

CIRRUS LOGIC'S POLICY STATEMENT ON HUMAN RIGHTS

At Cirrus Logic, Inc. and its wholly owned subsidiaries (collectively, "Cirrus Logic"), we believe that everyone should be treated fairly and with respect. Our executive leadership endeavors to honor human rights and to avoid complicity in any actual or potential human rights violations. Our Board of Directors oversees our environmental, social, and governance programs with delegation to the Audit, Compensation and Human Resources, and Governance and Nominating Committees within their respective areas of expertise. Our standards of integrity, ethics, and sustainability are socialized among our global employees as well as our primary third-party suppliers with the goal of producing Cirrus Logic components in a responsible manner. Cirrus Logic is an affiliate member of the [Responsible Business Alliance](#) and expresses its public commitment to adopt the principles below as informed by international standards and conventions including: the [Universal Declaration of Human Rights](#); the [UN Guiding Principles on Business and Human Rights](#); and the fundamental principles of the [International Labour Organization](#) (ILO) and the [UN Global Compact](#). Additional information may also be found in our [Anti-Slavery and Human Trafficking Statement](#) posted on our website.

This policy statement on human rights applies to our employees, suppliers, and contractors. It addresses issues including but not limited to labor, health and safety, and mineral sourcing. The principles of this policy statement are embedded into our operational policies and procedures and applied in a non-discriminatory manner, irrespective of geographic location. Cirrus Logic requires all employees to attest to their understanding of the [Cirrus Logic Code of Conduct](#) and to complete annual Company-wide ethics and compliance training. Additionally, we provide specific training to employees who frequently travel to our suppliers' sites; this training is designed to assist them in identifying and reporting any actual or potential human rights violations. We communicate our expectations to our suppliers in our standard terms and conditions of purchase and to our customers in our terms and conditions of sale. We require that our primary suppliers acknowledge in writing their obligation to abide by the [Cirrus Logic Supplier Code of Conduct](#). Actual or suspected violations should be reported immediately to management, or anonymously through the EthicsPoint® hotline listed below.

Labor

Our employees represent Cirrus Logic's most important asset, and our corporate policies and programs reflect our respect for the internationally-recognized human rights of all people. We adhere to core principles of human rights by establishing a safe, healthy working environment based on respect and fairness for all.

- Cirrus Logic takes measures to avoid participating in or benefitting from any form of forced labor (including bonded labor, debt bondage, forced prison labor, slavery, servitude, human trafficking, etc.). All work must be voluntary and workers shall be free to terminate their employment and/or leave the company premises without unreasonable restrictions.
- Cirrus Logic will verify the age of job applicants and prohibit employment of children younger than 15 years of age or under the minimum age for completing compulsory

education, whichever is higher. While we support legitimate workplace learning programs, we protect student rights in accordance with applicable laws and regulations.

- Cirrus Logic is committed to a corporate culture based on fairness and inclusion. Cirrus Logic believes it is important to provide not just competitive compensation, but a variety of world-class benefits. We commit to pay our employees equal pay for equal work and qualification. Work weeks should not generally exceed the maximum duration set by local law and all overtime must be voluntary – except in emergency or unusual situations.
- Cirrus Logic is dedicated to hiring and developing a global workforce that values each individual and their contributions to our corporate success. Workers should be free of harassment and unlawful discrimination on the basis of race, national origin, ethnicity, 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 applicable law.
- Workers may openly communicate and share ideas and concerns regarding working conditions and management practices without fear of reprisal, intimidation, or harassment. Cirrus Logic respects workers’ freedom of association and the rights of workers to organize and engage in collective bargaining, peaceably assemble, etc. in accordance with local laws.

Health and Safety

Cirrus Logic is committed to providing a safe working environment for our global workforce. We provide, and require our suppliers to provide, a working environment that has ready access to potable water and sanitary facilities. We ensure this by operating a Health and Safety Management System to meet or exceed applicable local laws. Our management system is available for all our employees to report health and safety matters and is fully interactive through our online Health and Safety Portal.

Environment and Conflict-Free Minerals Sourcing

As a fables semiconductor company, Cirrus Logic is working with customers and suppliers to exemplify industry standards of environmental and social responsibility in the design and production of our products and in our on-site research facilities. We are certified under ISO 14001, the international standard that specifies requirements for an effective environmental management system. Cirrus Logic is actively committed to protecting the environment by reducing the amount of hazardous substances in our products. Cirrus Logic will continue to conform to applicable regulatory requirements including EU RoHS and EU REACH to minimize environmental impacts and be transparent with our conflict minerals reporting. Further details and information are provided on our Corporate Compliance area of our website: <https://www.cirrus.com/company/quality/corporate-compliance/>.

Access to Remedy / Grievance Mechanism

Employees are encouraged to discuss any issues they observe or personally experience with their managers, Human Resources, or Legal. Cirrus Logic prohibits any form of retaliation against any employee who complains or provides information in good faith. To anonymously

and confidentially report actual or suspected activities that may involve violations of human rights, financial or criminal misconduct, or violations of the Cirrus Logic Code of Conduct, individuals may file a report on <http://cirruslogic.ethicspoint.com> or contact EthicsPoint® at the telephone numbers below.

- China Northern 10-800-712-1239
- China Southern 10-800-120-1239
- Japan (using Japan Telecom) 0066-33-112505
- Japan (using KDD) 00531-121520
- South Korea 00798-14-800-6599
- South Korea (using DACOM) 00308-110-480
- South Korea (using KT) 00798-1-1-009-8084
- Singapore 800-12-04201
- Taiwan 844-978-1230
- United Kingdom 0800-032-8483
- United States 866-384-4277

All EthicsPoint® submissions go directly to the Company's Audit Committee, who reviews the report and determines, in conjunction with the Company's Legal Department, whether the report requires further investigation. Employees of Cirrus Logic in the United Kingdom and/or countries within the European Union should refer to their local Whistleblowing Policy (if applicable) for additional information and guidance regarding use of the EthicsPoint® hotline.

Violations of Cirrus Logic's Code of Conduct or other company policies, including this Policy Statement on Human Rights, may result in corrective action, including termination, as appropriate.