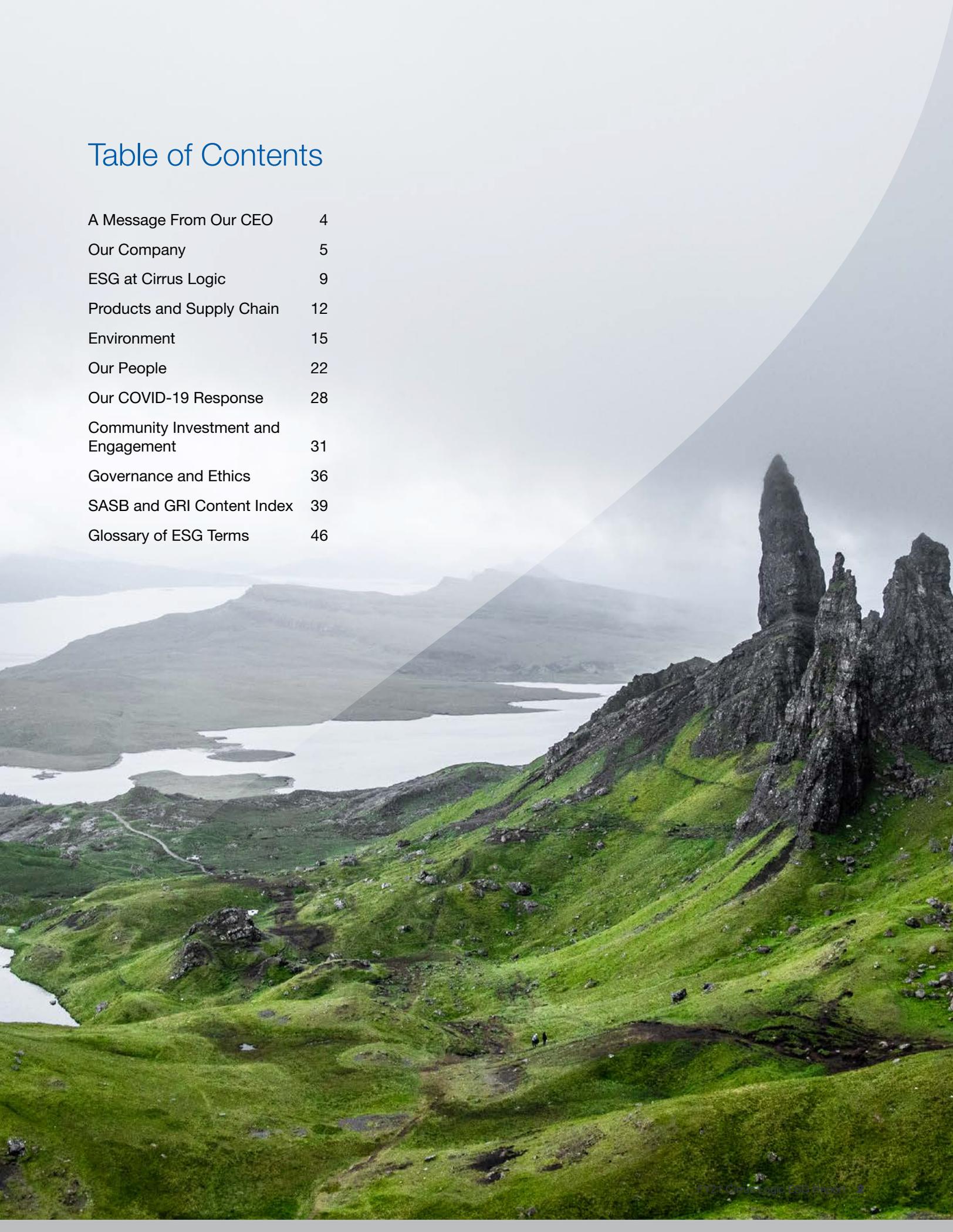


FY2021  
ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE  
REPORT



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# ABOUT THIS REPORT

At Cirrus Logic, we are committed to taking action to address the most significant environmental, social and governance (ESG) topics for our business and key stakeholders in a sustainable manner. This report demonstrates our commitment to increased transparency. Going forward, we plan to issue an annual ESG Report updating our progress.

This report encompasses Cirrus Logic, Inc. and its subsidiaries. The highlights and metrics shared here represent our fiscal year (FY) ending March 27, 2021, and when possible we provide multi-year data. Anomalies in data trends may be indicative of the global disruption caused by the COVID-19 pandemic. All financial information is presented in U.S. dollars and on a GAAP basis.

The information provided in this report is based on conversations with our executive leaders and multiple stakeholder engagements. We have also included the disclosures from the Sustainability Accounting Standards Board (SASB) Semiconductors Standard and relevant disclosures from Global

Reporting Initiative (GRI) Standards, knowing these disclosures are relevant for specific stakeholder audiences.

This year we established a baseline for reporting our annual greenhouse gas (GHG) emissions and intend to disclose climate data through CDP in 2021.

If you have feedback regarding the information provided in this report or our ESG commitments and activities, we would like to hear from you. Please send your comments to [esg@cirrus.com](mailto:esg@cirrus.com).

Learn more about our ESG programs on our [website](#).

# A MESSAGE FROM OUR CEO

I am proud to present Cirrus Logic's first annual Environmental, Social and Governance report during what is an extraordinary period for the company, our customers and the communities in which we live and operate. In the past year, in addition to the disruption wrought by the COVID-19 pandemic worldwide, we have seen a number of social and environmental issues that highlight both the need for an increased focus on sustainability and equity, as well as the potential power of the collective response of individuals, communities and corporations.

As global citizens, we recognize the importance of speaking to the environmental and social issues in our communities and pursuing the highest standards of corporate governance. With that in mind, in FY21 we formulated our first ESG strategy, setting out both short- and long-term commitments in the areas that matter most to our business and stakeholders and putting in place the structures for accountability that will monitor our progress in the coming years.

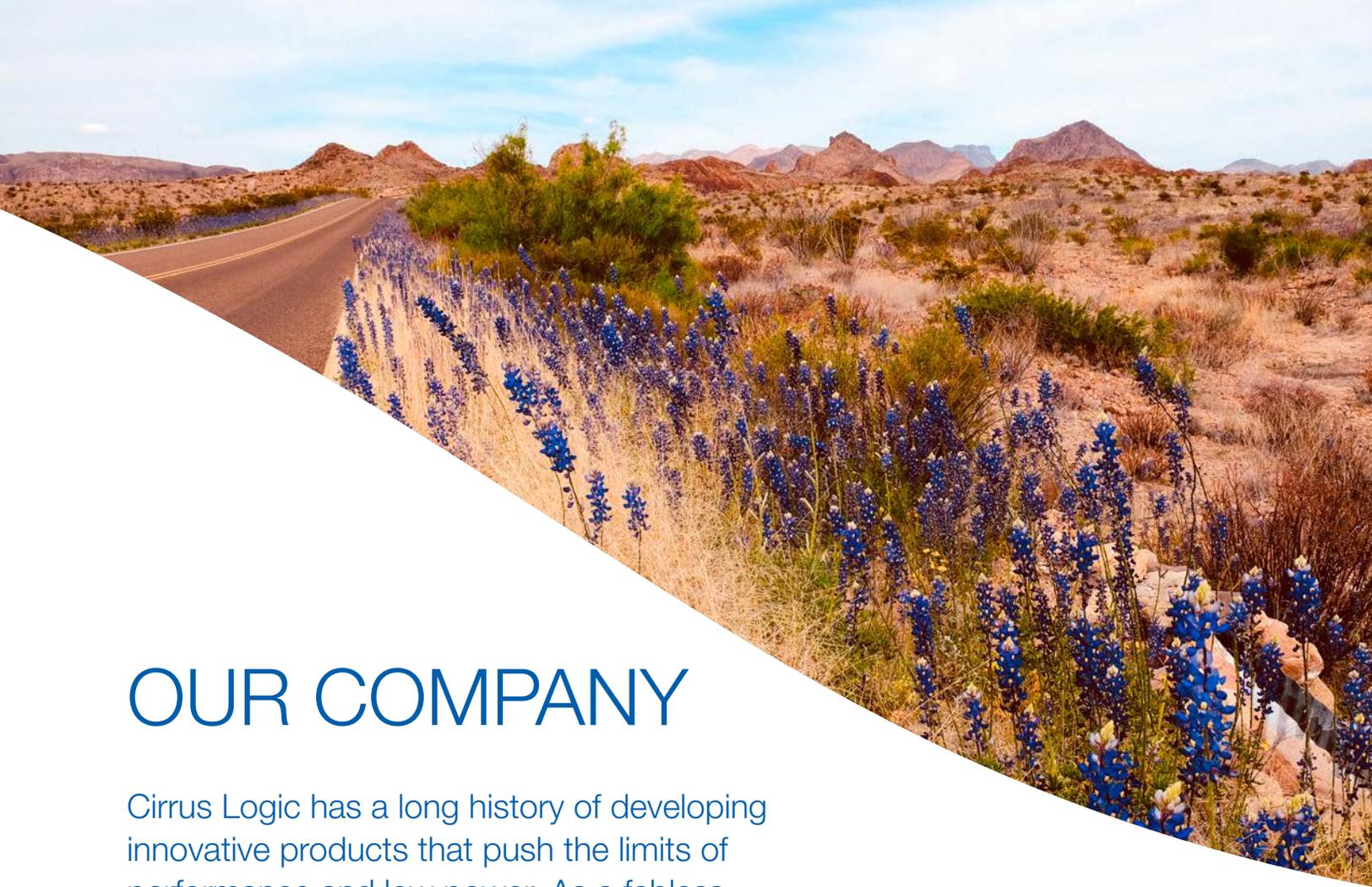
The philosophy underpinning our actions on ESG issues is as follows. First, we believe that transparency is an important gateway to progress. Across our business, we move forward when we have an accurate and unvarnished baseline of data that establishes a solid foundation. Second, we believe that our fundamental goal of continuing to build a profitable and growing business that contributes to the economic well-being of our stakeholders is complementary to our goals relating to environmental, social and governance issues. We thrive as a company, in part, because we are able to attract and retain some of the best talent worldwide, and those individuals are seeking organizations with strong values that operate in vibrant and diverse communities. Energy efficiency is at the heart of so many of our innovations and we strive to ensure our products are developed and manufactured in a sustainable manner to enhance our competitiveness and appeal to some of the most valuable customers in the world. And third, we believe that taking action directly and locally wherever possible allows us to make an immediate contribution to our communities.

This report is a decisive step in our ESG strategy and publishing it during a time when many of the issues it touches on have been at the forefront of our daily lives only further underlines its urgency and importance. As we move forward in executing our product roadmap and our strategic plan for growth, we believe that our continued success will go hand-in-hand with the steps outlined here. I look forward to updating you on our progress.



**John Forsyth**  
President and CEO





# OUR COMPANY

Cirrus Logic has a long history of developing innovative products that push the limits of performance and low power. As a fabless semiconductor company, we outsource the manufacturing of our products, which allows us to focus resources on expanding our intellectual property portfolio and bringing new technology developments to life.

The desire to bring compelling and immersive experiences to consumers fuels demand for our audio and high-performance mixed-signal solutions in smartphones and other portable devices.

Our technology helps customers deliver differentiated user experiences such as higher-quality, louder sound output and rich tactile feedback. Industrial design trends in consumer products, such as larger screen size, thinner and lighter devices, make delivering a consistent experience while minimizing power consumption difficult. Cirrus Logic's extensive mixed-signal design and low-power processing expertise uniquely positions us to solve these challenges

and drive long-term value for our shareholders and customers.

We excel along the boundary between analog to digital where we can tackle difficult engineering challenges and help our customers create exciting products. We pride ourselves on providing low-power, high-performance solutions. With each new generation of component design, we look for ways to improve performance while further optimizing energy efficiency. Our ability to innovate and execute is built on an award-winning company culture that fosters productivity and a rewarding environment where employees are valued and motivated to succeed.

# Cirrus Logic at a Glance

Founded in 1984

Headquartered in Austin, Texas

FY21 \$1.37 billion in revenue

FY21 investment in R&D  
\$342.8 million

~1,480 employees worldwide

~3,670 issued and pending  
patents worldwide

92% of employees say they are  
proud to work at Cirrus Logic



## Focus on Innovation

Innovation is more than one of our core values – it drives our company’s success. Cirrus Logic’s customers are leaders in the markets we serve and our components are utilized in some of the most creative products on the planet. Our substantial investment in research and development funds advanced-process technology development, new product introductions and expansion in adjacent application areas. This investment is critical to fuel future opportunities. We protect our intellectual property with a strong portfolio of patents worldwide, which enables us to offer differentiated products.

In January 2021, the Intellectual Property Owners Association (IPO) published its annual Top 300 Organizations Granted U.S. Patents in 2020 and Cirrus Logic was recognized on this prestigious list.

In an effort to showcase ideas and encourage cross-functional collaboration, we host our biennial Innovation Conference that provides employees with an interactive forum to share research findings with colleagues, network with peers and celebrate their achievements.

*“The more I apply my knowledge to solve real problems, the more I am intrigued by engineering. As engineers, we are constantly changing the world and everyone’s lives with so many cool ‘tricks’ – it is really rewarding!”*



**Lingli Z.**  
Cirrus Logic inventor

# Our Core Values

*“Our core values guide the business decisions we make.”*

**John Forsyth**  
President and CEO

- We strive for excellence through **continuous improvement**
- **Innovation** is at the heart of what we do and we are constantly pushing the limits to create advanced mixed-signal products
- **Integrity** keeps us accountable
- **Communicating** effectively and transparently helps drive strong collaboration throughout the company
- A strong corporate culture where our employees feel valued and empowered to do their best work leads to **job satisfaction**, which in turn, attracts and retains the best talent





## Where You Can Find Our Products

Our audio and high-performance mixed-signal products can be found in a wide range of consumer electronic devices, including smartphones, tablets, truly wireless headsets, wearables, laptops and AR/VR headsets.

**Boosted amplifiers** deliver increased loudness with dynamic, high-fidelity sound while measuring and monitoring the speaker to prevent physical damage and performance impacts on the system. These features are coupled with advanced battery management techniques to ensure proper system behavior.

**Camera controllers** facilitate significantly improved results with high-precision, low-latency circuits that enable faster processing to focus and stabilize image capture.

### Haptic driver and sensing solutions

enable an ultra-low-latency and immersive human-to-machine experience with low-power force sensing and tactile feedback.

**Smart codecs** deliver cutting-edge audio features such as high-quality audio playback, voice capture, hearing augmentation and active noise cancellation.

## Low-Power Design

Cirrus Logic is an industry leader in the low-power mobile market. We continue to push the boundaries of power and performance while enabling a compelling user experience. Our engineers are frequently asked to design a new generation of components that are more energy efficient than the previous version in order to achieve longer battery life for our customers' products.

For example, since shipping our first boosted amplifiers in 2012, each new generation of boosted amplifiers has featured advances in power delivery resulting in an estimated six to eight percent decrease in the average energy used per component. These power savings are achieved through the use of more advanced technology nodes, power-efficient circuit architectures and system-aware algorithms.

There has been a dramatic increase in smartphone usage throughout the world, from approximately one billion devices in 2012 to 3.5 billion devices in 2020. We believe the efficiency improvements in our components result in the reduction of the amount of energy required to power these devices.

Further, we have implemented meaningful process improvements for product testing that have reduced test time per device by more than half over the past seven years. This allows us to increase the volume of products being tested while limiting additional power consumption.



# ESG AT CIRRUS LOGIC

Cirrus Logic draws upon our extensive advanced mixed-signal engineering expertise to deliver innovative, energy-efficient products to our customers, while also striving to be a good corporate citizen. We believe our actions today on environmental, social and governance-related issues are important for the long-term success of our business.

We have formalized our ESG commitment and developed strategies that will guide our efforts in the coming years. We have also established internal processes and an ESG governance structure. Responsibility for ESG oversight belongs to the Board of Directors with assistance provided by the Audit, Compensation and Human Resources and Governance and Nominating committees within their respective areas of expertise.

Within management, an executive steering committee, comprised of the CEO and members of the executive

leadership team, oversees Cirrus Logic's ESG program. This committee reviews the program's direction, addresses potential barriers and supports the identification of risks and opportunities associated with ESG throughout the year.

Our ESG program is operationalized through a cross-functional team, which works to embed ESG in our company's policies and drive progress. The team will report progress at least once annually to the Board of Directors.

## Priority ESG Topics

To determine our priority ESG topic areas, we analyzed relevant industry standards, market drivers, investor and customer priorities and other stakeholder inquiries about our performance.

We also interviewed our executive leadership team and researched the public reports of our competitors and peers. We then assessed the importance of each topic to see how it impacts our future success, affects company risk and influences the assessments and decisions of our key stakeholders.

For each priority topic, we have outlined our vision and established a set of short- and long-term objectives for our activities and investments. We will manage these priorities, monitor how stakeholders' expectations evolve on these topics and make necessary adjustments as needed.

Priority ESG Topic	Scope of Topic		Impacts and Opportunities		
			Supply Chain	Operations	Customers
<b>Responsible Supply Chain</b>	<ul style="list-style-type: none"> <li>Managing environmental impacts in supply chain</li> <li>Sourcing materials, including conflict minerals</li> </ul>	<ul style="list-style-type: none"> <li>Assessing human and labor rights</li> <li>Evaluating the environmental impacts of products</li> <li>Ensuring environmental compliance (e.g., RoHS, REACH)</li> </ul>			
<b>Climate, GHG Emissions and Energy</b>	<ul style="list-style-type: none"> <li>Initiating a climate strategy</li> </ul>	<ul style="list-style-type: none"> <li>Reducing GHG emissions</li> <li>Increasing the use of renewable energy</li> </ul>			
<b>Diversity, Equity and Inclusion</b>	<ul style="list-style-type: none"> <li>Promoting a diverse, equitable and inclusive workplace</li> <li>Attracting and retaining diverse talent</li> </ul>	<ul style="list-style-type: none"> <li>Developing diverse talent in our industry</li> </ul>			
<b>Developing and Retaining Employees</b>	<ul style="list-style-type: none"> <li>Fostering a great work culture and values</li> <li>Offering training and development opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Encouraging employee engagement</li> <li>Promoting health, safety and well-being</li> </ul>			
<b>Community Investment and Engagement</b>	<ul style="list-style-type: none"> <li>Donating funds through corporate and employee giving</li> </ul>	<ul style="list-style-type: none"> <li>Providing opportunities for employee volunteerism</li> </ul>			
<b>Governance and Ethics</b>	Promoting the following: <ul style="list-style-type: none"> <li>Anti-corruption policies, practices and training</li> <li>Board level oversight of ESG</li> <li>Business ethics</li> </ul>	<ul style="list-style-type: none"> <li>Strong corporate governance practices</li> <li>Cybersecurity and data privacy measures</li> <li>Integration of ESG in risk management</li> </ul>			

## UN Sustainable Development Goals

The United Nations Sustainable Development Goals (UNSDGs) are aimed at stimulating action in critical areas of importance for humanity and the planet.

We believe that the achievement of these goals is important to creating a life of dignity and opportunity for all and that technology will play a key role in carrying out these goals. We selected two out of 17 UNSDGs as areas of initial focus, where we believe we can make positive contributions.



### 5 GENDER EQUALITY



#### Achieve Gender Equality and Empower All Women and Girls

Targets	Sustainable Development Goal	Cirrus Logic Action/Initiatives
5.1	End all forms of discrimination against all women and girls everywhere	<ul style="list-style-type: none"> <li>Created the Women’s Leadership Team (WLT) employee resource group in FY19 to support and develop women leaders in our business</li> <li>Joined the Stanford VMware Women’s Leadership Innovation Lab, which develops and disseminates programs that are intended to remove gender bias</li> <li>Provided \$120,000 in scholarships for women in Science, Technology, Engineering and Math (STEM) undergraduate programs in FY21</li> <li>Formed long-term partnerships with organizations promoting STEM education for young women through volunteer activities and financial support, including Code2College, Girls Empowerment Network, Girl Start, Latinitas and more</li> </ul>
5.4	Recognize and value unpaid care and domestic work	<ul style="list-style-type: none"> <li>Provide paid parental leave and fertility coverage</li> <li>Provide employee discounts for childcare and subsidies for family care as part of our employee benefits</li> </ul>

### 7 AFFORDABLE AND CLEAN ENERGY



#### Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All

Targets	Sustainable Development Goal	Cirrus Logic Action/Initiatives
7.2	Increase substantially the share of renewable energy in the global energy mix by 2030	<ul style="list-style-type: none"> <li>100% of our U.K. offices run on renewable energy</li> <li>We have set a goal to reach 100 percent renewable energy at our Austin facilities by the end of FY22</li> </ul>

# PRODUCTS AND SUPPLY CHAIN

We take pride in building and maintaining long-term relationships with suppliers that share our values and high standards for ethical, social and environmental performance.

## Our Fabless Production Model

Cirrus Logic conducts its product research and design in-house, along with validation, qualification and failure analysis.

As a fabless semiconductor company, we outsource the semiconductor manufacturing process, which includes fabrication, assembly, testing and distribution, to premier suppliers across the globe.

The supply chain management team is responsible for overseeing all aspects of this process, and our engineering operations teams manage process and package development, test program development and product quality, in accordance with our ISO 9001 certified quality management system.

This manufacturing strategy allows us to concentrate on our design strengths and minimize fixed costs and capital expenditures. The relationships we build with our tier-one suppliers are

critical for maintaining access to leading-edge technologies, which enable the company's ongoing innovation in low-power, high-performance mixed-signal products.

Our primary foundries are Taiwan Semiconductor Manufacturing Company (TSMC), Ltd. and GLOBALFOUNDRIES.

Our primary assembly and test houses include Advanced Semiconductor Engineering, Inc., STATS ChipPAC Pte. Ltd, Amkor Technology, Inc. and SFA Semicon Co., Ltd.



### 1. Research

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

### 2. Design and Validation

Our engineers begin IC design in collaboration with our silicon layout designers through a series of stages to convert the product specifications into the physical layout and electrical components necessary to meet those requirements.

### 3. Fabrication

Once product design is initiated, Cirrus Logic selects a foundry that can meet the specific product performance, production volume demand and quality requirements. These highly sophisticated foundries produce components to our specifications using pure silicon wafers and raw materials.

### 4. Assembly and Test

Cirrus Logic devices exit the foundry in wafer form and ship directly to our highly specialized vendors for final assembly and test. During the die packaging process, wafers are transformed into components that are capable of interfacing with the customer's end application.

### 5. Packaging and Distribution

Cirrus Logic utilizes high-quality, JEDEC-compliant shipment packaging for finished goods to ensure their safe arrival to customers' production lines. Together with our global third-party logistics providers, Cirrus Logic delivers products to our customers.



**CIRRUS LOGIC'S  
TIER-ONE SUPPLIER  
COMPLIANCE:**

[Supplier Code of Conduct](#)

[Conflict Minerals Policy  
Statement](#)

ISO 14001 certification

ISO 9001 certification

EU RoHS compliance

EU REACH compliance

**Responsible  
Supply Chain**

The company builds and maintains long-term relationships with tier-one suppliers that share our values and high standards. We expect those suppliers to create working conditions that are safe and treat workers with respect and dignity while maintaining an environmentally and socially responsible manufacturing process. These close relationships help us mitigate potential reputational risks, build customer loyalty and deliver products with exceptional quality.

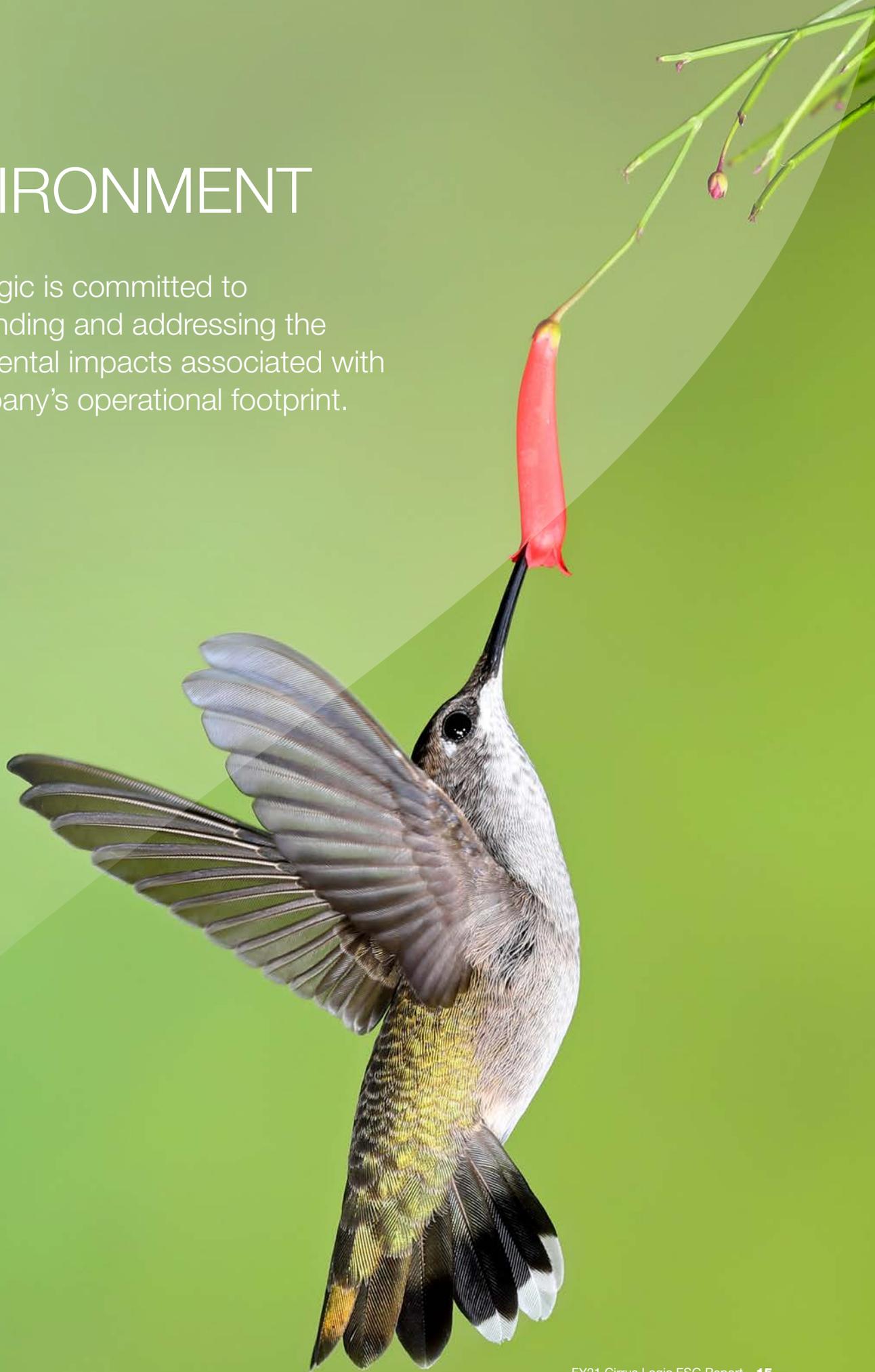
Cirrus Logic is a member of the Responsible Business Alliance (RBA), a nonprofit coalition dedicated to corporate social responsibility in global supply chains. All of our tier-one

suppliers must acknowledge receipt of and abide by our Supplier Code of Conduct, which is based on the RBA Code of Conduct and includes additional customer requirements. We encourage our tier-one suppliers to expect the same standards of operation from their leading vendors. Whenever possible, the company leverages the RBA tools and initiatives in practical ways to build a responsible supply chain.

In addition to abiding by the Supplier Code of Conduct, all of our foundries and assembly and test suppliers also maintain ISO 14001 environmental management system certificates. This demonstrates their commitment to responsible management of their environmental impacts.

# ENVIRONMENT

Cirrus Logic is committed to understanding and addressing the environmental impacts associated with the company's operational footprint.



Our facilities were designed with energy efficiency and conservation in mind. We prioritize the use of LED lighting, smart controls and energy-efficient heating, ventilation and air conditioning (HVAC) systems to reduce our energy footprint.

In FY21 we completed the transition of our U.K. locations to 100 percent renewable electricity. The Edinburgh and London office buildings are highly rated on the BREEAM scale, a leading sustainability assessment for buildings, and all U.K. sites have an Energy Performance of B or above.

This past year we began our journey to quantify and report on the company's energy usage and emissions. We

established a baseline carbon footprint to help identify opportunities for improvement and to set science-based GHG emissions reduction goals.

Cirrus Logic expects to disclose FY21 climate data through CDP as part of our efforts to be more transparent with investors, customers and employees on our climate change impacts and actions. We aspire to align our future reporting with the Taskforce for Climate Related Financial Disclosures (TCFD) framework, which is encouraged by many in the institutional investment community. As an important first step towards TCFD reporting, we are conducting a climate risk review in FY22 to better understand potential risks and their significance

for Cirrus Logic in the short, medium and longer term. The outcomes of this assessment will help our company map next steps, including which risks we may need to analyze in more detail.

*All of our U.K. offices are powered with 100% renewable energy, and we have set a goal to reach 100% at our facilities in Austin, Texas by the end of FY22.*





### CIRRUS LOGIC'S SCOPE 1, 2, 3 EMISSIONS

**Scope 1** – Emissions from sources that are owned or controlled by Cirrus Logic. This includes natural gas and diesel used at our buildings and fuel used in one company vehicle

**Scope 2** – Indirect emissions from the generation of energy consumed by Cirrus Logic. This includes electricity, chilled water and refrigerant fugitive emissions

**Scope 3** – Initial Scope 3 quantification is focused on employee transportation for business-related activities. This includes air and rail travel and hotel stays (excludes employees located in Asia)

## Energy and Emissions

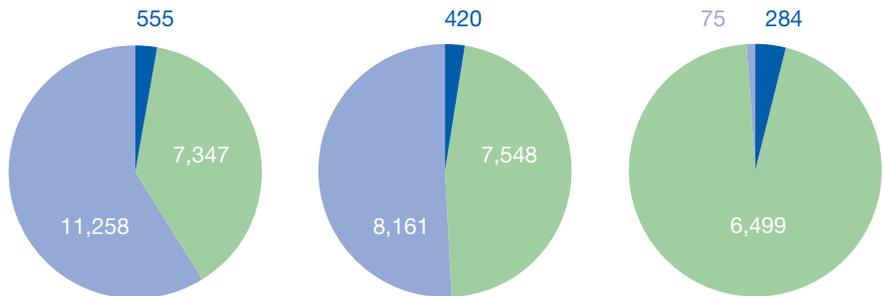
### Our Carbon Footprint

We have measured our Scope 1 and 2 emissions and Scope 3 emissions from business travel. Business travel was the largest contributor to our carbon footprint in FY19 and FY20, and purchased electricity was the largest contributor in FY21. Our emissions from purchased electricity decreased fourteen percent from FY20 due to a new renewable electricity supply contract coming online at our Edinburgh facility and reduced electricity consumption at our facilities in Austin, Texas which had much lower occupancy because of COVID-19. As a result of COVID-19 travel restrictions we saw a sharp decrease in our Scope 3 emissions in FY20 and an even greater decrease in FY21. FY19 data is included to better understand and set our baseline from a non-pandemic year to provide realistic targets in the future.

While Scope 2 emissions provide the largest and most direct opportunity to reduce our environmental impact, we also recognize a need to develop a more complete quantification of our Scope 3 emission sources. In the future, we will evaluate ways to track and report additional Scope 3 emissions categories to help us identify areas where we have the greatest opportunity to reduce our impacts.

### GHG Emissions Data

FY19-FY21 in Metric Tons of Carbon Dioxide Equivalent (MTCO<sub>2</sub>e)



FY19 Total (MTCO<sub>2</sub>e)

FY20 Total (MTCO<sub>2</sub>e)

FY21 Total (MTCO<sub>2</sub>e)

- Scope 1 Emissions
- Scope 2 Emissions
- Scope 3 Emissions

## Our Carbon Footprint

FY19-FY21 in Metric Tons of Carbon Dioxide Equivalent (MTCO<sub>2</sub>e)

Emission Source	FY19 MTCO <sub>2</sub> e	FY20 MTCO <sub>2</sub> e	FY21 MTCO <sub>2</sub> e
SCOPE 1 EMISSIONS			
Stationary fuel combustion	299	260	281
Mobile combustion	256	160	3
<b>Total Scope 1 Emissions</b>	<b>555</b>	<b>420</b>	<b>284</b>
SCOPE 2 EMISSIONS (market-based) <sup>1</sup>			
Purchased electricity and chilled water; estimated refrigerant emissions in facilities			
<b>Total Scope 2 Emissions</b>	<b>7,347</b>	<b>7,548</b>	<b>6,499</b>
SCOPE 3 EMISSIONS <sup>2</sup>			
Passenger air travel	10,997	7,960	73
Hotel stays	242	182	2
Rail travel <sup>3</sup>	19	19	0
<b>Total Scope 3 Emissions</b>	<b>11,258</b>	<b>8,161</b>	<b>75</b>

<sup>1</sup> Scope 2 emissions in the table follow the market-based method and consider the carbon intensity of our utility supply contracts, including our renewable electricity contracts. Our Scope 2 location-based emissions, which consider the carbon intensity of the regional grids in which our sites are located were FY19 - 7,256 MTCO<sub>2</sub>e, FY20 - 6,955 MTCO<sub>2</sub>e, FY21 - 6,529 MTCO<sub>2</sub>e.

<sup>2</sup> Includes air travel originating from the U.S. and U.K. Travel data originating from other locations was insufficient to estimate emissions for inclusion in the GHG inventory. To calculate air travel emissions, we use emissions factors published by U.K. DEFRA which include radiative forcing impacts.

<sup>3</sup> Rail travel in FY21 was negligible at 0.18.



## Energy

We consumed a total of 92,390 Gigajoules (GJ) of energy in FY21. We completed the transition to 100 percent renewable electricity for our U.K. sites, which account for roughly 19 percent of our total energy use. We are committed to increasing the amount of renewable electricity we procure over time, including 100 percent at our Austin facilities by the end of FY22. A significant portion of our renewable energy consumption is due to the use of chilled water supplied by a renewably-powered district cooling facility in Austin, Texas.

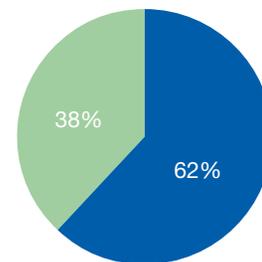
### Our Energy Use

FY19-FY21 in GJ

	Non-Renewable Energy Consumption		Renewable Energy Consumption	
	GJ	%	GJ	%
FY19 Total	64,675	66	33,706	34
FY20 Total	63,210	62	38,838	38
FY21 Total	56,936	62	35,454	38

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

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



Breakdown of renewable versus non-renewable energy use for FY21

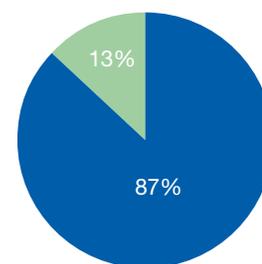
- Renewable energy
- Non-renewable energy

### Our Electricity Use

FY19-FY21 in Megawatt-Hour (MWh)

	Non-Renewable Electricity Consumption		Renewable Electricity Consumption	
	MWh	%	MWh	%
FY19 Total	14,940	91	1,451	9
FY20 Total	15,086	90	1,648	10
FY21 Total	13,892	87	2,040	13

Includes only purchased electricity



Breakdown of renewable versus non-renewable electricity consumption for FY21

- Renewable electricity
- Non-renewable electricity



*Cirrus Logic has been recognized as one of the “Best Workplaces for Commuters” by Texan by Nature and the Center for Urban Transportation Research.*

## Engaging Employees in Sustainability

Our employees care about important environmental topics such as recycling, waste reduction and climate change.

We look for opportunities to increase awareness among our employees about sustainability initiatives and create an environment where they can make informed choices that have positive impacts.

## Providing More Sustainable Alternatives

Employees are encouraged to utilize our Cirrus Logic-sponsored employee commuter shuttles and subsidized public transportation.

Free electric vehicle (EV) charging stations are provided at most U.S. and U.K. locations to promote greater adoption of EVs.

The inclusion of water refill stations in our Austin facilities eliminates the need for plastic bottled water and since installing these stations in our Edinburgh facility in FY20, we have reduced landfill waste there by approximately 67,000 plastic bottles per year.

We also save more than 100,000 paper coffee cups from landfills each year by providing employees in our Edinburgh office with reusable mugs.

*While COVID-19 has required us to transition to remote work, 31 percent of our Austin, Edinburgh, and London employees indicated, that on a typical day, they would opt for a car-less commute to work (via public transit, walking or biking).*





## e-Waste

As part of our commitment to reducing waste sent to landfills, Cirrus Logic resells, donates and recycles e-waste where possible. In FY21, our e-waste program prevented approximately 650 computers from ending up in landfills; a portion of these computers were donated to the following organizations.



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40+ computers donated to Latinitas

Latinitas is a U.S.-based nonprofit organization founded in Austin, Texas with the mission of empowering all girls to innovate through media and technology.



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20+ computers donated to Community Pathways Organization

Community Pathways Organization is a nonprofit organization focused on empowering youth, young adults and their families to navigate life's challenges. Our computer donation supports their annual school supply drive.



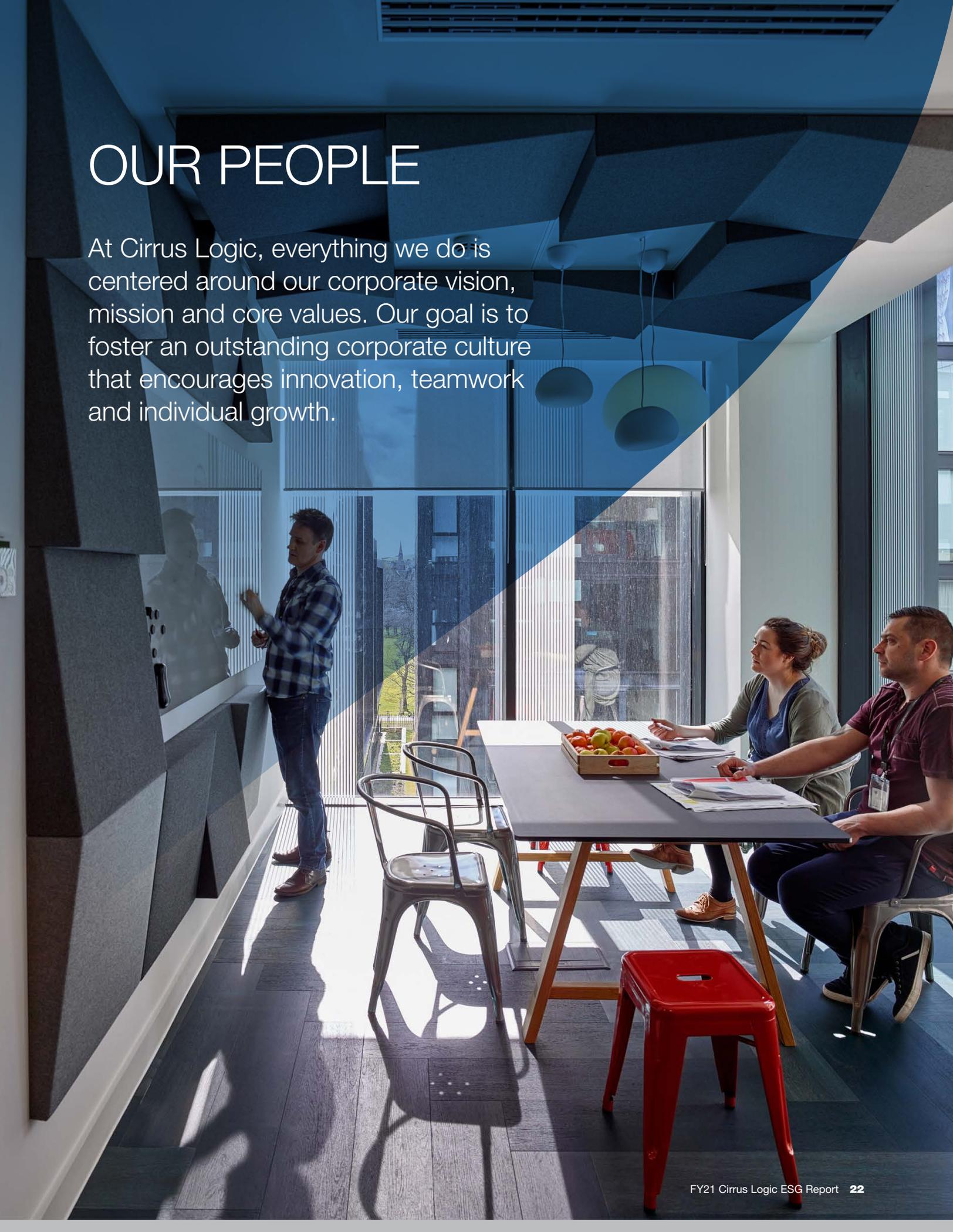
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100+ computers and hardware donated to the Edinburgh Remakery

Edinburgh Remakery is an organization that diverts waste by repairing, refurbishing and recycling what would have otherwise been sent to landfills. This organization has helped those most affected by COVID-19.

# OUR PEOPLE

At Cirrus Logic, everything we do is centered around our corporate vision, mission and core values. Our goal is to foster an outstanding corporate culture that encourages innovation, teamwork and individual growth.





## Empowering a Diverse Workforce

We create programs and practices that motivate and reward our employees while helping their families thrive.

We believe that maintaining this work environment is important for the company to attract and retain talented employees necessary to support our long-term success. The company also strives to cultivate an inclusive workplace where all employees feel they belong, where diverse backgrounds and perspectives are valued and everyone has an opportunity to succeed. As part of our efforts to continuously improve our corporate culture and environment, we solicit employee feedback and encourage ideas for all aspects of our operations.

Because we recognize the importance of diversity, equity and inclusion to our long-term success, we are focused on increasing engagement with all genders and underrepresented

groups. We have also adopted strategies to create an even more inclusive and positive work environment.

A gender gap exists in the technology industry, which presents significant hiring and workforce challenges as an engineering-driven company. Our initial focus has been to create programs that both uplift and support women at Cirrus Logic. As part of these efforts, we created an Employee Resource Group (ERG) and implemented changes to recruiting that encourage the inclusion of more diverse candidates. The company also participates in organizations and networks that cultivate professional development for women.

Since creating the Women's Leadership Team (WLT) ERG in FY19, membership has grown to more than 100 people. The WLT's goal is to cultivate an inclusive environment that supports and encourages women to advance their skills and leadership potential through connection, mentorship, collaboration and discussion.

Cirrus Logic sponsors memberships to professional technology organizations that are dedicated to empowering women to achieve their full potential as leaders and in their engineering careers.

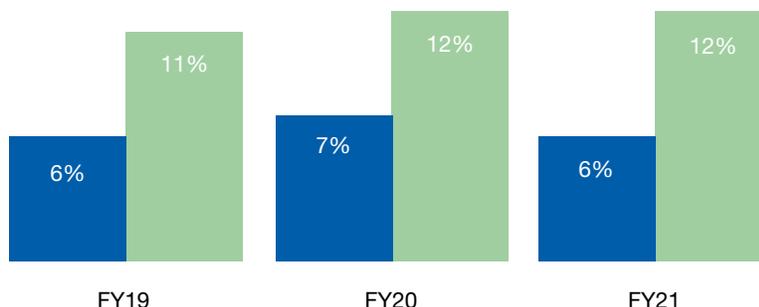
These include:

- Women in Science and Engineering (WISE)
- Austin Women in Technology (AWT)
- Society of Women Engineers (SWE)
- Women's Engineering Society (WES)
- Scotland Women in Technology (SWiT)

Cirrus Logic is also a corporate member of the Stanford VMware Women's Leadership Innovation Lab, an organization dedicated to advancing women's leadership by developing and disseminating programs that seek to remove gender bias.

## Creating an Outstanding Corporate Culture

We believe employees recognize the value of an employer that makes them feel welcome and included, while providing an opportunity for their careers to flourish. Our award-winning corporate culture has consistently appeared on various top workplace lists, with the company typically earning higher-than-industry benchmark scores in categories that measure employee job satisfaction. We believe these efforts, coupled with empowering a diverse and inclusive workplace and investment in employee development, have enabled Cirrus Logic to continue to outperform the industry in voluntary turnover.



■ Voluntary Turnover – Cirrus Logic  
 ■ Voluntary Turnover – Industry Benchmark<sup>1</sup>

<sup>1</sup> Source: Radford Salary Increase and Turnover Study

## Increasing Our Talent Pipeline

Cirrus Logic's employees play a vital role in our success and ability to deliver long-term value to our stakeholders.

We require highly specialized skills, even within the electrical engineering disciplines, such as analog and mixed-signal processing. This significantly reduces the overall talent available to meet our needs. Even with these pipeline challenges, we recognize there is a significant opportunity to continue to make progress toward our diversity hiring goals. To help these efforts, and in order to help build the future workforce, the company is collaborating with outreach programs that help young people envision careers in STEM fields. We believe this is vital to expand the diversity among our talent pool during the coming years.

While the impact of these programs will be seen several years down the road, we are actively laying the foundation now for the future.

We have developed strong relationships with several graduate and undergraduate research institutions where we actively recruit. For students with the requisite skills, we offer opportunities to explore careers at Cirrus Logic. Each summer and fall we invite approximately 40 students to gain valuable experience through a robust internship program. This program remained strong this past year, shifting to a virtual experience amidst the global pandemic. Additionally, in FY21 we provided \$120,000 in scholarships to encourage women in STEM undergraduate programs to complete their engineering degrees.

### UNIVERSITY OF TEXAS ECE NEXT PROGRAM

Cirrus Logic sponsors the University of Texas ECE Next program, whose goal is to increase and maintain the number of women, Black and Hispanic students represented in Electrical and Computer Engineering (ECE). Program participants are selected from the University of Texas, as well as nearby historically Black colleges and universities and Hispanic-Serving Institutions and provided with mentorship and research opportunities.

	FY19		FY20		FY21	
	Women	Men	Women	Men	Women	Men
<b>Total Workforce</b>	17%	83%	17%	83%	17%	83%
<b>Technical</b>	9%	91%	10%	90%	10%	90%
<b>Non-Technical</b>	41%	59%	41%	59%	42%	58%
<b>Executive Leadership Team</b>	10%	90%	10%	90%	10%	90%

## Training and Development

### Investing in Our People

Cirrus Logic prides itself on maintaining a world-class employee training and professional development program to maximize our employees' success. We believe our employees place a high degree of value on their personal advancement and are eager to learn.

During the past three years, our employees completed an average of approximately 15,000 hours of training annually in areas such as management and leadership development, engineering and technical skill building, health, wellness and other professional topics. The company's robust online learning platform was easily adapted this past year to provide all of our trainings virtually, which resulted in increased course participation. Furthermore, our educational assistance program helps employees pursue undergraduate and graduate level coursework, certifications and degrees.

### Making Resources Easily Accessible

Cirrus Logic provides on-site and virtual corporate libraries that are supported by a dedicated librarian. These libraries provide important research services for our technologists that save time and help advance engineering projects. In addition, we provide access to books, technical reports, journal articles, leadership development and more. Employees now also have free access to Audible for Business, adding flexibility to access more learning and development opportunities.

### Facilitating Collaboration and Knowledge Sharing

Facilitating learning and sharing best practices across the organization are important aspects of employee development. Our in-house experts have a wealth of insight and we also look for opportunities to bring in outside experts to promote the exchange of ideas in new areas.

**Tech Talk Tuesdays:** Leaders from academia and the technology industry regularly speak with our employees about their innovative, boundary-pushing research and facilitate thought-provoking dialogues. Topics have included: Efficient Computing for AI and Robotics (MIT); Pathways to mm-Scale DC-DC Converters (Dartmouth); and Augmenting Tactile Reality with Surface Haptics - Physics, Signal Processing and User Experience (TU Delft).

**KnowledgeShares:** We regularly invite in-house experts to talk about the work they are doing with their teams to increase employee understanding of the innovation occurring across the company. KnowledgeShares also provide presenters with the opportunity to showcase their accomplishments and receive recognition from their colleagues.

*In FY21, we hosted 17 Tech Talks on topics that inspire innovation throughout our organization.*





Cirrus Logic Headquarters: Austin, Texas

## Awards and Recognition

Cirrus Logic is proud of the recognition we have received from these influential organizations who assess workplace culture.



Cirrus Logic International: Edinburgh, U.K.



## Caring for Our People

### Health and Safety

Cirrus Logic is committed to promoting a safe, secure and productive environment for our employees, customers and visitors. Our global health and safety policy outlines our commitment. We maintain a Health and Safety Management System in the U.K. and will begin the implementation of this system across our facilities worldwide in FY22, beginning with our locations in the U.S.

A dedicated employee Health and Safety portal provides resources for employees including:

- Health and Safety Handbooks for our U.K. locations
- Relevant policies and procedures
- Risk Assessments
- Incident Reporting
- Training

Employees working in our research facilities receive specialized, role-specific health and safety training. The company takes measures to reduce employee exposure to potential health hazards in our offices and

research facilities and conducts regular inspections to maintain a safe and healthy work environment. A risk management system also provides technicians with additional data and information on the potential hazards associated with certain chemicals.

### Wellness and Other Benefits

Cirrus Logic provides health and wellness programs designed to improve the quality of our employees' lives, build long-term employee loyalty and attract top talent. Our comprehensive benefits, such as health insurance and emotional well-being support, are tailored for each country. Additional benefits focus on family care, including fertility coverage, paid parental leave, discounts for childcare, backup care and programs for new parents. We also provide fitness facilities and classes at several locations, as well as other employee benefits including health screenings, flu shots, ergonomic assessments and pet insurance. Cirrus Logic provides retirement planning programs with matching contributions, such as a 401(k) plan in the U.S. and defined contribution pension plans for our employees in other countries.

### ON-SITE MEDICAL CARE

At our headquarters in Austin, we offer a dedicated on-site medical clinic for employees and their covered dependents, providing convenient access to professional medical care and services including flu shots, regular health screenings and COVID-19 testing and vaccines.



*Our on-site medical clinic administered more than 700 COVID-19 tests in the past year.*



# OUR COVID-19 RESPONSE

The pandemic changed the world this past year. Cirrus Logic responded quickly to protect the health and safety of our employees, ensure business continuity for our customers and support local communities struggling with the impact of the pandemic.

## Protecting Our People

The health and safety of our employees is a top priority. As the COVID-19 virus became a global pandemic and the vast majority of our workforce transitioned to working remotely, we quickly assembled a response team comprised of senior leadership. This team worked to retain critical business operations and establish preventative measures to ensure essential on-site employees could safely perform their jobs.

Safety measures include:

- Health and safety COVID protocols, including temperature checks and a safe entry and exit app
- Training on facilities operations and procedures, including appropriate social distancing behavior and other safety guidelines
- Contact tracing safety devices
- Increased cleaning, sanitation and ventilation

Recognizing that the pandemic placed unanticipated demands on our employees, we also launched initiatives to help people feel connected and continued to support our local communities in a time of need.

## INITIATIVES TO SUPPORT OUR EMPLOYEES



Mental health counseling services and resources



Virtual fitness and meditation classes to keep employees physically active, including a company-wide fitness challenge



Tutoring discount benefits for parents challenged with virtual school environments



Contests to bring employees together, such as virtual art shows, baking challenges and photo competitions (many of the photos used in this report were taken by our employees)



Online book clubs, guitar lessons and music concerts



Employee and family care packages



*As parts of the world have started to open, our teams in Asia were able to come together to celebrate Lunar New Year with family activities such as strawberry picking.*

## Supporting Our Communities

This year communities around the world faced unprecedented challenges due to COVID-19. As the seriousness of the global pandemic became apparent, Cirrus Logic supported those impacted.

### Helping Local Food Banks

Rising unemployment numbers due to COVID-19 resulted in record demand from food banks. Rallying together to address these urgent needs in our community, Cirrus Logic employees, with dollar-for-dollar corporate matching, raised over \$120,000 for the Central Texas Food Bank.

*“Cirrus Logic’s support of the Central Texas Food Bank over the years has been very important in helping us fulfill our mission. Through monetary donations and volunteerism, Cirrus Logic has been a great community partner in the fight against hunger—especially as we faced the challenges of the pandemic during the past year.”*

**Derrick Chubbs**  
President and CEO,  
Central Texas Food Bank

### Supporting Livelihoods for Local Musicians

Cirrus Logic has historically supported musicians through sponsored live performances. Throughout the pandemic we hosted numerous live virtual performances and through our sponsorship with Health Alliance for Austin Musicians (HAAM) our corporate and employee donations continue to help musicians receive affordable health care services.

*“As one of our longest community partners, Cirrus Logic continues to support HAAM’s mission of providing access to affordable healthcare for Austin’s low-income, working musicians. From their executive team to across their employee ranks, we know Cirrus Logic is always there to support us financially and through volunteerism to help Austin continue to be the Live Music Capital of the World. Cirrus Logic truly rocks!”*

**Reenie Collins**  
CEO, HAAM

### Promoting Connectivity and Resiliency of Local Businesses

To combat isolation resulting from lockdown mandates and to keep up morale, we regularly sent care packages to our employees.

Wherever possible, we supported small businesses, such as local farmers who provided fresh vegetables for 425 produce baskets in the U.K. and 950 fresh fruit boxes in the U.S.

*“Just received a visit from the ‘fruiterer.’ Thank you for the box of fruit. We all appreciate what you are doing to keep our spirits up. Even my kids (high school and college-aged) are impressed. That is saying something!”*

**Mark L.**  
Cirrus Logic employee



# COMMUNITY INVESTMENT AND ENGAGEMENT

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.

Our employees give generously of their time, volunteering more than 2,000 hours to nonprofit organizations during the past three years.

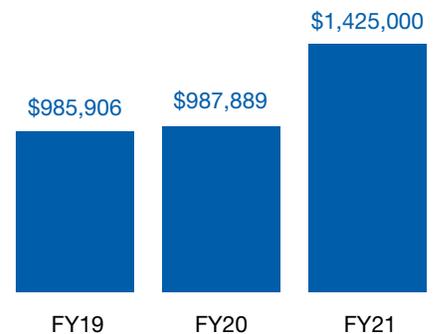


Our social impact mission is to:

- 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 join together to improve the lives and well-being of those in need where we live, work and play
- Provide financial resources to nonprofit organizations, through both corporate and employee donations, to have a meaningful impact in our communities
- Leverage employee feedback and align specific corporate programs to their passions

Through our *Chipping In to Make a Difference™* community outreach and engagement program, we strive to improve the well-being of the neighborhoods and communities where we live and work.

Our total charitable giving in FY21 was more than \$1.4 million, which includes Cirrus Logic and employee-matched cash donations.



*In FY21, our charitable donations increased 44% over the prior year.*

## Our Focus Areas

The causes we support cover a wide range of topics, but they all share a connection to our employees and the communities in which we operate.

Area	Objectives	Examples of the Organizations We Support
<b>Environment</b>	Supporting programs that drive community interaction and well-being where we live, work and play. Includes park clean-up efforts, tree planting, mulching and trail restoration	Austin Parks Foundation, Scottish Seabird Centre, Shoal Creek Conservancy, The Trail Foundation
<b>STEM and Workforce Diversity</b>	Accelerating diversity programs to spark interest in Science, Technology, Engineering and Math fields, preparing the future workforce and expanding our talent pipeline	Code2College, Edinburgh Science Festival, Girls Empowerment Network, HYPED – The University of Edinburgh Hyperloop Team, Latinitas
<b>Humanitarian Efforts</b>	Providing financial and volunteer support to organizations focused on improving the human condition in our local communities and globally	American Red Cross, Habitat for Humanity, Ronald McDonald House, We Are Blood
<b>Music and Arts</b>	Supporting live music and the musicians that enrich our lives	Austin City Limits, The Austin Symphony, Health Alliance for Austin Musicians
<b>Employee-Driven Philanthropy</b>	Aligning corporate giving programs to nonprofit organizations that reflect our employees' interests, values and passions	Amplify Austin, Boys and Girls Club of the Austin Area, Central Texas Food Bank, Emancipet Nonprofit Pet Clinics

## Social Impact Highlights

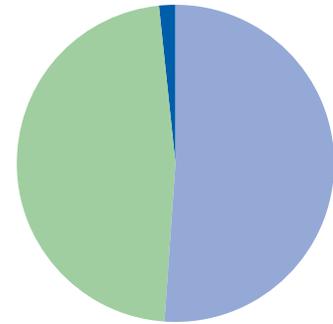
### STEM

Through club sponsorships and providing mentors and internship programs, Cirrus Logic champions education and diversity programs in STEM designed to capture the interest of students and prepare them to become the talented workforce of tomorrow.

### Amplify Austin

Headquartered in Austin, Texas, Cirrus Logic is deeply committed to partnering with our neighbors to contribute to a strong and vibrant community. Every year we participate in Amplify Austin's "I Live Here I Give Here" 24 hours of giving campaign, benefitting thousands of nonprofit organizations. Cirrus Logic has been the #1 corporate contributor for three years in a row.

### Total Impact: Amplify Austin



### FY21 Giving \$374,063

- Employee Giving - \$191,079
- Cirrus Logic Matching - \$176,984
- Sponsorship - \$6,000

*“Year after year, Cirrus Logic and its employees significantly step up to support Austin area nonprofits in need. From recognizing an employee’s work anniversary with a tribute gift to one of their three designated charities — Emancipet, Code2College and HAAM — to providing important matching funds on Amplify Austin Day, they are a model for corporate citizenship that puts real dollars behind their commitment to improving Central Texas.”*

**Courtney Manuel**  
CEO, I Live Here I Give Here

A photograph of a young girl with dark hair, smiling broadly. She is holding a large, rectangular cardboard sign in front of her chest. The sign has the words "Thank You" written on it in a large, black, hand-drawn font. The background is slightly blurred, showing other people in what appears to be a community event or store.

## Code2College

Through the Code2College program, each year we support high schools in lower-income neighborhoods. Code2College exposes students to coding at an early age, preparing them for potential careers in the technology industry. Cirrus Logic employees volunteer approximately 300 hours of their time each school year to help prepare these students for future successes, pairing technical training with resume writing, interviewing and other life skills. We also sponsor interns through the program.

## Adriana's Story

As an intern at Cirrus Logic for two consecutive summers, Adriana was mentored by John Forsyth in 2020. Through her experience she learned more about software engineering, which contributed to her decision to study computer science at the University of Texas at Austin.

*“As a Cirrus Logic high school intern, I was able to do real work and contribute to the software team. That experience gave me confidence and is inspiring me in my career. Having John as my executive mentor was great, we talked about my career goals and how I accomplish them.”*

### Adriana Reyes

Cirrus Logic intern and Code2College participant



## Edinburgh Science Festival

Since 2015, Cirrus Logic has been a major sponsor of the Edinburgh Science Festival, the world's first public celebration of science and technology. The annual festival showcases the highest-rated science projects from students of all ages. Participants experience exhibits, hands-on workshops, debates and demonstrations. Cirrus Logic's exhibits have featured advancements in consumer electronics from the types of mixed-signal technologies that we provide.

*“Edinburgh Science is so grateful for the long-term and ongoing support from Cirrus Logic. This year Cirrus Logic agreed to generously extend their support, becoming the Headline Sponsor of the Edinburgh Science Festival. This is really exciting for the Edinburgh Science Team and we look forward to developing this new partnership together.”*

### Hannah Schlesinger

Director of Development, Edinburgh Science



# GOVERNANCE AND ETHICS

## Corporate Governance

Cirrus Logic and our Board of Directors are committed to operating under the highest standards of integrity, honesty and ethical conduct. Implicit in this philosophy is the importance of sound corporate governance, ensuring transparency, accountability and serving the interests of our shareholders. The Board of Directors is comprised of eight directors with relevant expertise, diverse in skills and backgrounds, including seven independent directors and our CEO. The company’s environmental, social and governance programs are overseen by the Board with assistance from its three standing committees.

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

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Size of Board - 8

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Independent Directors - 7

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Women on the Board - 25%

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Election of Directors - Annual

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2020 Say on Pay Advisory Vote Approval - 95%

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ESG Oversight - Yes

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Separate Independent Chair - Yes

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Standing Board Committees -

- Audit
  - Compensation and Human Resources
  - Governance and Nominating
-



## Ethics

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

Other policies that we have put in place to promote high standards of ethical conduct include:

[Insider Trading Policy](#)

[Human Rights Policy](#)

[Anti-Slavery and Human Trafficking Statement](#)

[Equal Employment Opportunity and ADA Compliance Policy](#)

Our [Corporate Code of Conduct](#) applies to all employees, officers and directors and outlines expectations for how we work with integrity. Our [Supplier Code of Conduct](#) communicates our ethical standards related to labor, health and safety and the environment. As a fabless semiconductor company, we require our tier-one foundry, assembly, test and distribution vendors to acknowledge that they have reviewed and agree to adhere to our Supplier Code of Conduct. Our Corporate Compliance Program, managed by the Legal Department, supports a culture that encourages ethical conduct and provides a process to prevent and detect violations of the Corporate Code of Conduct, our policies and relevant laws and regulations. We regularly evaluate our compliance program and make adjustments as needed to ensure we adequately address emerging risks, including ESG topics.

To ensure that employees, officers and directors understand our values and standards of conduct, we require them to complete ethics training annually and affirm that they have reviewed our Corporate Code of Conduct. The training is updated each year to address increasing areas of compliance risk and new regulations. Training topics in FY21 focused on business ethics, diversity, anti-discrimination and anti-bribery.

Concerns can be reported via EthicsPoint, an anonymous, 24-hour ethics hotline administered by a third-party, or through direct communication with management. Reports submitted through EthicsPoint are sent directly to our Board of Directors' Audit Committee, which in conjunction with our General Counsel, determines how the matter will be reviewed and investigated. Our commitment to doing business ethically and with integrity ensures that we continue to serve as a trusted partner with our customers, investors, employees, suppliers and communities.

## Risk Management for Resilience

We proactively manage financial, operational, technical and other emerging risks through a dynamic oversight framework that includes:

- Executive management meetings focused on strategic risks with Board oversight
- Dedicated cybersecurity professionals charged with proactively addressing the rising challenges of data protection and security
- Rigorous internal and third-party audits that assess the company's financial processes and controls

Effectively identifying and managing risk is critical to maintaining business resilience and operational continuity. We recognize that investors and other stakeholders have identified the SASB Industry Specific Standards, GRI's Sustainability Reporting Standards and Disclosures, CDP disclosure and the TCFD as guiding frameworks. The company is undertaking a process to incorporate ESG generally, and the potential impact of climate change specifically, as a key principle across a variety of functions within the business to evaluate risks and opportunities. We expect to report on our progress through these disclosures and in future annual ESG reports.

## Cybersecurity and Data Privacy Controls

Maintaining the confidentiality and security of our intellectual property and sensitive proprietary information, as well as that of our customers, is critical to our success. We also take the responsibility of protecting the privacy of our employees and any personal data that we hold seriously and we adhere to the data privacy laws of the different countries and regions where we do business.

Cirrus Logic's director of Information Security is responsible for managing our cybersecurity program and reports to the vice president of Cirrus Logic International and Information Technology, who reports directly to the CEO. Recognizing that the potential for cybersecurity threats continues to increase each year, we are committed to continuous improvement by leveraging best practices, maturing our program, evaluating and implementing new technology and monitoring threats and regulations. We regularly engage independent third parties to test our information security processes and systems as part of our overall enterprise risk management. Oversight of cybersecurity resides with the Audit Committee, which receives updates on the company's security posture and any changes to the risk profile at least twice a year. Furthermore, one of our directors brings substantial information security expertise to our Board of Directors.

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

All employees, officers and directors are required to complete 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. In FY21, we had 100 percent participation for this training. We periodically update our cybersecurity training to respond to evolving threats and government regulations. Additionally, we provided targeted training to address regional data privacy practices provided by local applicable laws including the U.K. Data Protection Act, the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act.

To date, no attempted cyber attack or other intrusion on our information technology networks has resulted in any material expenses, adverse impact on our operations or financial results, or any penalties or settlements. In the event of a successful attack or other intrusion, we have a team of internal and external resources prepared to respond. We also have a cyber risk insurance policy designed to help us mitigate risk exposure.

We recognize that cybersecurity attacks are becoming more complex and frequent and, while we are taking steps to mitigate these risks, we cannot guarantee our efforts will be sufficient. Please carefully review the cybersecurity risk factor included in the company's [10-K filing](#).

# SASB AND GRI CONTENT INDEX

Cirrus Logic is committed to being transparent and consistent in reporting on our environmental, social and governance efforts.



Cirrus Logic has aligned our disclosure with two frameworks: SASB Semiconductor Standard and selected standards from the GRI's Sustainability Reporting Standards and Disclosures. Below is a mapping of how our latest disclosures align within these frameworks.

## SASB Index

Cirrus Logic is reporting to the SASB Semiconductor Standard. SASB is an independent nonprofit organization that sets voluntary industry-specific standards for companies to disclose to investors.

Topic	Code	Metric	Unit of Measure	Response/Location
<b>Greenhouse Gas Emissions</b>	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) Amount of total emissions from perfluorinated compounds (PFCs)	Metric tons CO <sub>2</sub> e	Environment: <a href="#">Energy and Emissions</a>
	TC-SC-110a.2	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, including emissions reduction targets and an analysis of performance against those targets	N/A	Environment: <a href="#">Energy and Emissions</a> Our Scope 1 GHG emissions are negligible
<b>Energy Management in Manufacturing</b>	TC-SC-130a.1	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable energy	Gigajoules, percentage (%)	Environment: <a href="#">Energy and Emissions</a>
<b>Water Management</b>	TC-SC-140a.1	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	Cubic meters (m <sup>3</sup> ), percentage (%)	As a fabless semiconductor company our use of water is limited to our office buildings, including breakrooms, restrooms and research facilities. As such, we are not disclosing total water withdrawn or consumed
<b>Waste Management</b>	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled	Tons (t), percentage (%)	As a fabless semiconductor company, the amount of hazardous waste generated in our research facilities is negligible (<1% of total waste). What is generated is disposed of in compliance with all applicable laws and regulations
<b>Employee Health and Safety</b>	TC-SC-320a.1	Description of efforts to assess, monitor and reduce exposure of employees to human health hazards	N/A	<a href="#">Our People: Caring for Our People/ Health and Safety</a> <a href="#">Our COVID-19 Response</a>
	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
<b>A Global Skilled Workforce</b>	TC-SC-330a.1	Percentage of employees that are (1) foreign nationals and (2) located offshore	Percentage (%)	(1) 13% of employees are foreign nationals  (2) 8% of employees are in Asia Pacific, 29% of employees are in Europe and 63% of employees are in North America  Please review the risk factors included in the company's 10-K filing for additional discussion regarding recruiting foreign nationals and conducting offshore business activities
<b>Product Lifecycle Management</b>	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Percentage by revenue (\$)	<a href="#">Corporate compliance website</a>
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Various, by product category	We do not disclose energy efficiency at a system-level as our life cycle ends when the product is shipped to the customer
<b>Materials Sourcing</b>	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	N/A	<a href="#">Corporate compliance website</a>
<b>Intellectual Property Protection and Competitive Behavior</b>	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	U.S. dollars (\$)	Cirrus Logic had zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations

## GRI Content Index

This table covers selected GRI Sustainability Reporting Standards and Disclosures found in our most recent ESG, 10-K and Proxy reports, as well as information on the company website. GRI is an independent, international organization that has established a framework for companies and other organizations to recognize and report their responsibility and impacts in order to create a sustainable future.

<b>GRI 102: General Disclosures</b>			
<b>GRI Standard</b>	<b>Disclosure</b>	<b>Description</b>	<b>Location and Notes</b>
<b>102: Organizational Profile</b>			
	102-1	Name of the organization	Cirrus Logic, Inc.   NASDAQ: CRUS
	102-2	Activities, brands, products and services	<a href="#">Our Company</a>
	102-3	Location of headquarters	800 West 6th Street Austin, Texas 78701
	102-7	Scale of the organization	Our Company: <a href="#">Cirrus Logic at a Glance</a>
	102-8	Information on employees and other workers	<a href="#">Our People</a>
	102-9	Supply chain	<a href="#">Products and Supply Chain</a>
<b>102: Strategy</b>			
	102-14	Statement from senior decision-maker	<a href="#">A Message From Our CEO</a>
<b>102: Ethics and Integrity</b>			
	102-16	Values, principles, standards and norms of behavior	Governance and Ethics: <a href="#">Ethics</a>
	102-17	Mechanisms for advice and concerns about ethics	Governance and Ethics: <a href="#">Ethics</a>
<b>102: Governance</b>			
	102-18	Governance structure	Governance and Ethics: <a href="#">Corporate Governance</a>  For a complete description of Cirrus Logic's corporate governance practices, please refer to our Proxy or visit the Investor Relations area of our <a href="#">website</a>
	102-20	Executive-level responsibility for economic, environmental and social topics	Governance and Ethics: <a href="#">Corporate Governance</a> <a href="#">ESG at Cirrus Logic</a>

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**GRI 102: General Disclosures**

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<b>GRI Standard</b>	<b>Disclosure</b>	<b>Description</b>	<b>Location and Notes</b>
<b>102: Reporting Practice</b>			
	102-47	List of material topics	ESG at Cirrus Logic: <a href="#">Priority ESG Topics</a>
	102-50	Reporting period	FY21: March 29, 2020 - March 27, 2021
	102-51	Date of most recent report	This is our first ESG report
	102-52	Reporting cycle	Annual
	102-53	Contact point for questions regarding the report	<a href="mailto:esg@cirrus.com">esg@cirrus.com</a>

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**GRI 200: Economic**

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<b>GRI Standard</b>	<b>Disclosure</b>	<b>Description</b>	<b>Location and Notes</b>
<b>201: Economic Impact</b>			
	201-1	Direct economic value generated and distributed	Our Company: <a href="#">Cirrus Logic at a Glance</a> <a href="#">Community Investment and Engagement</a>
<b>205: Anti-Bribery and Corruption</b>			
	205-2	Communication and training about anti-corruption policies and procedures	Governance and Ethics: <a href="#">Ethics</a>
<b>206: Anti-Competitive Behavior</b>			
	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Cirrus Logic had zero legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant

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**GRI 300: Environment**

GRI Standard	Disclosure	Description	Location and Notes
<b>302: Energy</b>			
	302-1	Energy consumption within the organization (GJ)	Environment: <a href="#">Energy and Emissions</a>
	302-2	Energy consumption outside of the organization (GJ)	Environment: <a href="#">Energy and Emissions</a>
<b>305: Emissions</b>			
	305-1	Direct (Scope 1) GHG emissions	Environment: <a href="#">Energy and Emissions</a>  GHG Emissions Calculations: <ul style="list-style-type: none"> <li>• Inventory Boundary: Cirrus Logic’s inventory was prepared using the Operational Control approach</li> <li>• Applicable Standards Followed: The GHG Protocol Corporate Standard, Scope 2 Guidance and Scope 3 Value Chain Standard</li> <li>• Data Collection: Cirrus Logic managed data collection and provided activity data on building energy use and business travel</li> <li>• Generic Calculation Approach: Cirrus Logic’s activity data were multiplied by emission factors that describe the amount of emissions per unit activity (e.g., tons CO<sub>2</sub> per kWh of purchased electricity)</li> <li>• Global Warming Potential (GWP) values: GWP values from the Intergovernmental Panel on Climate Change’s Fifth Assessment Report</li> </ul>
	305-2	Energy indirect (Scope 2) GHG emissions	Environment: <a href="#">Energy and Emissions</a>
	305-3	Other indirect (Scope 3) GHG emissions	Environment: <a href="#">Energy and Emissions</a>

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**GRI 400: Social**

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<b>GRI Standard</b>	<b>Disclosure</b>	<b>Description</b>	<b>Location and Notes</b>
<b>401: Employment</b>			
	401-1	New employee hires and employee turnover	<a href="#">Our People</a>
<b>403: Occupational Health and Safety</b>			
	403-6	Promotion of worker health	Our People: <a href="#">Caring for Our People</a> <a href="#">Our COVID Response</a>
<b>404: Training and Education</b>			
	404-2	Programs for upgrading employee skills and transition assistance programs	Our People: <a href="#">Training and Development</a>
	404-3	Percentage of employees receiving regular performance and career development reviews	Cirrus Logic is committed to promoting regular feedback discussions and meaningful reviews of performance between managers and employees. In order to encourage timely feedback, each manager is responsible for completing career development appraisals that highlight performance, goals and expectations twice a year. In FY21, 93% of employees received performance appraisals
<b>405: Diversity and Equal Opportunity</b>			
	405-1	Diversity of governance bodies and employees	Our People: <a href="#">Breakdown of Our Workforce</a> Governance and Ethics: <a href="#">Corporate Governance</a>
<b>418: Customer Privacy</b>			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance and Ethics: <a href="#">Cybersecurity and Data Privacy Controls</a> No substantiated complaints were received concerning breaches of customer privacy during the reporting

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# GLOSSARY OF ESG TERMS

## **BREEAM**

Building Research Establishment Environmental Assessment Method: A leading global environmental assessment method and rating system for buildings.

## **CDP**

Nonprofit organization that evaluates and provides corporate information for investors, companies and governments in the areas of climate, water and forests - formerly known as the Carbon Disclosure Project.

## **CO<sub>2</sub>e**

Carbon Dioxide-Equivalent Emissions: A unit of measure that converts the emissions of different greenhouse gases into their carbon dioxide equivalent. This allows easier comparison of GHG emissions by using carbon dioxide as a standard unit of reference.

## **ESG**

Environmental, Social and Governance: Describes the responsibilities of a company in the areas of environmental, social and governance. Additionally, includes factors within a company's operations that socially-conscious investors may consider alongside financials when making investment decisions.

## **GDPR**

General Data Protection Regulation: Issued by the European Union, it contains rules for the processing of personal data and harmonizes these rules throughout the EU.

## **GHGs**

Greenhouse Gas Emissions: The major GHGs accounted for within this report and as identified under the Kyoto Protocol are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF<sub>6</sub>).

## **GHG Protocol**

Greenhouse Gas Protocol: Currently the most common series of accounting standards for greenhouse gas emissions.

## **GRI**

Global Reporting Initiative: Globally applicable sustainability reporting guidelines to assist corporations in reporting on the economic, environmental and social performance of their operations.

## **ISO 9001**

Globally recognized standard for quality management systems.

## **ISO 14001**

Globally recognized standard for environmental management systems.

## **JEDEC**

Joint Electron Device Engineering Council: JEDEC is an independent semiconductor engineering trade organization and standardization body.

## **Market-Based Approach**

Scope 2 emissions calculated using the specific emissions rates of contractually-purchased electricity.

## **Operational Control Approach**

Under the operational control approach, a company accounts for 100% of GHG emissions from operations over which it or one of its subsidiaries has operational control (e.g., pays the utility bills or purchases gasoline).

## **RBA**

Responsible Business Alliance: The world's largest industry coalition dedicated to corporate social responsibility in global supply chains.

## **SASB**

Sustainability Accounting Standards Board: An independent nonprofit organization that sets standards to guide the disclosure of financially-material sustainability information by companies to their investors.

## **Scope 1 (Direct)**

### **Greenhouse Gas Emissions**

Emissions that occur from energy sources that are owned or controlled by the company.

## **Scope 2 (Indirect)**

### **Greenhouse Gas Emissions**

Emissions that occur from the generation of purchased electricity consumed by the company. Scope 2 emissions physically occur at the facility where electricity is generated.

## **Scope 3 (Other Indirect)**

### **Greenhouse Gas Emissions**

Other indirect emissions not covered in Scope 1 or 2, such as emissions that come from sources owned or controlled by other companies within the value chain of a company. For example, emissions resulting from business travel by employees, the use of our products and the transportation of materials that we purchase and sell.

## **Stakeholders**

People and organizations including investors, customers, employees, suppliers and communities, with a vested interest in our company.

## **TCFD**

Task Force on Climate-related Financial Disclosures: Expert commission of the G20 Financial Stability Board, developing reporting guidelines for climate-related risks.

## **Tier-One Supplier**

Tier-one suppliers are our outsourced manufacturing suppliers, including foundries, assembly, test and distribution.

## **UNSDGs**

United Nations Sustainable Development Goals: 17 SDGs, adopted by all United Nations Member States in 2015, are the blueprint to achieve a better and more sustainable future for all.

## Forward Looking Statement

Except for historical information contained herein, this ESG Report contains certain forward-looking statements, including our statements about our ability to introduce new products, expand in adjacent application areas, drive long-term value and achieve our environmental, social and governance goals. In some cases, forward-looking statements are identified by words such as “expect,” “anticipate,” “target,” “project,” “believe,” “goals,” “opportunity,” “estimates,” “intend,” and variations of these types of words and similar expressions. In addition, any statements that refer to our plans, expectations, strategies or other characterizations

of future events or circumstances are forward-looking statements. These forward-looking statements are based on our current expectations, estimates and assumptions as of March 27, 2021 and are subject to certain risks and uncertainties that could cause actual results to differ materially; readers should not place undue reliance on such forward-looking statements. Risk factors that may impact future results are listed in our Form 10-K filed on May 21, 2021 and in our other filings with the Securities and Exchange Commission, which are available at [www.sec.gov](http://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.

## Acknowledgements

We would like to thank all of the Cirrus Logic employees from around the world who provided photography for this report. These amazing images capture the inspiration and commitment that the company and staff have toward the environment and the communities where we live and work.

Anderson S. – Page 18  
Andrei D. – Pages 2, 3, 12  
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