



CIRRUS LOGIC INTERNATIONAL SEMICONDUCTOR LTD

GENDER PAY GAP REPORT 2025

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 of 5 April 2025. We are required to report the statistics for Cirrus Logic International Semiconductor Ltd as it employs more than 250 people.

Statistical Analysis

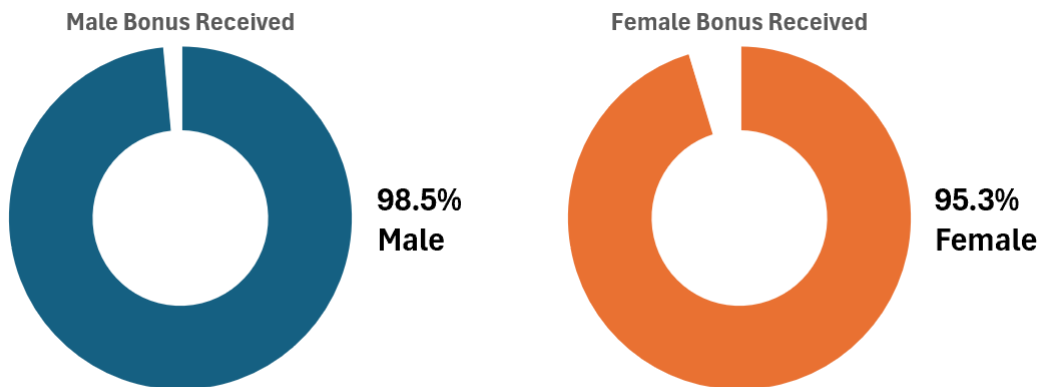
The gender pay gap is an equality measure that demonstrates the difference in average earnings between men and women. The regulations aim to address the gender pay gap that exists in organisations and provide transparency around gender pay gap differences. Organisations with more than 250 employees are 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, and 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 for Cirrus Logic, 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 Maths) related fields.

Overall composition of the Cirrus Logic International Semiconductor Ltd workforce in the UK:

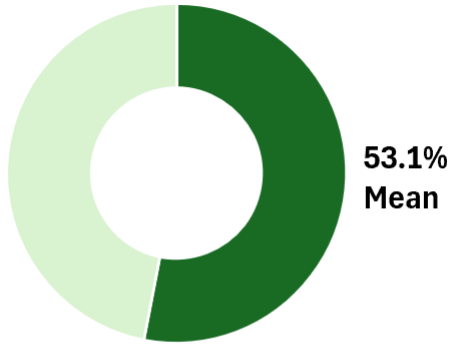
Male: 89.0% 339
Female: 11.0% 42

Percentage of Employees Paid a Bonus



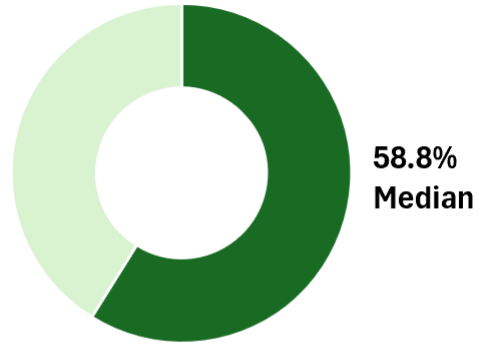
All employees are eligible for bonuses beginning their first day of work.

Mean Bonus Pay Gap



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

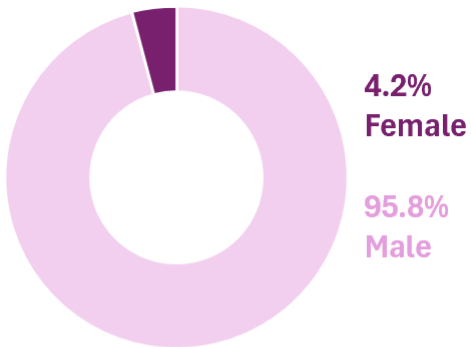
Median Bonus Pay Gap



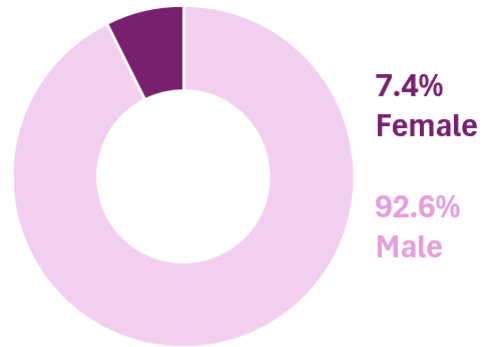
The difference between the median bonus pay of male relevant employees and that of female relevant employees.

Percentage of Women in Each Pay Quarter

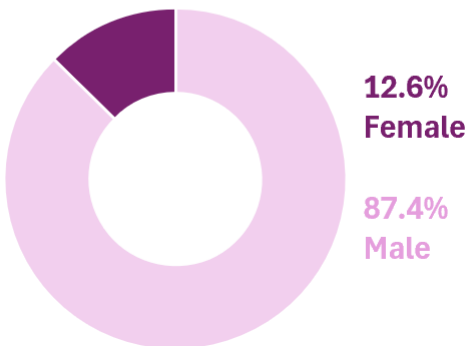
Upper



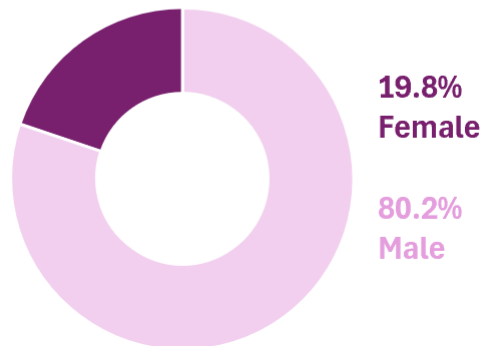
Upper Middle

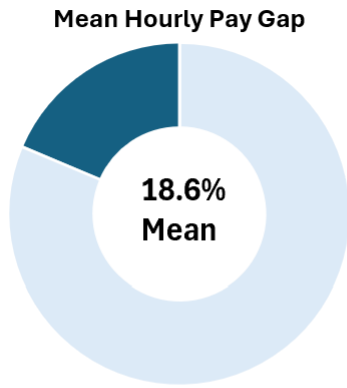


Lower Middle

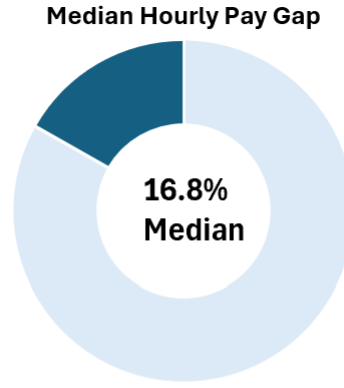


Lower





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




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

For additional information on diversity and equality of opportunity across the Cirrus Logic group of companies, please refer to the Our People section of our website at: <https://www.cirrus.com/company/esg/our-people>.

Confirmation

We confirm that Cirrus Logic International Semiconductor Ltd has prepared its 2025 Gender Pay Gap results in line with mandatory requirements.

Neil Rankin

Signed by:

4F25BCE137B645E...

Vice President, Cirrus Logic International Semiconductor Ltd.

April 2026