

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 is responsible for ensuring our commitment to honor human rights and not to be complicit in any human rights violations. We require high standards of integrity, ethics and sustainability among all of our global employees as well as our third-party suppliers to ensure products manufactured under the Cirrus Logic brand are produced in a responsible manner. Cirrus Logic is an affiliate member of the [Responsible Business Alliance](#) and has adopted the principles below as informed by international standards and conventions including, among others: the [International Bill of Human Rights](#), the [UN Guiding Principles on Business and Human Rights](#), 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 is intended to state Cirrus Logic's commitment to respect the human rights of all employees, our suppliers, contractors and subcontractors at any tier, and partners, resellers, and other people impacted by our supply chain. In meeting our commitment to respect human rights, we include vulnerable groups such as children, women, and members of minority groups. 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 adhere to these principles and to all other relevant Cirrus Logic policies, practices, and procedures such as the [Cirrus Logic Code of Conduct](#), Data Protection Policy, and our Global Health and Safety Standard. To assure that all employees understand our values and standards of conduct, all employees participate in annual Company-wide ethics and Code of Conduct training. We communicate our expectations to our suppliers and require them to abide by the [Cirrus Logic Supplier Code of Conduct](#) and relevant policies in our standard terms and conditions of purchase. 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 complying with international standards and by establishing a safe, healthy working environment based on respect and fairness for all employees.

- Cirrus Logic will take all necessary measures to ensure it does not participate in or benefit from any form of forced labor (including bonded labor, debt bondage, forced prison labor, slavery, servitude, human trafficking, etc.) and provides ready access to potable water and sanitary facilities. 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, protection of student rights is rigorous.
- Cirrus Logic is committed to a corporate culture based on fairness and inclusion and equal pay for equal work. Cirrus Logic believes it is important to provide not just competitive compensation, but a variety of world-class benefits. 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, pregnancy status, marital status, gender, age, religion, physical or mental disability, medical condition, veteran status, sexual orientation, or 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 the rights of workers to associate freely, 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 ensure this by operating a Health and Safety Management System. 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 labs. We require our suppliers to adhere to the Cirrus Logic Supplier Code of Conduct, and all major suppliers 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 are of our website: <https://www.cirrus.com/company/quality/corporate-compliance/>.

Access to Remedy

Employees are encouraged to discuss any issues they observe or personally experience with their managers, Human Resources, or Legal. 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, employees may file a report on <http://cirruslogic.ethicspoint.com> or contact EthicsPoint® at the telephone numbers below.

- Australia 1-800-339276
- China Northern 10-800-712-1239
- China Southern 10-800-120-1239
- France 0800-90-2500
- Germany 0800-101-6582
- Hong Kong 800-96-4214
- Japan (using Japan Telecom) 0066-33-112505
- Japan (using KDD) 00531-121520
- Malaysia 1-800-80-8641
- Philippines 1-800-1-114-0165
- 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
- United Kingdom 0800-032-8483
- United States 866-384-4277

Cirrus Logic prohibits any form of retaliation against any employee who complains or provides information, as long as the allegations are made in good faith. Employees of Cirrus Logic entities in countries within the EU 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.