FY22

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

CIRRUS LOGIC®

About This Report

This report encompasses Cirrus Logic, Inc. and its subsidiaries. The examples and metrics included in this report represent our fiscal year 2022 (FY22) ending March 26, 2022 and, when possible, we provide multi-year data. Anomalies in data trends may be a result of the global disruptions caused by the COVID-19 pandemic. We have restated our baseline environmental data to reflect certain additional considerations, including the July 2021 acquisition of Lion Semiconductor and changes to the methodology used for calculating certain emissions categories. All financial information is presented in U.S. dollars and on a GAAP basis.

The content of this report centers on aspects of our business that have been identified through conversations with our executive leaders, Board of Directors, and external stakeholders. We also performed a review and assessment of our priority environmental, social, and governance (ESG) topics to ensure they remained consistent with our long-term strategy. This report includes the disclosures made to the Sustainability Accounting Standards Board (SASB) Semiconductors Standard (2018) and applicable Global Reporting Initiative (GRI) Standards. We have also disclosed information to align with the Task Force on Climate-related Financial Disclosures (TCFD) and we expect to continue to expand our climate reporting in future years. As part of our disclosure efforts, we also report separately certain environmental data to CDP, a not-for-profit entity that provides a global environmental reporting system.

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 our ESG program on our website.

Forward-Looking Statement

Except for historical information contained herein, this ESG Report contains certain forward-looking statements, including our statements about our ability to introduce new products, expand in adjacent application areas, drive long-term value and growth, and achieve our environmental, social, and governance goals. In some cases, forward-looking statements are identified by words such as "expect," "anticipate," "consider," "future," "strive," "target," "project," "believe," "goals," "opportunity," "commitments," "estimates," "intend," and variations of these types of 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 26, 2022 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. Risk factors that may impact future results are listed in our Form 10-K for the year ended March 26, 2022 and in our other filings with the Securities and Exchange Commission, 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.

Acknowledgments

We would like to thank the Cirrus Logic employees from around the world who provided photography for this report.

Andrei D. – Pages 11, 13, 19
Ben B. – Page 17
Darcy W. – Pages 3, 10, 12, 15, 16, 24, 31, 39
Gareth S. – Pages 6, 14, 34
Jordan R. – Page 1
June S. – Page 20
Lia A. – Page 35

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A Message From Our CEO

At Cirrus Logic, we aim to develop innovative products, delight our customers and shareholders, and invest in our people and communities. We are committed to operating with transparency and integrity and I am proud of the progress the company made this year on our environmental, social, and governance (ESG) journey. We believe our focus on growing the business is complementary to our ESG goals, and that success in these areas will help to deliver long-term value for our shareholders, customers, employees, and communities. We recognize our responsibility to embed sustainable policies and practices across our business as we work to reduce the carbon footprint associated with our direct operations and products. Our second ESG report summarizes both our achievements over the past year and focus areas going forward.

Environment: In FY22, we took meaningful steps toward the development of an ambitious climate strategy. We set a target to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions by 90 percent by FY30. We continued to transition away from conventional electricity and now power approximately 79 percent of our global operations with renewable electricity compared to 15 percent in FY21. Additionally, we completed our first climate risk assessment and developed a greater understanding of our upstream Scope 3 emissions. Our employees have also expressed enthusiasm for environmental stewardship. Earlier this year the company launched a sustainability employee resource group to foster a sense of global community for those employees seeking ways to positively impact our environment as individuals and through our corporation.

People: Our ability to attract and retain some of the most talented people in the world is essential for the company's long-term success. We are focused on cultivating a diverse and inclusive culture that drives innovation while inspiring, motivating, and recognizing people for the contributions they make to our business. In FY22, we continued to support the development of our employees by expanding tuition reimbursement benefits, launching a leadership development program, and hosting the fifth biennial innovation conference.

Communities: Our desire to contribute to our local communities through both direct action and charitable contributions is a fundamental part of who we are. I have been inspired by the participation that I have seen by our company. Both volunteer hours and giving increased from the prior year as employees across the world continued to donate their time, talents, and resources to causes they care about.

Despite the continued impact from the COVID-19 pandemic, this past year our employees have done a phenomenal job executing on our product roadmap and strategic initiatives that are expected to drive growth in the coming years. Our corporate culture and sense of community as an organization remain strong and 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

FY22 ESG Highlights

Environment

100%
Sourced renewable electricity for our Austin and U.K. facilities

TCFD
Embarked on a climate risk assessment

90%
Scope 1 and 2 GHG reduction target set for FY30, compared to FY21

CLEAN
Launched Cirrus Logic Environmental Action Network employee resource group

Social

41%
Increased membership in Women's Leadership Team employee resource group

Family Benefits
Expanded U.S. paid parental leave and offered surrogacy and adoption assistance

$1.9M
Donated globally in support of philanthropic and charitable programs

UT ECE Next
Sponsored program to increase the number of women, Black, and Hispanic students in electrical engineering

$10K
Increased college tuition reimbursement program for U.S. employees from $6,000

Leadership Development Series
Launched to enable employees to maximize their impact within Cirrus Logic

$120K
Awarded scholarships to women in STEM undergraduate programs

880+
Hours volunteered to improve our communities

Governance

Board Diversity
Reported according to Nasdaq's Board Diversity Rule

Cybersecurity And Data Privacy
Strengthened our controls and enhanced employee engagement

Our Company

Cirrus Logic leverages its mixed-signal expertise to tackle difficult engineering challenges that span the analog to digital divide and deliver innovative products that push the boundaries of power and performance.

As a fabless semiconductor company, we outsource the manufacturing of our components. This allows us to focus our efforts on expanding our intellectual property portfolio and investing in new technologies and system-level capabilities that we believe are important for the long-term success of the company.

Cirrus Logic's audio and high-performance mixed-signal solutions help our customers deliver a differentiated user experience in smartphones, laptops, tablets, wearables, gaming devices, and AR/VR. Technology investments target improving performance, expanding features, and optimizing the energy efficiency of our products. Our company culture fosters productivity and provides a rewarding environment where employees are motivated to succeed, which in turn drives increased value for our customers and shareholders.

Cirrus Logic At A Glance

1984
Founded

AUSTIN, TX
Headquarters

1591
Employees worldwide

~4000
Issued and pending patents worldwide

$406.3M
R&D investment in FY22

$1.78B
Revenue in FY22

93%
Employees say Cirrus Logic is a great place to work

92%
Employees say they would highly recommend working at Cirrus Logic to others
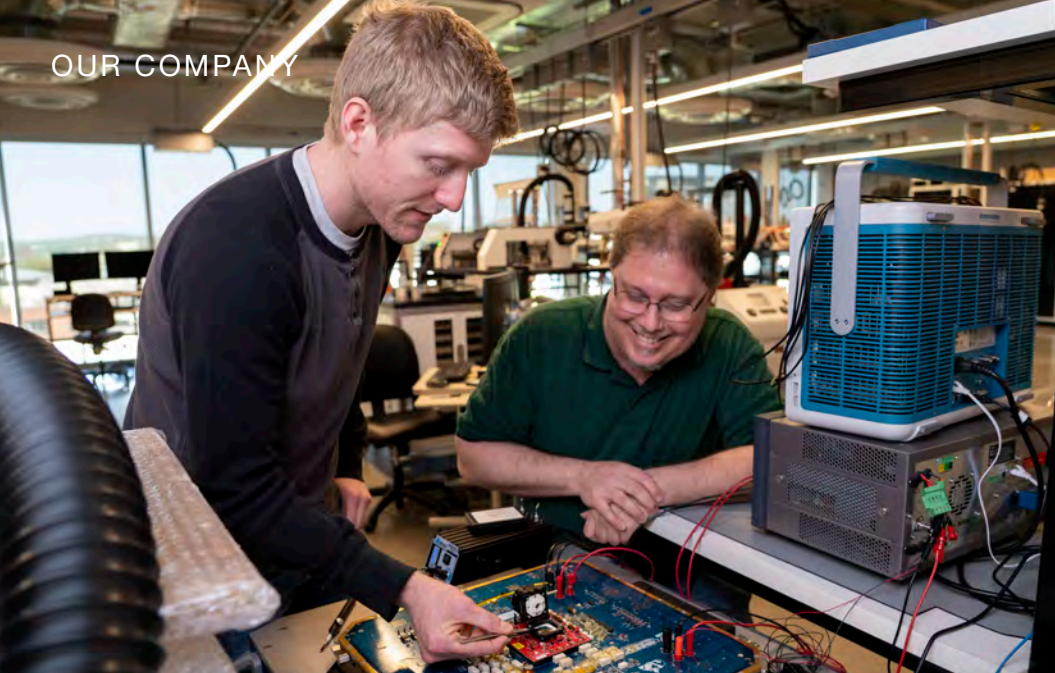
Innovation At Cirrus Logic

Innovation is a key driver of Cirrus Logic's success. Our customers rely on our advanced engineering skills to help them facilitate the creation of world-class products. Investments in new technologies and advanced mixed-signal process nodes help us to improve performance, power efficiency, and latency, which are highly valued by our customers. We are developing intellectual property to target business opportunities in existing and adjacent application areas. Cirrus Logic protects its intellectual property through an extensive portfolio of global patents, which enables us to develop differentiated components that deliver a compelling user experience. Over the past three years our patent filings in the high-performance mixed-signal area have increased by 76 percent.

Cirrus Logic's Innovation Conference offers a unique forum for networking and company-wide collaboration. This five-day conference brings together employees from around the world to share ideas, connect across teams, and inspire one another. At the FY22 Innovation Conference, more than 50 employees shared original research and technology demonstrations. This year we had the largest number of female employees submit and present technology papers since the inception of this conference, and Katy H. won both the Fellow's Choice and the Paper Presenter awards.

"Participating in the Innovation Conference allowed me to share with my colleagues what I found most interesting about a recent design. The event also sparked ongoing conversations with engineers on a related topic."
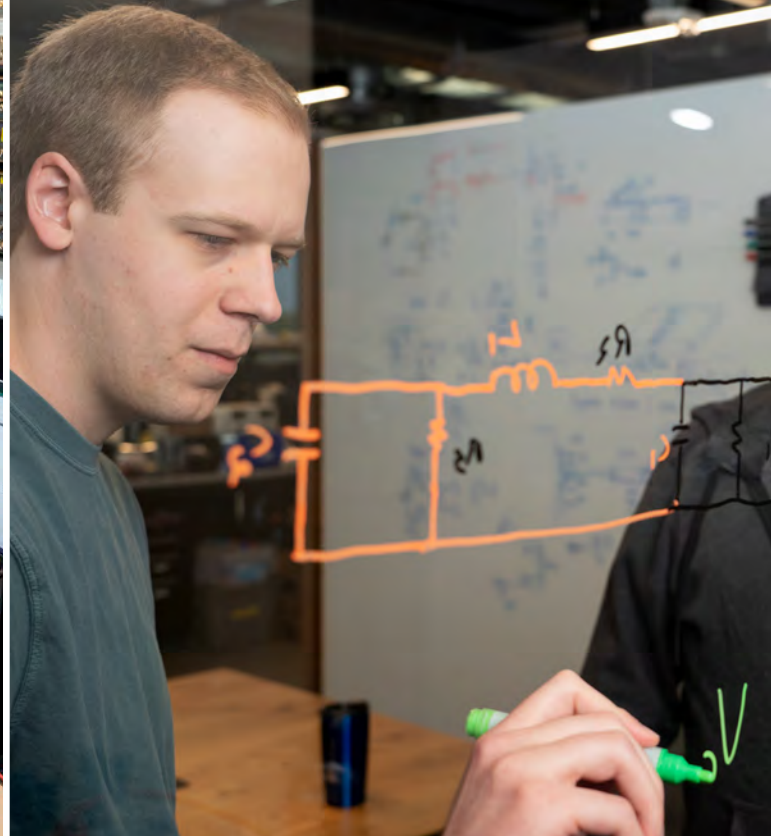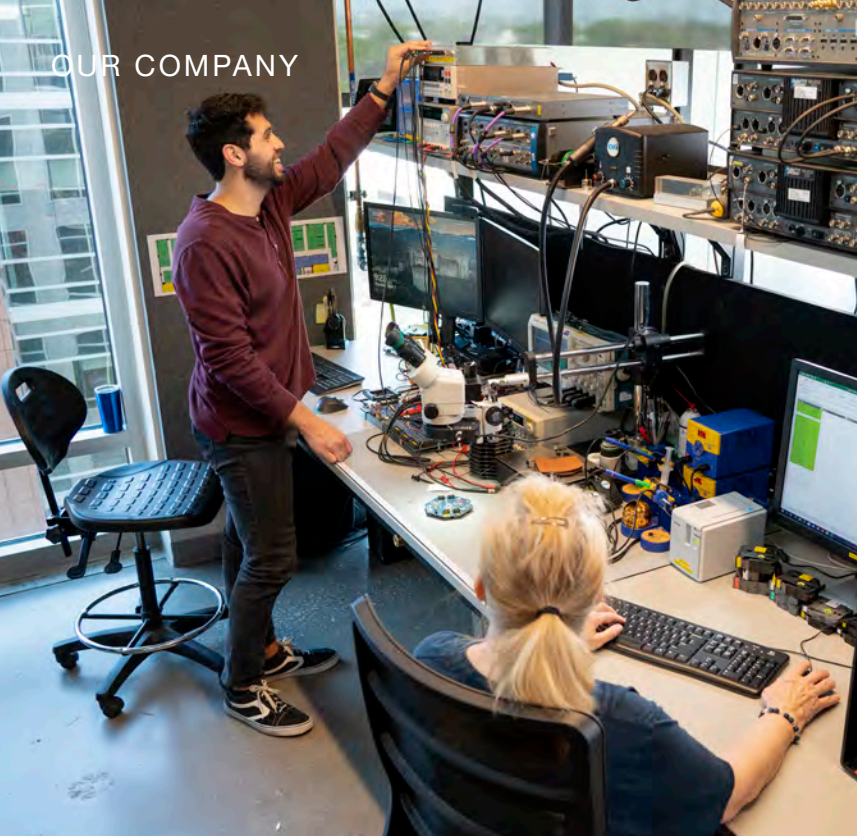
Katy H.
Manager of Design Engineering

"I love that putting different people together under the banner of innovation results in a better understanding, renewed focus, and collaboration, as well as exploring new applications for our existing technologies."

Andy H.
Senior Manager of Design Engineering

Our Products

With each new design our engineers strive to push the boundaries of power and performance while helping to deliver an exceptional user experience.

Our audio and high-performance mixed-signal products are utilized in a wide range of consumer devices, including smartphones, laptops, tablets, wearables, gaming devices, and AR/VR.

BOOSTED AMPLIFIERS deliver a louder, higher quality audio experience with dynamic, high-fidelity sound, while sophisticated algorithms monitor the speaker to prevent physical damage and performance impacts on the system. Coupled with advanced battery management techniques, boosted amplifiers ensure proper system behavior and longer battery life.

CAMERA CONTROLLERS facilitate significantly improved results with custom high-precision, low-latency circuits that enable faster processing to focus and stabilize image capture.

FAST-CHARGING ICS provide higher-power efficiency that enables faster charging with less power loss and increased heat dissipation, resulting in a reduction of total charge time.

HAPTIC DRIVERS AND SENSING SOLUTIONS deliver highly responsive and consistent tactile feedback enabling an ultra-low-latency and immersive human-to-machine experience.

POWER CONVERSION AND CONTROL ICS proactively manage power requirements for downstream components while measuring and monitoring overall battery health, performance, and other aspects of the system using custom high-precision, ultra-low-power data conversion techniques.

SMART CODECS improve performance while delivering cutting-edge audio features such as high-quality audio playback, voice capture, hearing augmentation, and active noise cancellation.

ESG At Cirrus Logic

Cirrus Logic believes our actions across environmental, social, and governance (ESG) related issues will contribute to the long-term success of our business.

We strive to be thoughtful about our carbon footprint while also engaging our employees across ESG topics and giving back to the communities in which we live and work.

Responsibility for ESG oversight 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. Guidance for our program is provided by an executive steering committee, which is comprised of the CEO and members of the leadership team, including finance, human resources, legal, and engineering

operations. The committee reviews the program's direction, addresses potential barriers, and supports the identification of ESG risks and opportunities throughout the year.

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

Cirrus Logic's ESG Roadmap

Priority ESG Topic	Long-Term Objectives	Scope Of Our 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 key tier-one suppliers to evaluate and address environmental impacts • Responsible sourcing of materials, including conflict minerals • Continuing to assess human and labor rights • Ensuring environmental compliance (e.g., RoHS, REACH)
Climate, Greenhouse Gas (GHG) Emissions, and Energy	Align Cirrus Logic business operations to reduce emissions	• Establishing GHG emissions reduction target • Expanding GHG emissions reporting • Exploring expansion of energy sourced from renewable resources • 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	• Promoting a diverse, equitable, and inclusive workplace • 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 a positive and 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 including robust health, safety, and wellness protocols and policies	• Ensuring ongoing compliance with global health and safety requirements • Driving continual improvement of health and safety programs • Providing health and wellness benefits designed to improve the quality of our employees' lives
Community Engagement	Positively impact our communities through contributions to philanthropic programs and charitable organizations	• Improving the well-being of our neighborhoods • Creating and promoting opportunities for employee volunteerism • Connecting our employees and their communities through the Cirrus Logic Environmental Action Network, a new global employee resource group • Supporting participation in STEM-related programs to enhance our talent pipeline • 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 the following: • 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

As a fabless semiconductor company, we design our components in-house and outsource the fabrication, assembly, and testing to specialized manufacturers.

This strategy allows the company to focus on designing innovative components, while minimizing fixed costs and capital expenditures. The company develops and maintains long-term relationships with tier-one suppliers. We expect our suppliers to create safe working conditions and treat their workers with respect while maintaining environmentally and socially responsible manufacturing processes. We work closely with our suppliers to limit reputational risks, build customer loyalty, and deliver premium high-quality products.

Our supply chain management team oversees our fabless production process. They coordinate with our engineering operations team, who manage package development, test program development, and quality, in alignment with our ISO 9001 certified quality management system.

Our primary semiconductor foundries are Taiwan Semiconductor Manufacturing Company, Ltd. and GlobalFoundries Inc. Our primary assembly and test houses are Advanced Semiconductor Engineering, Inc., Siliconware Precision Industries Co., Ltd., STATS ChipPAC Pte. Ltd, Amkor Technology, Inc., and SFA Semicon Co., Ltd.

Learn more about our fabless manufacturing process here.

Cirrus Logic is an affiliate member of the Responsible Business Alliance (RBA), a nonprofit coalition dedicated to corporate social responsibility in global supply chains. All of our key tier-one suppliers must acknowledge their obligations to comply with our Supplier Code of Conduct, which was developed using inputs from both the RBA Code of Conduct and more stringent customer requirements. Whenever possible, the company leverages the RBA tools and initiatives in practical ways to build a more responsible supply chain.

In addition to complying with our Supplier Code of Conduct, all of our tier-one foundries and assembly and test suppliers maintain ISO 14001 environmental management system certificates. This demonstrates their commitment to high environmental standards and responsible management of related impacts.

TIER-ONE SUPPLIER COMPLIANCE:

- Supplier Code of Conduct
- Conflict Minerals Policy Statement
- Anti-Slavery Statement
- Policy Statement on Human Rights
- ISO 14001 certification
- ISO 9001 certification
- EU RoHS compliance
- EU REACH compliance

Environment

Cirrus Logic is continuing to evaluate the environmental impact associated with our company's immediate and upstream operations.

We are making our operations more sustainable through the transition from conventional to renewable electricity for our largest facilities. We have also set a target to reduce our Scope 1 and 2 greenhouse gas (GHG) emissions.

In FY22, we completed a climate risk assessment and scenario analysis in line with the Task Force for Climate-related Financial Disclosures (TCFD) framework. We will periodically review and adjust our climate risk assessment, management, and disclosure practices.

Engaging Employees In Sustainability

To further bolster employee engagement we launched a sustainability employee resource group, the Cirrus Logic Environmental Action Network (CLEAN).

This group will support our employees' environmental education and stewardship efforts and is intended to build a sense of global community.

CLEAN's leadership team is comprised of individuals representing our offices in Asia, the U.K., and the U.S. For every member who joins, CLEAN adopts a honeybee in their honor through the World Wildlife Federation's Adopt-a-Honeybee program.

e-Waste

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

In FY22, our e-waste program prevented approximately 380 computers from ending up in landfills. Computers were donated to the following organizations.

200+ computers donated to Latinitas
Latinitas is a nonprofit organization founded in Austin, Texas with the mission of empowering all girls to innovate through media and technology.

180+ computers donated to the Edinburgh Remakery
Edinburgh Remakery is an organization that diverts waste by repairing, refurbishing, and recycling electronics that would have otherwise been sent to landfills and providing them to communities in need.

Climate Risk And Opportunity Assessment

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. See the TCFD Index in the Appendix for more information.

Looking ahead, we expect to integrate climate-related risks and opportunities into our enterprise risk management and strategic planning processes. We are also dedicating resources to mitigate risk and improve our ESG performance.

Greenhouse Gas Emissions

In FY22, we updated our Scope 1, 2, and 3 GHG inventories to reflect adjustments to our business and broaden the reporting categories. Scope 1 and 2 GHG emissions for FY20 and FY21 have been restated to include IT assets housed in co-located data centers, incorporate the acquisition of Lion Semiconductor, and replace previously estimated data with actual data for refrigerants and natural gas where possible. Scope 3 business travel emissions have been updated for FY20 and FY21 to encompass data for our employees in Asia. These changes increase the transparency and accuracy of our reporting.

We also took meaningful steps towards better understanding our upstream Scope 3 footprint by estimating emissions from leased assets, purchased goods and services, capital goods, and product transportation. The reported data for each of these categories shows the majority of our operational emissions arise upstream of our facilities in our manufacturing supply chain. As a result, we are in the early stages of engaging our manufacturing suppliers to understand their climate-related commitments and targets. At this time, we have not included all Scope 3 emissions categories and recognize this number may be meaningful.

This year, we utilized Apex Companies, LLC to provide independent assurance of our Scope 1, 2, and 3 GHG emissions data. Our FY21 and FY22 GHG emissions have been verified in line with the requirements of the ISO 14064-3-Greenhouse Gases-Specification with guidance for the validation and verification of greenhouse gas assertions–limited assurance. We believe this third-party verification will increase the accuracy, reliability, and objectivity of our data.

We also report this data to the CDP as part of our effort to be more transparent with shareholders, customers, and employees on our climate change impacts and actions. Our 2021 CDP response received a score of 'B-', equivalent to the average score achieved within the electrical and electronic equipment industry sector.

OUR CARBON FOOTPRINT

In FY22 an increase in co-located data center usage and more on-site activity (with the easing of the COVID-19 pandemic restrictions) drove a seven percent year-over-year increase in our electricity consumption. However, our Scope 1 and 2 emissions decreased in FY22 by 66 percent compared to FY21. This substantial reduction was primarily due to a significant increase in the amount of renewable electricity we purchased, with our Austin facilities fully transitioning to a 100 percent renewable electricity contract.

With respect to our Scope 3 emissions estimates, in FY22 we added these upstream categories to our calculations: leased assets, purchased goods and services, capital goods, and product transportation. Based on our current estimates, over 95 percent of the upstream Scope 3 emissions that we currently inventory are attributed to the supply chain for the goods and services we buy, with most of these emissions arising in our product manufacturing supply chain. In addition, as a result of the ongoing COVID-19 pandemic, our FY22 business travel emissions were 91 percent lower than the pre-pandemic FY20 period, although we did see an increase compared to FY21 as travel restrictions started to ease.

GHG REDUCTION TARGET

In FY22, we partnered with a global sustainability consultancy to evaluate and establish a Scope 1 and 2 GHG emissions reduction target. This process involved making assumptions about our future operations, simulating emissions reduction scenarios, and identifying opportunities to achieve the target. As we continue to enhance our understanding of our carbon footprint we may reevaluate assumptions and update our target as appropriate. Using science-based targets as our guide, we have set a target to reduce our Scope 1 and 2 GHG emissions by 90 percent by FY30, compared to FY21.

This demonstrates our commitment to make our operations more sustainable and is above the minimum reductions (at least 4.2 percent average annual reduction) required to align with a 1.5-degree Celsius warming scenario set by the Paris Agreement.

In an effort to achieve our target we will consider:

- Implementing energy efficiency improvements to our facilities;
- Expanding the use of renewable energy, for example through on-site generation and/or utility supplier contracts where available;
- Purchasing renewable energy certificates; and
- Encouraging our co-located data center providers to use renewable energy.

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 and 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 not owned or controlled by Cirrus Logic but that indirectly impact its value chain. The data in this report represents the following upstream categories: purchased goods and services, capital goods, product transportation, business travel, and leased assets.

GHG Emissions Data

636   8,338   494   7,292   570   2,068

FY20   **FY21**   **FY22**

194,020   208,297   231,256

● Scope 1   ● Scope 2   ● Scope 3
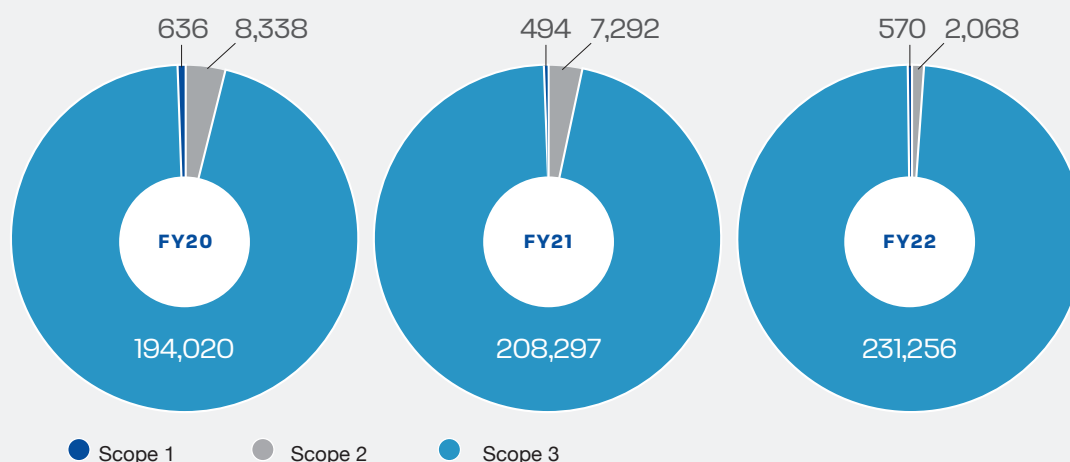
Our Carbon Footprint *FY20 – FY22 in Metric Tons of Carbon Dioxide Equivalent (MTCO$_2$e)*

EMISSION SOURCE MTCO$_2$e	FY20	FY21	FY22
Scope 1 Emissions [1]			
Stationary fuel combustion	298	319	334
Mobile combustion	160	3	2
Fugitive (process gases and refrigerants used in Cirrus Logic controlled equipment)	178	172	234
Total Scope 1 Emissions	**636**	**494**	**570**
Scope 2 Emissions [2, 3] *(market-based)*			
Electricity	8,047	7,017	1,878
Chilled Water	120	104	110
Fugitive (refrigerants used in equipment not controlled by Cirrus Logic)	171	171	80
Total Scope 2 Emissions	**8,338**	**7,292**	**2,068**
Scope 3 Emissions			
Business Travel [4]	8,780	107	817
Purchased Goods and Services [5]	179,156	203,035	223,407
Capital Goods [5]	4,109	3,313	5,163
Upstream Transportation and Distribution	1,644	1,458	1,385
Upstream Leased Assets	331	384	484
Total Scope 3 Emissions	**194,020**	**208,297**	**231,256**

[1] FY20 and FY21 Scope 1 emissions have been restated to incorporate the Lion Semiconductor acquisition, to replace previously estimated natural gas and refrigerant data with actuals, and to account for process gases that were not previously included.

[2] FY20 and FY21 Scope 2 emissions have been restated to incorporate the Lion Semiconductor acquisition and to include emissions from electricity used by IT assets housed in co-located data centers. We also updated the emissions factors to use factors that better align with our fiscal year.

[3] 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 - FY20 7,829, FY21 7,072, and FY22 6,982.

[4] FY20 and FY21 Scope 3 business travel emissions have been restated to incorporate travel for our employees in Asia.

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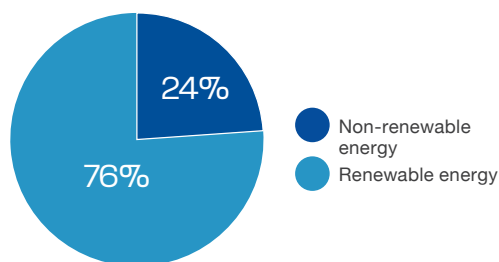
Energy

We consumed an estimated total of 116,374 Gigajoules (GJ) of energy in FY22. We completed the transition of 100 percent of our U.K. locations to renewable electricity contracts in FY21. In FY22 we achieved our goal of fully transitioning 100 percent of our Austin facilities to renewable electricity contracts. In addition to these renewable electricity purchases, the chilled water used in our Austin buildings is supplied by a renewably powered district cooling facility. In FY22, 79 percent of our total electricity use and 76 percent of our total energy use were sourced from renewable resources such as wind and solar.
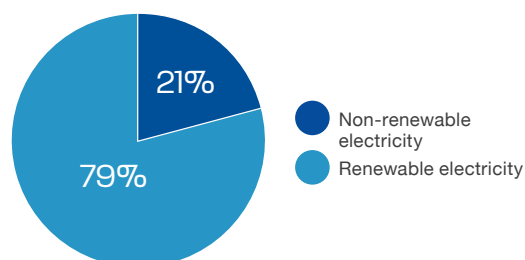
ENERGY EFFICIENCY

We prioritize the use of LED lighting, smart controls, and energy-efficient heating, ventilation, and air conditioning (HVAC) systems in an effort to reduce the energy footprint of our facilities. This past year we replaced the lights in our Austin parking garages with LEDs, which we estimate will reduce lifetime carbon dioxide emissions by over 100 metric tons.

Additionally, our Edinburgh and London 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.

Breakdown of renewable versus non-renewable energy use for FY22

Our Energy Use *FY20-FY22 in Gigajoules (GJ)*

	Non-Renewable Energy Consumption		Renewable Energy Consumption	
	GJ	%	GJ	%
FY20 Total	132,442	76	41,460	24
FY21 Total	64,910	63	38,112	37
FY22 Total	28,006	24	88,368	76

Energy sources include chilled water, fuels used in stationary combustion (natural gas and diesel), and purchased electricity.

We align with the GHG Protocol Scope 2 market-based method for calculating renewable energy percent. We include our renewable electricity purchase contracts and we exclude renewable energy in the regional grid mix, to avoid double counting of renewable energy purchased by other parties.

Our Electricity Use *FY20-FY22 in Megawatt-hour (MWh)*

	Non-Renewable Electricity Consumption		Renewable Electricity Consumption	
	MWh	%	MWh	%
FY20 Total	16,876	88	2,376	12
FY21 Total	15,851	85	2,778	15
FY22 Total	4,174	21	15,749	79

Includes only purchased electricity.

Breakdown of renewable versus non-renewable electricity consumption for FY22

Our People

Cirrus Logic is committed to fostering an employee-centric corporate culture and investing in the long-term well-being of our people.

We value diverse backgrounds and perspectives, and we strive to create an inclusive workplace where employees feel like they belong and have opportunities to succeed. The importance of diversity, equity, and inclusion is also recognized by our Board of Directors, who receive a report on our efforts at least once annually.

Our dedication to maintaining a positive and productive workplace contributes to the company's success by attracting and retaining a talented workforce and supporting a culture of innovation.

Promoting An Inclusive Culture

We believe diversity of thought, identity, and experience cultivates an environment of innovation. Employees want to feel valued and included in a workplace that provides opportunities for their careers to flourish. Our corporate culture has consistently appeared on top workplace lists, performing well in categories that measure employee job satisfaction.

Cirrus Logic's leadership team encourages employee engagement by soliciting feedback through periodic surveys which are reviewed and acted upon to continuously improve the employee experience. The most recent global survey results suggest our workplace culture contributes to our employees' personal and professional success.

We strive to create a culture in which new ideas are not only encouraged and supported but individual contributions are also recognized. In addition, we are taking action to foster more diverse interview panels and candidate slates. We are also applying a fairness and equity lens to our recruiting and hiring processes and have adopted policies to advance an even more inclusive work environment.

As an engineering-driven company, we face significant hiring and workforce challenges that we are addressing through carefully designed programs to attract and retain women. In addition to promoting opportunities at Cirrus Logic, we are also focused on increasing the representation of women in the technology industry overall.

OUR TURNOVER RATE

As with many technology companies, Cirrus Logic has encountered challenges associated with hiring and retaining talent, particularly qualified engineering personnel. While we have recently experienced higher turnover compared to previous years, we believe that empowering a diverse and inclusive workplace and showing a commitment to employee development are more valuable than ever. This has contributed to the company's continued outperformance compared to the industry in voluntary turnover.

FY20	FY21	FY22
7% — 12%	6% — 12%	9% — 13%

● Voluntary Turnover – Cirrus Logic
● Voluntary Turnover – Industry Benchmark*
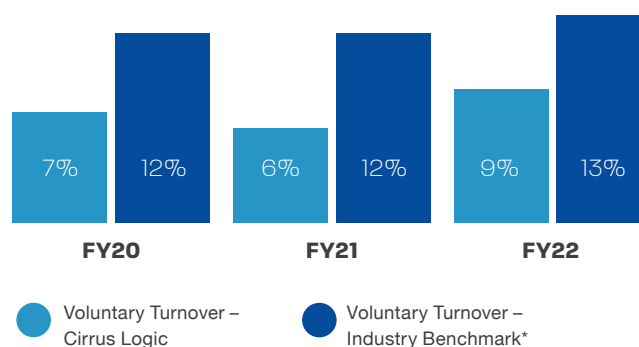
Source: Radford Salary Increase and Turnover Study

INCREASING ENGAGEMENT FOR WOMEN

The mission of the Women's Leadership Team (WLT) is to cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, and collaboration. This past year the WLT's global membership increased by 41 percent. A new program sponsored by the WLT in FY22 was the Executive Leadership Series where senior management, representing a range of business functions across Cirrus Logic, shared stories about their career journeys, mentors, challenges with work-life balance, and other topics.

"We will continue to build on Cirrus Logic's great culture by ensuring that we embrace our teams across the globe, bringing together everyone's unique talents and perspectives to fuel innovation and foster a culture of diversity, equity, and inclusion."

Denise Grodē
Chief Human Resources Officer

Global Workforce Detail

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

	FY20	FY21	FY22
Total Workforce Distribution by Gender:			
Men	83%	83%	82%
Women	17%	17%	18%
Technical Workforce:			
Men	90%	90%	89%
Women	10%	10%	11%
Non-Technical Workforce:			
Men	59%	58%	58%
Women	41%	42%	42%
Executive Leadership Team:			
Men	90%	90%	100%
Women	10%	10%	0%*
Total Workforce Distribution by Age:			
20s	9%	9%	12%
30s	31%	29%	28%
40s	34%	33%	33%
50s	21%	22%	21%
60s+	5%	7%	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.
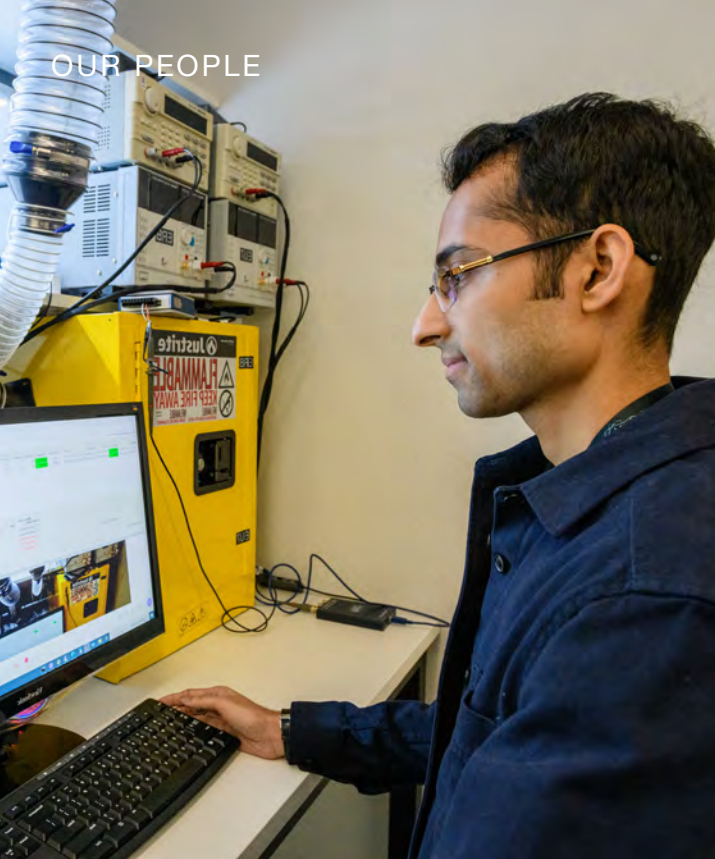
Growing Our Talent Pipeline

We rely on highly specialized skills even within the electrical engineering disciplines, such as analog and mixed-signal processing, to deliver innovative products. Given our highly technical skill set requirements, we are investing in events and programs to inspire the next generation of engineers. Ongoing efforts to develop a strong talent pipeline include supporting various outreach programs that encourage young people to consider careers in science, technology, engineering, and math (STEM) fields.

Our engagements range from sponsorship of the Edinburgh Science Festival to our participation in the Code2College high school internship program. Each summer and fall we also host interns, providing them with valuable experience, personal development, and mentorship opportunities. This year a record number of women joined the college intern program, accounting for 33 percent of the group. Additionally, we awarded $120,000 in scholarships in FY22 to women completing their engineering degrees.

We recognize the importance of increasing diversity and expanding our pool of talent and have partnered with university student organizations supporting underrepresented groups to host campus panels and recruiting events. Examples include our participation in the Hispanic Serving Institutions virtual career fair and a Women in Electrical/Computer Engineering information session. We also continue to sponsor the University of Texas 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.

Investing In Our People

As part of our continuous improvement efforts, Cirrus Logic offers robust employee learning and professional development programs. We also sponsor memberships to organizations that are dedicated to empowering our employees to achieve their full potential both as leaders and in their careers.

Complementing our in-house learning and development efforts, we offer assistance and tuition reimbursement for all eligible employees worldwide to help them take the next steps in their education and career. In the U.S. we recently increased this reimbursement to $10,000 of qualifying costs per year. In FY22, there was a 25 percent increase in U.S. employees enrolled in this benefit.

Through our learning platform, we provide virtual classes in areas such as management and leadership, personal development, engineering and technical skill-building, health, wellness, and other professional topics. This past year, our employees completed approximately 9,200 hours of training.

In FY22, we introduced a new Leadership Development Series called Discover Your Story and Accelerate Your Leadership. This seven-month program was designed to empower employees to leverage their authentic voice and leadership style to maximize their impact within Cirrus Logic. The first cohort consisted of 12 people at varying stages of their careers drawn from departments across the organization. The group engaged in various mentorship and peer coaching sessions, which culminated in a set of 'Small Win' projects designed to show how focusing attention on a series of small actionable goals contributes towards larger organizational changes.

"I've been with the company for 29 years in a variety of roles. This has given me the opportunity to develop my career through training and mentorship, while learning first-hand the benefit of diverse viewpoints and how to work with people from different parts of the business."

Sharon E.
Vice President of Supply Chain

COLLABORATING AND KNOWLEDGE SHARING

We facilitate employee development by fostering open communication of best practices. In-house experts share their experiences and insight, and we also invite outside experts to contribute to the exchange of new ideas and innovations to inspire our teams. Programs that support these practices include:

Tech Talk Tuesdays
Academic leaders and technology industry experts regularly discuss their research with our employees. This year we heard from a diverse group of presenters on topics like Making Analog Accessible Through Reconfigurable Design (Cornell), Exploiting AI in Sensory Devices (Katholieke Universiteit Leuven), and Power Delivery Architectures in Data Centers and Mobile Computing – Opportunities and Challenges (UC Berkeley).

KnowledgeShares
We regularly invite our in-house experts to share what they are working on to increase literacy of company innovations. KnowledgeShares also provide presenters with the opportunity to spotlight their accomplishments and receive feedback and recognition from their colleagues. Some of the more popular topics this year were Analogies Between Electrical and Mechanical Systems and Digital Load Modeling for Analog Circuits.

Caring For Our People

Throughout the ongoing COVID-19 pandemic, Cirrus Logic streamlined our safety protocols as appropriate for each location. Our global programs keep our employees safe at work and provide resources and support to protect their social, emotional, and physical well-being. We also continue to offer flexibility for remote working to enable our employees to remain productive while maintaining work-life balance.

HEALTH AND SAFETY

Our Health and Safety team manages our global health and safety policy, site-specific programs, procedures, and other resources, as well as an internal portal to provide employees with access to all relevant safety procedures and documentation.

Our Health and Safety Management System includes:

- Compliance with applicable health and safety standards and monitoring requirements;
- Reporting mechanisms for work-related incidents and issues;
- Incident investigation database and root cause analysis procedure;
- Promotion of worker health and access to occupational health services, including ergonomic assessments; and
- Emergency preparedness plans and response teams.

Employees working in our research facilities receive specialized, role-specific training for health and safety matters. The company takes measures to prevent and mitigate employee exposure to potential human health hazards in our facilities using a risk assessment system for hazard identification. We conduct regular inspections to maintain a safe and healthy work environment.

Cirrus Logic has never had a work-related fatality and in calendar year 2021 reported zero recordable and lost-time incidents to the U.S. Occupational Safety and Health Administration.

WELLNESS CHALLENGE

This year our company conducted a global challenge, connecting our worldwide offices through a variety of recreational activities and well-being tasks. The nine-week contest tracked activities like yoga, running, and indoor cycling, with over 300 employees participating. The winning team logged over nine million steps, and 74 percent of participants shared that they were more active after participating in the challenge.

EMPLOYEE HEALTH AND WELLNESS PROGRAMS

In FY22, Cirrus Logic won the top award from the Austin Chamber of Commerce for Employee Health and Wellness.

We provide fitness facilities at several locations and have an on-site medical clinic at our headquarters in Austin. Other wellness benefits include:

- Preventative health screenings;
- Flu shots;
- Expanded paid time off for COVID-19;
- COVID-19 testing and vaccinations;
- Free confidential mental health support;
- Monthly wellness webinars;
- Virtual fitness classes; and
- Meditation classes.

WELLNESS AND OTHER BENEFITS

Cirrus Logic offers competitive salaries, comprehensive benefits, and a host of other perks. While they vary from country to country, our compensation packages are designed to attract and retain top talent. In FY22, we enhanced our family care benefits in the U.S. by lengthening our paid parental leave, increasing the amount paid for childbirth leave, and introducing flexible return to office leave to help employees transition back to work after welcoming a new child. Further, we introduced new inclusive benefits for surrogacy and adoption assistance programs that reimburse employees up to $14,000 in related expenses. Our family care benefits also include fertility coverage, subsidies for childcare or backup care, and programs for new parents.

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 for employees in other countries. Cirrus Logic's benefits are designed to enrich the physical, mental, emotional, social, and financial well-being of our employees and their families.

Community Engagement

Supporting the communities in which we live and work is an important part of Cirrus Logic's corporate culture.

We concentrate our efforts on volunteering and making philanthropic and charitable contributions to targeted environmental, educational, arts, and humanitarian causes.

In FY22, we expanded the opportunities for employees to give their time and talents to causes that align with both their personal interests and our corporate values. Our employees across the globe volunteered more than 880 hours to support these causes last year.
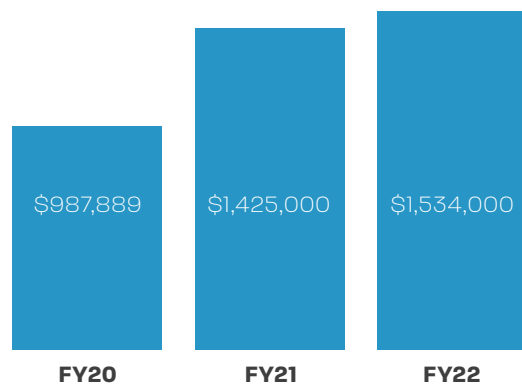
Driving Impact Through Employee Engagement

Philanthropic and charitable donations in FY22 totaled $1.9 million, which includes Cirrus Logic and employee-matched cash donations. This enabled us to support approximately 380 organizations worldwide.

CORPORATE GIVING

FY20	FY21	FY22
$987,889	$1,425,000	$1,534,000

AMPLIFY AUSTIN

To contribute to a strong and vibrant local community, we support Amplify Austin's 24-hour community fundraising event. In FY22 we gave to over 270 organizations and our donations increased by nine percent from the prior year to approximately $408,000, including Cirrus Logic and employee-matched cash donations.

RED CROSS

Cirrus Logic matched employee donations to the American Red Cross and British Red Cross to help "turn compassion into action" in the wake of global disasters including the COVID-19 spike in India, the earthquake in Haiti, the Kentucky tornadoes, and the Ukraine humanitarian crisis. Collectively, Cirrus Logic and our employees raised over $260,000 for the Red Cross.

Amplifying Our Community Impact

We support causes that cover a wide range of topics and share a connection with employees and our local communities. These efforts contribute to select United Nations Sustainable Development Goals (UNSDG), described in our UNSDG Index in the Appendix.

Topic	Long-Term Objective	Examples Of The Organizations We Support
Employee-Driven Philanthropy	Aligning corporate giving programs with nonprofit organizations that reflect our employees' interests, values, and passions	Alzheimer's Society, Central Texas Food Bank, Children's Hospice of Scotland, Mobile Loaves & Fishes, Teenage Cancer Trust
Environment	Supporting programs that drive community interaction including community building, reforestation, sustainable agriculture, and environmental clean-up efforts	Action for River Kennet, Rendu Beach Clean-Up, Renewable Energy Foundation, Tree Folks, Urban Roots
Music and Arts	Supporting live music and the musicians that enrich our lives and donating to local theaters to enable enjoyment of the arts	Austin Lyric Opera, Austin Shakespeare, Edinburgh International Children's Festival, HAAM, H.O.M.E. (Housing Opportunities for Musicians and Entertainers), King's Theatre Edinburgh, The Long Center, SIMS Foundation
Social Empowerment	Providing financial support to organizations focused on improving the human condition and promoting equity	ASHA for Education, Barnardo's: Believe in Children, Children Are Us Foundation, DivInc., Dress for Success, Miracle Foundation, Po Leung Kuk, SAFE
STEM and Workforce Diversity	Accelerating diversity programs to spark interest in Science, Technology, Engineering, and Math (STEM) fields to prepare the future workforce and expand our talent pipeline	Ann Richard's School for Young Women Leaders, Austin Regional Science Festival, Digital Xtra Fund, FIRST Robotics

Inspiring The Next Generation

IMAGINATE

In FY22, Cirrus Logic sponsored Imaginate, a Scottish organization that recognizes the importance of providing opportunities for children to experience engaging and innovative programming. Each year, they host the Edinburgh International Children's Festival, which provides complimentary theater and dance performances to an audience of approximately 19,000 children, along with their families and teachers. This festival not only inspires young people but also reminds us of the value of creativity and community.

SUPPORTING ENTREPRENEURIAL SPIRIT

Meara M., the daughter of a Cirrus Logic employee, was awarded the Silver Presidential Service Award in November 2021 for volunteering and service to the community. Through her first project, "Meara's Baking Wonderland," she made and sold baked goods to raise funds to provide supplies for residents of Casa Marianella and Posada Esperanza, two homes for displaced immigrants and their families. Meara's second project involved making and selling handwoven yarn bracelets to raise money for the Miracle Foundation, an organization dedicated to finding loving families for orphaned and vulnerable children.

Inspired by Meara's social entrepreneurship efforts, the company matched the funds she raised in these two projects and has since formed its own partnership with the Miracle Foundation.

KIDS WHO INNOVATE VIRTUAL SCIENCE FAIR

In conjunction with the Cirrus Logic Innovation Conference, we hosted a global virtual science fair for children of our employees. They were invited to share their projects with a virtual audience from the Cirrus Logic community and bring their STEM knowledge to life in a fun and engaging way. Recognizing their creativity and talents, ten winners each received an award, which consisted of a $100 gift card for the winner and a $250 donation to their classroom, sports team, or favorite charity.

Projects from some of our winners included:

- Elephant Toothpaste Fountain, Paxton L. (age 9);
- Removing Shell from an Egg, Maia A. (age 11); and
- Static Electricity, Abbie A. (age 8).

Hong Kong

Singapore

Shanghai

Edinburgh

Edinburgh

Newbury

Austin

Austin

Mesa

Corporate Governance

Cirrus Logic and its Board of Directors are committed to operating under sound principles of corporate governance and the highest standards of integrity, honesty, and ethical conduct.

Our 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 our CEO. Our average director tenure is 6 years, and we appreciate the diversity of skills and backgrounds across our Board and the array of perspectives they represent. As part of our commitment to diversity at the Board level and to meet the Nasdaq Board Diversity Rule, we recently instituted a survey for our board members to voluntarily self-identify their demographic backgrounds. Two of our eight Directors self-identify as women, and an additional Director self-identifies as Asian.

We proactively manage financial, operational, strategic, and other emerging risks through a dynamic oversight framework. 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 company's environmental, social, and governance program is overseen by the Board with delegation to its three standing committees, comprised of independent members.

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

Board Overview

8 Size of Board	**7** Independent directors
Yes Separate independent chair	**Annual** Election of directors
97% FY21 percent Say-on-Pay advisory vote approval	**Yes** ESG oversight
25% Directors self-identify as women	**13%** Directors self-identify as ethnically diverse
97% FY21 percent of "for" votes for election of Chair	**99%** FY21 percent of "for" votes for election of CEO

Compliance And Ethics

We build relationships based on trust with our customers, shareholders, employees, suppliers, and the communities in which we live. We conduct business fairly, ethically, and in compliance with all laws and regulations in the regions where we operate.

Our Corporate Code of Conduct applies to all employees, officers, and directors and codifies our expectations for integrity and ethical conduct in all business dealings. Our Supplier Code of Conduct details our ethical standards related to labor, health and safety, and the environment. As a fabless semiconductor company, we require that our Supplier Code of Conduct is reviewed and agreed by our tier-one foundry, assembly, test, and distribution vendors. Our 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 environmental, social, and governance 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 ethics hotline administered by a third-party, or through direct communication with management. Our Board of Directors' Audit Committee, in conjunction with our General Counsel, receives all reports submitted through EthicsPoint and determines how the matter will be reviewed and investigated.

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

- Corporate Code of Conduct
- Supplier Code of Conduct
- Insider Trading Policy
- Policy Statement on Human Rights
- Anti-Slavery and Human Trafficking Statement
- Conflict Minerals Policy
- Privacy Policy
- Equal Employment Opportunity and ADA Compliance Policy

Annual compliance and ethics training and a Corporate Code of Conduct review are mandatory for all employees, officers, and directors to confirm an 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. Our FY22 training focused on code of conduct, insider trading, and harassment prevention in the workplace. All employees completed this training during the fiscal year.

CORPORATE GOVERNANCE

Cybersecurity And Data Privacy Controls

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 seriously the protection of our employees' privacy and any personal data that we hold. We adhere to the data privacy laws of the different countries and regions where we do business.

Cirrus Logic's director of Information Security is responsible for managing our cybersecurity program and reports to the vice president of Cirrus Logic International and Information Technology, who reports directly to the CEO. 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 our Board of Directors brings substantial information security expertise, ensuring cybersecurity remains a priority for Cirrus Logic.

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 new regulatory requirements. Independent third parties test our information security processes and systems on a regular basis as part of our overall enterprise risk management.

Our cybersecurity framework aligns with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, and we continue to strengthen our controls and capabilities. We are also a member of the Cyber Security Information Sharing Partnership (CiSP), a joint industry and government initiative run by the National Cyber Security Centre in the U.K., which provides us with a secure and confidential environment to share threat intelligence information.

In FY22 we continued to strengthen our cybersecurity controls and acquired a platform that will enable us to enact protocols for data security, privacy, and vendor management more effectively. Further, we have engaged an external security operations center to provide additional support and help manage the detection and response to potential threats and breaches.

All employees, officers, and directors are required to complete 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 also include cybersecurity training as part of our contractor onboarding process for those workers with access to our network and Cirrus Logic email accounts, unless their own company's security awareness training has been reviewed and approved. In FY22, we had a 100 percent completion rate for employees, officers, directors, and contractors. We update our training to incorporate evolving threats and government regulations.

Our Data Protection Working Group brings together key stakeholders from various business units to monitor, review, and ensure company policies and processes are compliant with current data protection laws and to raise awareness internally of Cirrus Logic's data protection measures. Additionally, we provided targeted training to address regional data privacy practices including the U.K. Data Protection Act, the General Data Protection Regulation (GDPR), and the California Consumer Privacy Act.

BUILDING CYBERSECURITY AWARENESS

In addition to mandatory training, we conduct regular awareness programming to help employees recognize and respond to potential cybersecurity threats. In FY22, we held a month-long campaign where we 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 expenses, adverse impact on our operations or financial results, or any penalties or settlements. We recognize that cybersecurity attacks are becoming more complex and frequent and, while we continue to invest in automation, tooling, protocols, and educating our employees to mitigate these risks, we cannot guarantee our efforts will be sufficient. For additional information, please review the cybersecurity risk factor included in the company's Form 10-K filing.

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 will evaluate expanding our disclosures in the future.

Topic	Code	Metric	Unit of Measure	Response/Location
Greenhouse Gas Emissions	TC-SC-110a.1	1) Gross global Scope 1 emissions and 2) amount of total emissions	Metric tons CO_2e	Environment: Our Carbon Footprint Environment: GHG Reduction Target
	TC-SC-110a.2	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, including emissions reduction targets, and an analysis of performance against those targets	N/A	Environment: GHG Reduction Target
Energy Management in Manufacturing	TC-SC-130a.1	1) Total energy consumed, 2) percentage grid electricity, 3) percentage renewable energy	Gigajoules, Percentage (%)	Environment: Energy
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	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	Tons (t), percentage (%)	As a fabless semiconductor company, the amount of hazardous waste generated in our research facilities is negligible (<1 percent of total waste). What is generated is disposed of in compliance with all applicable laws and regulations.
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: Caring For Our People
	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.
Recruiting and Managing a Global Skilled Workforce	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	(1) 13 percent of employees are foreign nationals. (2) 10 percent of employees are in Asia, 28 percent of employees are in Europe, and 62 percent of employees are in North America. Please review the risk factors included in the company's Form 10-K filing for additional discussion regarding recruiting foreign nationals and conducting offshore business activities.

Topic	Code	Metric	Unit of Measure	Response/Location
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contains IEC 62474 declarable substances	Percentage by revenue ($)	Corporate Compliance website
	TC-SC-410a.2	Processor energy efficiency at a system level for: (1) servers (2) desktops, and (3) laptops	Various, by product category	We do not disclose energy efficiency at a system level as our life cycle ends when the product is shipped to the customer.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Corporate Compliance website
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	U.S. dollars ($)	Cirrus Logic had zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.

GRI Content Index

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

GRI 102: General Disclosures

GRI Standard	Disclosure	Description	Location and Notes
102: Organizational Profile			
	102-1	Name of the organization	Cirrus Logic, Inc. | NASDAQ: CRUS
	102-2	Activities, brands, products, and services	Our Company
	102-3	Location of headquarters	800 West 6th Street Austin, Texas 78701
	102-7	Scale of the organization	Our Company: At A Glance
	102-8	Information on employees and other workers	Our People
	102-9	Supply chain	Responsible Supply Chain
102: Strategy			
	102-14	Statement from senior decision-maker	A Message From Our CEO
	102-15	Key impacts, risks and opportunities	ESG At Cirrus Logic TCFD Index
102: Ethics and Integrity			
	102-16	Values, principles, standards, and norms of behavior	Corporate Governance: Compliance And Ethics
	102-17	Mechanisms for advice and concerns about ethics	Corporate Governance: Compliance And Ethics
102: Governance			
	102-18	Governance structure	Corporate Governance For a complete description of Cirrus Logic's Corporate Governance practices, please refer to our proxy and Form 10-K, or visit our Investor website.
	102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance ESG At Cirrus Logic

GRI 102: General Disclosures Cont.

GRI Standard	Disclosure	Description	Location and Notes
102: Reporting Practice			
	102-47	List of material topics	ESG At Cirrus Logic: Cirrus Logic's ESG Roadmap
	102-50	Reporting period	FY22: March 28, 2021 – March 26, 2022
	102-51	Date of most recent report	May 25, 2021
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	esg@cirrus.com

GRI 200: Economic

GRI Standard	Disclosure	Description	Location and Notes
201: Economic Impact (2016)			
	201-1	Direct economic value generated and distributed	Community Engagement
205: Anti-Bribery and Corruption (2016)			
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance: Compliance And Ethics
206: Anti-Competitive Behavior (2016)			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Cirrus Logic had zero legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly practices in which the organization has been identified as a participant.

GRI 300: Environment

GRI Standard	Disclosure	Description	Location and Notes
302: Energy (2016)			
	302-1	Energy consumption within the organization (GJ)	Environment: Energy
	302-2	Energy consumption outside of the organization (GJ)	Environment: Energy
305: Emissions (2016)			
	305-1	Direct (Scope 1) GHG emissions	Environment: GHG Emissions Data
	305-2	Energy indirect (Scope 2) GHG emissions	Environment: GHG Emissions Data
	305-3	Other indirect (Scope 3) GHG emissions	Environment: GHG Emissions Data

GRI 400: Social

GRI Standard	Disclosure	Description	Location and Notes
401: Employment (2016)			
	401-1	New employee hires and employee turnover	Our People: Promoting An Inclusive Culture
403: Occupational Health and Safety (2018)			
	403-1	Occupational health and safety management system	Our People: Caring For Our People
	403-5	Worker training on occupational health and safety	Our People: Caring For Our People
	403-6	Promotion of worker health	Our People: Caring For Our People
	403-9	Work related injuries	Our People: Caring For Our People

U.S. Employee Health and Safety Performance

Metric	CY21*
Lost-time incident rate	0
Total recordable incident rate	0
Fatalities	0

* Reported to U.S. Occupational Health and Safety Administration on March 2, 2022

APPENDIX

GRI 400: Social

GRI Standard	Disclosure	Description	Location and Notes
404: Training and Education (2016)			
	404-2	Programs for upgrading employee skills and transition assistance programs	Our People: Investing In Our People
	404-3	Percentage of employees receiving regular performance and career development reviews	Each year, eligible employees work with their managers to create personal development plans, set stretch goals, and identify critical capabilities for development.
405: Diversity and Equal Opportunity (2016)			
	405-1	Diversity of governance bodies and employees	Our People: Promoting An Inclusive Culture Corporate Governance: Board Overview Appendix: U.S. Demographic Snapshot
418: Customer Privacy (2016)			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance: Cybersecurity And Data Privacy Controls No substantiated complaints were received concerning breaches of customer privacy during the reporting period, nor were there any identified losses of customer data.

TCFD Index

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

Disclosure	Response
Governance	
a. Describe the board's oversight of climate-related risks and opportunities	Responsibility for environmental, social, and governance (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.
b. 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 engineering 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	
a. 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 risk factors included in the company's Form 10-K filing. **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 cycle could adversely affect our operations and financial results. 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 the reliance on large volumes of ultra-clean water for these operations. 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.
b. 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 recently established our first Scope 1 and 2 GHG reduction target, we are incorporating anticipated costs into our financial planning.

Disclosure	Response
Strategy	

c. 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 arising 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 >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, under all four carbon price scenarios, potential increased costs are not considered material. We expect to continue to expand our transitional risk assessment and reporting in future years.

Disclosure	Response
Risk Management	
a. 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.
b. 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 the 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.
c. 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.
d. 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; • ESG ratings that include climate risk management indicators.

Disclosure	Response
Risk Management	
e. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Environment: GHG Emissions Data
Targets	
a. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Environment: GHG Emissions

United Nations Sustainable Development Goals Index

The United Nations Sustainable Development Goals (UNSDG) provide a pathway to achieve a sustainable future for humanity and the planet. There are 17 sustainable development goals, and in FY21 we focused our efforts on Goal 5: Gender Equality and Goal 7: Affordable and Clean Energy. In FY22, we have expanded our efforts to include Goal 4: Quality Education and Goal 13: Climate Action.

UNSDG	Target	Cirrus Logic Actions/Initiatives
Ensure Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities for All		
4 QUALITY EDUCATION / 5 GENDER EQUALITY	4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university 5.1: End all forms of discrimination against all women and girls everywhere	• Increased tuition reimbursement from $6,000 to $10,000 in FY22 for all eligible U.S.-based employees • Continued participation in the Stanford VMware Women's Leadership Innovation Lab, which develops and disseminates programs that are intended to remove gender bias • Maintained long-term partnerships with organizations promoting STEM education for young people through volunteer activities and financial support, including Ann Richard's School for Young Women Leaders, Code2College, Digital Xtra Fund, FIRST Robotics, Girlstart, Girls Empowerment Network, Latinitas, Girl Day at UT Austin, and Westlake Robotics Club • 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 • Awarded $120,000 in scholarships to women in STEM undergraduate programs to complete their engineering degrees in both FY21 and FY22 • Continued to support and develop the Women's Leadership Team employee resource group, in which global membership increased by 41 percent in FY22 • Worked to increase our pipeline of technical candidates
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	• Created partnerships with university student organizations supporting underrepresented groups to engage them in panels and hiring events that we host on campus, including groups like Women in ECE chapter at the University of Texas • 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 where we actively recruit early-career hires • Hosted fall and summer interns, providing them with valuable 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	• Provided paid parental leave, increased the amount paid for childbirth leave, introduced flexible return leave; further, we introduced fertility coverage, surrogacy and adoption assistance programs, subsidies for childcare or backup care, and programs for new parents • Provided tutoring discount benefits

UNSDG	Target	Cirrus Logic Action/Initiatives
Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All		
7 AFFORDABLE AND CLEAN ENERGY	7.2: Increase substantially the share of renewable energy in the global energy mix by 2030	• Contracted for 100 percent renewable energy for our U.K. offices • Transitioned our Austin facilities to 100 percent renewable electricity contracts in FY22
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	• Established a Scope 1 and 2 GHG emissions reduction target of 90 percent by FY30, compared to FY21 • Conducted our first climate risk assessment and scenario analyses in FY22 to help us integrate climate-related risks into our enterprise risk management process

U.S. Demographic Snapshot

Cirrus Logic is required to report certain information to the U.S. Equal Employment Opportunity Commission (EEOC). This report provides a snapshot of demographics for our U.S. workforce; the job, gender, and ethnicity categories are defined by the EEOC. Our most recent Equal Employment Opportunity Component 1 Report (EEO-1) is below.

CO= M139356
u= M139356

EQUAL EMPLOYMENT OPPORTUNITY
2021 EMPLOYER INFORMATION REPORT EEO-1
CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. CIRRUS LOGIC INC
   800 WEST 6TH STREET
   AUSTIN, TX 78701

2.a. CIRRUS LOGIC INC
   800 WEST 6TH STREET
   AUSTIN, TX 78701

c. EIN= 770024818

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- Y   DUNS= 113303614

SECTION E - ESTABLISHMENT INFORMATION
NAICS: 334413 - Semiconductor and Related Device Manufacturing

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES | HISPANIC OR LATINO | | NOT-HISPANIC OR LATINO | | | | | | | | | | | | OVERALL TOTALS |
| | | | *** MALE *** | | | | | | *** FEMALE *** | | | | | | |
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	0	0	7	0	0	0	0	0	1	0	0	0	0	0	8
FIRST/MID OFFICIALS & MGRS	6	3	96	5	1	36	0	1	16	0	0	6	0	0	170
PROFESSIONALS	44	7	314	13	0	230	0	9	51	0	0	60	0	3	731
TECHNICIANS	14	2	23	1	0	4	0	3	5	0	0	4	0	0	56
SALES WORKERS	0	1	5	1	0	2	0	0	0	0	0	1	0	0	10
ADMINISTRATIVE SUPPORT	1	3	5	1	0	0	0	0	10	1	0	2	0	0	23
CRAFT WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES	0	0	0	0	0	1	0	0	0	0	0	2	0	0	3
LABORERS & 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
TOTAL	65	16	450	21	1	273	0	13	83	1	0	75	0	3	1001
PREVIOUS REPORT TOTAL	51	15	424	16	1	258	0	14	83	1	0	63	0	2	928

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 10/16/2021 THRU 10/29/2021
SECTION G - CERTIFICATION
CERTIFYING OFFICIAL: Denise Grode

EEO1 REPORT CONTACT PERSON: David Darrow

CERTIFIED DATE [EST]: 5/10/2022 2:25 PM
TITLE: Chief Human Resources Officer

TITLE: Director Human Resources

Cirrus Logic's 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, testing, and distribution, to our network of premier global suppliers.

1 RESEARCH & DEVELOPMENT

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

2 DESIGN & 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.

3 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.

4 ASSEMBLY & TEST

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

5 PACKAGING & 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.

APPENDIX

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 from business travel, leased assets, purchased goods and services, capital goods, and product transportation for FY21 and FY22.

**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:** 570 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 6,982 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 2,068 metric tons of CO_2 equivalent
- **Scope 3:**

    Purchased Goods & Services: 223,407 metric tons of CO_2 equivalent

    Capital Goods: 5,163 metric tons of CO_2 equivalent

    Upstream Transportation and Distribution: 1,385 metric tons of CO_2 equivalent

    Business Travel: 817 metric tons of CO_2 equivalent

    Upstream Leased Assets: 484 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, 2021 to March 31, 2022

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)

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Page 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.

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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
Program Manager
Apex Companies, LLC
Pleasant Hill, California

May 19, 2022

John Rohde, Technical Reviewer
Principal Consultant
Apex Companies, LLC
Lakewood, Colorado

This verification opinion declaraiton, 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 CDP in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this statement.

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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:** 494 metric tons of CO_2 equivalent
- **Scope 2 (Location-Based):** 7,072 metric tons of CO_2 equivalent
- **Scope 2 (Market-Based):** 7,292 metric tons of CO_2 equivalent
- **Scope 3:**

  Purchased Goods & Services: 203,035 metric tons of CO_2 equivalent

  Capital Goods: 3,313 metric tons of CO_2 equivalent

  Upstream Transportation and Distribution: 1,458 metric tons of CO_2 equivalent

  Business Travel: 107 metric tons of CO_2 equivalent

  Upstream Leased Assets: 384 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, 2020 to March 31, 2021

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)

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

Reference Standard:

- ISO 14064-3 Second edition 04-2019: Greenhouse gases -- Part 3: Specification with guidance for the verification and 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
Program Manager
Apex Companies, LLC
Pleasant Hill, California

John Rohde, Technical Reviewer
Principal Consultant
Apex Companies, LLC
Lakewood, Colorado

May 19, 2022

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 CDP in order to satisfy the terms of CDP disclosure requirements but without accepting or assuming any responsibility or liability on our part to CDP or to any other party who may have access to this statement.

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