



## **CIRRUS LOGIC INTERNATIONAL SEMICONDUCTOR LTD**

### **GENDER PAY GAP REPORT 2021**

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations"). The figures represent our employee data correct as at 5 April 2021. We are required to report the statistics for Cirrus Logic International Semiconductor Ltd as it employs more than 250 people.

#### **Statistical Analysis**

The gender pay gap is an equality measure that demonstrates the difference in average earnings between men and women. The regulations aim to address the gender pay gap that exists in organisations and provide transparency around gender pay gap differences. Organisations with more than 250 employees are required to report their "gender pay gap" to the UK government in six different ways:

- the mean and median gender pay gaps
- the mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the number of men and women according to quartile pay bands

The calculation behind the gender pay gap is not the same as equal pay. Equal pay is the difference in the actual earnings of men and women doing equal work.

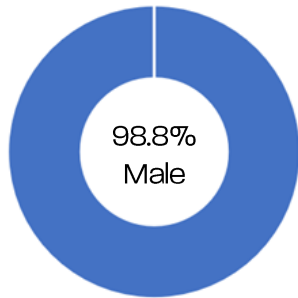
A gender gap exists in the technology industry, which presents significant hiring and workforce challenges as an engineering-driven company. Because we recognize the importance of diversity, equity and inclusion to our long-term success, we are focused on increasing engagement with all genders. Cirrus Logic is committed to addressing the gender pay gap working with relevant bodies to educate, train and attract more women to STEM (Science, Technology, Engineering and Math) related fields.

#### **Overall composition of the Cirrus Logic International Semiconductor Ltd Workforce in the UK:**

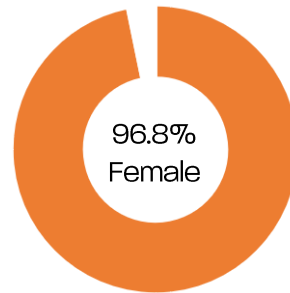
Male: 91.2% 320  
Female: 8.8% 31

## Percentage of Employees Paid a Bonus

Male Bonus Received



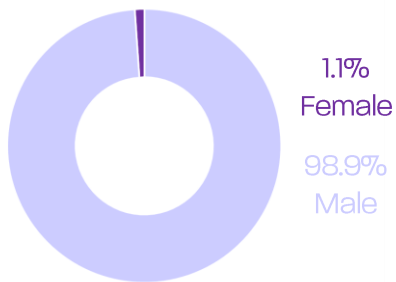
Female Bonus Received



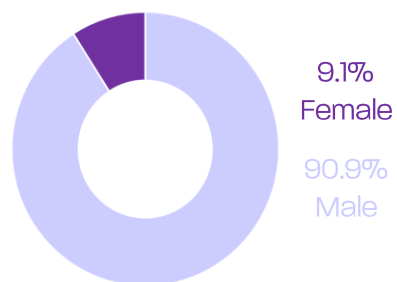
All employees are eligible for bonuses beginning with their first day of work.

## Percentage of Women in Each Pay Quarter

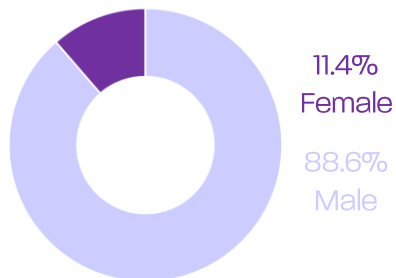
Upper



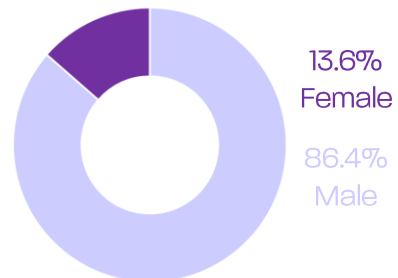
Upper Middle



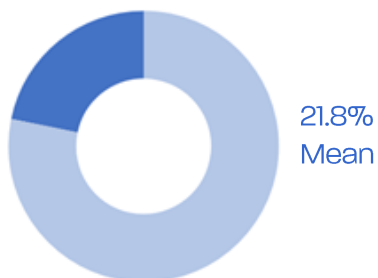
Lower Middle



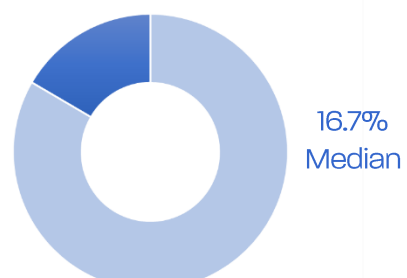
Lower



Mean Hourly Pay Gap

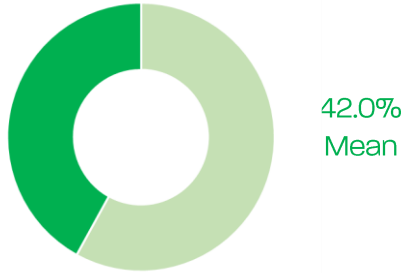


Median Hourly Pay Gap



The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Mean Bonus Pay Gap



The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

### Median Bonus Pay



The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

For additional information regarding our efforts to improve diversity and equality of opportunity in the workplace, across the Cirrus Logic group of companies, please refer to our ESG Report at <https://statics.cirrus.com/pubs/esg/cirrus-logic-esg-report.pdf>.

### Confirmation

We confirm that Cirrus Logic International Semiconductor Ltd has prepared its 2021 Gender Pay Gap results in line with mandatory requirements.

Allan Hughes

Vice President

Cirrus Logic International Semiconductor Ltd.

March 2022