

Charitable Contribution Policy

Introduction

Giving back to the communities where we live and work is more than the right thing to do, it is a fundamental part of who we are as an organization. This policy is intended to provide the guidelines we follow for determining our charitable priorities.

Statement of Charitable Purpose

- Help strengthen our Cirrus Logic communities through corporate giving and employee volunteerism programs that focus on key local, national, and global issues.
- Inspire our employees and help mobilize local communities to work together to improve the lives, health, and well-being of those in need where we live, work, and play.
- Help provide financial resources to serve the missions of critical non-profit organizations, through both corporate and employee donations, to have meaningful impact in our communities.

Our Priorities

- Community Well-Being
- Culture and the Arts
- Humanitarian Efforts
- STEM and Workforce Diversity
- Sustainability and the Environment

Organization Criteria to Receive Support

All donations must be to an eligible charitable organization, and not any specific individual. To be eligible for contributions in the United States, an organization must be tax-exempt under Section 501(c)(3) of the U.S. Internal Revenue Code. For donations outside the United States, the donation must be a qualifying charitable donation for tax purposes. These organizations may include but are not limited to accredited colleges and universities; private and public elementary and secondary schools; civic, arts, and cultural organizations; environmental organizations; and health and human services charities.

Cirrus Logic will not donate to:

- Organizations, private foundations, or programs that fund terrorist groups or activities or are recognized hate groups;
- Political causes, candidates, organizations, or campaigns;
- Labor unions, government organizations, social groups, or alumni organizations;
- Religious organizations, except for secular outreach or education programs; and
- Groups that operate or support activities that pose a conflict with the Company's policies, goals, products, or employees.

Non-discrimination Policy

An organization receiving charitable contributions from Cirrus Logic must not discriminate based on race, national origin, pregnancy status, marital status, gender, age, religion, physical or mental disability, medical condition, veteran status, sexual orientation, genetic information, or any other characteristic protected by law.

Oversight and Governance

The Company recognizes the importance of ethical and responsible charitable giving and has provided the following governance structure to ensure this Charitable Contribution Policy is being followed:

- It is the responsibility of Chief Human Resources Officer to:
 - manage all charitable donations directly from the Company consistent with this policy; and
 - confirm that all charitable contributions are made to eligible charitable organizations that meet the eligibility criteria set forth in this policy.
- It is the responsibility of the Company's finance department to:
 - ensure that contributions are properly accounted for and that funds are dispersed in accordance with approved contributions; and
 - maintain records to establish compliance with this policy and support external reporting of the Company's annual charitable giving.
- Our Board of Directors, through the Governance and Nominating Committee, oversees and reviews this policy and the Company's charitable contribution practices pursuant to this policy on an annual basis.