FY24 Environmental, Social, and Governance Report

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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 2024 (FY24), ending March 30, 2024. At times, we also provide multi-year data. All financial information is presented in U.S. dollars and on a GAAP basis.

This report centers on the priority focus areas of our environmental, social, and governance (ESG) strategy that have been identified through conversations with the Board of Directors, executive leaders, and external stakeholders. We regularly reflect on our performance, 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 made to the Sustainability Accounting Standards Board (SASB) Semiconductors Standard (2023) and applicable Global Reporting Initiative (GRI) Universal Standards (2021). We also align our reporting with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, report to the CDP Climate Change Questionnaire, and support select United Nations Sustainable Development Goals (UNSDGs). For more information about these disclosures, see the Appendix.

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

Forward-Looking Statement

This ESG Report contains both historical information and certain forward-looking statements, including statements about our ability to attract and retain employees; our ability to capitalize on opportunities to drive growth in the future; 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 ESG policies and practices across our operations will contribute to the company's long-term success; and our ability to achieve our ESG goals. In some cases, forward-looking statements are identified by words such as "aim," "anticipate," "aspire," "believe," "can," "commitments,"

"consider," "could," "encourage," "estimates," "expect," "future," "goals," "intend," "longer term," "looking ahead," "may," "opportunity," "plan," "seek," "strive," "target," "will," "would," and 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 30, 2024, 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 30, 2024, and in our other filings with the Securities and Exchange Commission (SEC), which are available at www.sec.gov. We expressly disclaim any obligation to update or revise any forward-looking statements, whether as a result of new developments or otherwise.

A Message From Our CEO

At Cirrus Logic we are committed to excellence in everything we do, whether that is developing class-leading products, building a culture that enables our employees to do their best work and make a lasting impression on their industry, or positively impacting the communities in which we live and work. I am proud of the progress the company made this year in our environmental, social, and governance (ESG) focus areas and I am pleased to see our hard work receive recognition. In 2023, Cirrus Logic was named as a Top Workplace by the *Austin American-Statesman* for the 14th consecutive year. We were also included on the Barron's List of 100 Most Sustainable Companies for the fourth consecutive year. I invite you to read about our achievements and our focus areas for the future in this report.

Environment: In FY24, we continued to make progress against our Scope 1 and 2 greenhouse gas reduction target, lowering these emissions by 12 percent from the prior year, primarily due to the procurement of additional renewable energy. This past year we took several actions to broaden our sustainability efforts, both directly as a company and through engagement with our suppliers and customers. First, we received ISO 14001 certification, after establishing an environmental policy and management system. Second, to better understand our suppliers' existing sustainability practices and identify areas for collaboration and continuous improvement, we launched a new program to conduct additional due diligence and further assess potential risks related to environmental issues in our supply chain. Finally, we joined Apple's Supplier Clean Energy Program to support their goal to decarbonize their global supply chain and advance the use of clean energy.

People: Our present and future success depends to a very significant extent on our ability to attract and retain some of the most talented people in our industry. We strive to create an inclusive culture where employees are empowered to reach their full potential. To this end, we provide professional development and collaboration opportunities for our employees through a variety of learning platforms and offer tuition reimbursement. We also champion employee resource groups (ERGs) to build supportive communities that offer space to explore shared interests. I am proud of the enthusiasm and dedication our employees have shown through their participation in these groups. Finally, we recognize that the health and well-being of our employees is important and we regularly look for ways to enhance our benefits.

Communities: Employees at Cirrus Logic share a desire to positively contribute to our communities through volunteerism and charitable donations. I am inspired by our employees' passion as they support causes with their time, talents, and resources. I also appreciate that by sharing their experiences, our employees foster connections with each other as they engage with our communities. In FY24, our sustainability ERG organized activities including planting trees and cleaning up waterways, holding a global e-waste drive, and hosting learning events on a range of topics including the ecological importance of bees and bats. As part of the company's outreach, we continue to support our communities by sponsoring events such as the Fringe Festival and concerts by the Royal Scottish National Orchestra. In addition, for the sixth year in a row, we were the top business fundraiser for Amplify Austin, an annual day of giving for our Central Texas community.

This past year our employees made excellent progress executing on many areas of our long-term strategy that are expected to drive opportunities for growth in the future. We believe Cirrus Logic's ability to build a profitable and growing business is complementary to our ESG goals, and that success in these areas will help to deliver long-term value for our shareholders, customers, employees, and communities. With an outstanding corporate culture and a commitment to enriching our communities, I am excited to lead the company as we build on this momentum. I look forward to sharing our progress over the next year.

John Forsyth
President and CEO

Who We Are

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

Cirrus Logic At A Glance

Founded
1984

Headquarters
Austin, TX

Employees worldwide
1,625

Issued and pending patents worldwide
~3,880

FY24 Revenue
$1.79B

FY24 R&D investment
$426.5M

Culture Of Innovation

Cirrus Logic's ability to deliver innovative products and solve challenging engineering problems is highly valued by our customers and is critical to our success. We are focused on cultivating a forward-thinking culture that enables us to adapt to evolving market demands and deliver solutions that exceed our customers' expectations. With a consistent track record of execution and a deep commitment to innovation, we remain excited about the opportunities ahead of us.

We invest in advanced processing nodes that allow us to make meaningful improvements in power, latency, and digital signal processing while also enhancing performance. The company's extensive intellectual property portfolio has approximately 3,880 issued and pending patents worldwide. Cirrus Logic's achievements were recognized on the 2024 Patent 300® List, an annual compilation of the top 300 companies, organizations, and universities in the patent field based on the quantity of patents issued each year in the U.S.
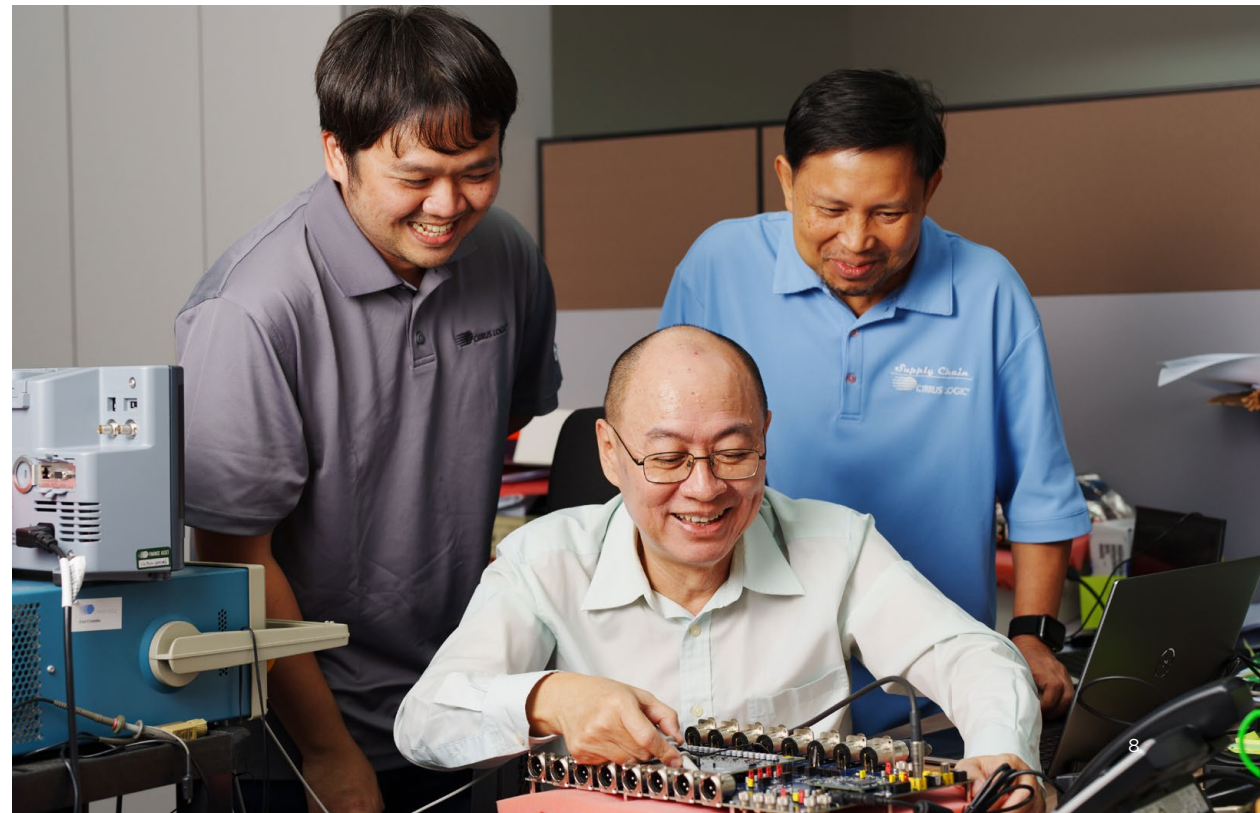
Celebrating Employee Innovation

In FY24, Cirrus Logic hosted our fifth biennial Innovation Conference to promote knowledge sharing and collaboration, foster personal connections across the company, and recognize the accomplishments of our global teams. More than 600 participants from across the world, representing various organizations, gathered in person and online during the four-day conference. This year, more than 20 employees presented technical papers on cutting-edge topics, including power management, circuit design, signal processing, and battery technology. There were also nearly 50 scientific posters and product demonstrations in fields such as audio engineering, haptics, and software architecture.

"When the conference committee first approached me to present jointly with Dave, I was a little skeptical because our backgrounds were so different. But after our first virtual discussion, I realized our work was complementary. Essentially, we were trying to tackle the same problem from slightly different angles — me from the device level and Dave from the system level."

— **Jin T.,
Spice Modeling Engineer (U.S.)**

"This type of collaboration with Jin has been really satisfying. It brought two people from different sites together and gave us insight to each other's skills. We've built a long-term working relationship, not dissimilar to that of two people in the same office."

— **Dave S.,
Systems Architect (U.K.)**

Our Products

Cirrus Logic's 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 more digital signal processing and programmable control logic compared to our traditional peers' analog-centric architectures, giving us a significant competitive advantage. Additionally, the company's technology consists of a broad portfolio of tools, software, and algorithms that help to differentiate our customers' products by improving the user experience. We have a robust roadmap of products designed to enhance performance and reduce power consumption while also saving critical board space. Cirrus Logic's components can be found in a variety of consumer devices including smartphones, laptops, tablets, wearables, gaming devices, and AR/VR headsets.

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

• Maintaining our leadership position in smartphone audio;

• Increasing HPMS content in smartphones; and

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

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, the company is investing in research and product development programs that we believe will contribute to our long-term success.

72%
OF OUR EMPLOYEES ARE ENGAGED IN RESEARCH AND PRODUCT DEVELOPMENT ACTIVITIES

ESG At Cirrus Logic

Cirrus Logic believes that embedding responsible environmental, social, and governance (ESG) policies and practices across our operations complements our business strategy and will contribute to the company's long-term success.

ESG Governance

Cirrus Logic's Board of Directors has responsibility for oversight of ESG, with delegation to three committees — Audit, Compensation and Human Resources, and Governance and Nominating — within their respective areas of expertise. Our ESG efforts are operationalized by a cross-functional team that includes members from human resources, investor relations, legal, and quality. This team reports progress to the Board of Directors at least twice a year.

Guidance for Cirrus Logic's ESG program is provided by an executive steering committee comprised of the CEO and members of the leadership team representing finance, global operations, human resources, and legal. The committee reviews the program's direction, addresses potential barriers, and helps to identify relevant risks and opportunities throughout the year.

As part of our efforts to be a good corporate citizen, the company is working to make improvements for the future, including reducing our greenhouse gas (GHG) emissions and supporting science, technology, engineering, and math (STEM) education programs for diverse populations. We also recognize the importance of celebrating our employees who are contributing to our goals and making a positive impact in their communities.

Further, Cirrus Logic aligns our ESG efforts with globally recognized best practice frameworks including the Global Reporting Initiative (GRI) Universal Standards, the Sustainability Accounting Standards Board (SASB) Semiconductors Standard, and recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), as well as select United Nations Sustainable Development Goals (UNSDGs).

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	• Leveraging primary manufacturing partners' 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	• Providing relevant GHG disclosures • Progressing against our GHG Scope 1 and 2 reduction target by FY30
Diversity and Inclusion	Foster an inclusive workforce where all employees feel valued and respected	• Benchmarking and evaluating diversity analytics • Supporting employee resource groups (ERGs) • Fostering a work culture that values and respects all employees
Talent Development	Expand opportunities and programs to promote, engage, and retain a motivated and high-performing workforce	• Increasing the pipeline of talent through paid internships and new college graduate programs • Offering professional development opportunities for employees • 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	• 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 standards
Community Investment and Engagement	Positively impact our communities	• Focusing support for programs and organizations working to improve the environment, expand workforce diversity in the technology sector, 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 practices	• Continuing to promote:
		  – Board-level oversight of ESG
		  – Integration of ESG in risk management
		  – Business ethics through our Corporate Code of Conduct
		  – Anti-corruption policies, practices, and training
		  – Cybersecurity and data privacy measures 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.

Supply Chain Management

We operate on a fabless manufacturing model, outsourcing our fabrication, assembly, test, and distribution. This strategy allows the company to focus on designing innovative products while minimizing fixed costs and capital expenditures. Within our company, the supply chain management team is responsible for developing and maintaining long-term supplier relationships. The global operations team is responsible for package development, test program development, and quality. To learn more about Cirrus Logic's fabless manufacturing process, please see the Appendix.

At Cirrus Logic, we hold ourselves and our suppliers to a high standard of professional conduct. We focus proactively on supply chain due diligence within our manufacturing process to identify, assess, and mitigate potential risks. As part of this effort, we are an affiliate member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, including promoting safe working conditions and respect for the environment. 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.

We require our manufacturing suppliers 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. Our code was developed with input from both the RBA Code of Conduct and more stringent customer requirements, and it is regularly reevaluated and updated 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 primary semiconductor foundries are:

- GlobalFoundries, Inc.
- Taiwan Semiconductor Manufacturing Company, Limited

Our primary assembly and test houses are:

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

Supplier Engagement

Over the past two years, Cirrus Logic has engaged with our suppliers to better understand their existing sustainability practices and identify areas for collaboration and continuous improvement. We believe this may contribute positively to our business resilience long term.

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 by utilizing RBA tools 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.

The second pillar uses our supply chain policy to establish and communicate specific expectations for suppliers' activities relating to emissions and commitment to sustainability. A critical part of this program requires our suppliers to track and report relevant data to us on an annual basis.

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.

Supply Chain Compliance

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

In FY24, Cirrus Logic joined Apple's Supplier Clean Energy Program, which aims to decarbonize their global supply chain and advance clean energy. To meet the requirements of this program, we are capitalizing on our previously established GHG Scope 1 and 2 emissions reduction target. We are also working with our suppliers to increase renewable energy procurement in their manufacturing processes.
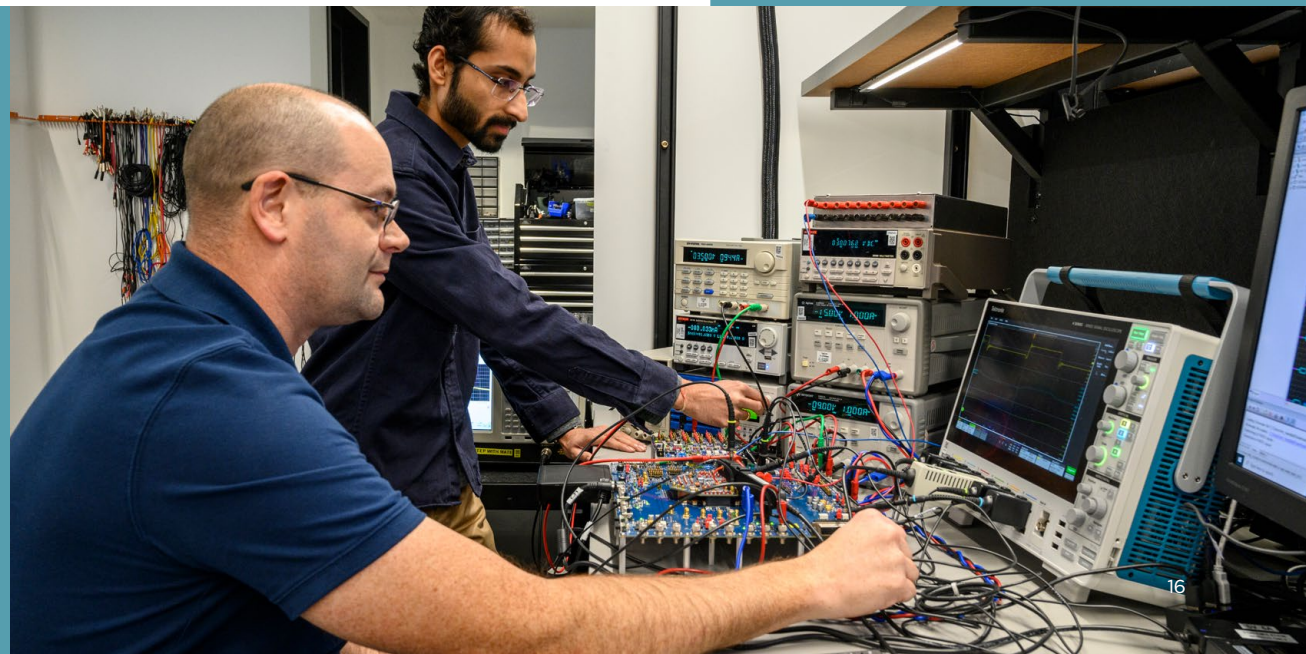
Environment

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

Environmental Management

In FY24, Cirrus Logic was awarded ISO 14001 certification. This internationally agreed upon standard sets the requirements for an environmental management system. Throughout the certification process we considered all environmental issues relevant to our operations in Austin and Edinburgh, such as air pollution, water and sewage issues, waste management, soil contamination, climate change mitigation and adaptation, and resource use and efficiency.

During the implementation of our program, we worked to ensure legal compliance of our environmental obligations, formalized our hazardous and e-waste processes, and introduced an emergency response training program, including drills.

As part of the certification process, we also adopted an Environmental Policy to establish a framework for implementation of the environmental management system. This policy helps guide the direction of our public commitment to protect the environment. This includes environmentally-friendly chip designs to comply with environmental directives and regulations, including EU RoHS and EU REACH. A dedicated team consisting of employees from environment, health, and safety (EHS), facilities, and quality is working to mature the program, mitigate our environmental impacts, and drive continuous improvement of the company's environmental management system.

As stated in our Environmental Policy, Cirrus Logic is committed 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; and

- Continually improving our environmental management system to enhance our environmental performance and pollution prevention.

Our Carbon Footprint

In FY24, Cirrus Logic's total energy consumption increased by seven percent compared to FY23. This was mostly driven by a 12 percent increase in electricity consumption largely due to the addition of several new facilities. While we observed an increase in overall electricity use, our total renewable electricity consumption increased by 16 percent from the prior year, driving a 12 percent reduction in Scope 1 and 2 emissions compared to FY23. Since FY21, we have decreased our Scope 1 and 2 emissions by 75 percent, progressing well against our stated reduction target.

Our upstream Scope 3 emissions account for 99 percent of our total Scope 1, 2, and upstream Scope 3 footprint. Purchased goods and services, specifically our product manufacturing supply chain, are the largest contributors within our upstream Scope 3 emissions. We began collaborating with our suppliers in FY24 to improve their overall environmental performance and encourage them to increase renewable energy procurement in their manufacturing processes where possible.

Cirrus Logic's Scope 1, 2, and 3 GHG Emissions

Scope 1

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

Scope 2

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

Scope 3

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

Our Carbon Footprint

FY22 – FY24 in Metric Tons of Carbon Dioxide Equivalent (MTCO$_2$e)

| EMISSION SOURCE MTCO$_2$e	FY22	FY23	FY24
Scope 1 Emissions			
Fugitive (process gases and refrigerants used in Cirrus Logic controlled equipment)	234	213	88
Mobile Combustion	2	2	6
Stationary Fuel Combustion	334	305	332
Total Scope 1 Emissions	**570**	**520**	**426**
Scope 2 Emissions[1] (market-based)			
Chilled Water	110	111	41
Electricity	1,878	1,402	1,263
Fugitive (refrigerants used in equipment not controlled by Cirrus Logic)	80	146	185
Total Scope 2 Emissions	**2,068**	**1,659**	**1,489**
Scope 3 Upstream Emissions[2]			
Category 1: Purchased Goods and Services[3]	223,407	261,047	206,882
Category 2: Capital Goods[3]	5,163	6,726	7,673
Category 3: Fuel- and Energy-Related Activities[4] (market-based)	—	517	356
Category 4: Transportation and Distribution	1,385	2,302	1,937
Category 5: Operational Waste	—	98	99
Category 6: Business Travel	817	2,730	3,790
Category 7: Employee Commute	—	2,366	2,283
Category 8: Leased Assets	484	411	709
Total Scope 3 Upstream Emissions	**231,256**	**276,197**	**223,729**

1   Scope 2 emissions in the table follow the market-based method and consider the carbon intensity of our utility contracts, including renewable energy contracts. Our Scope 2 location-based emissions, which consider the carbon intensity of the regional grids in which our sites are located, were 12,554 in FY22, 12,824 in FY23, and 10,478 in FY24. Methodology improvement has been applied to FY22 — FY24 to account for chilled water emissions in Scope 2 location-based emissions.

2   The Scope 3 Category 3: Fuel- and Energy-Related Activities methodology was updated to apply renewable emission factors for green tariff energy. We recalculated our FY23 Scope 3 Category 3 total, resulting in a reduction from 1,620 to 517. Our FY23 Total Scope 3 Upstream Emissions also reduced from 277,300 to 276,197.

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

4   Our Scope 3 Category 3: Fuel- and Energy-Related Activities location-based emissions in FY24 were 1,854.

GHG Emissions Data
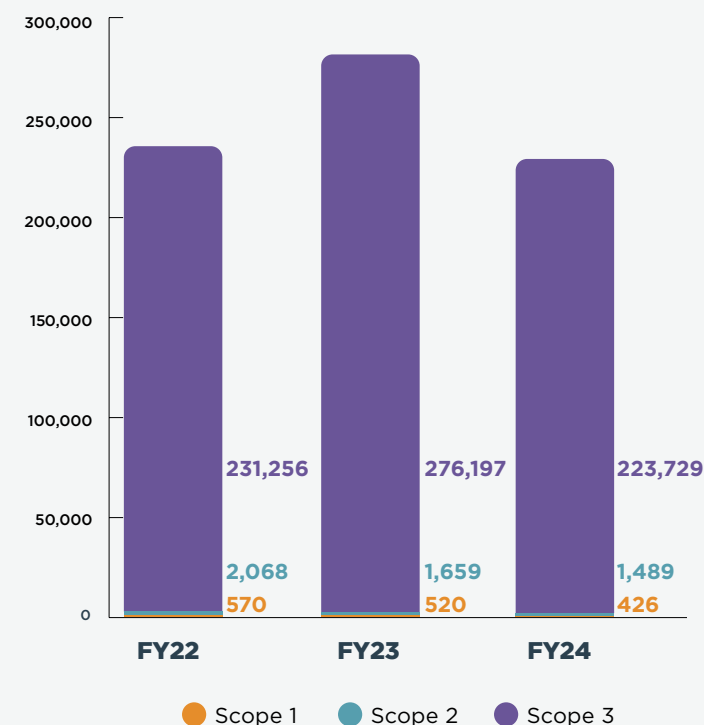
GHG Disclosure and Assurance

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

Reducing GHG Emissions

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 used the Science Based Targets initiative to inform our approach, and our target ambition exceeds the minimum reductions required to meet the Paris Agreement's goal of limiting the rise in global temperatures to 1.5°C above pre-industrial levels.

We are taking action towards a more sustainable future by reducing our carbon footprint. Cirrus Logic's environmental strategy includes:

• Reducing emissions from our direct operations;

• Implementing our 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.

Promoting Electric Vehicles

Cirrus Logic offers free electric vehicle charging stations for employee use in numerous locations in the U.S. and U.K.; 11 percent of employees in these offices have registered for free charging. After launching a salary sacrifice car benefits scheme in the U.K. in FY23, we are excited that 26 employees have utilized this scheme to purchase a personal electric vehicle. This scheme allows employees to dedicate a portion of their pre-tax salary toward the purchase of an electric vehicle.

Continuing To Evaluate Climate-Related Risks And Opportunities

We have completed an initial review and scenario analysis of relevant climate risks and opportunities for Cirrus Logic in line with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The results of these analyses, which were conducted with an external consulting firm, are helping to inform our climate-related risk management strategy and to identify risk mitigation opportunities that can build a more resilient business future.

We have also started to integrate climate-related risks in our enterprise risk management framework and business continuity planning. We expect to continue to evaluate climate-related risks and improve processes to identify, assess, and monitor those risks over time. See our TCFD Index to learn more about our approach.

In addition to our TCFD Index, we disclose related information in our response to the annual CDP Climate Change Questionnaire and will continue to evolve our reporting based on best practice guidance. Our 2023 CDP response received a score of "B" which was above the average "C" score achieved within the electrical and electronic equipment industry sector.

Beyond voluntary climate-related disclosures, we also track emerging regulatory frameworks and expect to submit our first mandatory disclosure in the U.K. this calendar year.
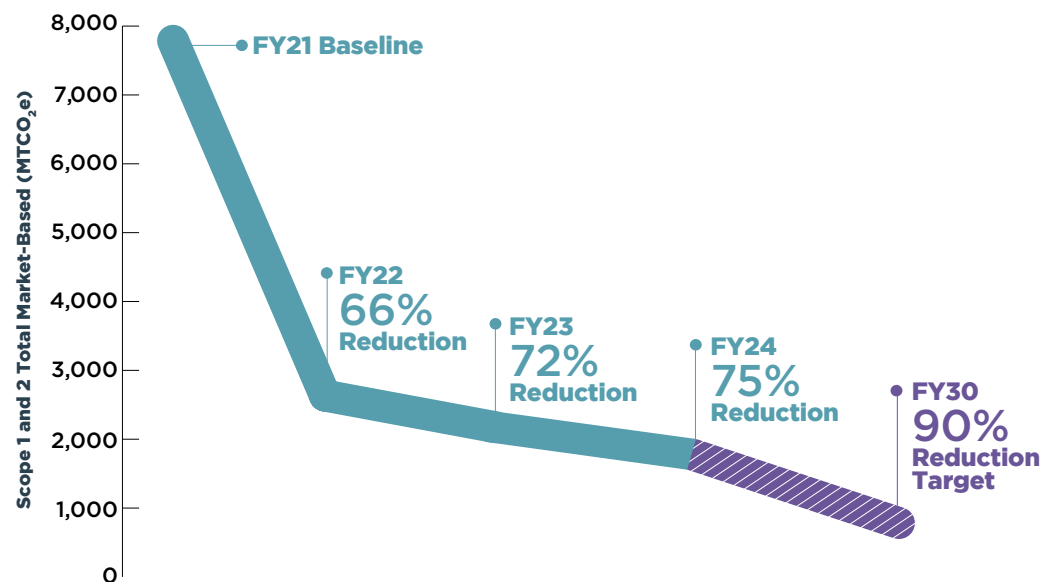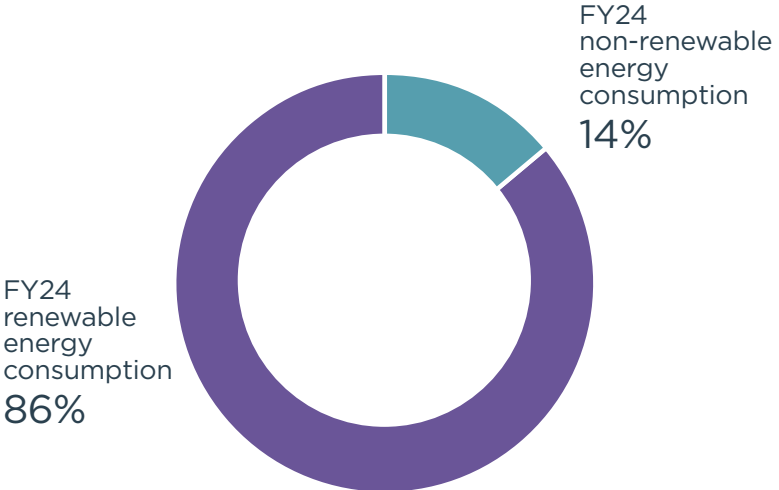
Lowering Emissions From Energy Use

Key elements of our environmental strategy involve reducing energy usage where possible, improving the efficiency of our facilities, and increasing the amount of renewable energy procured. As part of our focus on energy efficiency, we utilize LED lighting, smart controls, and energy-efficient heating, ventilation, and air conditioning (HVAC) systems to reduce our facilities' energy footprint. For example, smart controls in our Austin and Edinburgh buildings are helping minimize energy consumption at night and on weekends. Our Edinburgh office buildings are highly rated on the BREEAM scale, a leading sustainability building assessment scheme, and all U.K. sites have an energy performance asset rating of "C" or above.

In FY24, we consumed approximately 126,466 Gigajoules (GJ) of energy across the company's operations, with renewable resources such as wind and solar accounting for 86 percent of total energy. We are proud of the progress we have made, having reduced our Scope 1 and 2 GHG emissions by 75 percent against FY21 base year emissions. A significant contributor to this emissions reduction is our procurement of renewable electricity, which represented 87 percent of our total electricity use in FY24.

Progress Towards Scope 1 and 2 Emissions Reduction Target

Scope 1 and 2 Total Market-Based ($MTCO_2e$)

- FY21 Baseline
- FY22 **66% Reduction**
- FY23 **72% Reduction**
- FY24 **75% Reduction**
- FY30 **90% Reduction Target**

FY24 Renewable vs. Non-Renewable Energy Consumption

FY24 non-renewable energy consumption **14%**

FY24 renewable energy consumption **86%**

Scope 1 and 2 Energy Usage in Gigajoules (GJ) FY22–FY24

● Non-renewable energy consumption (GJ)

● Renewable energy consumption (GJ)

RENEWABLE ENERGY CONSUMPTION IN FY24 INCREASED

9%

COMPARED TO FY23

FY24 Renewable vs. Non-Renewable Electricity Consumption

FY24 non-renewable electricity consumption **13%**
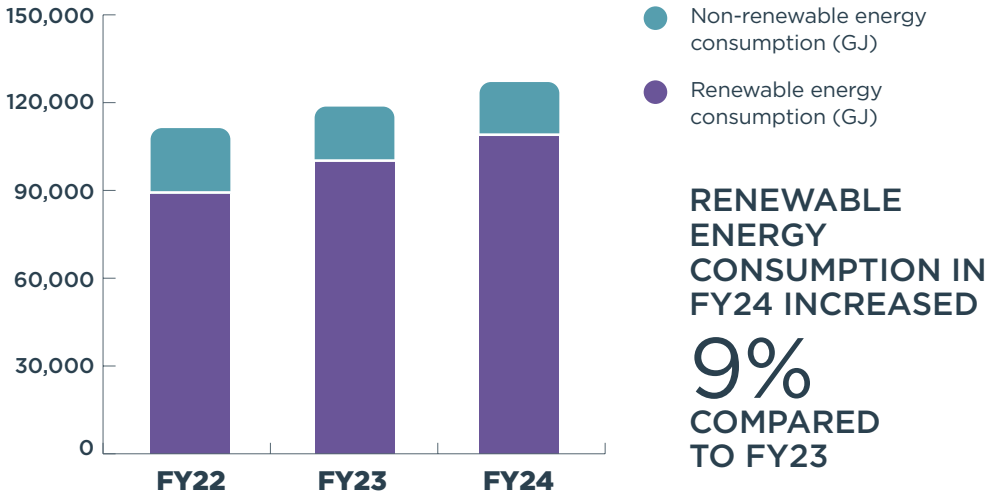
FY24 renewable electricity consumption **87%**
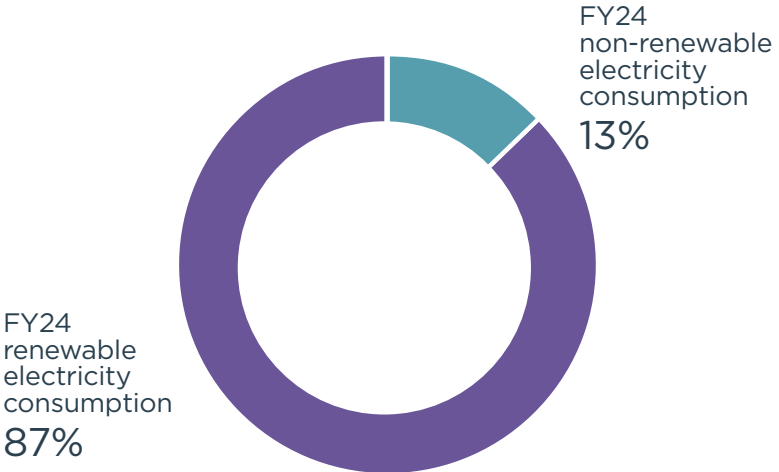
Electricity Consumption in Megawatt Hours (MWh) FY22–FY24

● Non-renewable electricity consumption (MWh)

● Renewable electricity consumption (MWh)

RENEWABLE ELECTRICITY CONSUMPTION IN FY24 INCREASED

16%

COMPARED TO FY23
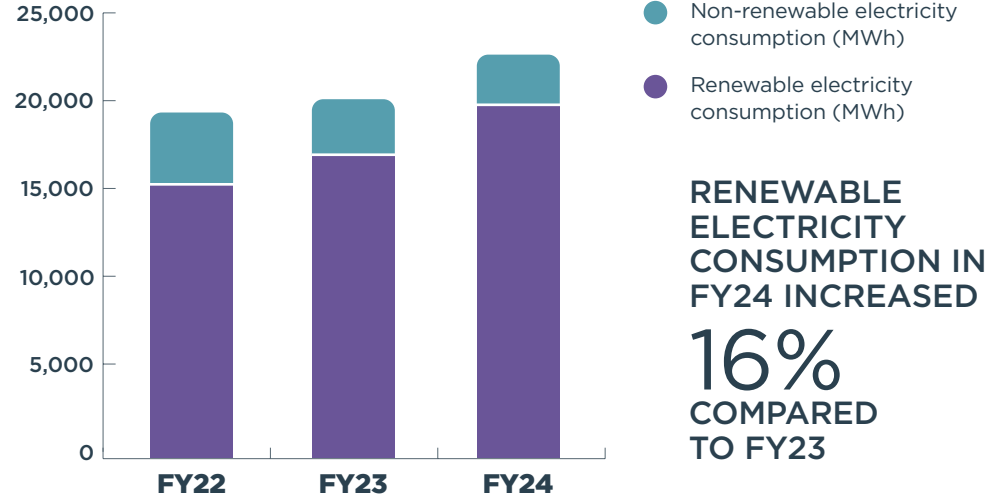
Reducing Waste

As part of our commitment to reducing our environmental impact, we seek and evaluate opportunities to avoid or reduce waste and increase recycling wherever possible. This past year, as part of our effort to establish an environmental management system, we undertook an exercise to assess and classify waste generation sources to better understand our footprint and identify areas for improvement.

General Waste

As a fabless semiconductor company, most of our waste is generated from office buildings. We aim to reduce the amount of waste we send to landfills through recycling initiatives and food composting programs in our Edinburgh and Newbury facilities. When recycling services are not available, Cirrus Logic properly disposes of waste per applicable local laws.

We also look for opportunities to educate employees on minimizing their waste impact. For example, the Cirrus Logic Environmental Action Network (CLEAN) employee resource group (ERG) organized a seminar with an expert on reducing waste at home.

Hazardous Waste

Cirrus Logic outsources the manufacturing of our products, and as a result generates minimal hazardous waste (less than one percent of total waste). Our hazardous waste consists of hazardous liquids (acids, bases, etching products, and flammable liquids). All hazardous waste that is generated is disposed of in compliance with all applicable laws and regulations.

E-Waste

In FY24, Cirrus Logic recycled approximately 4,000 pounds of e-waste through Responsible Recycling certified vendors. This e-waste consisted of end-of-life IT products and depleted batteries.

We regularly donate computers that have been cleared of confidential data to nonprofit organizations such as Code2College in the U.S. and the Edinburgh Remakery in the U.K. These refurbished computers are then provided to students and communities in need.

FY24 E-Waste Donations and Recycling

~140

COMPUTERS DONATED TO CODE2COLLEGE

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

~370

COMPUTERS DONATED TO THE EDINBURGH REMAKERY

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

~30

COMPUTERS DONATED TO LATINITAS

Latinitas is a nonprofit organization that focuses on empowering underrepresented and underestimated students to innovate through media and technology.

~2,000

POUNDS COLLECTED IN E-WASTE DRIVE

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

Our People

Cirrus Logic believes that a diverse and inclusive culture is critical to our success and helps attract and retain a talented workforce. We strive to create an environment that cultivates connections and a culture that centers on recognizing and empowering our people. The company is committed to investing in learning and development programs to help our employees reach their full potential. Prioritizing the health, safety, and well-being of our employees and their families is important. Additionally, we seek to inspire the next generation through investment in science, technology, engineering, and math (STEM) programs and volunteer activities.

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 as part of our efforts for continuous improvement, we regularly seek feedback from our global workforce. We use this to guide decisions about our workplace experience and to foster a positive and inclusive culture where employees are able to be their authentic selves.

Based on our FY24 survey results, the *Austin American-Statesman* named Cirrus Logic a Top Workplace in 2023 for the 14th consecutive year — longer than any other Austin-based employer.

FY24 Employee Survey Feedback

87%
BELIEVE CIRRUS LOGIC OPERATES BY STRONG VALUES

87%
FEEL INCLUDED AT CIRRUS LOGIC

88%
FEEL NEW IDEAS ARE ENCOURAGED AT CIRRUS LOGIC

85%
STATE THEIR DIRECT MANAGER HELPS THEM LEARN AND GROW

Connecting Through Employee Resource Groups

Cirrus Logic supports employee resource groups (ERGs) to build community and empower our employees to thrive in their careers while also encouraging a culture that meets the unique needs of every individual. These groups offer a supportive space to build on shared interests. Our ERGs include members from across our global operations who represent diversity in age, ethnicity, and business function. By connecting employees across the organization, we are fostering innovation through collaboration while also promoting career and leadership development.

Supporting Women's Growth And Leadership

Members of our Women's Leadership Team (WLT) ERG enjoy creating connections and providing mentorship. In FY24, the WLT supported its members' professional development through events including a career roundtable with Cirrus Logic Board members, workshops on effective communication and boosting your personal brand, and an executive leadership speaker series. Additionally, members came together to network and share ideas at monthly mentorship group meetings, participate in a book club, and engage in a variety of outreach efforts to support youth and women in technology.

Caring For Our Environment

The Cirrus Logic Environmental Action Network (CLEAN) ERG aims to assist employees, their families, and their communities to make a difference on sustainability issues where they live and work. Each local chapter develops meaningful partnerships with nonprofits and engages in volunteer initiatives that resonate with employees in their region. In FY24, CLEAN sponsored global learning events highlighting how bees and bats support thriving ecosystems and how we can protect them. They also hosted a session providing tips on reducing waste and creative ways to reuse items, and held other discussions focused on making a positive impact on the environment.

Inspiring Future STEM Leaders

Fraya C., a Senior Manager of Design Verification, manages hardware and software co-verification along with pre-silicon methodology and tools development. Fraya (pictured above, center) co-founded the WLT to promote professional development, networking, and engagement with the next generation of engineers and scientists.

One of the biggest WLT outreach events every year is the STEM Girl Day at the University of Texas at Austin. This event brings girls (and boys) from across Texas to Austin for a day immersed in science and engineering. This year, over 50 Cirrus Logic employees volunteered to create electronics kits, share their insight and knowledge of circuits, and work directly with over 500 participants. The project focused on how circuits work through hands-on activities such as creating a simple flashing LED circuit out of common components. The children were able to explore electricity, circuits, and magnetic fields, as well as learn how engineers at Cirrus Logic develop our products.

Promoting Environmental Education

Fiona K., a Product Marketing Specialist, supports customers throughout the life cycle of our products and is also an active member of CLEAN. Her drive to make a difference in her community is rooted in an inherent curiosity about humans' place in the world and our interconnectedness to the natural environment.

Since joining CLEAN, Fiona (pictured above) has participated in many environmental initiatives. Most notably, this year she led Cirrus Logic's partnership with Dynamic Earth, an Edinburgh-based charity that is a leading player in earth and environmental science engagement. It has developed a curriculum to provide scientific education to disadvantaged young people. Our local team supported a community-based project that focused on science learning and covered the themes of space and marine science.
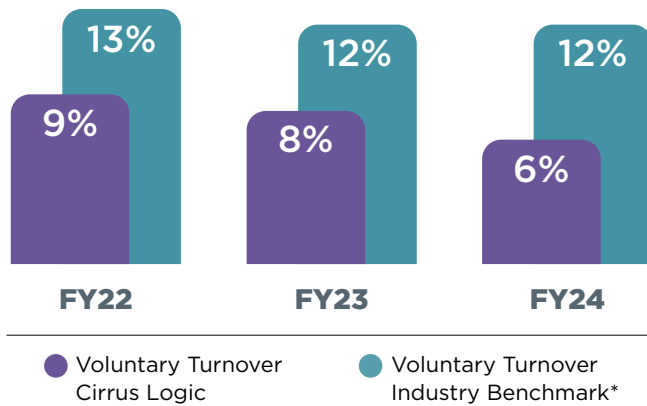
Promoting High-Performing Teams

Cirrus Logic's long-term success relies on our ability to attract and retain highly talented individuals. To fulfill that critical need, we are committed to fostering 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 outperforms our industry's benchmark for voluntary turnover (six percent in FY24 versus 12 percent industry), contributing to an average tenure of eight years.

Cirrus Logic invests in learning and development opportunities to support our employees in reaching their full potential through educational programs covering topics such as business, data science, economics, engineering, and technical skill-building. Additional resources include:

- Management and leadership training, including a dedicated forum where managers gain enhanced 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

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

FY22: 9% / 13%
FY23: 8% / 12%
FY24: 6% / 12%

- Voluntary Turnover Cirrus Logic
- Voluntary Turnover Industry Benchmark*

* Source: Radford Salary Increase and Turnover Study

Cirrus Logic has on-site and virtual libraries that are supported by a dedicated librarian, providing employees with access to books, technical reports, journal articles, and leadership development resources. We also facilitate engagement and knowledge-sharing through several avenues, including our biennial Innovation Conference and more regularly occurring sessions such as Tech Talks and KnowledgeShares.

15

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.

25

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, and also gives our employees the opportunity to be recognized by their peers for their innovation and expertise.

Cultivating Talent For Tomorrow

To continue pushing the boundaries of innovation, Cirrus Logic relies on a workforce with highly specialized engineering skills, particularly in analog and mixed-signal processing. To help inspire and develop the next generation of technical talent, the company invests in STEM education programs aimed at youth and underrepresented groups, providing greater access to resources needed to pursue technology-focused careers. We believe this support not only contributes positively to our company, but also to the broader industry.

FY24 Highlights

- Provided annual STEM-focused scholarships at a number of U.S. universities;

- Sponsored robotics programs at public middle and high schools in Austin;

- Sponsored and hosted Code2College's Hispanic Heritage Month Hackathon, bringing together local semiconductor companies to mentor students through a hardware and software challenge with real-world applications; and

- Delivered grants to DigitalXtra Fund technology and coding clubs across Scotland, providing students access to innovative and digitally creative activities.

Improving Employee Wellness

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

Benefits

Cirrus Logic's comprehensive benefit plans are tailored for employees in each country in which we operate, and include health insurance, paid parental leave, and allowances for 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 additional benefits, including income protection plans, legal insurance, and disability and life insurance options.

In FY24, we enhanced our benefits package in the U.S. to include hearing aid coverage; free telehealth for primary, urgent, behavioral, and specialist care; and free access to a mobile application to assist with the management of chronic conditions such as type 2 diabetes and hypertension. In the U.K., we added women's health benefits that provide personalized plans and support for menstrual health and menopause.

Additional benefits include:

- Fitness facilities at several locations
- Virtual and in-person fitness classes
- On-site medical clinic in Austin
- Telehealth visits with our Austin medical clinic for employees in our Phoenix office
- Flu shots
- COVID-19 testing and vaccinations
- Monthly wellness webinars
- Preventative health screenings
- Free confidential virtual mental health support
- Access to a meditation app
- Subsidized daycare and backup care for children and elders
- Free college coaching

Employee Health And Safety

Protecting the health and safety of our employees, visitors, and communities is important 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 operationalizes our global EHS policy and oversees site-specific programs, trainings, and communications. Our EHS policy applies to Cirrus Logic employees, contractors, and visitors worldwide. An internal portal houses all relevant EHS procedures, documentation, and training aids; it also provides a mechanism for raising concerns and seeking assistance.

Cirrus Logic's EHS Management System

International Standards, Elements, and Processes

Global EHS Programs

Site-Level EHS Programs

EHS Tasks, Procedures, and Permits

This past year, the company implemented a set of global EHS programs that encompass site-specific operational controls and requirements. This framework, which references ISO 14001 and ISO 45001 standards, enables us to efficiently escalate and resolve issues, report on risks and trends, and provide local training to key individuals. In FY24, Cirrus Logic did not receive any notices of violation related to health and safety at our facilities, nor have we ever had a work-related fatality. In calendar year 2023, we had zero recordable and lost-time incidents per the U.S. Occupational Safety and Health Administration definition.

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 to minimize work-related incidents and issues;
- Case-specific root cause analysis to reduce the potential for recurrence and provide valuable lessons learned;
- Role- 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.

Celebrating Our Employees

We promote an environment where employees are connected, feel 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 diverse workforce.
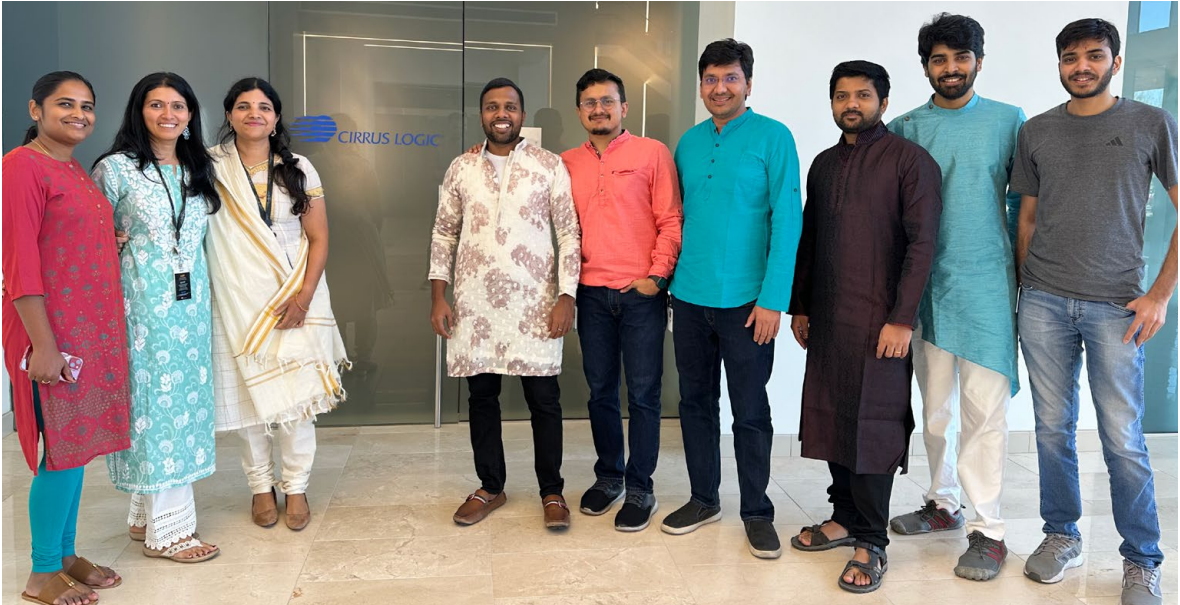
Community Engagement

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 FY24, we continued to refine our community outreach strategy to drive greater impact and prioritize our philanthropic focus areas.

$1,594,000
FY24 CIRRUS LOGIC CASH DONATIONS

Corporate Giving

Our philanthropic and charitable cash donations in FY24 included $272,000 in employee-matched donations. Through this funding, we supported more than 375 organizations worldwide.

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 Festival Fringe • Imaginate • Health Alliance for Austin Musicians • Royal Scottish National Orchestra	• American Red Cross • Disasters Emergency Committee • Texas Search and Rescue	• Code2College • Digital Xtra Fund • Dynamic Earth • Latinitas • VentureLab	• Action for the River Kennet • National Park Foundation • Project Roots • Shoal Creek Conservancy • The Orangutan Project

Supporting Local Culture And The Arts

Cirrus Logic has a deep history of audio innovation and is proud to support local arts, music, and cultural nonprofits that enrich our unique communities. For example, we contribute to organizations that sponsor free community performances and events, provide access to healthcare for musicians and other artists, and keep art and music programs in schools. In FY24 we supported various organizations including:

Health Alliance for Austin Musicians (HAAM)
As part of our efforts to support the Austin music scene, Cirrus Logic is a presenting sponsor for the Corporate Battle of the Bands, an annual event that raises funds to help musicians access affordable healthcare.

Royal Scottish National Orchestra (RSNO)
We are delighted to support Scotland's culture by sponsoring the RSNO, a beloved institution that exudes musical excellence in every performance.

Advancing Sustainability And The Environment

Cirrus Logic supports environmental stewardship through corporate sponsorships and our sustainability employee resource group (ERG). For the past two years, we have supported The Nature Conservancy's (TNC) Plant a Billion Trees program. For each employee's anniversary, trees are planted in their honor in deforested areas with the greatest need in the regions where TNC works. To date, Cirrus Logic's contributions have helped plant thousands of trees in eight countries across the globe.

In FY24, the Cirrus Logic Environmental Action Network (CLEAN) ERG identified four critical strategic objectives to focus its current and future initiatives: increasing biodiversity, safeguarding waterways, promoting environmental education, and supporting sustainable living practices.

Safeguarding Waterways

Raised in East Texas, longtime Cirrus Logic CAD engineer Mike K.'s early exposure to the outdoors instilled in him a profound love for nature. As a result, despite his busy professional life, Mike engages in environmental action today through CLEAN.

While walking by Shoal Creek, which flows alongside Cirrus Logic's buildings in Austin, Mike noticed the pollution on the banks and was motivated to do something about it. Through his involvement in CLEAN, Mike (pictured above, left) partnered with Shoal Creek Conservancy to inspire employees and interns to conduct regular clean-ups.

Amplifying Our Employees' Passion For Giving Back

Employee volunteerism, philanthropy, and charitable donations are an important part of our culture. We are both proud of and inspired by the commitment our employees demonstrate to their communities by volunteering their time, talents, and financial support.

Each year Cirrus Logic participates in local giving campaigns. These events not only support our communities but also provide a platform for employees 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.

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. Before this year's event, we hosted a nonprofit fair where our employees could engage with participating organizations and learn more about their work and the impact of their donations.

Recently, for the first time, employees in our Phoenix office participated in Arizona Gives Day, an online giving campaign that helps raise funds for Arizona nonprofits.

In Singapore, our employees are committed to finding opportunities to care for disadvantaged and marginalized people in their communities. This year, the team volunteered with Ascending Hope Community Services, a charitable organization that helps empower those in need and ensure that the underprivileged are not left behind. Our team delivered aid to 200 families through the "Food for Hope" program, providing food and daily essentials to low-income families and socially isolated elderly for Lunar New Year.

"With the help of the volunteers from Cirrus Logic, children won't have to attend school on an empty stomach, adults can be free from concerns about their next meal, and the elderly can relish the delight of food and enjoyable company."

— **Richard S.,
    Founder of Ascending Hope Community Services**

Corporate Governance

Cirrus Logic and our Board of Directors are committed to operating under sound principles of corporate governance and the highest standards of integrity, honesty, and ethical conduct. In FY24, we continued our journey to embed environmental, social, and governance (ESG) policies and practices into our strategic operations and risk management activities. We also engaged directly with investors, analysts, and stewardship teams on relevant topics.

Corporate Governance Practices

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

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

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 ESG oversight belongs to the Board with delegation to the Audit, Compensation and Human Resources, and Governance and Nominating Committees within their respective areas of expertise pursuant to their charters.

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

Board Overview

Size Of Board

8

Election Of Directors

Annual

Independent Directors

7

Separate Independent Chair

Yes

Responsibility Of ESG Oversight By The Board

Yes

FY23 Percent Say-On-Pay Advisory Vote Approval

97%

FY23 Percent Of "For" Votes For Election Of Chair

98%

FY23 Percent Of "For" Votes For Election Of CEO

100%

Directors Who Self-Identify As Female

37.5%

Directors Who Self-Identify As Asian

25%

Assuring 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 component 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 or recrimination for "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 areas of increasing risk and new regulations. In FY24, we provided training regarding our Corporate Code of Conduct, insider trading compliance, and harassment prevention. All employees, officers, and directors completed this training during the fiscal year.

Additionally, we require employees who frequently travel to our suppliers' sites to take a specific course to teach them to identify 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.

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

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

Enhancing Cybersecurity And Data Privacy Controls

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

Oversight of cybersecurity resides with the Audit Committee, which receives updates on the company's security posture and any changes to the risk profile at least twice a year.

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

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

In FY24, we continued implementing processes that we believe will enhance the security of our product development and information technology program, while also focusing on improving our response capabilities. As part of our overall enterprise risk management, independent third parties test the information security processes and systems on a regular basis.

We require all employees, officers, and directors to complete an annual security awareness training designed to reinforce best practices for computer and data security, including the recognition of phishing, social engineering attacks, ransomware, and other prevalent threats. We also include cybersecurity training as part of our contractor onboarding process for those workers with access to our network and Cirrus Logic email accounts, exempting those from companies whose security awareness training we have reviewed and approved. In FY24, we achieved a 100 percent completion rate for 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.

As of the date of this report, we have experienced no material cybersecurity incidents, incurred no material expenses from cybersecurity incidents, and have been subject to no cybersecurity penalties or settlements.

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

Awareness Campaign and Employee Engagement Around Cybersecurity and Data Protection

In addition to mandatory training, we help employees recognize and respond to potential cybersecurity threats through regular awareness programming initiatives that focus on the following:

- Security Fundamentals
- Protecting Sensitive Data
- Device Security
- Secure Development
- Reporting Incidents

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_2e	(1) Environment: Reducing GHG Emissions Environment: Our Carbon Footprint (2) Cirrus Logic used 12 kg of PFC-14 (perfluoromethane) in FY24. This is equal to 122 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 GHG Emissions Environment: Our Carbon Footprint Environment: Continuing to Evaluate Climate-Related Risks And Opportunities
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Gigajoules (GJ), percentage (%)	Environment: Lowering Emissions From Energy Use 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 (m³), 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: Reducing 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	Our 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.

TOPIC	CODE	METRIC	UNIT OF MEASURE	RESPONSE / LOCATION
Recruiting and Managing a Global and Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Percentage (%)	14 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.
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contains IEC 62474 declarable substances	Percentage (%)	We do not currently disclose the total percentage of products by revenue that contain IEC 62474 declarable substances. Learn more about our commitments to protect the environment by reducing the amount of hazardous substances in our products at our Corporate Compliance website.
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops, and (3) laptops	Various, by product category	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 2024 (FY24) from March 26, 2023 to March 30, 2024, 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
	2-2	Entities included in the organization's sustainability reporting	Operations data in this report is from majority-owned subsidiaries. Countries where Cirrus Logic operates and that are relevant to the topics covered in this report are: China, Japan, Singapore, South Korea, Taiwan, United Kingdom, and the United States.
	2-3	Reporting period, frequency, and contact point	About This Report
	2-4	Restatements of Information	Cirrus Logic restated our FY23 Category 3 Fuel- and Energy-Related Activities emissions to 517 MTCO$_2$e (previously reported at 1,620 MTCO$_2$e), and our FY23 Total Scope 3 upstream emissions to 276,197 MTCO$_2$e (previously reported at 277,300 MTCO$_2$e). This restatement is a result of using an updated methodology for calculating our Category 3 Fuel- and Energy-Related Activities emissions, which now applies renewable emission factors for green tariff energy, resulting in a reduction in both Category 3 and Total Scope 3 upstream emissions.
	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 FY24. 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 Our People Our Fabless Production Model Cirrus Logic is a publicly traded entity that operates in the semiconductor industry.
	2-7	Employees	Our People U.S. Demographic Snapshot Global Workforce Detail As of March 30, 2024, we had 1,625 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	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: Assuring Business Ethics And Compliance
			Our People: Employee Health and Safety
			Environment: Environmental Management
	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.

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
	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 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: Assuring Business Ethics And Compliance
206: Anti-Competitive Behavior [2016]			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Corporate Governance
			Cirrus Logic had zero legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.
302: Energy [2016]			
	302-1	Energy consumption within the organization (GJ)	Environment: Lowering Emissions From Energy Use
	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	Our People: Promoting High-Performing Teams
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People: Benefits
403: Occupational Health and Safety [2018]			
	403-1	Occupational health and safety management system	Our People: Employee Health And Safety
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION / NOTES
	403-9	Work-related injuries	Our People: Employee Health And Safety 2023 U.S. Employee Health and Safety performance metrics: * • Lost-time incident rate: 0 • Total recordable incident rate: 0 • Fatalities: 0 *Reported to U.S. Occupational Health and Safety Administration on January 3, 2024*
404: Training and Education [2016]			
	404-2	Programs for upgrading employee skills and transition assistance programs	Our 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
418: Customer Privacy [2016]			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Corporate Governance: Enhancing Cybersecurity And Data Privacy Controls No substantiated complaints were received concerning breaches of customer privacy during the reporting period, nor were there any identified leaks, thefts, or losses of customer data.

TCFD Index

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

DISCLOSURE	RESPONSE / LOCATION
Governance	
Describe the board's oversight of climate-related risks and opportunities	Responsibility for ESG oversight, including climate-related issues, belongs to the Board of Directors with delegation to the Audit, Compensation and Human Resources, and Governance and Nominating Committees within their respective areas of expertise. The Board receives updates from members of the ESG team (including representatives from investor relations, legal, and quality) twice annually.
Describe management's role in assessing and managing climate-related risks and opportunities	The executive steering committee supports and guides the execution of our environmental strategy. This committee is comprised of the CEO and members of the leadership team, including finance, human resources, legal, and global operations. The committee reviews the program's direction, addresses potential barriers, and supports the identification of ESG risks and opportunities, including those related to climate change.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	We completed our first climate risk assessment in FY22. 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. The group considered risks for the short (< 1 year), medium (1–3 years), and long (3+ years) time horizons. Based on this assessment, we selected a subset of risks to examine in more detail through scenario analyses, discussed herein. **Physical Risks and Opportunities** As a fabless semiconductor company, we depend on third-party subcontractors, primarily in Asia, for the fabrication, assembly, testing, and distribution of our products. The potential physical impacts of climate change, including high-heat events, power or water shortages, fires, rising sea levels, changes in storm patterns or intensities, or other extreme weather conditions, are uncertain and could impact operations at our subcontractors. Any disruption to our manufacturing or delays in shipping could adversely affect our operations and financial results, as well as damage customer relationships and our reputation. Relevant physical risks for our primary manufacturing region include increased severity of acute events such as cyclones. Additionally, we have considered chronic risks such as increased frequency, severity, and/or duration of drought conditions, which are particularly relevant to semiconductor manufacturing given these operations' reliance on large volumes of ultra-clean water. Where we have control, the company plans and manages our operations to mitigate physical risks. **Transitional Risks and Opportunities** We have identified transitional risks and opportunities related to potential future costs associated with renewable energy prices and carbon pricing policies. Having set a greenhouse gas (GHG) reduction target in FY22, the uncertainty surrounding future prices for renewable energy and other emissions reduction investments creates a risk of increased operational and/or capital costs. If we do not invest in reducing our emissions footprint, future carbon pricing policies and/or climate-related regulations could translate into higher costs. By making investments in renewable energy, we believe we have an opportunity to reduce future costs as fossil fuel prices increase in the face of carbon pricing policies. For more information, please carefully review the risk factors discussed in the company's Form 10-K.

DISCLOSURE	RESPONSE / LOCATION
Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	We have experienced a minimal impact to our financial planning through the addition of dedicated headcount and consulting resources to ensure that we are effectively responding to stakeholder expectations for improved ESG disclosures and performance. Having established our first Scope 1 and 2 GHG reduction target in FY22, we incorporate anticipated costs to procure energy attribute certificates into our financial planning. Cirrus Logic's environmental strategy includes: • Reducing emissions from our direct operations; • Formalizing an environmental policy; • Continuing to evaluate and incorporate climate-related risks and opportunities into strategic business operations; • Engaging suppliers to better understand their emissions and environmental commitments; and • Expanding and improving our Scope 3 GHG emissions disclosures.
Describe the potential impacts of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning	**Scenario Analysis: Physical Risk** To better understand physical risks arising in our supply chain, we identified two key manufacturing locations in Taiwan and modeled possible changes in drought and extreme precipitation patterns under varying warming scenarios and over various timeframes. Extreme precipitation events such as cyclones have the potential to interrupt continuity of manufacturing operations, for example if workers are unable to commute to work due to flooding directly impacting a manufacturing facility. Increased drought potential could have implications for supply chain continuity and/or cost, given the water-intensive nature of semiconductor manufacturing. The results are perhaps counterintuitive with respect to extreme precipitation risk, indicating the highly complex and localized nature of physical climate changes. For both physical risks, the analysis was conducted for three different temperature scenarios — <2 degrees, between 2 and 4 degrees, and >4 degrees — for 2030 and 2050. **Extreme Precipitation Risk** The analysis indicates that both locations could experience a decrease in extreme precipitation events (quantified by the number of monthly precipitation events greater than a 5-year recurrence internal over the 20-year period) with <2 degrees of warming in 2030. One location sees an increase in extreme precipitation frequency under warming scenarios of >2 degrees in 2050. Climate models indicate that the other location may experience reductions in extreme precipitation events across all warming scenarios. **Drought Risk** For the 2030 timeframe based on climate models, one of the two manufacturing locations is anticipated to experience an increase in annual drought months (calculated from the Standardized Precipitation Index, which is the number of standard deviations that observed cumulative precipitation for a given time scale deviates from the climatological average for the same time scale), depending upon the warming scenario. For the 2050 timeframe, the analysis indicates that both locations are expected to experience an increase in annual drought months with the <2 degree warming scenario, and less substantial increase under the >2 degree warming scenarios. The potential impacts of climate-driven physical events are considered in our business continuity planning, as we further describe below. **Scenario Analysis: Transitional Risk** As a fabless semiconductor company, we rely on manufacturing and distribution partners to make and distribute our products. In the future, these partners may increasingly be subject to carbon pricing policies and may pass these costs through to their customers, thereby increasing overall supply chain costs. In FY22, we conducted a scenario analysis to assess the potential impact of such pass-through costs resulting from carbon prices being levied on our product distribution operations. Four alternative carbon price scenarios were evaluated for each of the periods 2022–2030, 2031–2040, and 2041–2050. The carbon price scenarios were drawn from the Network for Greening the Financial System (NGFS) database. Assuming a worst-case scenario without mitigation, flat emissions growth, and that our distribution partners pass through 100 percent of carbon pricing costs to Cirrus Logic, potential increased costs under all four carbon price scenarios are not considered financially significant. We expect to continue to expand our transitional risk assessment and reporting in future years.

DISCLOSURE	RESPONSE / LOCATION
Risk Management	
Describe the organization's processes for identifying and assessing climate-related risks	Climate-related initiatives are operationalized through our ESG team, which collaborates on an ongoing basis within the organization to monitor climate-related issues and promote sustainability initiatives across our value chain.
	We completed our first climate risk assessment in FY22. A cross-functional group of Cirrus Logic executives worked with the ESG team and a global sustainability consultancy to determine which risks are the most relevant to our sector, stakeholders, the regions in which we operate, and the regions from which we source materials and services. The group considered risks for the short (< 1 year), medium (1–3 years), and long (3+ years) time horizons. Based on this assessment, we selected a subset of risks to examine in more detail through scenario analyses, discussed herein.
Describe the organization's processes for managing climate-related risks	Cirrus Logic's Board of Directors considers ESG risks, including climate-related issues, as part of its overall strategic decision-making process.
	Management of Physical Risks
	Preparedness for potential disruption in our manufacturing supply chain, including the impact from climate-related events, is a part of our business continuity strategy and related engagement with our subcontractors. Although we have not experienced any impact specifically resulting from climate change as of the date of this report, we have implemented certain mitigation mechanisms.
	Our risk exposure is mitigated in part by dual-sourcing strategies we have in place for certain high-volume products. Our largest semiconductor manufacturing partner in Taiwan has well-established business continuity and disaster recovery processes. This partner took measures to ensure continuity of water supply during 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.
	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 fabs outside Taiwan.
	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.
	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 also 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. A critical part of this program requires our suppliers to track and report relevant data to us on an annual basis. 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.

DISCLOSURE	RESPONSE / LOCATION
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	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.
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Metrics used to help us understand our exposure to climate-related risks and opportunities include: • Scope 1, 2, and 3 (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.
Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Environment: Our Carbon Footprint 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.
Targets	
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	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. 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 75 percent, progressing against our stated reduction target. To achieve our target, we are: • 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. After expanding in FY23 to include several additional UNSDGs, in FY24 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 QUALITY EDUCATION	4.3: By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	• Continued to provide tuition reimbursement of up to $10,000 in qualifying costs per year
		• Through volunteer activities and financial support, maintained long-term partnerships with organizations promoting science, technology, engineering, and math (STEM) education for young people, including Code2College, Digital Xtra Fund, STEM Girl Day at UT Austin, and Latinitas
5 GENDER EQUALITY	5.1: End all forms of discrimination against all women and girls everywhere	• Sponsored professional technology organizations dedicated to empowering our employees to achieve their full potential as leaders, including IEEE Women in Engineering, Austin Women in Technology, Society of Women Engineers, and Women into Science and Engineering
		• Continued support and development of our Women's Leadership Team employee resource group
4 QUALITY EDUCATION	4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship	• Continued to partner 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
Achieve Gender Equality and Empower All Women and Girls		
5 GENDER EQUALITY	5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	• Provided paid parental leave, flexible return leave, as well as fertility coverage, surrogacy and adoption assistance programs, subsidies for daycare and backup care for children and elders, and programs for new parents
		• Provided free college coaching
		• Offered short-term disability for U.S. employees at 100 percent of salary
Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All		
7 AFFORDABLE AND CLEAN ENERGY	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	• Contracted for 100 percent renewable energy for our Austin, Cupertino, and U.K. offices
		• In FY24, consumed an estimated total of 126,466 GJ of energy, with 87 percent of our total electricity use and 86 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		
13 CLIMATE ACTION	13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	• Conducted a climate risk assessment and scenario analysis 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		
6 CLEAN WATER AND SANITATION	6.b: Support and strengthen the participation of local communities in improving water and sanitation management	• Membership in the Cirrus Logic Environmental Action Network (CLEAN), an employee resource group, is 17 percent of our employee base worldwide • In FY24, CLEAN identified four critical strategic objectives to focus its current and future initiatives: increasing biodiversity, safeguarding waterways, promoting environmental education, and supporting sustainable living practices
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse	
15 LIFE ON LAND	15.c: Enhance global support for efforts to combat poaching and trafficking of protected species, including by increasing the capacity of local communities to pursue sustainable livelihood opportunities	

U.S. Demographic Snapshot

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

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	1	0	0	0	1	0	0	0	0	0	8
First/Mid-Level Officials and Managers	6	2	88	6	36	1	1	3	22	0	8	0	0	1	174
Professionals	49	6	325	10	238	0	0	8	61	3	71	0	0	3	774
Technicians	14	2	25	0	6	0	0	2	7	0	3	0	0	0	59
Sales Workers	0	1	5	1	2	0	0	0	0	0	1	0	0	0	10
Administrative Support Workers	1	4	8	2	0	0	0	0	10	1	3	0	0	0	29
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 2023 REPORTING YEAR TOTAL	70	15	457	19	283	1	1	13	101	4	88	0	0	4	1,056
PRIOR 2022 REPORTING YEAR TOTAL	71	17	464	21	279	1	0	12	93	4	82	0	0	3	1,047

Global Workforce Detail

	FY22	FY23	FY24
TOTAL WORKFORCE			
Employees	1,591	1,702	1,625
TOTAL WORKFORCE DISTRIBUTION BY GENDER			
Men	82%	82%	81%
Women	18%	18%	19%
Technical Workforce			
Men	89%	89%	88%
Women	11%	11%	12%
Non-Technical Workforce			
Men	58%	56%	55%
Women	42%	44%	45%
Executive Leadership Team			
Men	100%	90%	90%
Women	0%*	10%	10%
TOTAL WORKFORCE DISTRIBUTION BY AGE			
20s	12%	14%	13%
30s	28%	27%	26%
40s	33%	33%	32%
50s	21%	20%	22%
60s+	6%	6%	7%
REGIONAL WORKFORCE			
U.S.	62%	64%	64%
APAC	10%	9%	9%
Europe	28%	27%	27%

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

Our Fabless Production Model

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

Research and Development

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

Design and Validation

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

Fabrication

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

Assembly and Test

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

Packaging and Distribution

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

Independent Assurance Statement

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

VERIFICATION OPINION DECLARATION
GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Cirrus Logic

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

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

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

- Operational Control
- Worldwide

Types of GHGs: CO_2, N_2O, CH_4, HFCs

GHG Emissions Statement:

- **Scope 1:** 426 metric tons of CO_2 equivalent

- **Scope 2 (Location-Based):** 10,478 metric tons of CO_2 equivalent

- **Scope 2 (Market-Based):** 1,489 metric tons of CO_2 equivalent

- **Scope 3:**

  Purchased Goods & Services: 206,882 metric tons of CO_2 equivalent

  Capital Goods: 7,673 metric tons of CO_2 equivalent

  Fuel and Energy Related Activities (Location-Based): 1,854 metric tons of CO_2 equivalent

  Fuel and Energy Related Activities (Market-Based): 356 metric tons of CO_2 equivalent

  Upstream Transportation and Distribution: 1,937 metric tons of CO_2 equivalent

  Waste Generated in Operations: 99 metric tons of CO2 equivalent

  Business Travel: 3,790 metric tons of CO_2 equivalent

  Employee Commuting (Market-Based): 2,283 metric tons of CO_2 equivalent

  Upstream Leased Assets (Market-Based): 709 metric tons of CO_2 equivalent

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

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

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APEX

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Period covered by GHG emissions verification:

- April 1, 2023 to March 31, 2024

Criteria against which verification conducted:

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

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

Reference Standard:

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

Level of Assurance and Qualifications:

- Limited

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

GHG Verification Methodology:

Evidence-gathering procedures included but were not limited to:

- Interviews with relevant personnel of Cirrus Logic and their consultant;

- Review of documentary evidence produced by Cirrus Logic;

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

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

Verification Opinion:

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

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

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

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

APEX

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:

David Reilly, Lead Verifier
ESG Principal Consultant
Apex Companies, LLC
Santa Ana, California

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

May 14, 2024

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.

CIRRUS LOGIC®

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