hybrid workforce by inspiring conversations between employees and helping to nurture professional relationships. By connecting employees across the organization, we are encouraging innovation through collaboration while also promoting career and leadership development. Our ERGs include members from across our global operations who represent a diversity in age, ethnicity, and business function. These groups offer a safe space while providing a support network and a sense of belonging.

ADVANCING WOMEN'S LEADERSHIP

Cirrus Logic's Women's Leadership Team (WLT) aims to cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, and collaboration. In FY23, the WLT strengthened the personal and professional development of women through networking activities, an executive leadership speaker series, mentorship groups, and increased opportunities for volunteerism.

WORKING FOR THE ENVIRONMENT

The Cirrus Logic Environmental Action Network (CLEAN) aims to assist employees, their families, and communities to make a real difference across a range of sustainability areas where we live and work. Since its launch in FY22, the ERG has grown its membership to 16 percent of our employee base worldwide. In FY23, they focused on education around quarterly themes to drive CLEAN initiatives and hosted several company-wide activities, including featured speakers, volunteer events, and quarterly photo contests. Many of our employees' photos are included in this report.

Cultivating High-Performing Teams

The company's long-term success depends on attracting and retaining highly talented individuals. We strive to create an environment where all employees feel inspired, motivated, and recognized for their contributions. Voluntary turnover for FY23 was eight percent, outperforming the industry benchmark, influenced by our outstanding corporate culture and efforts to empower a diverse and inclusive workplace.

We are committed to investing in learning and development and encouraging collaboration across the organization, helping our employees reach their full potential through programs such as:

- Learning platforms featuring classes across topic areas such as business, economics, engineering, and technical skill building;

- Management and leadership training;

- Patent development support;

- Employer-sponsored memberships to various trade organizations; and

- Tuition reimbursement of up to $10,000 in qualifying costs per year.

	FY21	FY22	FY23
Voluntary Turnover Cirrus Logic	6%	9%	8%
Voluntary Turnover Industry Benchmark*	12%	13%	12%
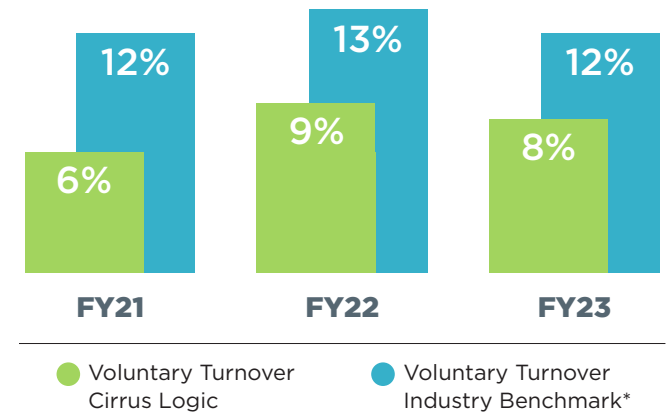
Source: Radford Salary Increase and Turnover Study

Cirrus Logic provides on-site and virtual libraries that are supported by a dedicated librarian. They provide access to books, technical reports, journal articles, and leadership development resources. We also facilitate engagement and knowledge sharing through several avenues, including our biennial innovation conference (last held in FY22), and more regularly occurring sessions such as Tech Talks and KnowledgeShares.

18
TECH TALKS

Tech Talks connect our employees with academic leaders and technology industry experts to discuss their research, facilitate thought-provoking discussions, and amplify ideas.

24
KNOWLEDGESHARES

Our KnowledgeShare program enables in-house experts to share their work with colleagues. This has the benefit of increasing organizational literacy about products, technologies, and tools, but more importantly, gives our employees the opportunity to be recognized by their peers.

GLOBAL WORKFORCE DETAIL

*Additional information on our U.S. employees is available in the Appendix.*

	FY21	FY22	FY23
TOTAL WORKFORCE DISTRIBUTION BY GENDER			
Men	83%	82%	82%
Women	17%	18%	18%
TECHNICAL WORKFORCE			
Men	90%	89%	89%
Women	10%	11%	11%
NON-TECHNICAL WORKFORCE			
Men	58%	58%	56%
Women	42%	42%	44%
EXECUTIVE LEADERSHIP TEAM			
Men	90%	100%	90%
Women	10%	0%*	10%
TOTAL WORKFORCE DISTRIBUTION BY AGE			
20s	9%	12%	14%
30s	29%	28%	27%
40s	33%	33%	33%
50s	22%	21%	20%
60s+	7%	6%	6%

* Cirrus Logic's Chief Culture Officer resigned in November 2021; her replacement, Ms. Denise Grodé, Chief Human Resources Officer, joined the company at the beginning of FY23.

Inspiring The Next Generation

To develop our innovative products, Cirrus Logic relies on individuals with highly-specialized engineering skills, including analog and mixed-signal processing. To inspire the next generation and build a pipeline of future talent, it is important to invest in education and outreach programs focused on careers in science, technology, engineering, and math (STEM). We believe that creating opportunities for young people and underrepresented groups will contribute positively to our company and the industry over the long term. As part of these efforts, we sponsor annual STEM scholarships at a number of U.S. universities. We also hosted over 120 high school and college student interns, giving them opportunities for personal development, mentorship, and valuable professional experience.

We aspire to energize the workforce of tomorrow through our engagement with the Code2College program, which provides software training to high school students from underrepresented groups, preparing them for potential careers in the technology industry. This year, the company hosted an on-site STEM Industry Workshop where we connected Code2College students with our engineers to learn both hardware and software skills. Each student built their own miniature grand piano and developed programming skills by importing a music library.
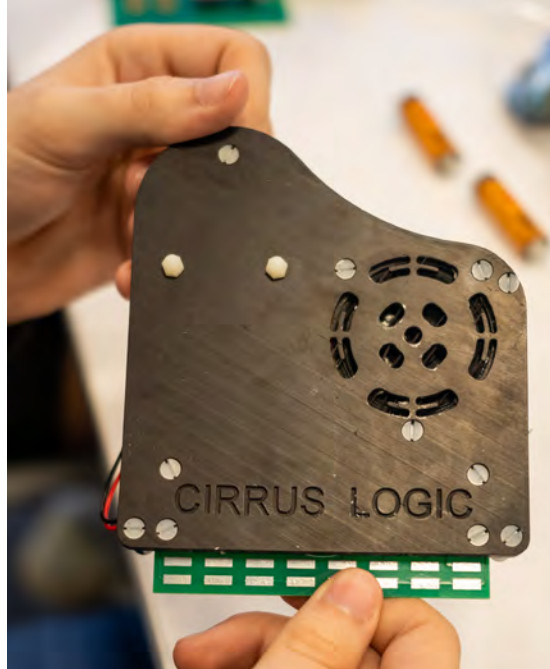
Promoting Employee Health, Safety, And Wellness

Recognizing the importance of physical, mental, emotional, and financial well-being, Cirrus Logic provides numerous resources and benefits for our employees and their families.

BENEFITS

Our comprehensive benefits are tailored for employees in each country and include health insurance, paid parental leave, and adoption and surrogacy allowances. In FY23, we increased U.S. short-term disability benefits from 66 to 100 percent of salary and lowered the eligibility age for family mental health support from 18 to 13. To facilitate the transition to electric vehicles, we launched a salary sacrifice car benefits scheme, enabling U.K.–based employees to dedicate a portion of their pre-tax salary toward the purchase of an electric car. The company helps employees plan for the future through retirement programs with matching contributions, including a 401(k) plan in the U.S. and defined contribution pension plans in other countries.

To continue to attract and retain talent and increase competitiveness, we gather feedback and evaluate new ways of enhancing benefits. For example, we added acupuncture and a hypertension program to our U.S. medical plan and now provide all employees with free access to meditation and mindfulness content.

Additionally, we have fitness facilities at several locations and an on-site medical clinic at our headquarters in Austin.

WELLNESS BENEFITS:

Preventative health screenings

Monthly wellness webinars

Flu shots

Virtual and in-person fitness classes

COVID-19 testing and vaccinations

Wellness events across a broad range of topics

Free confidential mental health support

Free access to a meditation app

EMPLOYEE HEALTH AND SAFETY

Cirrus Logic believes it is important to protect the health and safety of our employees, visitors, and communities. We employ a dedicated health and safety team to manage our global health and safety policy, compliance, communications, and site-specific programs. An internal portal provides employees access to all relevant safety procedures and documentation.

The company recently completed a baseline review of our health and safety program in the U.S. to identify best practices and potential gaps. In FY23, Cirrus Logic did not receive any notices of violation related to health and safety at our facilities, nor have we ever had a work-related fatality. In 2022, we reported zero recordable and lost-time incidents to the U.S. Occupational Safety and Health Administration.

The Health and Safety Management System includes:

- Engagement with internal and external stakeholders to ensure concerns are addressed;

- Global regulatory tracking to receive updates on changing regulations, standards, and reporting requirements;

- Training to minimize work-related incidents and issues;

- Case-specific root cause analysis to reduce the potential for recurrence and to provide valuable lessons learned;

- Role- and hazard-specific training to reduce risks;

- Site-wide and global communications to promote worker health, including ergonomics and emerging trends; and

- Emergency response plans to prepare for incidents.

Community Engagement

Cirrus Logic is committed to the communities where we live and work, and we collaborate closely with our employees to identify opportunities for making positive contributions across our corporate impact areas: environmental stewardship; the arts; social empowerment; science, technology, engineering, and math (STEM) and workforce diversity; and employee-driven philanthropy.

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Employee Driven Philanthropy

Employee volunteerism, philanthropy, and charitable donations are an important part of our culture, and we are proud of the many employees who act on their commitment to community and build connections by working together for a cause.

EMPOWERING UNDERPRIVILEGED CHILDREN IN INDIA

Mohit S., a design engineering manager, and Gaurav A., an analog design engineer, have been volunteering for more than 10 years with Asha for Education, a nonprofit dedicated to catalyzing socio-economic change in India through the education and empowerment of underprivileged children. The Austin chapter of this group focuses its attention on special needs children, rural education, and girls. Mohit's and Gaurav's work with the group highlighted Asha as an important organization for positive change, leading Cirrus Logic and other employees to become engaged through both financial contributions and volunteering.

Corporate Giving

Philanthropic and charitable cash donations in FY23 totaled $1,586,000 million, including both Cirrus Logic and employee-matched donations. Through this funding, we supported approximately 390 organizations worldwide.

$1,300,000
FY23 CIRRUS LOGIC CASH DONATIONS

Supporting The Arts

In FY23, Cirrus Logic became a headline sponsor of the Edinburgh Festival Fringe, one of the world's largest and most acclaimed arts and culture festivals. For three weeks each August, the festival showcases more than 3,000 theater, opera, dance, music, spoken word, comedy, children's shows, exhibitions, and other events. The global pandemic negatively impacted funding of the "Edinburgh Fringe Society" and its performers, and Cirrus Logic's contribution helped to bridge the gap needed to organize this past year's festival. Our sponsorship helped the festival improve accessibility and further its charitable work to "give anyone a stage and everyone a seat," including:

- Providing British Sign Language interpretation for Fringe Street Events performers over the festival period;

- Enabling professional development opportunities for festival artists;

- Working collaboratively with Drake Music Scotland to support disabled artists performing at Fringe;

- Supporting the mental health of festival artists; and

- Contributing more than 140 sensory backpacks for children and adults who might find the festival environment overwhelming.

"The Fringe Festival provides a unique platform for amazing performers and artists from around the world. It is also an enormously important celebration of arts and culture for our local community in Scotland. Cirrus Logic and our employees were excited to support the festival and celebrate its 75th anniversary."

— Andy Brannan,
   Vice President of Worldwide Sales

Community Engagement Focus Areas

ENVIRONMENTAL STEWARDSHIP	THE ARTS	SOCIAL EMPOWERMENT	STEM AND WORKFORCE DIVERSITY	EMPLOYEE-DRIVEN PHILANTHROPY
Supporting programs that drive engagement with environmental issues, including reforestation and environmental clean-up efforts	Providing donations to local theaters and arts groups to support live performances and the artists who enrich our communities	Providing financial support to organizations focused on improving the human condition and promoting equity	Accelerating programs to spark interest in STEM fields to prepare students for future careers, expand our talent pipeline, and build a diverse workforce	Aligning corporate giving programs with nonprofit organizations that reflect our employees' interests, values, and passions
• Project Roots • Scottish Seabird Centre • Shoal Creek Conservancy • Singapore National Parks Board • The Nature Conservancy	• Austin Lyric Opera • Edinburgh International Book Festival • Health Alliance for Austin Musicians (HAAM) • Imaginate • Utah Arts Alliance	• Asha for Education • DivInc. • Empowering Social Change through Technology, Education, Arts, and Mentoring (ESTEAM) • Social Enterprise Academy Scotland	• Code2College • Digital Xtra Fund • Dynamic Earth • Edinburgh International Science Festival • Girlstart	• American Red Cross • Asmbly Makerspace • Children's Hospices Across Scotland (CHAS) • Emancipet • Texas Search and Rescue (TEXSAR)

Advancing Environmental Stewardship

We support environmental stewardship through corporate sponsorships and our employee resource groups (ERGs). In FY23, Cirrus Logic engaged with The Nature Conservancy's Plant a Billion Trees program, which promotes reforestation in regions where it is needed most. In recognition of each employee's anniversary, five trees are planted in their honor.

This past year, the Cirrus Logic Environmental Action Network (CLEAN) ERG has been more intentional about educating our employees on a wide range of environmental topics and strengthening community connections through volunteer efforts. CLEAN members created initiatives to replace disposable office cups with reusable mugs, led partnerships with outside organizations to recycle e-waste, and volunteered their time to mitigate soil degradation and reduce pollution in local waterways.

SUPPORTING THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

During the year, CLEAN took the following actions aligned with the UNSDGs:

6 CLEAN WATER AND SANITATION

- Austin: Shoal Creek cleanup
- Edinburgh: Water of Leith cleanup
- London: London canal cleanup
- Taiwan: Beach cleanup

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- U.S.: Recycling education
- U.K.: Reducing food waste
- Global: Zero-waste workshop
- Global: e-Waste drive

15 LIFE ON LAND

- U.S. and U.K.: Adopt a honeybee
- Asia: Adopt an orangutan
- Singapore: Planting trees to support the Singapore Green Plan 2030
- Austin: Sapling planting program with TreeFolks

TURNING A REGIONAL PROGRAM INTO A GLOBAL EDUCATION EVENT

The Orangutan Project is a nonprofit that aids orangutan conservation through mitigation of habitat loss by deforestation, as well as through educating and empowering local communities and Indigenous people. In FY23, CLEAN increased awareness within our global community by hosting a virtual event with the Orangutan Project's founder, Leif Cocks. CLEAN adopts an orangutan to honor each employee who becomes a new member of the ERG in our Asia offices.

Corporate Governance

Cirrus Logic and our Board of Directors are committed to operating under sound principles of corporate governance and the highest standards of integrity, honesty, and ethical conduct. In FY23, we continued our journey to embed ESG into our strategic operations and risk management activities. We also engaged directly with investors, analysts, and stewardship teams on relevant topics.

Corporate Governance Practices

Cirrus Logic's corporate governance structure ensures robust Board and management accountability and transparency to our shareholders.

The Board of Directors is comprised of eight directors, including seven independent directors and the CEO. The average tenure on our Board is seven years. We are committed to diversity at the Board level and appreciate their diversity of skills, backgrounds, and perspectives.

We proactively manage financial, operational, strategic, and other emerging risks through a dynamic oversight framework and enterprise risk management process. This includes executive management meetings focused on strategic risks with Board oversight, along with internal and third-party audits that assess the company's financial processes and controls. The ESG program is overseen by the Board with delegation to its three standing committees, comprised of independent members.

For more details on corporate governance practices, please refer to the proxy or visit our Corporate Governance website.

BOARD OVERVIEW

Size of Board

8

Election of directors

Annual

Independent directors

7

Separate independent chair

Yes

Responsibility of ESG oversight by the Board

Yes

FY22 percent Say-on-Pay advisory vote approval

98%

FY22 percent of "for" votes for election of
CHAIR

99%

FY22 percent of "for" votes for election of
CEO

98%

Directors who self-identify as
FEMALE

25%

Directors who self-identify as
ETHNICALLY DIVERSE

13%

Assuring Business Ethics And Compliance

Cirrus Logic builds relationships based on trust with our shareholders, customers, employees, suppliers, and the communities in which we live. We strive to conduct business fairly, ethically, and in compliance with all laws and regulations in the regions where we operate. The Corporate Code of Conduct applies to all employees, officers, and directors, and codifies our expectations for integrity and ethical conduct in all business dealings. The company's Corporate Compliance Program, managed by the legal department, provides a process to prevent and detect violations of the Corporate Code of Conduct, our policies, and relevant laws and regulations. We regularly evaluate and update our compliance program as needed to ensure we adequately address emerging risks, including ESG topics.

Business ethics are an essential component of our corporate values, and we have processes to identify and report misconduct. Concerns related to our Corporate Code of Conduct can be reported via EthicsPoint, an anonymous, 24-hour, third-party administered ethics hotline, or through direct communication with management. The Audit Committee reviews all reports submitted through EthicsPoint and works with the General Counsel to determine whether the matter requires further investigation.

Policies to promote high standards of ethical conduct at Cirrus Logic include:

• Corporate Code of Conduct

• Insider Trading Policy

• Policy Statement on Human Rights

• Anti-Slavery and Human Trafficking Statement

• Conflict Minerals Policy Statement

• Privacy Policy

• Equal Employment Opportunity and ADA Compliance Policy

• Charitable and Political Contribution Policies

Annual compliance and ethics training and a Corporate Code of Conduct review are mandatory for all employees, officers, and directors to affirm their understanding of our values and standards of conduct. Training topics are reviewed each year to ensure the curriculum addresses areas of increasing risk and new regulations. In FY23, we provided training on business ethics, protection of company information, and promoting diversity and avoiding discrimination. All employees, officers, and directors completed this training during the fiscal year.

Enhancing Cybersecurity And Data Privacy Controls

INTRODUCING OUR NEW CHIEF INFORMATION OFFICER

Deepak Kaul joined Cirrus Logic in FY23, bringing a wealth of experience to the role including IT, cybersecurity, and data analytics. He reports to the senior vice president of global operations, who reports directly to the CEO.

"Cybersecurity is important to Cirrus Logic. The IT and Information Security teams are committed to raising enterprise-wide security awareness and maturing our operations to protect our employees, customers, and the company through the use of a NIST-based cybersecurity framework."

— Deepak Kaul
     Chief Information Officer

The confidentiality and security of our intellectual property and proprietary information, as well as that of our customers, is important to Cirrus Logic. We also take protecting both employees' privacy and the personal data held by the company seriously. We adhere to the data privacy laws of the different countries and regions where we do business.

In FY23, we worked to enhance the security of our products, launched a platform to manage cyberattack detection and response, and continued to improve our mobile device management across all corporate devices to protect against security threats.

Oversight of cybersecurity resides with the Audit Committee, which receives updates on the company's security posture and any changes to the risk profile at least twice a year. Furthermore, a member of this committee has substantial cybersecurity expertise, helping ensure cyber-risk management remains a priority.

Recognizing that the potential for cybersecurity threats grows each year, we are committed to continuous improvement by leveraging best practices, maturing our program, implementing new technology, monitoring threats, and administering compliance with new regulatory requirements.

Independent third parties test the information security processes and systems on a regular basis as part of our overall enterprise risk management. A Data Protection Working Group brings together key stakeholders from various business units to monitor, review, and ensure policies and processes are compliant with current data protection laws and to raise awareness internally of Cirrus Logic's data protection measures.

100%
OF OUR EMPLOYEES, OFFICERS, DIRECTORS, AND CONTRACTORS COMPLETED CYBERSECURITY TRAINING

Cirrus Logic continues to align our cybersecurity framework with the National Institute of Standards and Technology (NIST) Cybersecurity Framework and strengthen controls and capabilities. We are a member of the Cyber Security Information Sharing Partnership (CiSP) which allows us to stay current with industry trends and threats. CiSP is a joint industry and government initiative run by the U.K.'s National Cyber Security Centre, which provides us with a secure and confidential environment to share threat intelligence information.

We require all employees, officers, and directors to complete an annual security awareness training designed to reinforce best practices for computer and data security, including the recognition of phishing, social engineering attacks, ransomware, and other prevalent threats.

We regularly update trainings to incorporate evolving threats and government regulations. Cybersecurity training is also a mandatory component of the contractor onboarding process for those workers with access to the Cirrus Logic network and email accounts, unless their own company's security awareness training has been reviewed and approved. Additionally, we provide targeted training to address regional data privacy requirements including the U.K. Data Protection Act, the General Data Protection Regulation (GDPR),

the California Consumer Privacy Act, and the California Privacy Rights Act. In addition to mandatory training, regular awareness programming initiatives help employees recognize and respond to potential cybersecurity threats. In FY23, we conducted a month-long campaign that shared real-world examples of recent phishing and ransomware attacks and provided best practices on how to be cyber-smart. To encourage company-wide engagement, we promoted weekly themes and hosted games to reinforce cyber awareness.

As of the date of this report, no attempted cyberattack or other intrusion on our information technology networks has resulted in any material expense, adverse impact to operations or financial results, or any penalties or settlements.

We recognize that cybersecurity risks are increasing, and cybersecurity incidents are becoming more complex and frequent. While we continue to invest in automation, tooling, protocols, and education for employees and contractors to mitigate these risks, we cannot guarantee our efforts will be sufficient. For additional information, please review the cybersecurity risks discussed in the company's Form 10-K.

Appendix

APPENDIX

SASB Index

Cirrus Logic is reporting to the Sustainable Accounting Standards Board (SASB) Semiconductor Standard (2018). While we do not currently disclose all metrics included in the Standard for our sector, we intend to evaluate expanding the scope of our future disclosures.

TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE / LOCATION
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions (2) amount of total emissions from perfluorinated compounds	Metric tons (t) CO2e	(1) Environment: Reducing GHG Emissions Environment: Our Carbon Footprint (2) Cirrus Logic used 11.89 kg of PFC-14 (perfluoromethane) in FY23. This is equal to 78.85 tCO2e.
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Environment: Reducing GHG Emissions Environment: Our Carbon Footprint Environment: Identifying Climate-Related Risks And Opportunities
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Gigajoules (GJ), percentage (%)	Environment: Reducing Emissions From Energy Use Responsible Supply Chain: Responsible Supply Chain Management Cirrus Logic is fabless and outsources our manufacturing, therefore our energy data is not for manufacturing.
Water Management	TC-SC-140a.1	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m^3), percentage (%)	As a fabless semiconductor company, our use of water is limited to our office buildings, including breakrooms, restrooms, and research facilities. As such, we are not disclosing total water withdrawn or consumed.
Waste Management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Metric tons (t), percentage (%)	Environment: Reducing Waste
Employee Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	N/A	Our People: Promoting Employee Health, Safety, And Wellness
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	U.S. dollars ($)	Cirrus Logic had zero monetary losses as a result of legal proceedings associated with employee health and safety violations.

FY23 Cirrus Logic ESG Report
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TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE / LOCATION
Recruiting and Managing a Global and Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	(1) 16 percent of employees are foreign nationals. (2) 9 percent of employees are in Asia Pacific, 27 percent of employees are in Europe, and 64 percent of employees are in North America. Please review the risks discussed in the company's Form 10-K for additional discussion regarding recruiting foreign nationals and conducting offshore business activities.
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contains IEC 62474 declarable substances	Percentage (%)	We do not currently disclose the total percentage of products by revenue that contain IEC 62474 declarable substances. Learn more about our commitments to protect the environment by reducing the amount of hazardous substances in our products at our Corporate Compliance website.
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Various, by product category	We do not disclose energy efficiency at a system level as our lifecycle ends when the product is shipped to the customer.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Please review the risks disclosed in the company's Form 10-K for additional discussion regarding international subcontractors.
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	U.S. dollars ($)	Cirrus Logic had zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.

APPENDIX

GRI Content Index

This table covers responses to select Global Reporting Initiative's (GRI) Sustainability Reporting Standards and Disclosures.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
1: Organization and its Reporting Practices [2021]			
	2-1	Organizational details	Cirrus Logic, Inc. | NASDAQ: CRUS 800 West 6th Street | Austin, Texas | 78701 See locations here
	2-2	Entities included in the organization's sustainability reporting	Operations data in this report is from majority-owned subsidiaries. Countries where Cirrus Logic operates and that are relevant to the topics covered in this report are: China, Japan, Singapore, South Korea, Taiwan, United Kingdom, and United States.
	2-3	Reporting period, frequency, and contact point	About This Report
	2-5	External assurance	Independent Assurance Statement
2: Activities and Workers [2021]			
	2-6	Activities, value chain, and other business relationships	Who We Are Responsible Supply Chain Our People Our Fabless Production Model
	2-7	Employees	Our People U.S. Demographic Snapshot / see SASB TC-SC-330a.1 for employee by region We do not currently report by full-time and part-time employment status.
3: Governance [2021]			
	2-9	Governance structure and composition	For a complete description of Cirrus Logic's corporate governance structure, Board committees, and governance practices, please refer to our Proxy Statement and Form 10-K or visit our Investor Relations website.
	2-10	Nomination and selection of highest governance body	
	2-11	Chair of the highest governance body	
	2-12	Role of the highest governance in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
	2-14	Role of the highest governance body in sustainability reporting	For a complete description of Cirrus Logic's corporate governance structure, Board committees, and governance practices, please refer to our Proxy Statement and Form 10-K or visit our Investor Relations website.
	2-15	Conflicts of interest	
	2-16	Communication of critical concerns	
	2-17	Collective knowledge of the highest governance body	
	2-18	Evaluation of the performance of the highest governance body	
	2-19	Remuneration policies	Proxy Statement
	2-20	Process to determine remuneration	Proxy Statement
	2-21	Annual total compensation ratio	Proxy Statement
4: Strategies, Polices, and Practices [2021]			
	2-22	Statement on sustainable development strategy	A Message From Our CEO
	2-23	Policy Commitments	Responsible Supply Chain
			Please visit our Corporate Compliance website or Corporate Governance website.
	2-25	Processes to remediate negative impacts	Corporate Governance
			Please visit our Corporate Governance website.
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance
			Please visit our Corporate Governance website.
201: Economic Impact [2016]			
	201-1	Direct economic value generated and distributed	Please refer to our Form 10-K.
205: Anti-Bribery and Corruption [2016]			
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance: Assuring Business Ethics and Compliance
206: Anti-Competitive Behavior [2016]			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corporate Governance
			Cirrus Logic had zero legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
302: Energy [2016]			
	302-1	Energy consumption within the organization (GJ)	Environment: Reducing Emissions From Energy Use
	302-2	Energy consumption outside of the organization (GJ)	Environment: Reducing Emissions From Energy Use
305: Emissions [2016]			
	305-1	Direct (Scope 1) GHG emissions	Environment: Our Carbon Footprint
	305-2	Energy indirect (Scope 2) GHG emissions	Environment: Our Carbon Footprint
	305-3	Other indirect (Scope 3) GHG emissions	Environment: Our Carbon Footprint
401: Employment [2016]			
	401-1	New employee hires and employee turnover	Our People: Cultivating High-Performing Teams
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People: Promoting Employee Health, Safety, And Wellness
403: Occupational Health and Safety [2018]			
	403-1	Occupational Health and Safety Management system	Our People: Promoting Employee Health, Safety, And Wellness
	403-5	Worker training on occupational health and safety	Our People: Promoting Employee Health, Safety, And Wellness
	403-6	Promotion of worker health	Our People: Promoting Employee Health, Safety, And Wellness
	403-9	Work-related injuries	Our People: Promoting Employee Health, Safety, And Wellness

2022 U.S. Employee Health and Safety performance metrics:*

- Lost-time incident rate: 0
- Total recordable incident rate: 0
- Fatalities: 0

Reported to U.S. Occupational Health and Safety Administration on January 30, 2023

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
404: Training and Education [2016]			
	404-2	Programs for upgrading employee skills and transition assistance programs	Our People: Cultivating High-Performing Teams
	404-3	Percentage of employees receiving regular performance and career development reviews	Each year, eligible employees have an opportunity to work with their managers to create personal development plans, set goals, and identify critical capabilities for development.
405: Diversity and Equal Opportunity [2016]			
	405-1	Diversity of governance bodies and employees	Our People: Cultivating High-Performing Teams
			Corporate Governance: Corporate Governance Practices
418: Customer Privacy [2016]			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance: Enhancing Cybersecurity And Data Privacy Controls
			No substantiated complaints were received concerning breaches of customer privacy during the reporting period, nor were there any identified leaks, thefts, or losses of customer data.

TCFD Index

In this index Cirrus Logic provides information aligned with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and we intend to continue refining our strategy and reporting going forward. For additional information, please review the risk factors included in the company's Form 10-K.

DISCLOSURE	RESPONSE / LOCATION
Governance	
Describe the board's oversight of climate-related risks and opportunities	Responsibility for ESG oversight, including climate-related issues, belongs to the Board of Directors with delegation to the Audit, Compensation and Human Resources, and Governance and Nominating Committees within their respective areas of expertise. The Board receives updates from members of the ESG team twice annually.
Describe management's role in assessing and managing climate-related risks and opportunities	The executive steering committee supports and guides execution of our environmental strategy. This committee is comprised of the CEO and members of the leadership team, including finance, human resources, legal, and global operations. The committee reviews the program's direction, addresses potential barriers, and supports the identification of ESG risks and opportunities, including those related to climate change.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	We completed our first climate risk assessment in FY22 to identify relevant risks and opportunities. For more information, please carefully review the supply chain risks discussed in the company's Form 10-K.

Physical Risks and Opportunities

As a fabless semiconductor company, we depend on third-party subcontractors, primarily in Asia, for the fabrication, assembly, testing, and distribution of our products. The potential physical impacts of climate change, including high-heat events, power or water shortages, fires, rising sea levels, changes in storm patterns or intensities, or other extreme weather conditions, are uncertain and could impact operations at our subcontractors. Any disruption to our manufacturing or delays in shipping could adversely affect our operations and financial results, as well as damage customer relationships and our reputation.

Relevant physical risks for our primary manufacturing region include increased severity of acute events such as cyclones. Additionally, we have considered chronic risks such as increased frequency, severity, and/or duration of drought conditions, which are particularly relevant to semiconductor manufacturing given these operations' reliance on large volumes of ultra-clean water. Where we have control, the company plans and manages our operations to mitigate physical risks.

Transitional Risks and Opportunities

We have identified transitional risks and opportunities related to potential future costs associated with renewable energy prices and carbon pricing policies. Having set a greenhouse gas (GHG) reduction target in FY22, the uncertainty surrounding future prices for renewable energy and other emissions reduction investments creates a risk of increased operational and/or capital costs. If we do not invest in reducing our emissions footprint, future carbon pricing policies and/or climate-related regulations could translate into higher costs. By making investments in renewable energy, we believe we have an opportunity to reduce future costs as fossil fuel prices increase in the face of carbon pricing policies.

DISCLOSURE	RESPONSE / LOCATION
Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	We have experienced a minimal impact to our financial planning through the addition of dedicated headcount and consulting resources to ensure that we are effectively responding to stakeholder expectations for improved ESG disclosures and performance. Having established our first Scope 1 and 2 GHG reduction target in FY22, we are incorporating anticipated costs into our financial planning.
Describe the potential impacts of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning	**Scenario Analysis: Physical Risk** To better understand physical risks that arise in our supply chain, we identified two key manufacturing locations in Taiwan and modeled possible changes in drought and extreme precipitation patterns under varying warming scenarios and over various timeframes. The results are perhaps counterintuitive with respect to extreme precipitation risk, indicating the highly complex and localized nature of physical climate changes. For both physical risks, the analysis was conducted for three different temperature scenarios—<2 degrees, between 2 and 4 degrees, and >4 degrees—for 2030 and 2050. **Extreme Precipitation Risk** The analysis indicates that both locations could experience a decrease in extreme precipitation events with <2 degrees of warming in 2030. One location sees an increase in extreme precipitation frequency under warming scenarios of >2 degrees in 2050. Climate models indicate that the other location may experience reductions in extreme precipitation events across all warming scenarios. **Drought Risk** For the 2030 timeframe based on climate models, one of the two manufacturing locations is anticipated to experience an increase in annual drought months, depending upon the warming scenario. For the 2050 timeframe, the analysis indicates that both locations are expected to experience an increase in annual drought months with the <2 degree warming scenario, and less substantial increase under the >2 degree warming scenarios. The potential impacts of climate-driven physical events are considered in our business continuity planning, as we further describe below. **Scenario Analysis: Transitional Risk** As a fabless semiconductor company, we rely on manufacturing and distribution partners to make and distribute our products. In the future, these partners may increasingly be subject to carbon pricing policies and may pass these costs through to their customers, thereby increasing overall supply chain costs. In FY22, we conducted a scenario analysis to assess the potential impact of such pass-through costs resulting from carbon prices being levied on our product distribution operations. Four alternative carbon price scenarios were evaluated for each of the periods 2022–2030, 2031–2040, and 2041–2050. The carbon price scenarios were drawn from the Network for Greening the Financial System (NGFS) database. Assuming a worst-case scenario without mitigation, flat emissions growth, and that our distribution partners pass through 100 percent of carbon pricing costs to Cirrus Logic, potential increased costs under all four carbon price scenarios are not considered material. We expect to continue to expand our transitional risk assessment and reporting in future years.

DISCLOSURE	RESPONSE / LOCATION
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks	Climate-related initiatives are operationalized through our ESG team, which collaborates on an ongoing basis within the organization to monitor climate-related issues and promote sustainability initiatives across our value chain. We completed our first climate risk assessment in FY22. A cross-functional group of Cirrus Logic executives worked with the ESG team and a global sustainability consultancy to determine which risks are the most relevant to our sector, stakeholders, the regions in which we operate, and the regions from which we source materials and services. Based on this assessment, we selected a subset of risks to examine in more detail through scenario analyses, discussed below.
Describe the organization's processes for managing climate-related risks	Cirrus Logic's Board of Directors considers ESG risks, including climate-related issues, as part of its overall strategic decision-making process. **Management of Physical Risks** Preparedness for potential disruption in our manufacturing supply chain, including the impact from climate-related events, is a part of our business continuity strategy and related engagement with our subcontractors. Although we have not experienced any impact specifically resulting from climate change as of the date of this report, we have implemented certain mitigation mechanisms. Our risk exposure is mitigated in part by dual-sourcing strategies we have in place for certain high-volume products. Our largest semiconductor manufacturing partner in Taiwan has well-established business continuity and disaster recovery processes. This partner took measures to ensure continuity of water supply during a recent drought in Taiwan; therefore, we did not see any resulting impact to production. Anticipating increased drought risk in the future, our Taiwan-based manufacturing partner is taking steps to increase investment in water infrastructure and recycling. We receive regular communications in the event of foreseen and unforeseen events that could disrupt production. **Management of Transitional Risks** Our ESG team closely monitors stakeholder expectations for our ESG performance, oversees our communications with stakeholders, and tracks our ESG ratings to review opportunities for improvement. This informs engagement with functional teams to identify and operationalize initiatives that manage climate-related risks, including those arising from our GHG emissions footprint. Because electricity consumption in our offices, research facilities, and co-located data centers is the primary driver for our Scope 1 and 2 emissions, we are managing related risks and opportunities by transitioning to renewable sources of energy where available.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	We will continue to evaluate our climate-related risks and improve processes used to identify, assess, and monitor those risks. Looking ahead, our efforts to mature our climate risk assessment process will include further integration of such risks into our enterprise risk management process.

DISCLOSURE	RESPONSE / LOCATION
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Metrics used to help us understand our exposure to climate-related risks and opportunities include: • Scope 1, 2, and 3 GHG emissions and progress towards our Scope 1 and 2 GHG reduction target; • Customer and shareholder requests for information about our corporate climate strategies and performance; and • ESG ratings that include climate risk management indicators.
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Environment: Our Carbon Footprint
Targets	
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Environment: Reducing GHG Emissions

UNSDG Index

The United Nations Sustainable Development Goals (UNSDGs) provide a pathway to achieve a sustainable future for humanity and the planet. We continued to focus our efforts on Goal 4: Quality Education, Goal 5: Gender Equality, Goal 7: Affordable and Clean Energy, and Goal 13: Climate Action. In FY23, we expanded our activities to include Goal 6: Clean Water and Sanitation, Goal 12: Responsible Consumption and Production, and Goal 15: Life on Land.

UNSDG	TARGET	CIRRUS LOGIC ACTION / INITIATIVES
Ensure Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities For All		
4 QUALITY EDUCATION	4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational, and tertiary education, including university	• Provided tuition reimbursement of up to $10,000 in qualifying costs per year for eligible U.S.-based employees • Through volunteer activities and financial support, maintained long-term partnerships with organizations promoting STEM education for young people, including the Code2College, Digital Xtra Fund, Girl Day at UT Austin, Girlstart, and Latinitas • Sponsored professional technology organizations dedicated to empowering our employees to achieve their full potential as leaders, including IEEE Women in Engineering, Austin Women in Technology, and Society of Women Engineers • Continued support and development of our Women's Leadership Team employee resource group
5 GENDER EQUALITY	5.1: End all forms of discrimination against all women and girls everywhere	
4 QUALITY EDUCATION	4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship	• Continued sponsorship of the UT ECE Next Program, a series of workshops and mentoring activities aimed at increasing and maintaining the number of women, Black, and Hispanic students in electrical engineering • Continued to partner with graduate and undergraduate research institutions for early-career recruitment • Worked to increase our pipeline of technical candidates through intern and new college graduate programs • Provided over 120 interns with valuable work experience, personal development, and mentorship opportunities
Achieve Gender Equality and Empower All Women and Girls		
5 GENDER EQUALITY	5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	• Provided paid parental leave, flexible return leave, and fertility coverage, surrogacy and adoption assistance programs, subsidies for childcare or backup care, and programs for new parents • Provided discounted tutoring benefits • Lowered the eligibility age for family mental health support from 18 to 13 • Increased short-term disability for U.S. employees to 100 percent of salary

UNSDG	TARGET	CIRRUS LOGIC ACTION / INITIATIVES
Ensure Access to Affordable, Reliable, Sustainable, and Modern Energy For All		
7 AFFORDABLE AND CLEAN ENERGY	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	• Contracted for 100 percent renewable energy for our Austin and U.K. offices • In FY23, consumed an estimated total of 136,630 GJ of energy, with 81 percent of our total electricity use and 73 percent of our total energy use sourced from renewable resources such as wind and solar
Take Urgent Action to Combat Climate Change and its Impacts		
13 CLIMATE ACTION	13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	• Conducted a climate risk assessment and scenario analysis in FY22 and continue to integrate climate-related risks into our enterprise risk management process
Raise Awareness With Employees on The UNSDGs and Work Collectively to Drive Change		
6 CLEAN WATER AND SANITATION	6.b: Support and strengthen the participation of local communities in improving water and sanitation management	• In the first full year since inception, expanded membership in the Cirrus Logic Environmental Action Network (CLEAN) to 16 percent of our employee base worldwide • In FY23, CLEAN introduced quarterly themes for their volunteer efforts that supported three different UNSDGs: clean water and sanitation, responsible consumption and production, and life on land
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	
15 LIFE ON LAND	15.c: Enhance global support for efforts to combat poaching and trafficking of protected species, including by increasing the capacity of local communities to pursue sustainable livelihood opportunities	

U.S. Demographic Snapshot

This report provides a snapshot of demographics for our U.S. workforce, using job, gender, and ethnicity categories defined by the U.S. Equal Employment Opportunity Commission. This is from our most recent certified Equal Opportunity Component 1 Report (EEO-1).

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Hispanic or Latino Male	Hispanic or Latino Female	Not Hispanic or Latino Male White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Not Hispanic or Latino Female White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	Row Total
Executive/Senior Level Officials and Managers	0	0	7	0	1	0	0	0	1	0	0	0	0	0	9
First/Mid-Level Officials and Managers	8	2	96	6	34	1	0	1	19	0	7	0	0	0	174
Professionals	48	7	321	12	221	0	0	8	57	2	61	0	0	3	740
Technicians	14	2	28	0	19	0	0	3	5	0	9	0	0	0	80
Sales Workers	0	1	6	1	2	0	0	0	0	0	1	0	0	0	11
Administrative Support Workers	1	5	6	2	2	0	0	0	11	2	2	0	0	0	31
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	71	17	464	21	279	1	0	12	93	4	82	0	0	3	1047
PRIOR 2021 REPORTING YEAR TOTAL	65	16	450	21	273	1	0	13	83	1	75	0	0	3	1001

SECTION I – WORKFORCE SNAPSHOT PERIOD
10/3/2022 - 10/16/2022

Our Fabless Production Model

As a fabless semiconductor company, we focus on in-house design and research and outsource the semiconductor manufacturing process, which includes fabrication, assembly, test, and distribution, to our network of global suppliers.

RESEARCH AND DEVELOPMENT

Cirrus Logic's in-house engineering design teams explore new semiconductor architectures and new materials to drive innovation in integrated circuits (ICs).

DESIGN AND VALIDATION

Our engineers begin IC design in collaboration with our silicon layout designers, converting product specifications into the physical layout and electrical components. This ensures that when the IC is built, it will meet both product specifications and our high-quality standards.

FABRICATION

Once product design begins, we select a foundry that can meet specific product performance, production volume, and quality standards. These advanced foundries produce components to our specifications using pure silicon wafers and other raw materials.

ASSEMBLY AND TEST

Cirrus Logic devices then leave the foundry in wafer form and ship directly to our highly specialized vendors for final assembly and test. At this point in the packaging process, wafers are transformed into components that are capable of interfacing with customer end applications.

PACKAGING AND DISTRIBUTION

Cirrus Logic uses high-quality, JEDEC-compliant shipment packaging to ensure the safe arrival of our products. In partnership with our global third-party distribution providers, we then deliver products to customers' production lines.

Independent Assurance Statement

Apex Companies, LLC (Apex) was engaged by Cirrus Logic to conduct an independent assurance of its published Scope 1 and 2 emissions and upstream Scope 3 emissions.

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Cirrus Logic

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Cirrus Logic for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of Cirrus Logic. Cirrus Logic is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Boundaries of the reporting company GHG emissions covered by the verification:

- Operational Control
- Worldwide

Types of GHGs: CO_2, N_2O, CH_4, HFCs

GHG Emissions Statement:

- **Scope 1:** 520 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 7,215 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 1,659 metric tons of CO_2 equivalent
- **Scope 3:**

  Purchased Goods & Services: 261,047 metric tons of CO_2 equivalent

  Capital Goods: 6,726 metric tons of CO_2 equivalent

  Fuel and Energy Related Activities (Location-Based): 2,556 metric tons of CO_2 equivalent

  Fuel and Energy Related Activities (Market-Based): 1,620 metric tons of CO_2 equivalent

  Upstream Transportation and Distribution: 2,302 metric tons of CO_2 equivalent

  Waste Generated in Operations: 98 metric tons of CO2 equivalent

  Business Travel: 2,730 metric tons of CO_2 equivalent

  Employee Commuting: 2,366 metric tons of CO_2 equivalent

  Upstream Leased Assets: 411 metric tons of CO_2 equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were generally historical in nature.

Data and information supporting the Scope 3 GHG emissions statement were in some cases estimated rather than historical in nature.

Period covered by GHG emissions verification:

- April 1, 2022 to March 31, 2023

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)

- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

- ISO 14064-3 Second edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Level of Assurance and Qualifications:

- Limited

- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators.

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Cirrus Logic;

- Review of documentary evidence produced by Cirrus Logic;

- Review of Cirrus Logic data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions; and

- Audit of sample of data used by Cirrus Logic to determine GHG emissions.

Verification Opinion:

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and

- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that Cirrus Logic has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

Statement of independence, impartiality and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with Cirrus Logic, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Trevor Donaghu, Lead Verifier
ESG Director
Apex Companies, LLC
Pleasant Hill, California

Mary E. Armstrong-Friberg, Technical Reviewer
ESG Program Manager
Apex Companies, LLC
Akron, Ohio

May 23, 2023

This verification opinion declaration, including the opinion expressed herein, is provided to Cirrus Logic and is solely for the benefit of Cirrus Logic in accordance with the terms of our agreement. We consent to the release of this statement by you to the public or other organizations but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

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