

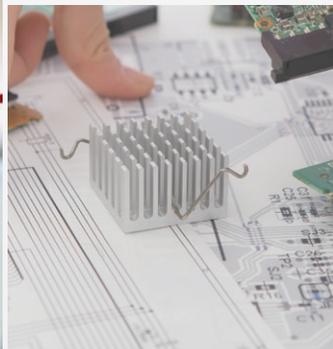


Driving STEM Careers:

A Journey for Equality



2018



Gender Pay Report
UNITED KINGDOM



“Cirrus Logic is dedicated to hiring and developing a thriving global workplace that values each individual and their contributions to our success, regardless of their position, gender or ethnicity.”

“The key to this is continuing to build on our recognised outstanding corporate culture based on fairness and inclusion, where our employees feel proud to work here and are committed to the company’s success. As part of our efforts, we regularly review our processes to ensure they adhere to our core principles of equality in the workforce.”

Jo-Dee M. Benson
Vice President and Chief Culture Officer



United Kingdom

GREAT PLACE TO WORK®

2018 Best Workplaces™

Beyond the Numbers

As the world’s market share leader in audio semiconductors, Cirrus Logic occupies a unique place within our highly specialized industry. Cirrus Logic’s rocket fuel is innovation, driven by highly skilled and educated electrical design engineers from all parts of the world. The challenge for the semiconductor industry is the available worldwide talent pool of engineers that is comprised overwhelmingly of men. In fact, according to the Women’s Engineering Society, females comprise only 11 percent of the UK’s engineering workforce.

This factor contributes heavily toward the tilt in the number of male engineers versus female engineers employed by the company. Making it even more challenging are Cirrus Logic’s unique engineering skill set requirements— analog and mixed-signal technologies. This is a highly specialized area, even within the electrical engineering disciplines, further significantly reducing the overall pool for qualified talent to design the innovative products that our customers demand.

It’s with this backdrop that Cirrus Logic nevertheless strives for a balanced workforce by encouraging and promoting diversity in the workplace. We remain firmly committed to the principles of equal pay for equal work. Above all, we see our efforts as part of a journey—a journey in which we’ve made considerable progress. We will continue to build a world-class workforce forged on the principles of equality and fairness in the workplace.



INDUSTRY-WIDE CHALLENGE:

Females comprise only 11% of the UK’s engineering workforce.

Source: wes.org.uk

HOURLY PAY RATE

DIFFERENCE IN FEMALE FULL-PAY HOURLY RATE

MEAN
20.9%
LOWER

DIFFERENCE IN FEMALE FULL-PAY HOURLY RATE

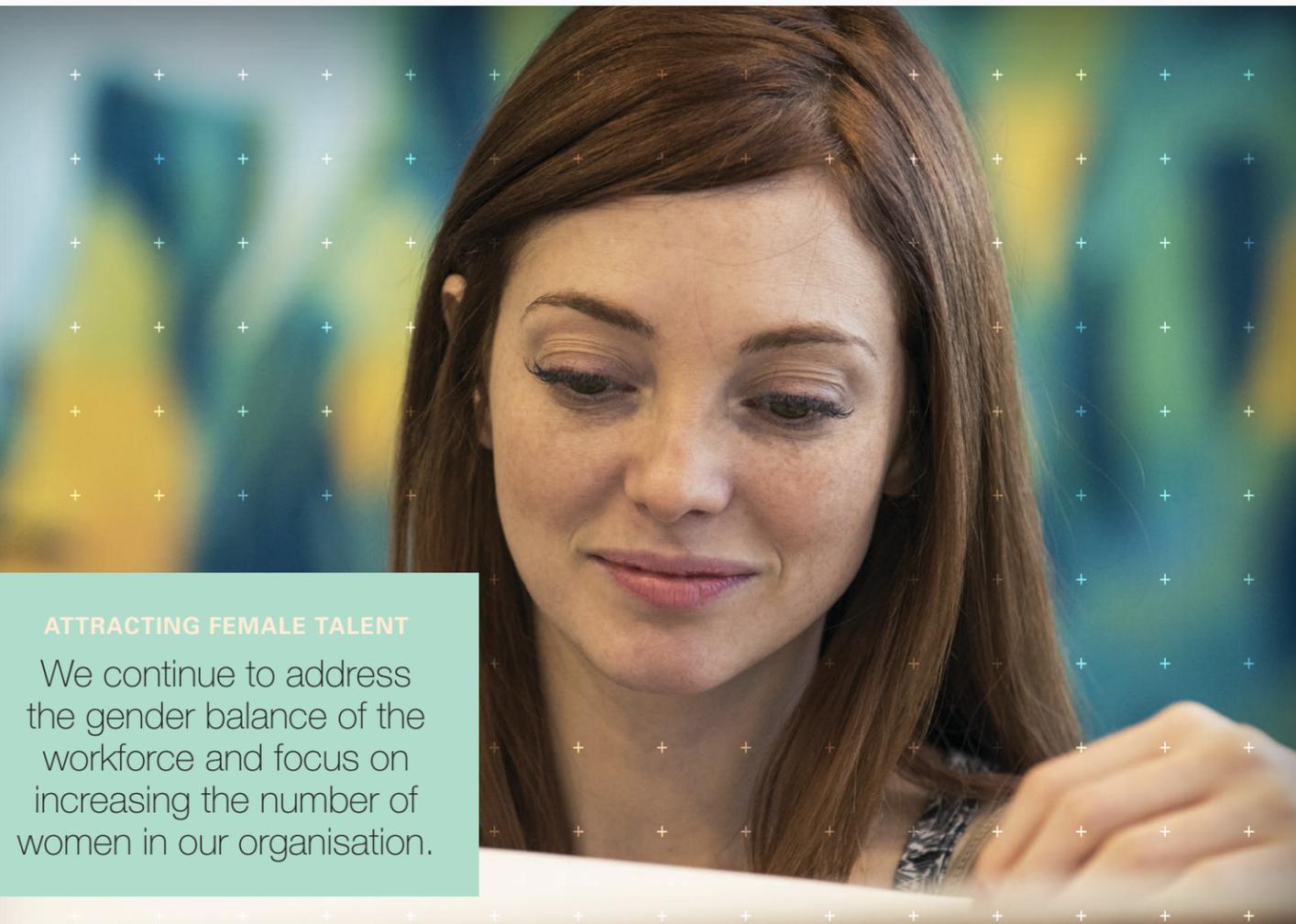
MEDIAN
15.8%
LOWER

Finding the Right Talent

The search for top-tier engineering talent to help drive our business strategy and focus on innovation requires that we search far and wide for candidates from all backgrounds to be a part of our global team. In that process, we take into account all perspectives in order to find the right individuals for the job.

KEY PROGRAMMES:

- + Continue to review and monitor our recruiting processes while working closely with hiring managers and seeking out candidates that can help us grow a strong, diversified workforce.
- + Continue to promote our career opportunities externally to ensure we attract the best candidate pools of diverse talent for our open positions.
- + Work with our managers and business leaders to continue the recognition of diverse perspectives in building our workforce.
- + Provide opportunities, programmes and an environment that attracts female technologists to careers at Cirrus Logic.



ATTRACTING FEMALE TALENT

We continue to address the gender balance of the workforce and focus on increasing the number of women in our organisation.

Growing the Ranks of Our Female Workforce

PAY QUARTILE EQUALITY

Cirrus Logic continues its commitment to expanding its diversity of top engineering talent. During the current reporting period ending on April 5, 2018*, the overall size of the company's UK-based workforce grew by 16 percent to 434 employees. Although the data shows just a modest gain in the overall representation of women, a significant growth of 114 percent was realised within the upper quartile, which typically represents our engineering-based positions.

Male and Female Employees by Pay Quartile

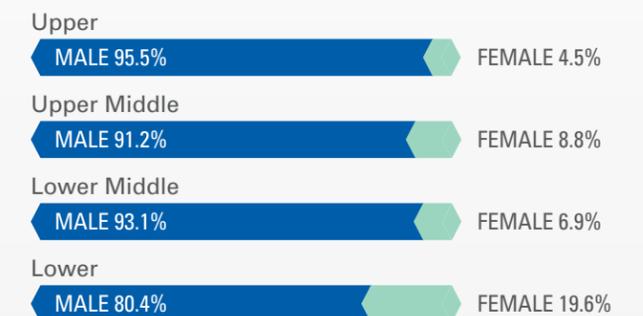
OVERALL COMPOSITION OF THE CIRRUS LOGIC WORKFORCE IN THE UK



AS OF APRIL 5, 2017



AS OF APRIL 5, 2018



WHO RECEIVED BONUS PAY?

100%

of our permanent employees can participate in an incentive bonus plan.

All new hires are eligible for the incentive bonus plan beginning on their first day of employment.

PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS

94.8%
Male Employees

91.9%
Female Employees

DIFFERENCE IN BONUS PAY

MEAN
66.0%
LOWER
Female Employees

MEDIAN
36.9%
LOWER
Female Employees

* Reported in the required six areas. We are required to report the statistics for Cirrus Logic International Semiconductor Ltd., as we employ more than 250 people in the United Kingdom. The data presented in this report has been prepared in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations"). These figures represent our employee data as of 5 April 2018.



“ Cirrus Logic dedicates significant resources to supporting a multitude of STEM-related activities designed to encourage school-aged young women to pursue education in technology-related fields. We believe this is vital to driving the growth of female talent working in STEM-related careers. ”

Jo-Dee M. Benson
Vice President and Chief Culture Officer



Career Development

We deliver appropriate learning and development opportunities to ensure that a pipeline of suitably experienced and capable candidates are available for consideration for promotion to more senior roles, with a focus on under-represented groups.

KEY PROGRAMMES:

- + Develop supporting material highlighting the potential career paths at Cirrus Logic.
- + Provide access to mentoring, training and development opportunities to encourage and promote progression for senior roles.
- + Establish a network of groups across our offices to support the career development of staff by helping address the issues in both their work and personal life that could impact their opportunities to pursue higher level roles within the organisation.
- + Provide opportunities for our engineers to earn additional compensation by securing patents for innovative technological approaches.
- + Offer 24-hour, year-round access to eLearning platforms so that employees can develop their skills at their convenience.
- + Support our female engineers by encouraging their active participation in the Society of Women Engineers (SWE), Women in Science and Engineering (WISE), and Women's Engineering Society (WES) as members and by sponsoring their attendance at conferences, such as the WISE Conference and the IEEE Women in Engineering International Leadership Conference.
- + Encourage all of our female employees working in technology-based roles to participate in the biannual Cirrus Logic Innovation Conference. This conference showcases innovative thinking to problems facing our company or customers, while elevating the visibility of technical skill sets.
- + Host regular programmes, such as "Lunch-n-Learns," geared towards women's leadership topics.

In fiscal year 2018, Cirrus Logic invested more than £671K in global training initiatives involving personal, professional and leadership development. More than 32 percent of all training dollars—or £213K—was specific to UK-based employees.

£213K

Invested in UK-Based
Employee Training



Inspiring Tomorrow's Workforce

Cirrus Logic believes that during the next 10 to 20 years we can help impact the number of females participating in STEM fields, and engineering in particular, through both our own efforts and by joining with other organisations to promote STEM occupations to aspiring young women. In 2018, Cirrus Logic invested approximately £140K in these STEM-related activities and global organisations.

+ Conduct "People Like Me" training for Cirrus Logic engineers through WISE. This revolutionary research-based campaign allows our engineers to help young women understand their strengths, aptitude and engagement with inspirational role models who have similar interests and to pursue careers in STEM-related fields.



+ Sponsor and participate in STEM in Schools to improve the number of graduates with the qualifications and desire to go into STEM-related careers.



+ Participate in the International Women in Engineering Day media campaign.



+ Work with the Women's Engineering Society Student Conference to create a Hardship Fund for students, providing support to female engineering undergraduates who have met unforeseen financial hardship during their studies.



+ Partner with Generation Science to bring unique and inspiring science lessons into classrooms all over Scotland through interactive learning and hands-on workshops.



+ Cirrus Logic is an annual major sponsor of the Edinburgh International Science Festival, hosting educational activities for the general public, Cirrus Logic employees and their families.



+ Advocate that our employees inspire change by participating in the #9PercentIsNotEnough Conference to provide a platform for sharing on how to inspire, attract, recruit and retain women in the fields of engineering and technology.



+ Sponsorship of The University of Edinburgh's Hyperloop Team, a student society dedicated to accelerating the development of Hyperloop technology and advancing technical achievements.



+ Conduct a biannual International Innovation Conference to enable the sharing of ideas and future innovation.



+ Annual host of the Cirrus Logic Kids Engineering Day for its employees and their families, to include onsite STEM-related workshops and hands-on audio technology experiments.



+ Support the Analogue Skills initiative at the Edinburgh University's Electronics Department by providing prototype evaluation boards for use in hands-on, practical lab experiments.



+ Sponsor and participate in STEM Scotland to bring together a variety of stakeholders that will allow delegates to explore the latest educational developments and champion best practices.



Our Journey Continues

Despite the small number of female electrical engineers in the UK, we remain focused on attracting new talent and developing our workforce — particularly our female engineers. We are working aggressively as a company and with other organisations to broaden the appeal and participation of females in STEM careers. In 2018 alone, Cirrus Logic invested approximately £140K in STEM-related organisations and events worldwide. We believe we can impact the future and that our journey will never be complete. Each day, Cirrus Logic strives to build a great company by supporting exciting career paths for both women and men and working closely with engineering societies to promote STEM careers and advancing workforce diversity and equality.

£140K
STEM-Related 2018
Global Investment

Other STEM Organisations Through Which We Participate Worldwide





UPPER QUARTILE GROWTH
In the reporting period ending April 5, 2018, the representation of female talent in our upper quartile increased 114%, and this typically represents our engineering workforce.

CONFIRMATION
We confirm that Cirrus Logic is committed to the principle of gender pay equality and has prepared its 2018 Gender Pay Gap results in line with mandatory requirements.



Allan Hughes,
Vice President
Cirrus Logic International Semiconductor Ltd.



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