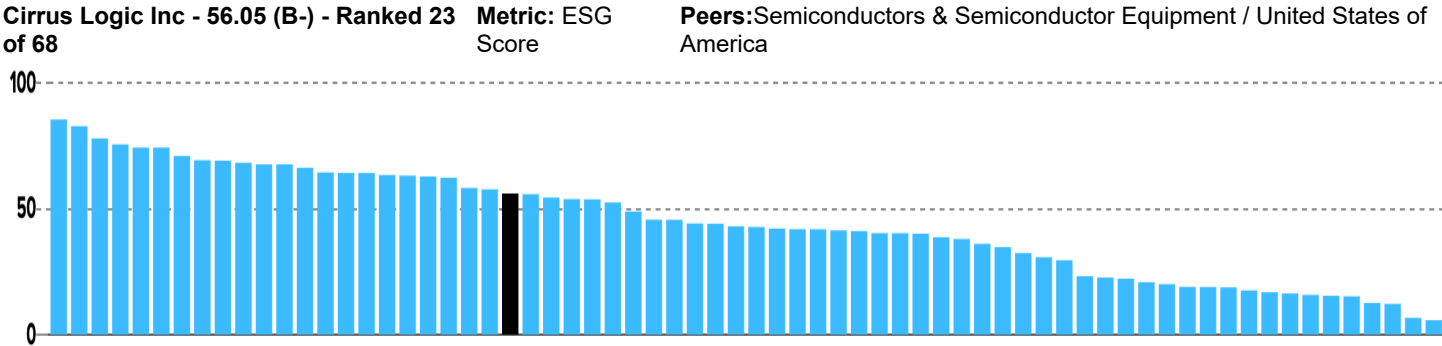


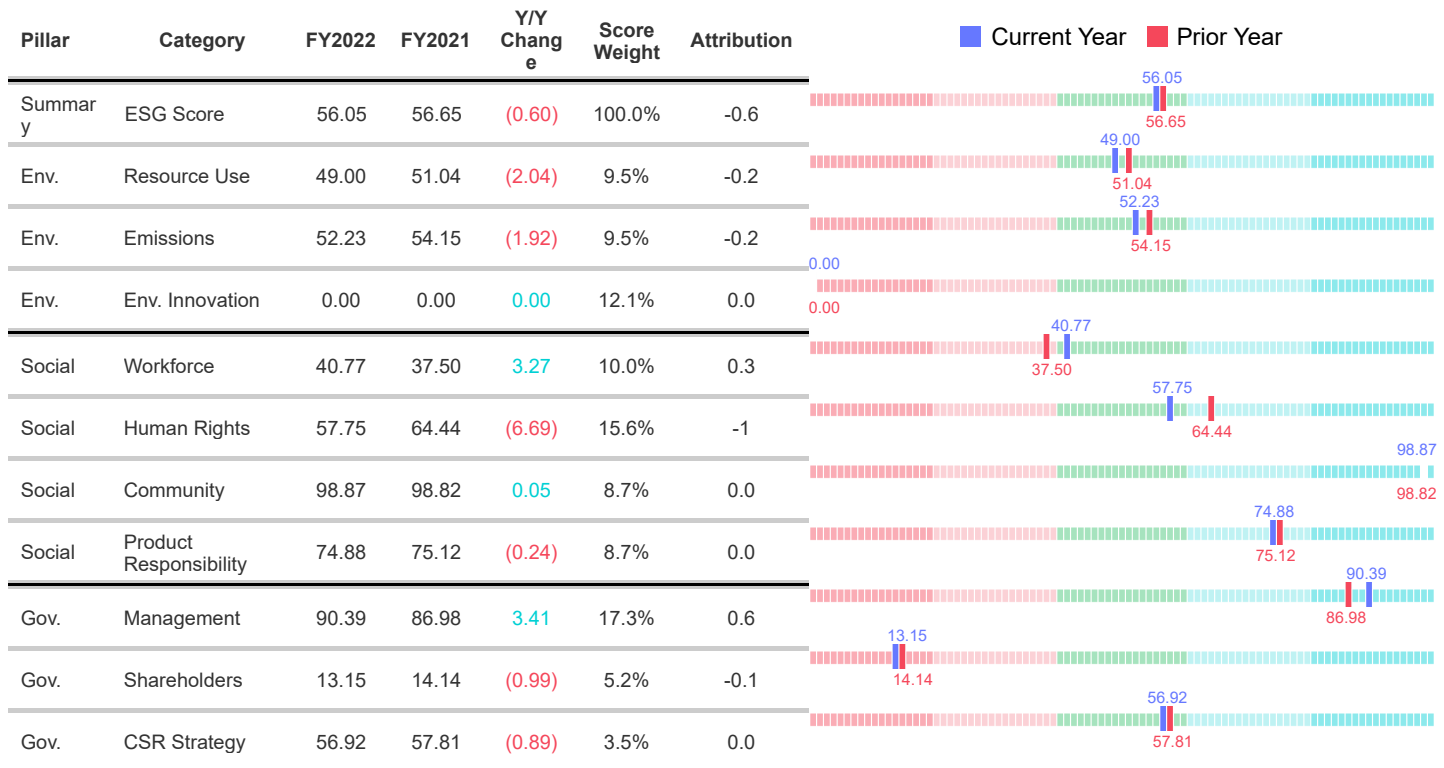
COMPANY OVERVIEW					
Market Cap. (Mil USD)	\$4,952		B-	A+	B-
Revenue (Mil USD)	\$1,898		ESG Score	ESG Controversies Score	ESG Combined Score
No. of Employees	1,702				
D&I Index Ranking	Not Ranked				
TRBC Ind. Group	Semiconductors & Semiconductor Equipment				
Countries/ Region	United States of America		C-	B	B+
Fiscal Yr. End	2022-03-26		Environmental Pillar Score	Social Pillar Score	Governance Pillar Score
ESG Reporting Scope	100%				

ESG SUMMARY	
Cirrus Logic Inc is a(n) Semiconductors & Semiconductor Equipment company headquartered in the United States of America. For the fiscal year ended in March 2022, CRUS.O received an ESG score of 56.05 (Grade: B-).	
Over the last 5 years, the company has an average ESG score of 45.82, and a median ESG score of 46.96. Refinitiv ESG score is calculated as a sum of weighted individual pillar scores. For CRUS.O, Environmental, Social, and Governance pillars are weighted 31.17%, 42.86%, and 25.97% respectively in ESG score weighting, consistent with companies within the Semiconductors & Semiconductor Equipment industry groups.	
CRUS.O's controversy score of 100.00 (Grade: A+) is calculated based on total count of controversies related to the company, as collected by Refinitiv ESG team and normalized based on company's market capitalization. Discounted by its controversies, CRUS.O received an ESG Combined score of 56.05 (Grade: B-) for the year.	

COMPANY RELATIVE PERFORMANCE					
Company Ranking Compared to	Refinitiv ESG Universe	Refinitiv ESG Universe	Semiconductors & Semiconductor Equipment	United States of America	Semiconductors & Semiconductor Equipment / United States of America
Number of Companies	11750		222	3403	68
ESG Combined Score	3388		77	625	17
ESG Score	3872		83	840	23
Environmental Pillar Score	6430		135	1227	33
Social Pillar Score	2922		61	618	18
Governance Pillar Score	2512		52	671	17
ESG Controversy Score	1		1	1	1



YEAR-OVER-YEAR ESG PERFORMANCE - ATTRIBUTION



YEAR-OVER-YEAR ESG PERFORMANCE - MATERIAL FACTORS

Changes in company's year-over-year ESG scores are driven by two factors: Company's relative ranking against its peers, and changes in underlying data as reported by company. In the table below, "Metric Score" section identifies material changes in scores and the "Metric Value" section highlights any changes in the underlying values. Materiality is defined as any directional changes in scores greater than 8.33 (approximately one letter grade).

			Metric Score			Metric Value		
Pillar	Category	Metric Name	FY2022	FY2021	YoY Change	FY2022	FY2021	YoY Change
Env.	Resource Use	Renewable Energy Use Ratio	97.12	73.40	23.72	75.93%	38.37%	37.56%
Env.	Resource Use	Total Renewable Energy To Energy Use in million	97.02	82.64	14.38	759,344.87	383,742.83	375,602.04
Env.	Emissions	CO2 Equivalent Emissions Indirect, Scope 3 To Revenues USD in million	57.59	97.92	(40.33)	129.81	0.05	129.76
Env.	Emissions	Climate Change Commercial Risks Opportunities	69.14	0.00	69.14	TRUE	FALSE	Yes
Social	Workforce	Net Employment Creation	44.03	30.56	13.47	7.43%	2.63%	4.79%
Social	Workforce	Turnover of Employees	59.26	78.22	(18.96)	9.00%	6.00%	3.00%
Social	Workforce	Average Training Hours	15.77	26.11	(10.34)	5.78	10.14	(4.35)
Social	Workforce	Supplier ESG training	79.28	0.00	79.28	TRUE	FALSE	Yes
Gov.	Management	Non-Executive Board Members	66.33	21.37	44.96	88.89%	77.78%	11.11%
Gov.	Management	Independent Board Members	74.79	34.54	40.25	88.89%	77.78%	11.11%
Gov.	Management	Highest Remuneration Package	41.02	63.59	(22.57)	\$6,624,470	\$3,835,080	\$2,789,390
Gov.	Management	Executive Members Gender Diversity, Percent	14.65	32.75	(18.10)	0.00%	10.00%	(10.00%)

PERFORMANCE DRIVER SUMMARY

CRUS.O's ESG score changed from previous year's 56.65 to 56.05, deteriorating marginally, driven by changes in 9 of the 10 ESG categories.

Relative improvements in Management, Workforce, Community categories were more than offset by relative deteriorations in Human Rights, Resource Use, Emissions categories (See Year-Over-Year ESG Performance - Attribution section for details)

At the metrics level, changes in 88 out of 152 number of metric scores are the primary drivers for category and summary score changes.

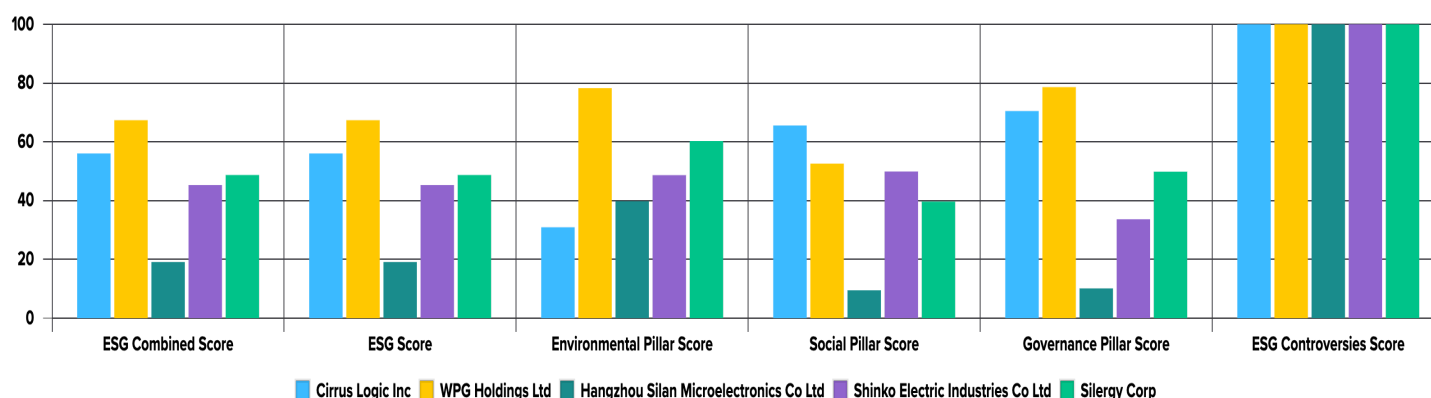
Of the 88 metrics identified, changes in relative ranking against peers drove 68 number of changes while changes in underlying reported metric values drove the rest (See Year-Over-Year ESG Performance - Material Factor section for details)

Please note changes in ESG scores are driven by two primary factors: Changes in underlying company-reported metric values and/or their relative ranking to the peer group.

PEER SUMMARY

Closest four peers by market capitalization and Semiconductors & Semiconductor Equipment

	CRUS.OQ	3702.TW	600460.SS	6967.T	6415.TW
	Cirrus Logic Inc	WPG Holdings Ltd	Hangzhou Silan Microelectronics Co Ltd	Shinko Electric Industries Co Ltd	Silergy Corp
Company Market Cap (Mil USD)	\$4,952	\$5,006	\$5,005	\$4,943	\$4,877
Total Revenue (Mil USD)	\$1,898	\$25,353	\$1,201	\$2,156	\$769
ESG Combined Score	56.05	67.36	19.11	45.30	48.72
ESG Score	56.05	67.36	19.11	45.30	48.72
Environmental Pillar Score	30.93	78.28	39.82	48.67	60.28
Social Pillar Score	65.57	52.59	9.49	49.91	39.64
Governance Pillar Score	70.48	78.62	10.13	33.65	49.85
ESG Controversies Score	100.00	100.00	100.00	100.00	100.00

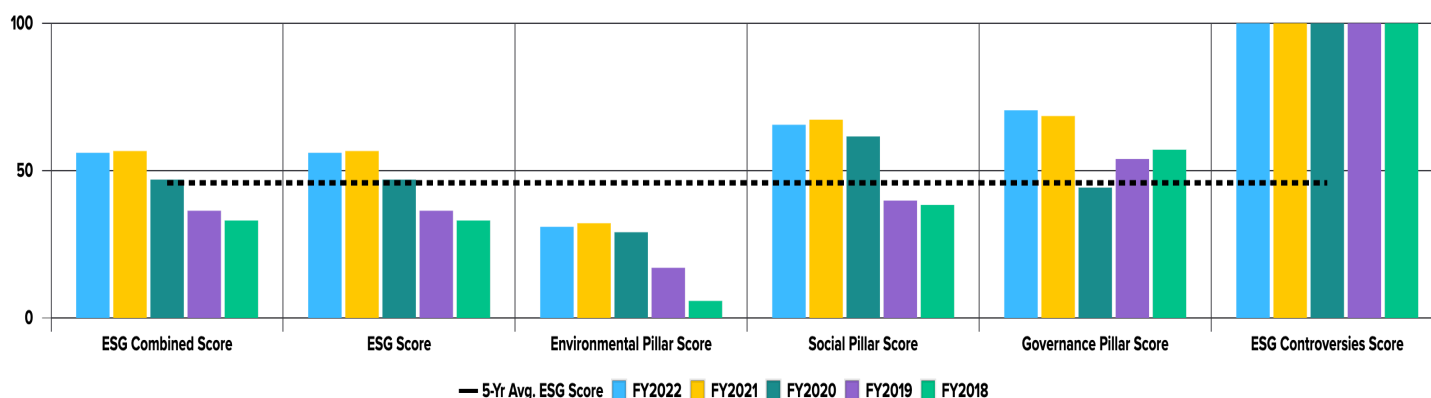


PEER DETAIL

	CRUS.OQ	3702.TW	600460.SS	6967.T	6415.TW
	Cirrus Logic Inc	WPG Holdings Ltd	Hangzhou Silan Microelectronics Co Ltd	Shinko Electric Industries Co Ltd	Silergy Corp
Policy Water Efficiency	FALSE	TRUE	TRUE	TRUE	TRUE
Policy Energy Efficiency	TRUE	TRUE	TRUE	TRUE	TRUE
Targets Water Efficiency	FALSE	TRUE	FALSE	TRUE	FALSE
Targets Energy Efficiency	FALSE	TRUE	FALSE	FALSE	FALSE
Total Energy Use To Revenues USD in million	65.33	--	--	958.78	50.13
Renewable Energy Use Ratio	75.93%	--	--	16.80%	--
Water Use To Revenues USD in million	--	2.20	--	2,010.69	75.56
Water Recycled	--	--	--	1,864,480.00	--

HISTORIC PERFORMANCE

	FY2022	FY2021	FY2020	FY2019	FY2018
Period End Date	2022-03-26	2021-03-27	2020-03-28	2019-03-30	2018-03-31
Historic Market Cap (Mil USD)	\$5,023	\$4,818	\$3,630	\$2,488	\$2,575
Total Revenue (Mil USD)	\$1,781	\$1,369	\$1,281	\$1,186	\$1,532
ESG Combined Score	B-	B-	C+	C	C-
ESG Score	B-	B-	C+	C	C-
Environmental Pillar Score	C-	C-	C-	D+	D-
Social Pillar Score	B	B+	B	C	C
Governance Pillar Score	B+	B+	C+	B-	B-
ESG Controversies Score	A+	A+	A+	A+	A+



HISTORIC PERFORMANCE SUMMARY

Over the last 5 reporting periods, CRUS.O has an average ESG score of 45.82, ranging from a high of 56.65 (FY2021) to a low of 33.07 (FY2018).

Of the three pillars that make up the overall ESG score, Governance pillar performed the best, with an 5-year average score of 58.86, followed by Social pillar (Average score: 54.53) and then Environmental pillar (Average score: 22.99).

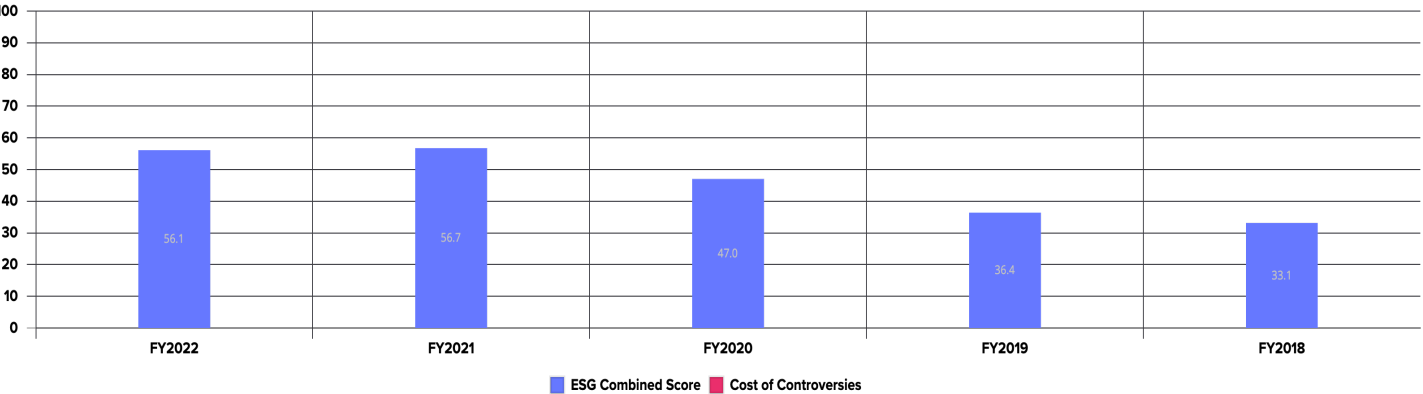
By category and on average, Community, Management, and Product Responsibility are the three best performing categories over the last 5 years while Env. Innovation, Shareholders, and CSR Strategy are the three laggard categories during the same period.

CONTROVERSIAL BUSINESS PRACTICES

Does the company engage in any controversial business activities?	No	Did the company have any controversies in violation of the Ten Principles of the UN Global Compact?	No
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ESG CONTROVERSIES

Bad press can be costly to companies. Controversies reported in the media can bring damages to reputation, future business opportunities, and ultimately the bottom line. ESG controversies score aims to recognize these potential damages, and account for these factors in the scoring of a company's overall ESG performance. From a scoring perspective, controversies could significantly impact a company's overall rating in a negative way. Below is a list of controversies collected from the public domain.



ESG METHODOLOGY

Refinitiv's ESG Scores are designed to transparently and objectively measure a company's relative ESG performance across ten themes based on company reported data. Below document provides detailed information on ESG scoring methodology. [ESG Scores Methodology](#)

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