

FY25
Environmental,
Social, and
Governance
Report



Table Of Contents

A Message From Our CEO	3
About This Report	4
Who We Are	5
Sustainability At Cirrus Logic	10
Responsible Supply Chain	13
Environment	18
People	29
Community Engagement	39
Corporate Governance	43
Appendix	49

A Message From Our CEO



Since our founding 40 years ago, Cirrus Logic has been committed to innovation and excellence in everything we do. We have consistently set industry-leading standards for performance and power in audio and many other areas of mixed-signal processing. Our success is built on the strength and dedication of our team, the trust of our customers, and the support of our shareholders. I am proud of the progress the company made this year in our environmental, social, and governance (ESG) focus areas, and we are pleased to see our

hard work receive recognition. In 2024, Cirrus Logic received awards from Top Workplaces for the first time in Arizona and for the 15th consecutive year in Austin, and we were also included on Barron's 100 Most Sustainable Companies for the fifth consecutive year. We were ranked for the first time as one of the World's Most Sustainable Companies by TIME and Statista. I invite you to read about our achievements this past year and our priorities for the future in this report.

Environment: As part of our effort to mitigate our overall environmental impact in FY25, we progressed against our Scope 1 and 2 greenhouse gas reduction target, reducing these emissions by 78 percent from our FY21 baseline year, primarily due to the procurement of renewable energy. To better inform our efforts regarding Scope 3 emissions, we increased our engagement with both customers and suppliers. I was also delighted to see employees take the initiative to create corporate programs to reduce waste by donating scientific equipment to educational institutions and charitable organizations, and recycling the plastic containers in which our wafers are transported.

People: Our continued success depends on our ability to attract and retain some of the most talented people in our industry. We are committed to fostering a culture where our employees feel a sense of belonging and are empowered to achieve their full potential. In support of this, we invest in professional development opportunities through a variety of platforms, including recently offering access to a highly recognized online learning platform that has wide range of courses for all of our employees worldwide.

Communities: Contributing positively to our communities through volunteerism and charitable donations is a fundamental part of who we are. This past year, our employees continued to demonstrate their passion for giving back with their time, talents, and resources. In FY25, our sustainability employee resource group worked to improve local green spaces and gardens, cleaned up our waterways, and held an e-waste drive to encourage employees to recycle. Some of the more interesting educational events focused on the breadth and importance of Scottish wildlife and the negative impacts of plastics on the environment, wildlife, and human health. As part of our corporate efforts to support our communities, we sponsored events for the Health Alliance for Austin Musicians and Code2College. I am also proud that for the seventh year in a row, we were the top business fundraiser for Amplify Austin, an annual day of giving for our Central Texas community.

In summary, we made significant progress in FY25 executing on the range of initiatives that we expect to both contribute to the company's future success and the prosperity of the communities in which we live and work. We believe Cirrus Logic's ability to build a profitable and growing business is complementary to our ESG goals, and our success in these areas will help to deliver long-term value for our shareholders, customers, employees, and communities. With a talented workforce, a commitment to delivering world-class products, and a focus on enriching our communities, I am excited to lead the company as we continue to build on this momentum.

A handwritten signature in black ink, appearing to read 'J. Forsyth'. The signature is fluid and cursive, with a period at the end.

John Forsyth
President and CEO



About This Report

This report includes information pertaining to Cirrus Logic, Inc. and our subsidiaries, with examples and metrics representing findings from our fiscal year 2025 (FY25), ending March 29, 2025. At times, we also provide multi-year data. All financial information is presented in U.S. dollars and on a GAAP basis.

Published in June 2025, this report focuses on the priority areas of our ESG strategy that have been identified through conversations with Cirrus Logic’s Board of Directors, executive leaders, and external stakeholders. We regularly reflect on our performance, review key topics to ensure they remain consistent with the company’s long-term strategy, and assess emerging issues and their relevance to the business.

This report includes specific disclosures aligned with the Sustainability Accounting Standards Board (SASB) 2023 Semiconductors Standard and with reference to the Global Reporting Initiative (GRI) 2021 Universal Standards. We also align our climate-related reporting to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), report to the CDP Climate Change Questionnaire, and support select United Nations Sustainable Development Goals (UNSDGs). For more information about these disclosures, see the [Appendix](#).

Inquiries related to this report or its content should be directed to esg@cirrus.com. Learn more about Cirrus Logic’s program on our [website](#).

Acknowledgments

We would like to acknowledge the talented Cirrus Logic employees from around the world who provided photographs for this report.

Andrei D. - Pages 2, 13,
16, 18, 22, 23, 34

Anthony L. - Page 48

Ewan W. - Page 43

Greg H. - Page 1

Ian M. - Page 47

Jake C. - Page 5

Jamie R. - Page 4

Jordan R. - Page 49

Lia A. - Page 19

Lynn S. - Page 10

Meredith C. - Page 7

Pu L. - Page 44

Sarah W. - Page 38

YC C. - Pages 17, 20



Who We Are

Cirrus Logic is a leading supplier of innovative mixed-signal processing solutions that span the analog-to-digital divide and push the boundaries of power and performance. As a pioneer of the fabless semiconductor model, we outsource the manufacturing of our products, which allows us to focus resources on research and development. Cirrus Logic is renowned for our semiconductor design capabilities and supply chain expertise. With 40 years of experience developing products, we have consistently set industry-leading standards in maximizing performance, minimizing battery requirements, and extending battery life, enabling our customers to deliver best-in-class user experiences.

Cirrus Logic At A Glance



Founded
1984



Headquarters
Austin, TX



FY25 revenue
\$1.9B



Employees worldwide
1,660



FY25 R&D investment
\$434.7M



Issued and pending
patents worldwide
~4,130



Our Products

Cirrus Logic cultivates a forward-thinking, innovation-focused culture that adapts to the evolving market and delivers solutions that exceed our customers' expectations. With approximately 4,130 pending and issued patents globally, we invest in advanced processing nodes and new technologies that allow us to make meaningful improvements in power, performance, latency, and digital signal processing.

Our extensive product portfolio consists of audio and high-performance mixed-signal (HPMS) components including boosted amplifiers, battery and power integrated circuits, camera controllers, codecs, and haptic and sensing solutions. These products solve challenging mixed-signal problems that require high precision, low latency, high performance, and ultra-low power data conversion. Our HPMS components embed digital signal processing and programmable control logic, distinguishing us from traditional analog-centric architectures and giving us a competitive advantage. The company's technology also consists of a broad portfolio of tools, software, and algorithms that help to differentiate our customers' products.

Our components can be found in a variety of consumer devices including smartphones, laptops, tablets, wearables, gaming devices, and augmented reality and virtual reality headsets.

We have a three-pronged strategy for growing our business:

1. Maintaining our leadership position in smartphone audio;
2. Increasing HPMS content in smartphones; and
3. Leveraging our strength in audio and HPMS to expand into additional applications and markets with new and existing components.

We continue to target opportunities where we can utilize our mixed-signal processing expertise to support customers who value differentiation, helping them deliver a compelling user experience. With a deep commitment to engineering excellence and a robust strategy to drive application and market diversification, Cirrus Logic is investing in research and product development programs that we believe will contribute to our long-term success.



Celebrating Employee Innovation

In 2024, the Austin Intellectual Property Law Association selected Cirrus Logic Engineering Fellow Eric K. as “Inventor of the Year” for his innovations in power- and battery-related technologies, audio amplifiers, and LED lighting. An annual recognition of outstanding individuals’ breakthroughs in intellectual property development and innovation, the award takes into account the impact and use cases associated with a nominee’s inventions.

“At Cirrus Logic, we’re proud of our 40-year history of creating innovative solutions to challenging engineering problems, and few people embody that spirit more than Eric,” said John Forsyth, CEO of Cirrus Logic. “He has been

instrumental in many of our key technologies across our product portfolio and is a brilliant mentor to our community of engineers.”

Eric joined Cirrus Logic in 1994 as a digital designer developing digital-to-analog converters and codecs for professional and consumer audio. Since then, he has held many roles at the company and served as a strategic member of the Cirrus Logic Patent Committee. Over his career he has received more than 130 U.S. patents.

“I’m honored to receive this award,” said Eric. “Developing solutions to address engineering challenges has always been a passion of mine, and it’s incredibly rewarding to see my work make a positive impact on the world.”



Eric’s granted patents

130+

Stakeholder Engagement

At Cirrus Logic, we are committed to fostering transparent, collaborative relationships with our stakeholders, including our employees, customers, shareholders, suppliers, and the communities in which we operate. Through engagement with these stakeholders, we seek to build trust and contribute to our industry’s sustainable development.



A field of blue lupine flowers in bloom, with a blue text box overlay on the left side. The flowers are in sharp focus in the foreground, with a soft-focus background of more flowers and trees.

Sustainability At Cirrus Logic

Cirrus Logic believes that embedding responsible policies and practices across our operations complements our business strategy and will ultimately contribute to the company's long-term success.

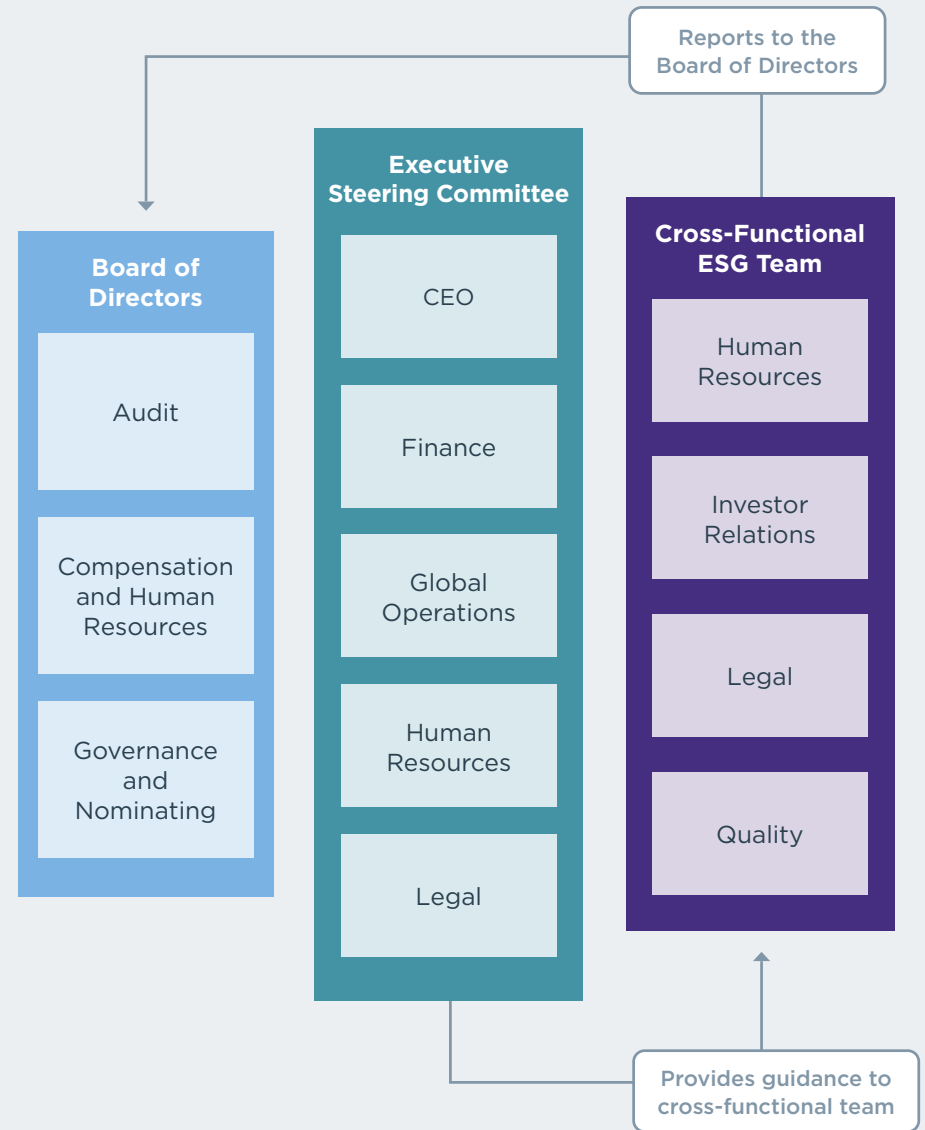
Sustainability Governance

Cirrus Logic’s Board of Directors has responsibility for oversight of our environmental, social, and governance (ESG) program and disclosures as well as climate-related risks, with delegation to its three committees — Audit, Compensation and Human Resources, and Governance and Nominating — within their respective areas of expertise.

Our sustainability efforts are operationalized by a cross-functional ESG team that periodically reports to the Board of Directors. This team operates under the guidance of an executive steering committee, which reviews the program’s direction, addresses potential barriers, and helps identify relevant risks and opportunities throughout the year.

Cirrus Logic recognizes the need to analyze and mitigate our potential risks related to climate change throughout our operations and supply chain. This year, our executive leadership team, along with certain key operational groups, attended training on the primary drivers for corporate climate action. The training reviewed Cirrus Logic’s efforts to date, climate-related risks and opportunities, and strategies for how we can collaborate with our supply chain to address these risks.

While we comply with mandatory reporting requirements as applicable, Cirrus Logic also aligns our disclosure efforts with globally recognized best practice voluntary frameworks including the Global Reporting Initiative (GRI) 2021 Universal Standards, the Sustainability Accounting Standards Board (SASB) 2023 Semiconductors Standard (now overseen by the IFRS Foundation), as well as select United Nations Sustainable Development Goals (UNSDGs). Since FY22, we have also applied recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). We monitor and assess disclosure recommendations (including from the International Sustainability Standards Board) and expect to evolve our disclosures based on future recommendations.



Our ESG Roadmap

Priority ESG Topics	Long-Term Objectives	Our Ongoing Activities
Responsible Supply Chain	Create lasting value for stakeholders by requiring safe working conditions, treating workers with respect and dignity, and supporting manufacturing processes that are environmentally and socially responsible	<ul style="list-style-type: none"> • Leveraging our primary manufacturing suppliers' environmental goals and data to support our environmental program • Sourcing materials responsibly, including conflict minerals • Reviewing suppliers' Responsible Business Alliance human and labor rights audit reports to verify our primary manufacturing suppliers' compliance and assess their risk • Ensuring compliance with environmental directives and regulations, including EU RoHS and EU REACH • Continuing to assess risk in our supply chain and conduct additional due diligence as needed
Climate, GHG Emissions, and Energy	Evolve Cirrus Logic's business operations to reduce/offset emissions	<ul style="list-style-type: none"> • Publishing relevant GHG disclosures • Progressing against our goal to reduce Scope 1 and 2 GHG emissions for all operations by 90 percent by FY30, compared to the FY21 baseline
Inclusion and Diversity	Foster an inclusive workforce where all employees feel valued and respected	<ul style="list-style-type: none"> • Benchmarking and evaluating diversity analytics • Supporting employee resource groups (ERGs) • Fostering a work culture where all employees feel included
Talent Development	Expand opportunities and programs to promote, engage, and retain a motivated and high-performing workforce	<ul style="list-style-type: none"> • Offering professional development opportunities for employees • Increasing the pipeline of talent through paid internships and new college graduate programs • Promoting STEM education with youth and underrepresented groups
Environment, Health, and Safety	Promote a safe work environment by proactively integrating and improving environment, health, and safety protocols	<ul style="list-style-type: none"> • Ensuring ongoing compliance with global and site-specific requirements • Increasing engagement with local sites to monitor safety risks and provide specialized safety training • Conforming to ISO 14001 Environmental Management System standards
Community Investment and Engagement	Positively impact our communities	<ul style="list-style-type: none"> • Focusing support for programs and organizations working to improve the environment, expand diversity in the technology workforce, and elevate community well-being • Creating and promoting opportunities for employee volunteerism • Connecting our employees and communities through our ERGs • Donating funds through corporate and employee giving
Governance and Ethics	Pursue the highest standards of ethics, integrity, and honesty by implementing good corporate governance behaviors	<ul style="list-style-type: none"> • Continuing to promote: <ul style="list-style-type: none"> ◦ 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 and training

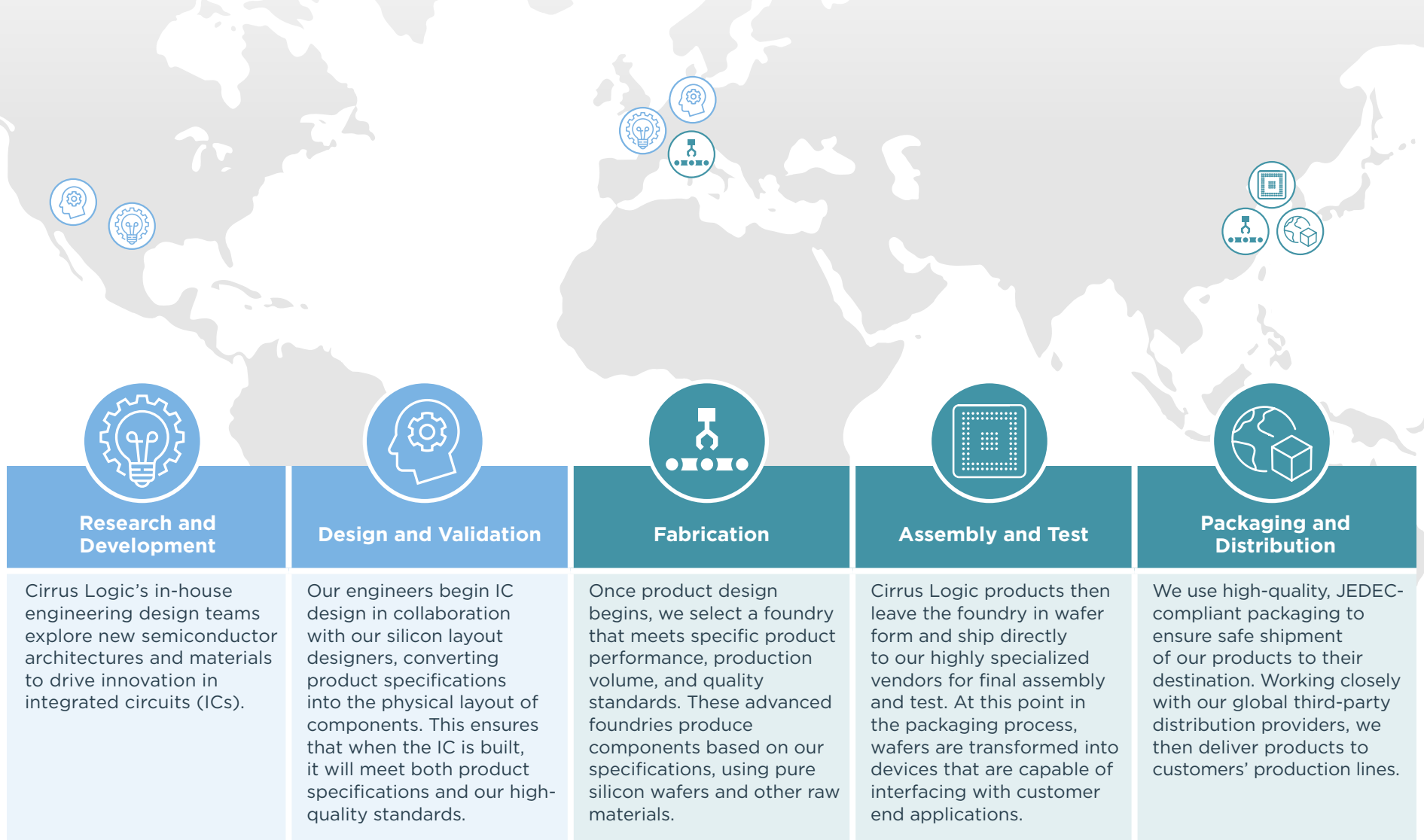


Responsible Supply Chain

At Cirrus Logic, we believe upholding high standards of ethics and sustainability across our supply chain helps us build resilience to business, regulatory, and environmental risks while also creating lasting value for our stakeholders. We maintain positive relationships with our suppliers and work with them closely to deliver high-quality products, build customer loyalty, and limit reputational risks. The process is managed in accordance with our ISO 9001 certified quality management system and is designed to drive continuous improvement that enables us to navigate industry challenges.

Cirrus Logic's Fabless Production Model

As a fabless semiconductor company, we focus our resources and talent on in-house design and research. We outsource the semiconductor manufacturing process to a network of global suppliers, which includes fabrication, assembly and test, and distribution. This model provides us with the flexibility to scale and diversify our manufacturing capacity based on customer requirements and the broader business environment. In selecting our suppliers, we strive to balance factors such as geographic diversification, technological capabilities, and competitive cost.



Supply Chain Management

Our fabless production model enables us to focus on designing innovative products while minimizing fixed costs and capital expenditures. To support this model, our supply chain management team builds and sustains long-term supplier relationships, while our global operations team is responsible for package development, test program development, and quality assurance.

While Cirrus Logic outsources the manufacturing of our products, we hold ourselves and our suppliers to a high standard of professional conduct. Focus is placed on supply chain due diligence within our manufacturing process to identify, assess, and mitigate potential risks. As part of this effort, Cirrus Logic is an affiliate member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains. We publicly declare our support for the RBA Code of Conduct and implement appropriate due diligence in line with its standards through effective management systems.

Cirrus Logic's Supplier Code of Conduct incorporates the RBA's Code of Conduct, as well as more stringent customer requirements. Our primary suppliers are required to acknowledge their obligation to comply with our Supplier Code of Conduct, which communicates our standards related to labor, health and safety, environment, ethics, and management systems. We regularly reevaluate and update this code to address emerging risks and regulations.

In addition, all of the company's foundries, assembly, and test suppliers maintain ISO 14001 Environmental Management System certificates. This demonstrates their commitment to high environmental standards and responsible management of related environmental impacts.



Our Primary Suppliers

Our foundries are:

- GlobalFoundries Inc.
- Taiwan Semiconductor Manufacturing Company, Limited

Our assembly and test houses are:

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

Supplier Engagement

Cirrus Logic regularly engages with our manufacturing suppliers to better understand their existing sustainability practices and identify areas for collaboration and continuous improvement. We developed a Sustainable Supply Chain Due Diligence Governance program to provide Cirrus Logic with an objective approach to differentiate the risk-level of foundry, assembly, and test suppliers. This approach is based on two pillars.

The first pillar leverages existing industry standards by utilizing RBA tools to assess risk profiles based on suppliers' performance, as measured by the RBA's Validated Assessment Program (VAP). The VAP is the industry standard for on-site supplier compliance assessment and is conducted by independent third-party audit firms. These audits produce

in-depth evaluations of each supplier, as measured against the RBA Code of Conduct.

The second pillar reviews suppliers' activities against Cirrus Logic's sustainability requirements. As part of this program, suppliers are required to track and report relevant data such as electricity, renewable energy, and water consumption annually.

In addition, starting in FY25, we are taking a risk-based approach to initiate on-site sustainability assessments, in support of our due diligence and compliance monitoring efforts. We have engaged with suppliers' management teams and secured commitments to address our findings and improve their practices. We will continue to monitor performance going forward.

Supply Chain Compliance Guidelines

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

At Cirrus Logic, we are dedicated to collaborating with our suppliers to reduce carbon emissions associated with the manufacturing process. This commitment is exemplified through our active participation in Apple's Supplier Clean Energy Program, which aims to decarbonize Apple's global supply chain and advance clean energy initiatives. In alignment with this program, we have secured agreements with the majority of our manufacturing suppliers to increase their renewable energy usage and procurement.



Respecting Human Rights In Our Supply Chain



Cirrus Logic is committed to protecting human rights and conducting business with integrity. We require the same of our suppliers and expect them to maintain safe working conditions and treat all workers with respect and dignity.

Our Board of Directors' Governance and Nominating Committee oversees the development and disclosure of policies and programs relating to corporate responsibility and sustainability, including actions to eliminate modern slavery and human trafficking.

We have established a strong management system with the principles set out in our Corporate Code of Conduct and our Supply Chain Compliance Guidelines.

We identify and assess the potential for human rights-related risks at our foundry, assembly, and test suppliers by utilizing the RBA's VAP audits, which may include corrective action plans to improve policies and practices. A third-party data analytics and risk consultancy helps us to identify risks, inform opportunities for risk mitigation, and verify compliance

with applicable regulations, such as the U.S. Uyghur Forced Labor Prevention Act. Additionally, Cirrus Logic complies with various other regulations, including the U.K. Modern Slavery Act 2015, the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, and the California Transparency in Supply Chains Act of 2010.

Employees who frequently travel to our primary suppliers' sites receive required training that teaches them to identify red flags and report any actual or potential violations of human rights. This training strengthens our existing supply chain due diligence, contributes to building a socially responsible supply chain, and reduces our risk of violating relevant human rights regulations.

Further, we are committed to sourcing conflict minerals in a socially responsible manner and utilizing the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP). The RMAP provides suppliers with an independent, third-party audit that verifies which smelters and refiners have systems in place to source minerals aligned with current global standards.

Environment

Cirrus Logic is committed to evaluating our environmental impact, taking action to lower the greenhouse gas (GHG) emissions associated with our operations, and working with our supply chain partners to reduce our overall carbon footprint.

Our Environmental Strategy

Within our corporate environmental strategy, our priorities are:

- Complying with applicable legal and regulatory frameworks as well as customer-specific requirements;
- Reducing our Scope 1 and 2 GHG emissions while providing transparency on our overall environmental impacts;
- Collaborating with our supply chain partners to mitigate our Scope 3 GHG emissions; and
- Reducing waste.

As part of our effort to protect the environment, our products are designed to comply with applicable directives and regulations, including the European Union's Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). RoHS restricts the use of certain hazardous substances in electrical and electronic equipment. The directive aims to reduce the presence of these substances in electronic products, which can threaten human health and the environment. REACH identifies substances of very high concern through a published list that is updated several times a year. To comply with RoHS and REACH, we identify and manage the risks linked to those substances used in our products.

Our Climate-Related Disclosures

As part of our efforts to comply with applicable environmental legislation, we have been closely monitoring climate-related risk disclosure requirements. In FY22, we completed our first climate risk assessment and published our disclosure in line with the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD). Since then, we have matured our approach to identifying, assessing, and monitoring climate-related risks, integrating them into our enterprise risk management framework and business continuity planning. As climate-related risk practices continue to develop, our disclosures will reflect evolving expectations and guidance.





Our Environmental Management Approach

To support continuous improvement in our overall approach, Cirrus Logic maintains ISO 14001 certification, an internationally recognized standard that sets requirements to guide companies in developing a robust environmental management system (EMS). As part of our EMS, we periodically evaluate all environmental issues relevant to operations at our largest sites, located in Austin and Edinburgh. We consider all environmental issues for these facilities under ISO 14001, including air pollution, water and sewage issues, waste management, soil contamination, climate change mitigation and adaptation, and resource use and efficiency.

A dedicated group of employees from our environment, health, and safety (EHS), facilities, and quality teams is working to mature the ISO 14001 program, mitigate our environmental impacts, and drive continuous improvement of the company's EMS. This group works to ensure compliance with our environmental obligations, provide safe and responsible hazardous and e-waste disposal, and oversee the emergency response training programs, including drills.

Our Environmental Policy states our commitment to:

- Delivering innovative, energy-efficient signal processing solutions that are developed based on environmentally friendly chip designs;
- Protecting the health and sustainability of our environment and addressing its significant environmental aspects, our relevant compliance obligations, and risks and opportunities;
- Continually improving our EMS to enhance our environmental performance and prevent pollution.

Our GHG Emissions

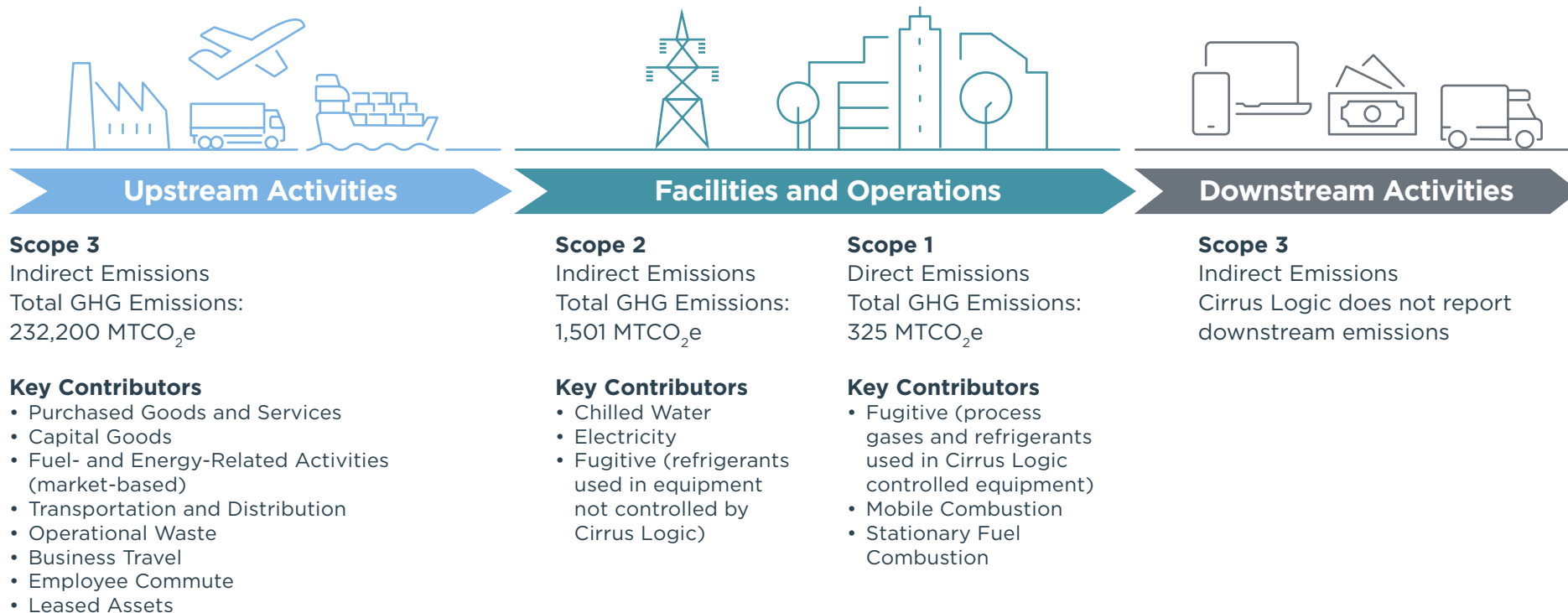
We believe that understanding and reporting our GHG footprint is an important foundation for driving emissions reduction, as well as responding to stakeholder requests for information. We have expanded our disclosures over time to capture Scope 1, Scope 2, and all upstream Scope 3 categories. In addition to reporting our emissions in our ESG Report, we have participated in the annual CDP Corporate Climate survey since 2021. Our 2024 CDP response received a score of "B", which was above the global and regional average "C" scores.

GHG Disclosure and Assurance

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

Our upstream Scope 3 emissions account for approximately 99 percent of our total Scope 1, Scope 2, and upstream

Scope 3 footprint. The purchased goods and services category, specifically our product manufacturing supply chain, is the largest contributor to our upstream Scope 3 emissions. To help address our upstream emissions footprint, we began collaborating with our suppliers in FY24 to improve their overall environmental performance. We encourage them to increase renewable energy procurement in their manufacturing processes where possible.



Our Carbon Footprint

FY23 – FY25 in Metric Tons of Carbon Dioxide Equivalent (MTCO₂e)

EMISSION SOURCE MTCO ₂ e	FY23	FY24	FY25
Scope 1 Emissions			
Fugitive (process gases and refrigerants used in Cirrus Logic controlled equipment) ¹	213	112	41
Mobile Combustion	2	6	8
Stationary Fuel Combustion	305	332	276
Total Scope 1 Emissions	520	450	325
Scope 2 Emissions² (market-based)			
Chilled Water ³	465	177	168
Electricity	1,402	1,263	1,212
Fugitive (refrigerants used in equipment not controlled by Cirrus Logic) ¹	146	161	121
Total Scope 2 Emissions	2,013	1,601	1,501
Scope 3 Upstream Emissions			
Category 1: Purchased Goods and Services ⁴	261,047	206,882	215,376
Category 2: Capital Goods ⁴	6,726	7,673	3,909
Category 3: Fuel- and Energy-Related Activities (market-based) ^{3,5}	1,046	880	785
Category 4: Transportation and Distribution	2,302	1,937	4,336
Category 5: Operational Waste	98	99	309
Category 6: Business Travel	2,730	3,790	4,994
Category 7: Employee Commute	2,366	2,283	1,888
Category 8: Leased Assets	411	709	603
Total Scope 3 Upstream Emissions⁶	276,726	224,253	232,200

¹ An update was made to capture all FY24 process gases under Scope 1 fugitive emissions. The total fugitive emissions for FY24 have not changed.

² 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 8,568 in FY23, 8,605 in FY24 and 8,210 in FY25. Methodology improvement has been applied to FY23-FY25 to account for chilled water emissions in Scope 2 location-based emissions.

³ In FY25, we received additional information from our chilled water supplier, enabling updates to our chilled water-related energy use and Scope 2 (location and market) calculations for all years so that they more closely reflect the operating conditions for our supplier's chilled water production facility. This also led to an update in our Scope 3 Category 3 Fuel- and Energy-Related Activities emissions calculations for all years.

⁴ Purchased Goods and Services and Capital Goods emissions were estimated using a spend-based Environmentally-Extended Input-Output (EEIO) Methodology.

⁵ Our Scope 3 Category 3: Fuel- and Energy-Related Activities location-based emissions in FY25 were 1,797.

⁶ Scope 3 totals have been adjusted to reflect the updates made to Category 3 in FY23 and FY24.

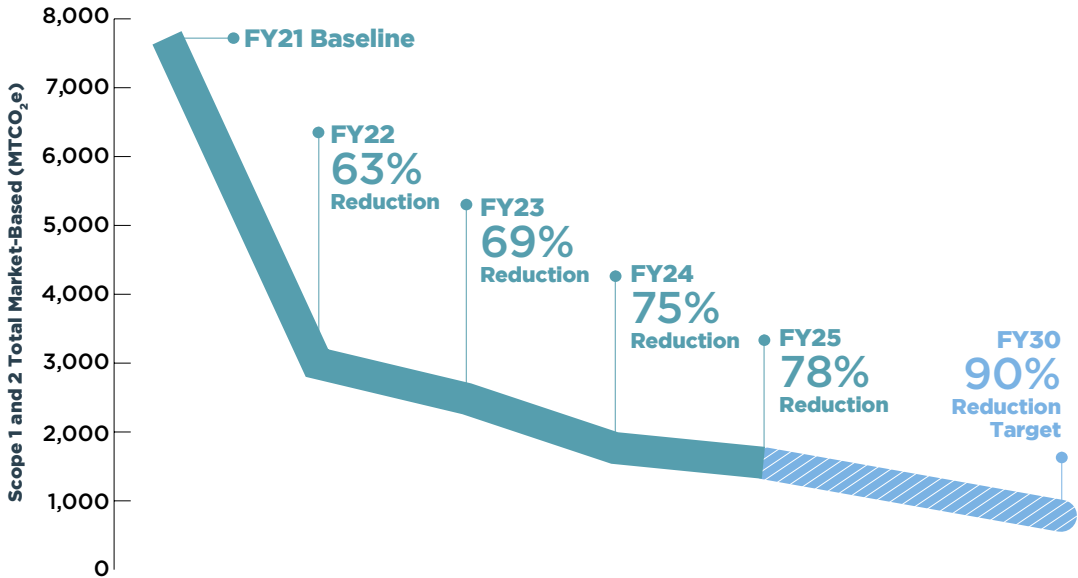
Our GHG Reduction Target

As part of our commitment to reduce emissions from our direct operations, in FY22 we set a target to reduce our Scope 1 and 2 GHG emissions for all operations by 90 percent by FY30 compared to the FY21 baseline. We are on track to achieve this target. As of FY25, our Scope 1 and 2 emissions have been lowered by 78 percent compared to our FY21 baseline emissions and 11 percent compared to our FY24 emissions.

Key contributions to lowering our emissions include:

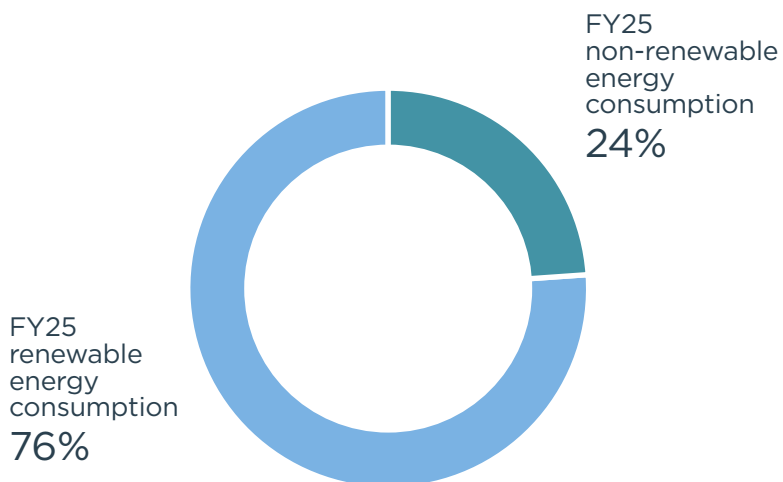
- Reducing energy usage in our facilities;
- Improving the efficiency of our facilities; and
- Utilizing renewable energy.

Progress Towards Scope 1 and 2 Emissions Reduction Target*



* As a result of the chilled water emissions restatement, Scope 1 and Scope 2 GHG target progress indicators for fiscal years 2022 and 2023 have been updated.

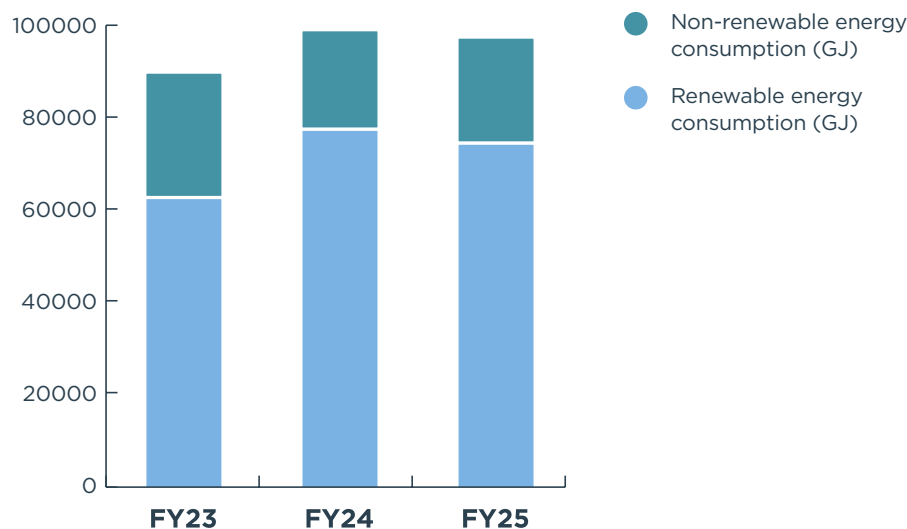
FY25 Renewable vs. Non-Renewable Energy Consumption



Reducing Emissions

Cirrus Logic’s operations consist of both owned and leased facilities, limiting our ability to directly implement energy reduction measures in some cases. We strive to decrease our energy consumption and increase the use of renewable energy sources, even as overall energy demands continue to grow and change. We report our total energy consumption and separately highlight electricity usage, which is a subset of this data.

Scope 1 and 2 Energy Consumption in Gigajoules (GJ) FY23–FY25¹



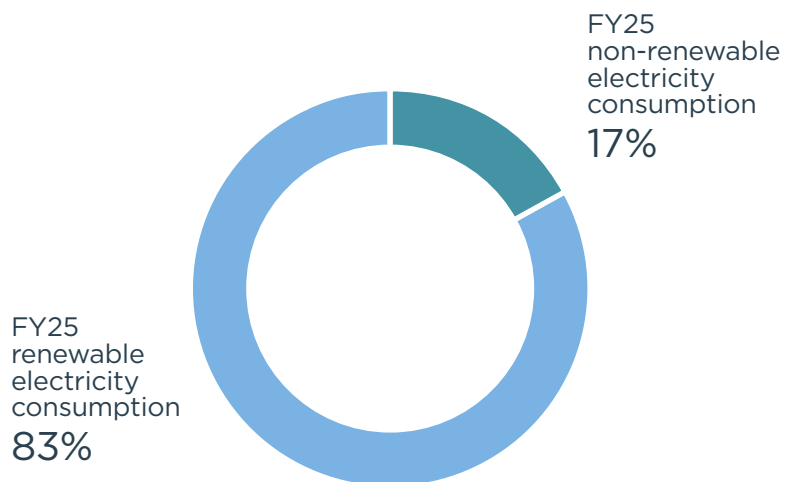
¹ Values for FY23 and FY24 have been revised to reflect updates in the chilled water consumption calculation methodology

Energy

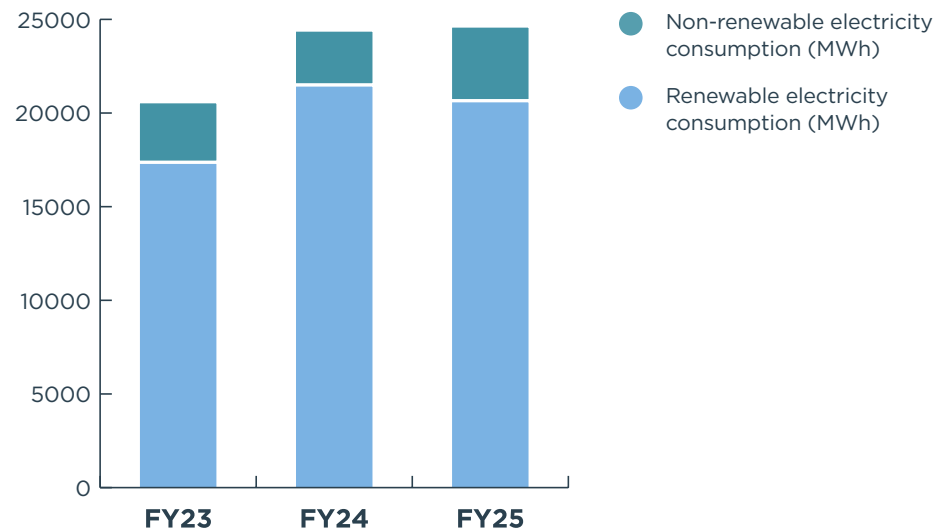
In FY25, Cirrus Logic consumed approximately 97,775 Gigajoules (GJ) of energy across our operations; this is a 1.6 percent reduction compared to FY24. This decrease reflects the impact of our ongoing efforts to improve energy efficiency.

To achieve these results, we have implemented initiatives aimed at mitigating our energy footprint. These include enhancing the efficiency of our facilities by utilizing LED lighting and smart controls that help optimize the performance of our heating, ventilation, and air conditioning (HVAC) systems. In the case of leased facilities, we work with local utilities where possible to support cleaner energy sources and engage with building management to encourage the use of renewable energy.

FY25 Renewable vs. Non-Renewable Electricity Consumption



Electricity Consumption in Megawatt Hours (MWh) FY23–FY25



Electricity

Electricity consumption represents the largest portion of our energy consumption. Electricity can be sourced from a variety of generation methods, ranging from traditional fossil fuels to cleaner, renewable alternatives such as wind and solar. We continue to prioritize the procurement of electricity generated from renewable energy sources to reduce Scope 1 and 2 emissions even as our business operations grow and demand for electricity increases.

In FY25, renewable electricity accounted for 83 percent of our total electricity use. This represents a four percent decrease from the prior year, primarily driven by changes to our facilities, including growth at sites where renewable energy is not feasible. We remain committed to using renewable electricity where possible as we adapt to our growing and changing infrastructure.

Promoting Electric Vehicles

Cirrus Logic provides complimentary electric vehicle charging stations for employees at various locations in the U.S. and U.K. Currently, 15 percent of employees at those sites have signed up for free charging. Following the introduction of a salary sacrifice car benefits program in the U.K., we are pleased to report that 36 employees have taken advantage of this initiative to acquire personal electric vehicles. This is a 38 percent increase from last year. This program enables employees to allocate a portion of their pre-tax salary towards the purchase of an electric vehicle.



Waste

As part of our environmental management system, we assess and classify waste generation sources to better understand our footprint. This helps us to identify areas for improvement, seek opportunities to reduce waste, and increase recycling wherever possible.

Cirrus Logic's primary waste types are:

- **Hazardous:** Waste that can be harmful to the environment or human health;
- **Non-hazardous:** General waste that does not have dangerous properties for humans or the environment under normal conditions; and
- **Universal:** Waste that includes batteries, e-waste, mercury-containing equipment, lamps/bulbs, and aerosol cans.



Hazardous Waste

We generate minimal hazardous waste, less than one percent of our direct operational waste. Our hazardous waste consists of hazardous liquids including acids, bases, etching products, and flammable liquids. Disposal of hazardous waste is in compliance with applicable laws and regulations.



Non-hazardous Waste

The majority of Cirrus Logic's non-hazardous waste is generated from office buildings. We aim to reduce the amount of waste sent to landfills through recycling initiatives. When recycling services are not available, the company properly disposes of waste per applicable local laws. We also support food composting programs in our Edinburgh and Newbury facilities.



Universal Waste

In FY25, our efforts resulted in the recycling of approximately 12,280 pounds of end-of-life IT products, including computers and accessories. All confidential data and information on these devices are cleared by our IT team prior to the collection by Responsible Recycling (R2) certified vendors. In addition to these products, we also recycle depleted lithium and alkaline batteries used in our direct operations. In FY25, 280 pounds of batteries were recycled.

Employee-Led Initiatives

As part of our commitment to be environmentally responsible, Cirrus Logic supports our employees who have identified opportunities to divert waste from landfills, making a positive impact on the environment. We are proud of our employees who look for opportunities to minimize waste.

Diverting E-Waste From Landfill

This year, Lyn M., a Validation Engineering Technician, implemented a simple yet transformative, addition to our e-waste efforts. With the support of the Cirrus Logic Environmental Action Network (CLEAN), Lyn coordinated the donation of scientific equipment to several educational institutions and charitable organizations in Edinburgh. Lyn shared her inspiration: “Cirrus Logic operates at the cutting edge, setting high standards for equipment quality and calibration. We had equipment that no longer met our standards, but was still valuable to smaller workshops. These donations free up storage space while redistributing equipment to worthy causes.”

To date, this effort has diverted 862 pounds of equipment from landfills to the following organizations:

- Edinburgh Hacklab
- Edinburgh Remakery
- Heriot-Watt University
- Scottish Microelectronics Centre
- The Turing Trust
- University of Edinburgh School of Engineering
- University of St. Andrews



Recycling Wafer Boats

Jammie K., Senior Manager of Inventory and Master Data, recognized the significant amount of waste associated with transporting our wafers from the foundries. These large, heavy-duty plastic containers, called Front Opening Shipping Boxes or “wafer boats,” are designed to maintain the cleanliness and integrity of the wafers. They were being thrown away after each use.

Jammie is deeply passionate about the environment and is dedicated to making a positive impact. After recognizing the issue, she was determined to find an alternative to landfill disposal and stockpiled them in the interim. After two years of extensive research, recycling requests, and rejection, she and her team finally found a company capable of recycling wafer boats.

They collaborated with members of CLEAN to pack approximately 320 wafer boats onto nine pallets. Jammie then worked with our logistics vendor, who contributed to the effort by providing transportation from Cirrus Logic to the recycling plant. Since then, she has engaged with her counterparts at other semiconductor companies in the Austin area to educate them on how they can also recycle wafer boats.





People

Cirrus Logic believes in fostering a culture where diverse viewpoints and experiences meet to drive innovation, where people feel a sense of belonging, and where employees can achieve their full potential. We promote lifelong learning, supporting our employees to develop as individuals and professionals. We strive to create an environment that cultivates connections and a culture that centers on recognizing and empowering our people.



FY25 Employee Survey Feedback

89%

BELIEVE CIRRUS LOGIC OPERATES BY STRONG VALUES

89%

FEEL INCLUDED AT CIRRUS LOGIC

84%

AGREE MY JOB MAKES ME FEEL LIKE I AM PART OF SOMETHING MEANINGFUL

82%

BELIEVE CIRRUS LOGIC ENABLES ME TO WORK AT MY FULL POTENTIAL

Valuing Employee Engagement

Cirrus Logic’s success is grounded in our core values: communication, continuous improvement, innovation, integrity, and job satisfaction. These values influence every aspect of our work, and we regularly seek feedback from our global workforce to guide our decisions and continuously improve our workplace experience.

Based on employee survey results, Cirrus Logic received two Top Workplaces awards — for the first time in Arizona (*azcentral.*) and for the 15th consecutive year in Austin (*Austin American-Statesman*), longer than any other employer.

Connecting Through Employee Resource Groups

Cirrus Logic's employee resource groups (ERGs) provide a supportive space to build community, advance shared perspectives, encourage a culture of inclusion for every individual, and help employees thrive in their careers. ERG membership spans our business functions and global operations. By connecting these employees, our ERGs foster collaboration that drives innovation, while also offering mentorship opportunities and promoting personal, career, and leadership development.



Caring For Our Environment

The Cirrus Logic Environmental Action Network (CLEAN) ERG aims to help employees, their families, and their communities make a difference regarding sustainability issues where they live and work. Each local chapter develops meaningful relationships with nonprofits and promotes volunteer initiatives that resonate with employees in their region. These activities are guided by shared environmental stewardship objectives: increasing biodiversity, safeguarding watersheds and waterways, promoting sustainable living practices and conservation education, and supporting a circular economy.



Supporting Women's Growth And Leadership

The Women's Leadership Team (WLT) supports its members through workshops focused on topics such as career development plans and effective communication. The group also hosts a leadership speaker series designed to drive connections with our management team. Members come together to network and share ideas at monthly mentorship group meetings, participate in outreach efforts to support youth and women in technology, and share perspectives through book clubs.



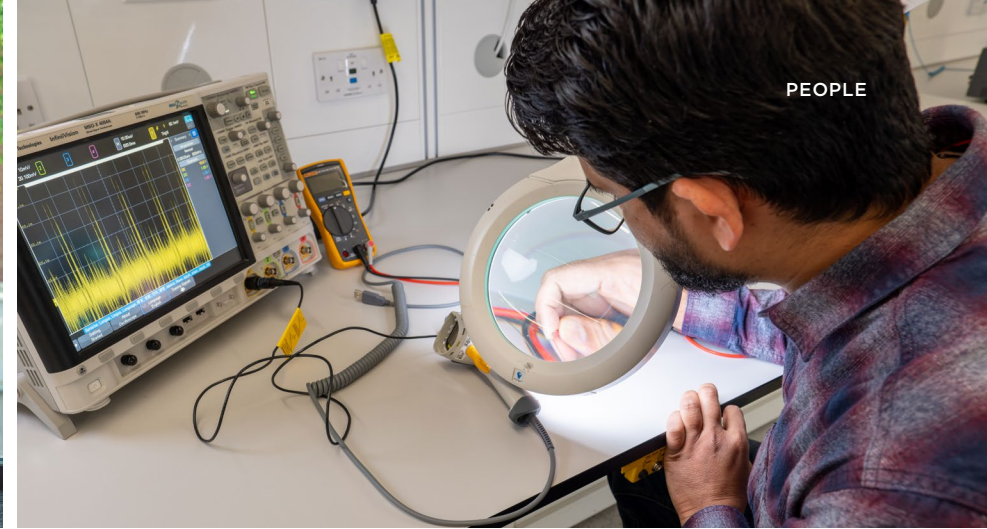
CLEAN Team Cleans Up

Throughout the year, CLEAN members participate in volunteer projects that showcase their dedication to making a positive impact on their communities. In Edinburgh, they worked with the Penfold Community Hub to maintain a community garden and enhance a local green space. In Austin, the team organized First Friday CLEAN Ups where employees collected more than 100 bags of trash along the banks of a local waterway that we have adopted. In Tokyo, our employees picked up trash in Yoyogi Park to celebrate Earth Day.



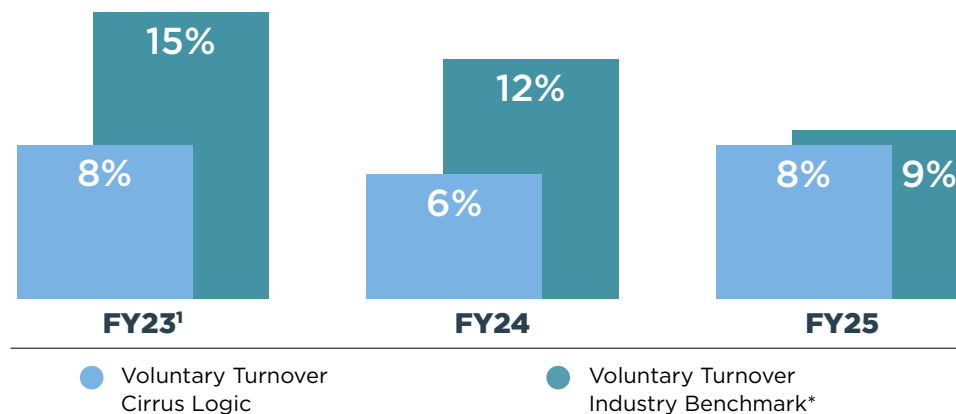
WLT In The Community

The WLT was proud to sponsor the Empowering Innovation STEM event alongside other leading tech companies and nonprofits in Austin. WLT members helped to organize the event, where more than 150 people enjoyed technology demonstrations, learned about local STEM nonprofits, and had time to network and make new connections. Cirrus Logic's team members participated in panel discussions and demonstrated our haptics and audio solutions used in smartphones, PCs, and automotive applications.



Promoting High-Performing Teams

Cirrus Logic’s continued success relies on our ability to attract and retain highly talented individuals. To fulfill that critical need, we are committed to providing an environment where employees not only feel inspired, motivated, and recognized for their contributions but also supported in furthering their professional skills. As a measure of overall employee satisfaction, Cirrus Logic consistently exceeds our industry’s benchmark for voluntary turnover (eight percent in FY25 versus nine percent industry), contributing to an average tenure of nine years.



* Source: Radford Salary Increase and Turnover Study

¹ To improve accuracy, we updated our methodology for calculating the industry voluntary turnover rate to use the weighted average based on Cirrus Logic headcount by location instead of a worldwide percentage.

Cirrus Logic invests in learning and development opportunities to help our employees reach their full potential, offering educational programs in topic areas such as business, data science, economics, engineering, and technical skill-building.

Additional employee support resources include:

- Management and leadership training, including a dedicated forum where managers gain knowledge and skills to make informed decisions, lead their teams effectively, and align with the company’s strategic direction;
- Patent development support to guide employees through the patent submission process;
- Employer-sponsored memberships to various trade and professional organizations; and
- Educational assistance of up to \$10,000 in qualifying costs per year.

We maintain virtual and on-site libraries that are supported by a dedicated librarian, providing employees with access to books, technical reports, journal articles, and leadership development resources. Starting in FY25, our employees have additional access to a wide range of free courses, certifications, and degree programs from top universities and organizations worldwide through a recognized online learning platform. This empowers our workforce to develop skills, foster continuous learning, and drive career growth.

We also facilitate engagement and knowledge sharing through avenues including our biennial Innovation Conference and more regularly occurring sessions such as Tech Talks and KnowledgeShares. In FY25 we offered:

14

Tech Talks

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

33

KnowledgeShares

Our KnowledgeShare program enables in-house experts to share their work with colleagues. This has the benefit of increasing organizational literacy about products, technologies, and tools while also giving our employees the opportunity to be recognized by their peers for their expertise and innovation.

Celebrating Our Employees

We want our employees to feel connected and appreciated and have a strong sense of belonging. Throughout the year, we host events and cultural celebrations that highlight and recognize the unique backgrounds, experiences, and talents of our workforce. This year, we also celebrated two significant business milestones: the 40th anniversary of Cirrus Logic's founding and the 35th year of our listing on the Nasdaq Stock Market.



Cultivating Talent For Tomorrow

Cirrus Logic relies on a pipeline of highly specialized engineering talent, particularly with analog and mixed-signal processing expertise, to continue to push the boundaries of innovation. To help inspire and develop the next generation of talent, we invest in education programs that help students access the resources they need to pursue STEM-related careers. Such support not only benefits our business, but also our communities and the broader industry.

FY25 STEM Education Highlights

- Provided annual STEM-focused scholarships to universities, including a new scholarship program at the University of Strathclyde (U.K.) aimed at increasing the number of female students completing engineering degrees
- Sponsored a “Back to School STEM Extravaganza” with Girlstart, welcoming more than 430 students from across Austin for a morning of hands-on STEM activities
- Hosted students from Boroughmuir High School in Edinburgh to help them learn about the company and possible technology career paths, tour our facilities, and get hands-on experience with circuit boards
- Sponsored multiple events with Arizona State University, including hosting a “Chips & Wafers” semiconductor summer camp for middle and high school students
- Sponsored Digital Xtra to help engage and excite young people with skills such as computational thinking, coding, robotics, games development, data science, or machine learning while also highlighting future career opportunities





Improving Employee Wellness

We prioritize the health, safety, and well-being of our employees and their families.

Benefits

Cirrus Logic's comprehensive employee benefit plans are tailored to each country in which we operate, and include health insurance, paid parental leave, family medical leave, dependent care benefits, and reimbursement for certain adoption and surrogacy services. The company helps employees plan for their future through retirement programs with matching contributions, including a 401(k) plan in the U.S. and defined contribution pension plans in other countries. In addition to company-sponsored retirement accounts, Cirrus Logic employees have access to income protection plans, legal services, and disability and life insurance options.

In FY25, we enhanced our U.S. benefits package to include unlimited "smart cycles" for fertility treatment, helping our employees on their path to parenthood. Additionally, we added discounted auto and home insurance options and enhanced coverage for employees enrolled in our hospital indemnity and critical illness plans.

Additional benefit offerings include:

- Fitness facilities at several locations
- Virtual and in-person fitness classes
- On-site medical clinic in Austin
- Telehealth access for all U.S.-based employees
- Flu and COVID testing and vaccinations
- Monthly wellness webinars
- Preventative health screenings
- Free confidential virtual mental health support
- Virtual meditation
- Subsidized daycare and backup care for children and elders
- Free college coaching
- Free guitar lessons

Employee Health And Safety

Protecting the health and safety of our employees, contractors, visitors, and communities is essential to Cirrus Logic. We employ a dedicated environment, health, and safety (EHS) team to manage our global program within the framework of our EHS management system. This team manages and supports the implementation of our global EHS policy and oversees site-specific programs, trainings, and communications. An internal portal houses all relevant EHS procedures, documentation, and training aids, and provides a mechanism for raising concerns, reporting injuries, and seeking assistance.

Our EHS management system includes:

- Procedures to identify potential gaps, develop plans, and implement corrective actions;
- Global tracking to receive updates on evolving regulations, standards, and reporting requirements, along with monitoring efforts to ensure compliance;
- Training, inspections, and assessments to minimize work-related incidents and issues;
- Case-specific root-cause analysis to reduce the potential for recurrence and provide valuable lessons learned;
- Role-, task-, and hazard-specific assessments and training to reduce risks;
- Local and global communications to promote EHS best practices and trends; and
- Site-specific emergency response plans based on individual risk factors and local requirements.

This past year, we completed an analysis of our Asia sites to ensure compliance with local health and safety regulations and began building out site-specific operational controls and requirements aligning with our global EHS policy. Throughout FY25, the EHS team led a variety of specialized courses with over 400 enrollments. Topics included electrical and chemical safety, radiation safety, and safety protocols for handling compressed and cryogenic gases.

In FY25, Cirrus Logic received no notices of violation related to health and safety at our facilities, and we have never experienced a work-related fatality. In calendar year 2024, we had one recordable injury and zero lost-time incidents per the U.S. Occupational Safety and Health Administration definitions.



Community Engagement

Giving back to the communities where we live and work is a fundamental part of who we are as a company. Our philanthropic and volunteering efforts are intended to expand our understanding of key local, national, and global challenges. Additionally, we hope to inspire our employees to contribute to building vibrant local communities. In FY25, we continued to build on our community outreach strategy to drive greater impact and prioritize our philanthropic focus areas.



Community Engagement Focus Areas



COMMUNITY WELL-BEING



CULTURE AND THE ARTS



HUMANITARIAN EFFORTS



STEM AND WORKFORCE DIVERSITY



SUSTAINABILITY AND THE ENVIRONMENT

Assisting local organizations that help improve the human condition

Contributing to local arts, music, and cultural organizations that enrich our unique communities

Providing financial support for urgent disaster relief and humanitarian needs

Accelerating programs to spark interest in STEM fields to expand our talent pipeline and build a diverse workforce

Supporting programs that drive engagement on environmental issues

- Ascending Hope Community Services
- Social Enterprise Academy
- The Austin Zoo
- The Castle School
- The Susan G. Komen Breast Cancer Foundation

- Austin PBS
- Edinburgh Book Fair
- Edinburgh Festival Fringe
- Health Alliance for Austin Musicians
- Imagineate

- American Red Cross
- Texas Search and Rescue
- We Are Blood

- Asha for Education
- Code2College
- Digital Xtra Fund
- Dynamic Earth
- Latinitas

- Ecology Action of Texas
- Scottish Seabird Centre
- Shoal Creek Conservancy
- The Trail Conservancy



Corporate Giving

Our philanthropic and charitable cash donations in FY25 included \$283,000 in employee-matched donations. Through this funding, we supported more than 380 organizations worldwide.

\$1,590,000
FY25 CIRRUS LOGIC CASH DONATIONS



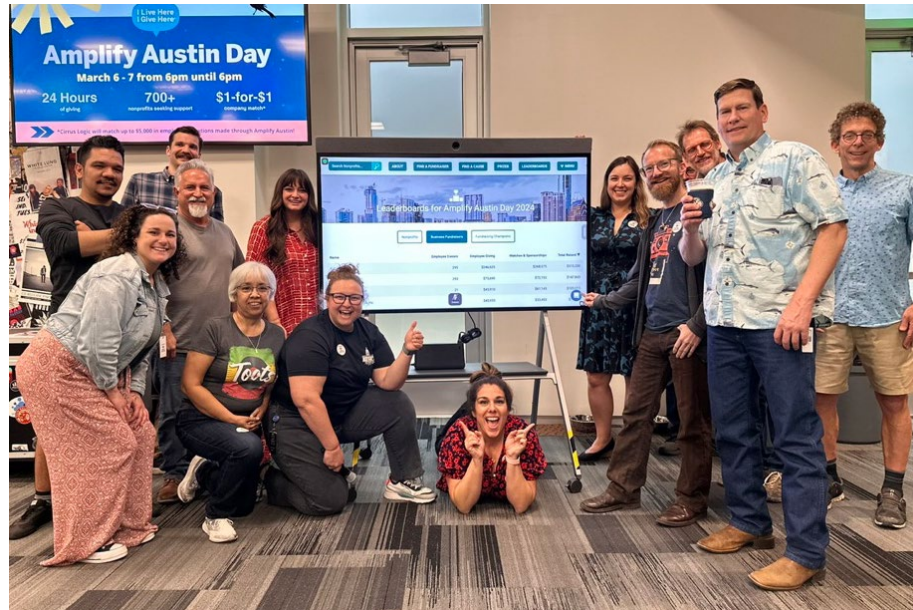
Supporting Our Communities

We are both proud of and inspired by the commitment of our employees show to their communities through volunteerism, philanthropy, and charitable donations.

Each year, Cirrus Logic participates in local campaigns that give our employees a way to raise the profiles of organizations they support based on their personal interests and passions. Cirrus Logic matches every employee donation dollar-for-dollar, up to \$5,000 per employee for these campaigns.



We observed **Breast Cancer Awareness Month** around the world. In Singapore, participants wore pink to honor breast cancer survivors and raised money for awareness around early detection. Employees also completed a 10K run to raise funds for the Taiwan Breast Cancer Foundation.



Amplify Austin Day is the biggest giving event in Central Texas. For 24 hours, residents across the region are invited to participate by donating to more than 700 local nonprofits.

Arizona Gives Day is an online giving campaign that helps raise funds for Arizona nonprofits. Employees in our Phoenix office supported more than 15 local nonprofits.



In the U.K., **Dynamic Earth** is a vital element of the Scottish educational landscape, delivering on national priorities, raising science capital, and providing opportunities for everyone to engage with science throughout their lives. The Cirrus Logic partnership allows underserved groups to engage with scientific learning and skills development. Our employees also volunteer at career fairs to talk to students about future opportunities in tech.



Corporate Governance

Cirrus Logic and our Board of Directors are committed to operating under sound principles of corporate governance and the highest standards of integrity, honesty, and ethical conduct. This helps to ensure transparency and accountability, while serving the interests of our shareholders.

Corporate Governance Practices

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

The Board of Directors is comprised of seven directors, including six independent directors and our CEO. The average tenure of our Board members is five years. The strength of our Board lies in its members' diversity of skills, backgrounds, and perspectives, all of which represent shareholder interests and contribute to the continued success of our business.

The company seeks to take a proactive management approach to our financial, operational, strategic, and other emerging risks by engaging with our executives using a dynamic oversight framework.

This enterprise risk management process includes Board oversight, along with internal and third-party audits to assess the company's financial processes and controls. Responsibility for oversight of sustainability and our environmental, social, and governance program and disclosures belongs to the Board with delegation to its three committees - Audit, Compensation and Human Resources, and Governance and Nominating - pursuant to their charters.

For more details on our corporate governance practices, please refer to our latest Proxy Statement or visit our Corporate Governance [website](#).



Board Overview

**Size
Of Board**

Seven

**Election
Of Directors**

Annual

**Independent
Directors**

Six

**Separate
Independent Chair**

Yes

**Responsibility Of ESG
Oversight By The Board**

Yes

**FY24 Percent
Say-On-Pay Advisory
Vote Approval**

95%

**FY24 Percent Of
"For" Votes For
Election Of Chair**

97%

**FY24 Percent Of
"For" Votes For
Election Of CEO**

100%

**Female
Directors**

Two

**Asian
Directors**

Two

Business Ethics And Compliance

Cirrus Logic believes it is important to build relationships based on integrity and trust with our shareholders, customers, employees, suppliers, and communities. We strive to conduct business fairly, ethically, and in compliance with all laws and regulations in the regions where we operate. The company's Corporate Compliance Program, managed by our legal department, provides a process to prevent and detect violations of the Corporate Code of Conduct, our policies, and relevant laws and regulations. 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.

Business ethics are an essential part of our corporate values, and we maintain processes to identify and report misconduct. The company cultivates a work environment that encourages open communication with management and expressly prohibits retaliation against and recrimination of whistleblowers who report known or suspected violations in good faith. Concerns related to possible wrongdoing or any violation of our Corporate Code of Conduct can be reported via EthicsPoint, an anonymous, 24-hour, third-party-administered ethics hotline, or through direct communication with management. The Audit Committee reviews all reports submitted through EthicsPoint and works with Cirrus Logic's general counsel to determine whether the matter requires further investigation.

Each year we require mandatory compliance and ethics training and a Corporate Code of Conduct review for all employees, officers, and directors to affirm their understanding of our values and standards of conduct. Training topics are reviewed each year to ensure the curriculum addresses new regulations and areas of increasing risk. In FY25, we provided training regarding our Corporate Code of Conduct, protection of company information, political activities awareness, and harassment prevention. All employees, officers, and directors completed this training during the fiscal year.

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

- Anti-Slavery and Human Trafficking Statement
- Artificial Intelligence Technology Usage Policy
- Charitable Contribution Policy
- Conflict Minerals Policy Statement
- Corporate Code of Conduct
- Equal Employment Opportunity and ADA Compliance Policy
- Insider Trading Policy
- Political Contribution Policy

Artificial intelligence (AI)

is a rapidly developing field that presents both risks and opportunities. We are committed to its responsible and ethical use within our business. Oversight of our AI strategy and risk management approach sits with the full Board. As part of this oversight, the Board receives periodic updates on AI-related developments to ensure alignment with our broader corporate strategy.

To further strengthen our governance, the Company has established an AI Technology Usage Policy that addresses risks related to confidentiality, data privacy, and intellectual property, including the trustworthiness and reliability of AI tools and compliance with applicable laws. The Company has also formed a cross-functional AI Steering Committee to evaluate the potential deployment of AI solutions, oversee the use of AI tools in internal operations, provide implementation guidance, and establish controls to mitigate potential risks.

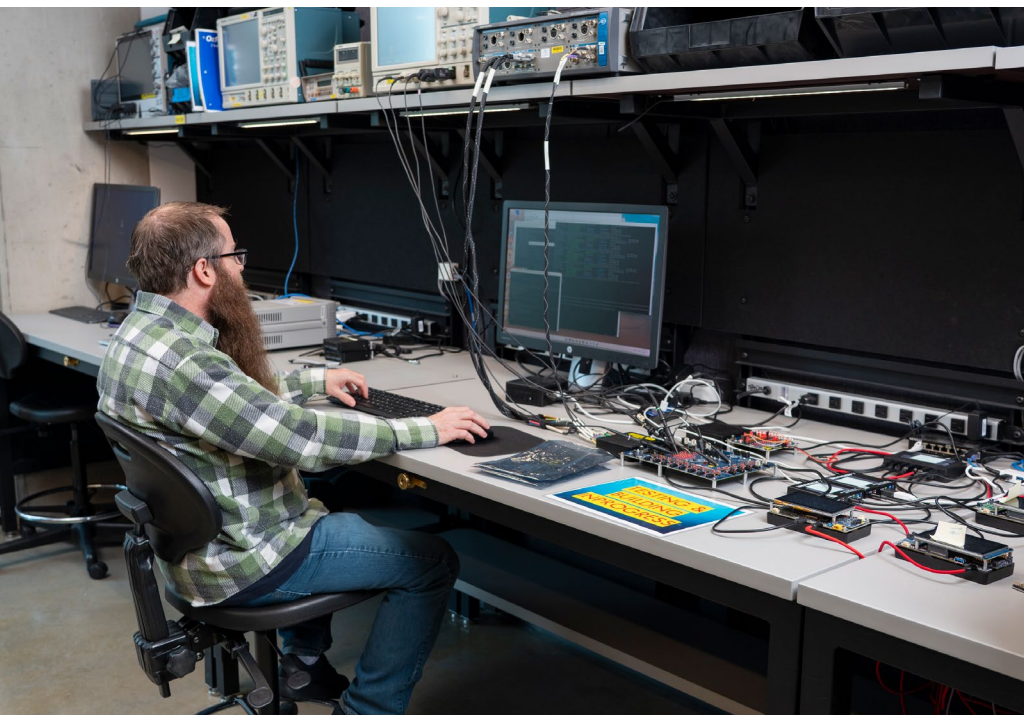
Enhancing Cybersecurity And Data Privacy Controls

The confidentiality and security of our intellectual property and proprietary information, along with that of our customers, is critical to Cirrus Logic. We adhere to the data privacy laws of the countries and regions where we do business and honor our obligations to protect our employees' privacy and any personal data held by the company.

The Board of Directors' oversight includes reviewing reports on the company's cybersecurity risks and our risk management processes to ensure that our strategies address such risks. The Board has delegated this responsibility to its Audit Committee, which reports to the overall Board as appropriate.

Our Executive Vice President of Global Operations and our Director of Information Security are responsible for ongoing assessment and supervision of cybersecurity risks. A dedicated team reviews and evaluates the company's cybersecurity readiness through internal cybersecurity measures and metrics, as well as third-party penetration tests and control assessments against industry standards. We also employ various defensive and continuous monitoring techniques designed to escalate potential issues in a timely manner. Our Director of Information Security meets with the Audit Committee at least twice yearly to provide updates on the company's security posture and detail any changes to our risk profile. In addition, we maintain governance and compliance structures that are designed to elevate cybersecurity-related issues to executive officers and, as appropriate, to the Audit Committee and Board.

Consistent with our core value of continuous improvement, we are committed to leveraging cybersecurity best practices, maturing our program, implementing new technologies, monitoring threats, and administering compliance with evolving regulatory requirements.





We use recognized industry frameworks and standards such as the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) as guides for identifying, assessing, and managing cybersecurity risks relevant to our operations. We also maintain a membership with the Cyber Security Information Sharing Partnership (CISP), which helps us to stay current with industry trends and threats. A joint industry and government initiative run by the U.K.'s National Cyber Security Centre, CISP provides a secure and confidential environment for sharing threat intelligence.

We require all employees, officers, and directors to complete an annual security awareness training designed to reinforce best practices for device 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. In FY25, we achieved a 100 percent completion rate for this training, covering employees, officers, directors, and contractors. Additionally, we provide targeted training to address regional data privacy requirements including the U.K. Data Protection Act, the European Union General Data Protection Regulation (GDPR), the California Consumer Privacy Act, and the California Privacy Rights Act.

Raising Awareness Of Cybersecurity And Data Protection

In addition to mandatory training, we help employees recognize and respond to potential cybersecurity threats through regular employee engagement programming initiatives that include:

- Security fundamentals;
- Protecting sensitive data;
- Device security;
- Secure development;
- Reporting incidents.

Our Incident Response Plan governs how we respond to and manage cybersecurity incidents and we conduct regular tabletop exercises to test our response to potential incidents. As of the end of FY25, we have been subject to no cybersecurity penalties or

settlements, have experienced no material cybersecurity incidents, and have not incurred any material expenses from cybersecurity incidents.

While our cybersecurity risk management strategy is intended to assess, identify, and manage material risks from cybersecurity threats, it may not adequately do so in every instance, particularly given the evolving nature of the cybersecurity threat landscape. We expect that our policies and processes will continue to be subject to updates as the risks from cybersecurity threats change. For additional information, please review the cybersecurity disclosures and risks discussed in the company's Form 10-K.

Forward-Looking Statement

This report contains both historical information and certain forward-looking statements, including statements about our ability to attract and retain employees; our ability to deliver long-term value for our shareholders, customers, employees, and communities; our ability to maintain our leadership position in smartphone audio; our ability to increase high performance mixed-signal (HPMS) content in smartphones; our ability to leverage our strength in audio and HPMS to expand into additional applications and markets with both new and existing components; our ability to invest in research and product development programs that will contribute to our long-term success; our expectation that embedding responsible policies and practices across our operations will contribute to the company’s long-term success; our ability to collaborate with our supply chain to reduce carbon emissions and mitigate climate-related risks; our ability to source materials responsibly; our expectation that our suppliers maintain safe working conditions and treat all workers with respect and dignity; our ability to reduce our greenhouse gas emissions and mitigate our own climate-related risks; our ability to build long-term business resilience; and our ability to achieve our goals. In some cases, forward-looking statements are identified by words such as “aim,” “anticipate,” “aspire,” “believe,” “can,” “commitments,” “consider,” “could,” “encourage,” “estimates,” “expect,” “future,” “goals,” “intend,” “longer term,” “looking ahead,” “may,” “opportunity,” “plan,” “potential,” “seek,” “strive,” “target,” “will,” “would,” along with variations of these words, phrases, and 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 29, 2025, and are subject to certain risks and uncertainties that could cause actual results to differ materially; readers should not place undue reliance on such forward-looking statements. Risks that may impact future results are listed in our Form 10-K for the year ended March 29, 2025, and in our other filings with the Securities and Exchange Commission (SEC), which are available at www.sec.gov. We expressly disclaim any obligation to update or revise any forward-looking statements, whether as a result of new developments or otherwise.





Appendix

SASB Index

Cirrus Logic reports to the Sustainable Accounting Standards Board (SASB) Semiconductor Standard (2023) under the Technology and Communications sector. While we do not currently disclose all metrics included in the Standard for our sector, we intend to evaluate expanding the scope of our future disclosures. SASB standards are maintained and managed by the IFRS Foundation's International Sustainability Standards Board (ISSB).

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 from perfluorinated compounds	Metric tons (t) CO ₂ e	(1) Environment: Reducing Emissions Environment: Our Carbon Footprint (2) Cirrus Logic used 4.83 kg of PFC-14 (perfluoromethane) in FY25. This is equal to 31.99 MTCO ₂ e.
	TC-SC-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	Environment: Reducing Emissions Environment: Our Carbon Footprint
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Gigajoules (GJ), percentage (%)	Environment: Energy Responsible Supply Chain: Supply Chain Management Cirrus Logic is fabless and outsources manufacturing, therefore our energy data does not include manufacturing.
Water Management	TC-SC-140a.1	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), percentage (%)	As a fabless semiconductor company, our use of water is limited to our office buildings, including breakrooms, restrooms, and research facilities. As such, we are not disclosing the total water withdrawn or consumed.
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing (2) percentage recycled	Metric tons (t), percentage (%)	Environment: Waste
Workforce Health and Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	N/A	People: Employee Health And Safety
	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 and Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Percentage (%)	13 percent of employees require a work visa. Please review the risks discussed in the company's Form 10-K 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 contain IEC 62474 declarable substances	Percentage (%)	We do not currently disclose the total percentage of products by revenue that contain IEC 62474 declarable substances. Learn more about our commitments to protect the environment by reducing the amount of hazardous substances in our products at our Corporate Compliance website .
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Various, by product category	The lifecycle of our representative products ends when the product is shipped to the customer. Therefore, we are unable to disclose energy efficiency at a system level.
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	Please review the risks disclosed in the company's Form 10-K for additional discussion regarding international subcontractors, and the company's Conflict Minerals Policy Statement and latest Conflict Minerals Report filed with the SEC.
Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive 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

Cirrus Logic has reported the information cited in this GRI Content Index for our fiscal year 2025 (FY25) from March 31, 2024, to March 29, 2025, with reference to the Global Reporting Initiative (GRI) Standards, using GRI 1: Foundation 2021.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
GRI 2: Organization and Its Reporting Practices [2021]			
	2-1	Organizational details	Cirrus Logic Inc. NASDAQ: CRUS 800 West 6th Street Austin, Texas 78701 See locations here
	2-1	Entities included in the organization's sustainability reporting	Operations data in this report is from majority-owned subsidiaries. Countries where Cirrus Logic operates and that are relevant to the topics covered in this report are: China, Japan, Singapore, South Korea, Taiwan, the United Kingdom, and the United States.
	2-3	Reporting period, frequency, and contact point	About This Report
	2-4	Restatements of Information	<p>During the reporting period, the organization restated previously reported greenhouse gas (GHG) emissions data to reflect improved methodologies and updated data inputs. The following restatements were made:</p> <p>Scope 2 Emissions (FY23 and FY24): Market-based and location-based emissions associated with chilled water consumption were restated for fiscal years 2023 and 2024. These updates are based on supplier specific consumption data and emissions factors provided by our chilled water vendor, resulting in more accurate reporting of our indirect energy-related consumption and emissions.</p> <p>Scope 3 Emissions - Category 3 (Fuel- and Energy-Related Activities) (FY23 and FY24): Emissions under Scope 3, Category 3 (FERA), were restated for fiscal years 2023 and 2024 to reflect changes made to scope 2 chilled water calculations.</p>
	2-5	External assurance	Apex Companies, LLC has conducted limited assurance of our published Scope 1 and Scope 2 emissions and upstream Scope 3 emissions for FY25. For more information on the scope and approach, please see the Independent Assurance Statement .
GRI 2: Activities and Workers [2021]			
	2-6	Activities, value chain, and other business relationships	Who We Are Responsible Supply Chain People Cirrus Logic's Fabless Production Model Cirrus Logic is a publicly traded entity that operates in the semiconductor industry.
	2-7	Employees	People U.S. Demographic Snapshot Global Workforce Detail As of March 29, 2025, we had 1,660 employees, 99 percent of whom were full-time.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
GRI 2: Governance [2021]			
	2-9	Governance structure and composition	For a complete description of Cirrus Logic's corporate governance structure, Board committees, and governance practices, please refer to our latest Proxy Statement and Form 10-K on our Investor Relations website , as well as our Corporate Governance website .
	2-10	Nomination and selection of the highest governance body	
	2-11	Chair of the highest governance body	
	2-12	Role of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	
	2-15	Conflicts of interest	
	2-16	Communication of critical concerns	
	2-17	Collective knowledge of the highest governance body	
	2-18	Evaluation of the performance of the highest governance body	
	2-19	Remuneration policies	Please refer to our Proxy Statement.
	2-20	Process to determine remuneration	
	2-21	Annual total compensation ratio	
GRI 2: Strategy, Policies, and Practices [2021]			
	2-22	Statement on sustainable development strategy	A Message From Our CEO
	2-23	Policy commitments	Responsible Supply Chain Please visit our Corporate Compliance website and our Corporate Governance website .
	2-24	Embedding policy commitments	Corporate Governance: Business Ethics And Compliance People: Employee Health And Safety Environment: Our Environmental Management Approach
	2-25	Processes to remediate negative impacts	Corporate Governance Please visit our Corporate Governance website .
	2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance Please visit our Corporate Governance website .
	2-27	Compliance with laws and regulations	Cirrus Logic had zero instances of non-compliance with laws and regulations and did not incur any related fines or non-monetary sanctions during the identified reporting period.
	2-28	Membership associations	We are members of the Semiconductor Industry Association and the Silicon Valley Tax Directors Group, both of which are IRS section 501(c)(6) organizations.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
GRI 2: Stakeholder Engagement [2021]			
	2-30	Collective bargaining agreements	Please refer to our latest Form 10-K to see information on collective bargaining agreements at Cirrus Logic.
201: Economic Performance [2016]			
	201-1	Direct economic value generated and distributed	Please refer to our Form 10-K.
205: Anti-Corruption [2016]			
	205-2	Communication and training about anti-corruption policies and procedures	Corporate Governance: Business Ethics And Compliance
206: Anti-Competitive Behavior [2016]			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corporate Governance Cirrus Logic had zero legal actions pending or completed during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
302: Energy [2016]			
	302-1	Energy consumption within the organization (GJ)	Environment: Energy
	302-2	Energy consumption outside of the organization (GJ)	
305: Emissions [2016]			
	305-1	Direct (Scope 1) GHG emissions	Environment: Our Carbon Footprint
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
401: Employment [2016]			
	401-1	New employee hires and employee turnover	People: Promoting High-Performing Teams
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People: Benefits

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
403: Occupational Health and Safety [2018]			
	403-1	Occupational health and safety management system	People: Employee Health And Safety
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-9	Work-related injuries	People: Employee Health And Safety 2024 U.S. Employee Health and Safety performance metrics*: <ul style="list-style-type: none"> • Lost-time incident rate: 0 • Total recordable incident rate: 0.09 • Fatalities: 0 *Reported to U.S. Occupational Health and Safety Administration on January 14, 2025
404: Training and Education [2016]			
	404-2	Programs for upgrading employee skills and transition assistance programs	People: Promoting High-Performing Teams
	404-3	Percentage of employees receiving regular performance and career development reviews	Each year, eligible employees have an opportunity to work with their managers to create personal development plans, set goals, and identify critical capabilities for development.
405: Diversity and Equal Opportunity [2016]			
	405-1	Diversity of governance bodies and employees	U.S. Demographic Snapshot Global Workforce Detail Corporate Governance: Corporate Governance Practices
405: Diversity and Equal Opportunity [2016]			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance: Enhancing Cybersecurity And Data Privacy Controls No substantiated complaints were received concerning breaches of customer privacy during the reporting period, nor were there any identified leaks, thefts, or losses of customer data.

TCFD Index

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

DISCLOSURE	RESPONSE / LOCATION
Governance	
Describe the board’s oversight of climate-related risks and opportunities	Cirrus Logic’s Board of Directors has responsibility for oversight of our Environmental, Social, and Governance (ESG) program and disclosures and climate-related risks, with delegation to its three committees – Audit, Compensation and Human Resources, and Governance and Nominating – within their respective areas of expertise.
Describe management’s role in assessing and managing climate-related risks and opportunities	Our sustainability efforts are operationalized by a cross-functional team that reports to the Board of Directors periodically. This team operates under the guidance of an executive steering committee, which reviews the program’s direction, addresses potential barriers, and supports the identification of ESG risks and opportunities, including those related to climate change. In FY25, we engaged an external sustainability consulting partner to provide educational sessions on climate change for our Executive team as well as other relevant stakeholders.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	<p>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 and sites to examine in more detail through scenario analyses, discussed herein. In FY25 we extended our review and scenario analysis of physical risk to capture our primary operating sites and manufacturing supply chain locations. This review considered the potential exposure of our locations to climate hazards over the short (present day to 2030), medium (2031 to 2050) and long (2051-2100) term.</p> <p>Physical Risks and Opportunities As a fabless semiconductor company, we depend on third-party subcontractors, primarily in Asia and Europe, for the fabrication, assembly, testing, and distribution of our products. The potential physical impacts of climate change, including high-heat events, power or water shortages, fires, rising sea levels, changes in storm patterns or intensities, or other extreme weather conditions, are uncertain and could impact operations at our subcontractors. Any disruption to our manufacturing or delays in shipping could adversely affect our operations and financial results, as well as damage customer relationships and our reputation.</p> <p>Relevant physical risks for our primary manufacturing region include increased severity of acute events such as cyclones and extreme precipitation. Additionally, we have considered chronic risks such as increased frequency, severity, and/or duration of drought conditions, which are particularly relevant to semiconductor manufacturing given these operations’ reliance on large volumes of ultra-pure water.</p> <p>Physical risks are also relevant to our operating sites, including our corporate headquarters in Austin, Texas. Potential physical impacts of climate change, including extreme precipitation and flooding, as well as severe heat events and power outages could adversely impact site operations, for example through temporary site closures and/or an inability of our employees to travel to their work locations. Direct damage to property and/or equipment could also result in increased costs for our business.</p> <p>Where we have control, the company plans and manages our operations to mitigate physical risks.</p>






DISCLOSURE	RESPONSE / LOCATION
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p>	<p>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.</p> <p>For more information, please carefully review the risk factors discussed in the company's Form 10-K.</p>
<p>Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning</p>	<p>We have experienced a minimal impact to our financial planning through the addition of dedicated headcount and consulting resources to ensure that we are effectively responding to stakeholder expectations for improved ESG disclosures and performance. Having established our first Scope 1 and 2 GHG reduction target in FY22, we incorporate anticipated costs to procure energy attribute certificates into our financial planning.</p> <p>Cirrus Logic's environmental strategy includes:</p> <ul style="list-style-type: none"> • Reducing emissions from our direct operations; • Formalizing an environmental policy; • Continuing to evaluate and incorporate climate-related risks and opportunities into strategic business operations; • Engaging suppliers to better understand their emissions and environmental commitments; and • Expanding and improving our Scope 3 GHG emissions disclosures.
<p>Describe the potential impacts of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning</p>	<p>In FY22 we completed an initial scenario analysis of two key manufacturing locations in Taiwan, with a focus on extreme precipitation and drought as potentially relevant climate hazards for this region. In FY25, in partnership with our insurance provider, we extended our scenario analysis approach to capture our primary operating sites and manufacturing supply chain locations. This analysis considered for each location, the asset value at risk based on inherent exposure to acute and chronic climate hazards over several time horizons, including 2030, 2050 and 2100.</p> <p>The scenarios included in the analysis are RCP2.6 (global temperature increase is below 2 degrees Celsius), RCP4.5 (global temperature increase is limited to 2-3 degrees Celsius) and RCP8.5 (global temperature increase is over 4 degrees Celsius). The analysis suggests accumulated inherent exposure to extreme precipitation for high value sites over the 2030 to 2050 time horizon under RCP4.5 and RCP8.5, confirms the relevancy of the Asia region in terms of overall exposure to physical climate hazards and identifies locations with inherent exposure to specific climate hazards including river flooding, severe heat and tropical cyclones..</p> <p>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. We completed 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.</p> <p>Assuming a worst-case scenario without mitigation, flat emissions growth, and that our distribution partners pass through 100 percent of carbon pricing costs to Cirrus Logic, potential increased costs under all four carbon price scenarios are not considered financially significant. We expect to continue to expand our transitional risk assessment and reporting in future years.</p>
<p>Risk Management</p>	
<p>Describe the organization's processes for identifying and assessing climate-related risks</p>	<p>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.</p> <p>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. This led to a scenario analysis focused on two sites in Taiwan as a key manufacturing region. In FY25, we extended our physical risk assessment and scenario analysis to include our primary operating sites and manufacturing supply chain locations as discussed herein.</p>





DISCLOSURE	RESPONSE / LOCATION
<p>Describe the organization's processes for managing climate-related risks</p>	<p>Cirrus Logic's Board of Directors considers ESG risks, including climate-related issues, as part of its overall strategic decision-making process.</p> <p>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.</p> <p>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 recent droughts 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.</p> <p>To address these physical risks, we are selecting facilities with geographic diversity where possible; dual sourcing for assembly and test where possible; and bringing up new foundries outside Taiwan. We also have business continuity and disaster recovery plans in place for our primary operating sites, which help us to prepare for and respond to climate related events.</p> <p>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.</p> <p>To address these transitional risks, we are doing our part to reduce GHG emissions generally. We are making progress towards our target to reduce our Scope 1 and Scope 2 GHG emissions by 90 percent by FY30 compared to our FY21 baseline. With respect to Scope 3 GHG emissions, we are actively engaging with our suppliers to better understand their existing sustainability practices and identify areas for collaboration and continuous improvement. In FY24, we introduced a new program to conduct additional due diligence and further assess potential risk in our supply chain. This program consists of two pillars. The first pillar leverages existing industry standards available through the Responsible Business Alliance (RBA) to assess the risk profiles of our foundry, assembly, and test suppliers through their performance as measured by the RBA's Validated Assessment Program (VAP). The VAP is the industry standard for on-site supplier compliance assessment and is conducted by independent third-party audit firms. These audits produce in-depth evaluations of each supplier, as measured against the RBA Code of Conduct, which includes environmental standards. The second pillar establishes and communicates to our suppliers through a supply chain policy, specific expectations for their activities relating to emissions and commitment to sustainability. This includes a requirement that our suppliers report relevant energy and emissions data to us on an annual basis and that they reduce their Scope 1 and 2 emissions by 2030. We believe this program will assist in differentiating the risk level of our manufacturing suppliers and enable Cirrus Logic to focus resources on higher-risk suppliers to help improve their sustainability performance. We believe these actions may contribute positively to our business resilience long term.</p> <p>Starting in FY25, we are taking a risk-based approach to initiate on-site sustainability assessments in support of our due diligence and compliance monitoring efforts. We have engaged with suppliers' management teams to emphasize the importance and secured commitments from the majority of our primary suppliers to address our findings and improve their practices. We will continue to monitor their performance going forward.</p>
<p>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</p>	<p>Our climate-related risk management strategy forms part of our overall enterprise risk management program. We conduct regular risk assessments identifying reasonably foreseeable potential internal and external risks, the likelihood of occurrence, and any potential impact that could result from such risks. We also evaluate the sufficiency of our existing internal controls and monitor the effectiveness of all such safeguards. In response, we adjust our processes and controls as necessary.</p>

DISCLOSURE	RESPONSE / LOCATION
<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>Metrics used to help us understand our exposure to climate-related risks and opportunities include:</p> <ul style="list-style-type: none"> • Scope 1, 2, and 3 (upstream) GHG emissions and progress towards our Scope 1 and 2 GHG reduction target; • Customer and shareholder requests for information about our corporate climate strategies and performance; and • ESG ratings that include climate risk management indicators.
<p>Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks</p>	<p><u>Environment: Our Carbon Footprint</u></p> <p>Our emissions have been verified in line with the ISO 14064-3 Greenhouse Gases Specification, with guidance for the validation and verification of GHG assertions — limited assurance. This third-party verification improves the reliability, accuracy, and objectivity of our emissions data, allowing us to make more strategic decisions and progress against our goals.</p>
Targets	
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>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. We used the Science Based Targets initiative as our guide, and our approach exceeds the minimum reductions required to meet the Paris Agreement’s goal of limiting the rise in global temperatures to 1.5 degrees Celsius above pre-industrial levels.</p>
	<p>We have set an absolute target to reduce our Scope 1 and Scope 2 GHG emissions for all operations by 90 percent by FY30, compared to our FY21 baseline. Since FY21, we have decreased our Scope 1 and Scope 2 emissions by 78 percent, progressing against our stated reduction target.</p>
	<p>To achieve our target, we are:</p> <ul style="list-style-type: none"> • Implementing energy efficiency improvements to our facilities; • Expanding the use of renewable energy; • Purchasing energy attribute certificates; and • Encouraging our co-located data center providers to use renewable energy.

UNSDG Index

The United Nations Sustainable Development Goals (UNSDGs) provide a pathway to achieve a sustainable future for humanity and the planet. In FY25 we continued to focus our efforts on Goal 4: Quality Education, Goal 5: Gender Equality, Goal 6: Clean Water and Sanitation, Goal 7: Affordable and Clean Energy, Goal 12: Responsible Consumption and Production, Goal 13: Climate Action, and Goal 15: Life on Land.

UNSDG	TARGET	CIRRUS LOGIC ACTION / INITIATIVES
Ensure Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities for All		
	4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	<ul style="list-style-type: none"> • Provided educational assistance of up to \$10,000 in qualifying costs per year • Supported the development of our Women’s Leadership Team employee resource group • Provided annual STEM-focused scholarships to universities, including a new scholarship program at the University of Strathclyde aimed at increasing the number of female students completing engineering degrees
	5.1: End all forms of discrimination against all women and girls everywhere	
	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	<ul style="list-style-type: none"> • Partnered with graduate and undergraduate research institutions for early-career recruitment • Worked to increase our pipeline of technical candidates through paid internships and new college graduate programs • Helped to inspire and develop the next generation of talent by investing in education programs that help students access the resources they need to pursue STEM-related careers
Achieve Gender Equality and Empower All Women and Girls		
	5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	<ul style="list-style-type: none"> • Provided paid parental leave, family medical leave, dependent care benefits, fertility benefits, subsidized daycare and backup care for children and elders, and surrogacy and adoption assistance programs • Provided free college coaching • Offered income protection plans, disability, and life insurance benefit options
Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All		
	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	<ul style="list-style-type: none"> • Contracted renewable energy for our Austin, Cupertino, and U.K. offices • In FY25, consumed an estimated total of 97,775 GJ of energy, with 83 percent of our total electricity use and 76 percent of our Scope 1 and 2 energy use sourced from renewable resources such as wind and solar

UNSDG	TARGET	CIRRUS LOGIC ACTION / INITIATIVES
Take Urgent Action to Combat Climate Change and Its Impacts		
 <p>13 CLIMATE ACTION</p>	<p>13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>	<ul style="list-style-type: none"> Conducted a climate risk assessment and scenario analysis and continued to integrate climate-related risks into our enterprise risk management process
Raise Awareness with Employees on the UNSDGs and Work Collectively to Drive Change		
 <p>6 CLEAN WATER AND SANITATION</p>	<p>6.b: Support and strengthen the participation of local communities in improving water and sanitation management</p>	<ul style="list-style-type: none"> Membership in the Cirrus Logic Environmental Action Network (CLEAN), an employee resource group, is approximately 19 percent of our employee base worldwide CLEAN continues to be guided by shared environmental stewardship objectives: increasing biodiversity, safeguarding watersheds and waterways, promoting sustainable living practices and conservation education, and supporting a circular economy
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse</p>	
 <p>15 LIFE ON LAND</p>	<p>15.c: Enhance global support for efforts to combat poaching and trafficking of protected species, including by increasing the capacity of local communities to pursue sustainable livelihood opportunities</p>	

Global Workforce Detail

	FY23	FY24	FY25
TOTAL WORKFORCE			
Employees	1,702	1,625	1,660
TOTAL WORKFORCE DISTRIBUTION BY GENDER			
Men	82%	81%	81%
Women	18%	19%	19%
Technical Workforce			
Men	89%	88%	88%
Women	11%	12%	12%
Non-Technical Workforce			
Men	56%	55%	55%
Women	44%	45%	45%
Executive Leadership Team			
Men	90%	90%	90%
Women	10%	10%	10%
TOTAL WORKFORCE DISTRIBUTION BY AGE			
20s	14%	13%	11%
30s	27%	26%	26%
40s	33%	32%	32%
50s	20%	22%	23%
60s+	6%	7%	8%
REGIONAL WORKFORCE			
U.S.	64%	64%	64%
APAC	9%	9%	8%
Europe	27%	27%	28%

U.S. Demographic Snapshot

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

Job Categories	Race/Ethnicity														Row Total
	Hispanic or Latino		Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	6	0	0	0	0	0	1	0	0	0	0	0	7
First/Mid-Level Officials and Managers	6	3	98	7	37	1	1	2	22	1	8	0	0	1	187
Professionals	51	5	323	12	249	0	0	10	62	3	80	0	0	2	797
Technicians	10	1	33	0	12	0	0	2	5	0	3	0	0	1	67
Sales Workers	0	1	6	1	2	0	0	0	0	0	1	0	0	0	11
Administrative Support Workers	2	6	6	2	0	0	0	0	9	1	5	0	0	0	31
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	69	16	472	22	300	1	1	14	99	5	99	0	0	4	1,102
PRIOR 2023 REPORTING YEAR TOTAL	70	15	457	19	283	1	1	13	101	4	88	0	0	4	1,056

Independent Assurance Statement

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



**VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS**

To: The Stakeholders of Cirrus Logic

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

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

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

- Operational Control
- Worldwide

Types of GHGs: CO₂, N₂O, CH₄, HFCs, PFCs, SF₆

GHG Emissions Statement:

Fiscal Year (FY) 2025 Emissions:

- **Scope 1:** 325 metric tons of CO₂ equivalent
- **Scope 2 (Location-Based):** 8,210 metric tons of CO₂ equivalent
- **Scope 2 (Market-Based):** 1,501 metric tons of CO₂ equivalent
- **Scope 3:**
 - Purchased Goods & Services: 215,376 metric tons of CO₂ equivalent
 - Capital Goods: 3,909 metric tons of CO₂ equivalent
 - Fuel and Energy Related Activities (Location-Based): 1,797 metric tons of CO₂ equivalent
 - Fuel and Energy Related Activities (Market-Based): 785 metric tons of CO₂ equivalent
 - Upstream Transportation and Distribution: 4,336 metric tons of CO₂ equivalent
 - Waste Generated in Operations: 309 metric tons of CO₂ equivalent
 - Business Travel: 4,994 metric tons of CO₂ equivalent
 - Employee Commuting (Market-Based): 1,888 metric tons of CO₂ equivalent
 - Upstream Leased Assets (Market-Based): 603 metric tons of CO₂ equivalent

FY 2021 Scope 2 Chilled Water Market-Based Emissions: 514 metric tons of CO₂ equivalent

FY 2022 Scope 2 Chilled Water Market-Based Emissions: 493 metric tons of CO₂ equivalent

FY 2023 Scope 2 Chilled Water Market-Based Emissions: 465 metric tons of CO₂ equivalent

FY 2024 Scope 2 Chilled Water Market-Based Emissions: 177 metric tons of CO₂ equivalent



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

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

Global Warming Potential (GWP) and emission factor data sets:

- GWP: Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR-5)
- United States Environmental Protection Agency (USEPA) Emissions & Generation Resource Integrated Database (eGRID) (2022 data), 2024
- USEPA Emission Factor Hub, 2024
- International Energy Agency (IEA) Emission Factor Database (2022 data), 2024
- United Kingdom (UK) Department for Environment Food & Rural Affairs (DEFRA), UK Government GHG Conversion Factors for Company Reporting, October 30, 2024
- Green-E Residual Mix Emissions Rates (2021 Data), 2023
- Association of Issuing Bodies (AIB) European Residual Mixes, June 4, 2024
- Utility-specific emission factors
- Supply Chain Greenhouse Gas Emission Factors v1.2, April 20, 2023
- Ecoinvent 3.8, 2021
- Scope 3 methodologies and emissions factors in the RouteZero platform

Period covered by GHG emissions verification:

- FY 2021: April 1, 2020 to March 31, 2021
- FY 2022: April 1, 2021 to March 31, 2022
- FY 2023: April 1, 2022 to March 31, 2023
- FY 2024: April 1, 2023 to March 31, 2024
- FY 2025: April 1, 2024 to March 31, 2025

Criteria against which verification conducted:

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

Reference Standard:

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

Level of Assurance and Qualifications:

- Limited
- This verification used a materiality threshold of $\pm 5\%$ 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 and their consultant;
- Review of documentary evidence produced by Cirrus Logic and their consultant;
- 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:

Lindsey Gates, Lead Verifier
ESG Program Manager
Apex Companies, LLC
Evergreen, Colorado

Megan O'Neil, Technical Reviewer
ESG Program Manager
Apex Companies, LLC
Atlanta, Georgia

May 23, 2025

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



Corporate Headquarters
800 West 6th Street | Austin, Texas 78701 | United States

www.cirrus.com