2023 Corporate Citizenship Report

Texas Instruments

Contents

Cover image: TI's first on-site rooftop solar installation at its Bangalore, India, facility.

TI at a glance

Founded in 1930
Headquartered in Dallas, Texas

Our semiconductor chips can be found in every type of electronic system – from electric vehicles to industrial robots, solar panels to satellites.

$17.52 billion

$13.04	$3.37	$1.11
Analog	**Embedded**	**Other**

(in billions of dollars)

Capital expenditures: $5.1 billion
R&D: $1.9 billion

Key markets

- **Industrial – 40%**
- **Automotive – 34%**
- **Personal electronics – 15%**
- **Communications equipment – 5%**
- **Enterprise systems – 4%**
- **Other – 2%**

≈80,000 products for more than 100,000 customers

Publicly traded (Nasdaq: TXN)
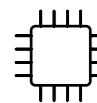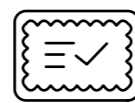
15 manufacturing sites worldwide, producing tens of billions of chips each year

About 34,000 employees
≈15,000 in the Americas
≈17,000 in Asia-Pacific
≈2,000 in Europe

Principal manufacturing and design operations[1]

Dallas, Texas	Freising, Germany	Richardson, Texas
Aguascalientes, Mexico	Houston, Texas	Santa Clara, California
Aizu, Japan	Kuala Lumpur, Malaysia	Shanghai, China
Baguio, Philippines	Lehi, Utah	Sherman, Texas
Bangalore, India	Melaka, Malaysia	South Portland, Maine
Chengdu, China	Miho, Japan	Tucson, Arizona
Clark, Philippines	New Taipei City, Taiwan	

[1] TI defines major locations (significant operations) as all manufacturing facilities and design and sales offices 50,000 square feet or larger, or those with employee populations greater than 100 as of Dec. 31, 2023.

Letter from our CEO

For decades, Texas Instruments has operated with a passion to create a better world by making electronics more affordable through semiconductors. With each generation, semiconductor technology has become more reliable, more affordable and lower in power, making it possible for semiconductors to go into electronics everywhere. Our passion continues to be alive today, as we help customers develop electronics and new applications that are contributing to a more sustainable future.

Our founders had the foresight to know that passion alone was not enough, and that building a great company required a special culture to thrive for the long term. For many years, we have run our business with three overarching ambitions in mind:

- First, we will act like owners who will own the company for decades.
- Second, we will adapt and succeed in a world that is ever-changing.
- And third, we will be a company that we are personally proud to be a part of and that we would want as our neighbor.

With these ambitions guiding our decision-making for the long term and our products helping create a better world, we are confident that our collective efforts will be impactful and long lasting.

We take great pride in our commitment to being a good corporate citizen, which impacts our communities and the world in two ways.

First, our ambitions guide how we run our business and are foundational to ensuring that we operate in a sustainable, socially thoughtful and environmentally responsible manner. Central to these ambitions is a belief that in order for all stakeholders to benefit, the company must grow stronger over the long term.

Second, semiconductors will play a critical role in creating a better world and helping reduce the impact on the environment.

As engineers, we are fortunate to work on exciting technology that helps our customers innovate to create a better world. Technology is the foundation of our company, and our semiconductor products are core to the development of electric vehicles, energy storage systems, renewable energy applications and many other sustainable technologies.

In 2023, we continued to invest in and expand our internal manufacturing capacity roadmap for the long term while continuing to reduce our environmental impact. Our industry-leading 300mm wafer fabs will be entirely powered by renewable electricity by 2025, with additional milestones to reach 100% across our U.S. operations by 2027, and 100% worldwide by 2030.

I am proud of how TIers performed in 2023. We ensured safe workplaces for our employees, delivered innovative technology and applications, added additional capacity to support customer demand, and gave back to our communities when needs continued to be great.

You can count on us to stay true to our ambitions: to think like owners for the long term, adapt and succeed in a world that's ever-changing, and behave in a way that makes our stakeholders proud. When we're successful, our employees, customers, communities and shareholders all win.

Haviv Ilan

Haviv Ilan
President and CEO

Our commitment to corporate citizenship

We take great pride in being a good corporate citizen, which impacts our communities and the world in two ways:

- First, our ambitions guide how we run our business and are foundational to ensuring that we operate in a sustainable, socially thoughtful and environmentally responsible manner. Central to these ambitions is a belief that in order for all stakeholders to benefit, the company must grow stronger over the long term.
- Second, semiconductors will play a critical role in creating a better world and helping reduce environmental impacts.

Since 2006, TI has published program information, goals, progress on goals and relevant data, including a focus on our workplace, environmental sustainability and community impact as part of its commitment to being a good corporate citizen.

Report overview

As in previous years, our 2023 Corporate Citizenship Report provides insight into how we think about – and how we perform – in various areas relevant to our business, using these widely accepted reporting frameworks:

- The Global Reporting Initiative (GRI).[2]
- The Task Force on Climate-Related Financial Disclosures (TCFD).[3]
- The Sustainability Accounting Standards Board (SASB).[4]
- The CDP disclosure framework.[5]

We make these disclosures available at TI.com/citizenship.

A team of TIers volunteer to refresh the community garden outside of Ignacio Zaragoza Elementary School in Dallas, Texas.

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[2] The GRI is an independent, international organization that helps businesses take responsibility for their impacts by providing them with a global common language to communicate those impacts.
[3] The Financial Stability Board established the TCFD to develop recommendations for more effective climate-related disclosures that could promote more informed investment, credit and insurance underwriting decisions.
[4] The SASB is an independent nonprofit organization that sets standards to guide companies' disclosure of sustainability information to their investors.
[5] The CDP is a nonprofit that runs the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

2023 highlights

In 2023, we made continued progress toward developing TIers and creating an inclusive workplace, keeping our people safe, reducing our environmental impact, and giving back to our communities when needs continued to be great.

Working at TI

We bring together 34,000 of the world's smartest people to create a better world by making electronics more affordable through semiconductors.

30+ Honors for talent development and diversity programs

40+ Average learning hours per TIer

15 Employee resource groups
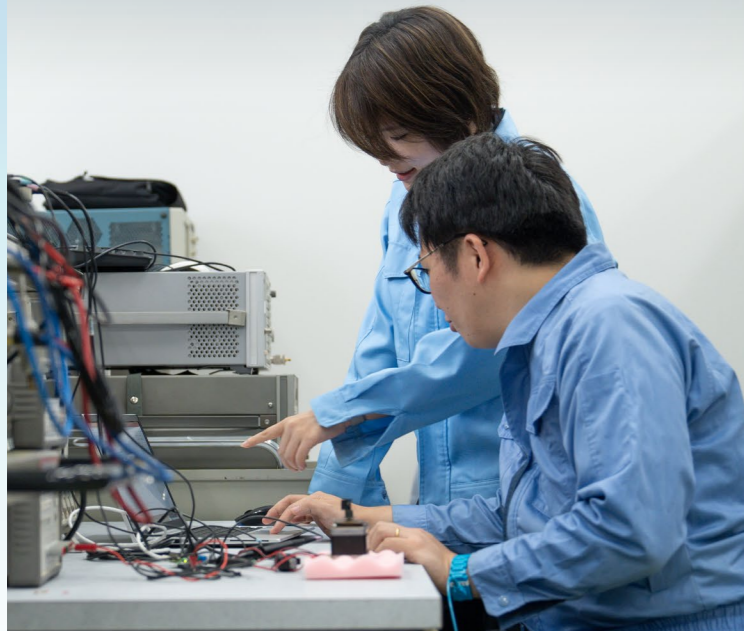
Building stronger communities

Our ambition to be a company that we are personally proud to be a part of and would want as our neighbor guides our work to build stronger communities.

$62 million In giving by TI, the TI Foundation, employees, retirees and other giving

277,800 hours Employees and retirees volunteering to help others

Creating a sustainable future

TI continued to invest in its fabrication processes and equipment to reduce energy, material and water consumption, and greenhouse gas (GHG) emissions.

22% Reduction in Scope 1 and Scope 2 GHG emissions (vs. 2015)

19% Renewable electricity used

84% Waste diverted from landfills

29% Water reused
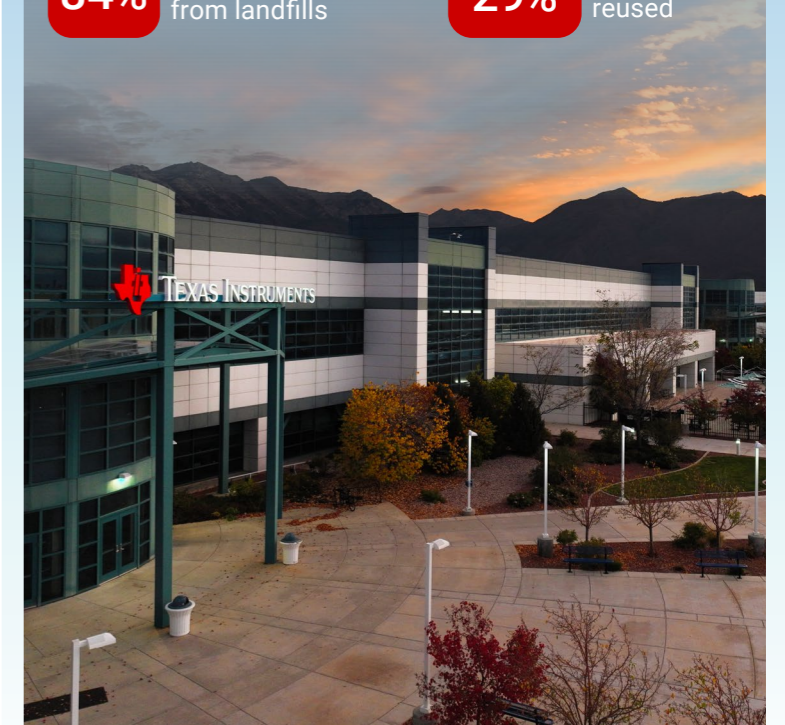
Environmental sustainability

TI takes great pride in being a good corporate citizen and has a long-standing commitment to responsible, sustainable manufacturing. We remain committed to our long-term environmental sustainability programs of conserving water and other natural resources, reducing GHG and air emissions, minimizing energy use, and diverting landfill waste.

This expansion of TI's Kuala Lumpur facility will become one of the company's two new assembly and test sites in Malaysia.

Reducing environmental impact

TI takes great pride in being a good corporate citizen and has a long-standing commitment to sustainable manufacturing and environmental stewardship.

For nearly a decade, our environmental sustainability strategy has aligned with our long-term capacity plan to meet demand, as semiconductor growth in electronics – particularly in industrial and automotive markets – is expected to continue well into the future.

As a semiconductor company that manufactures tens of billions of chips per year, our primary focus is to drive efficiencies in our fabrication process. We set multiyear sustainability goals to guide our work, aimed at reducing GHGs, energy and water consumption, and landfill waste (outlined on the following page).

Additionally, we make significant annual investments across our manufacturing footprint to reduce negative environmental impacts, including:

- Implementing hundreds of water and energy conservation projects.
- Installing newer, more efficient manufacturing technologies.
- Retrofitting existing factory equipment with advanced abatement technologies.
- Reducing the use of nonessential fluorinated gases.
- Steadily increasing our use of electricity from renewable sources.
- Reusing and recycling materials and using benign substances.

These investments are advancing our sustainability efforts as we expand production capacity. In the last three years, TI opened or began construction on five new 300mm semiconductor wafer fabrication sites in the U.S.

Expanding our commitments

Increases in chip production require additional action to help achieve our goals. In early 2024, we announced aggressive new targets to expand our use of renewable electricity to reduce scope 2 GHGs. We aim to use renewable sources to power:

- 100% of TI's 300mm factories by 2025.
- 100% of our U.S. operations by 2027.
- 100% of our global operations by 2030.

Continued investments

In 2023, TI installed more efficient abatement systems and remote plasma cleaning methods, and procured 93,572 more megawatt hours (MWh) of renewable electricity than the year before. While TI's absolute scope 1 and scope 2 GHG emissions increased slightly over 2022 due to ramp-up activities and a 3.9% increase in energy use, these investments have enabled us to reduce these emissions by 22% since 2015.

Additionally, the water-efficiency projects we completed conserved 264 million gallons in 2023, the equivalent of 4.1% of TI's 2022 water use. We also diverted 84% of materials from landfills, further mitigating environmental impacts.

We know there's more work to be done. With our ambitions guiding our decision-making for the long term and our products helping create a better world, we are confident that our collective efforts will be impactful and long lasting.

Harald P. works to design high-voltage power conversion systems in Freising, Germany.

TI semiconductor products are and will increasingly play a critical role in helping reduce the impact on the environment. Our semiconductors are helping customers create smaller, more efficient and cost-effective technology solutions that in turn drive continued innovation in electrification, renewable energy and energy storage.

Environmental goals and progress

TI implements programs to reduce GHG emissions, energy, water and waste. The following table summarizes the progress we are making toward our goals.

	Focus	Goal	Progress by year-end 2023
Greenhouse gas emissions	**TI actions to reduce emissions:** • Purchase electricity from renewable energy sources. • Install emissions abatement devices. • Use alternative gases and chemicals with lower global warming potential. • Optimize product manufacturing, shipping and distribution. • Avoid unnecessary business travel and subsidize employee commuting at certain sites.	**By year-end 2025, reduce:** Absolute scope 1 and scope 2 emissions by 25% from a 2015 base year.[6]	Reduced GHG emissions by 22%.
Energy	**TI actions to reduce energy consumption:** • Design and operate buildings and fabrication sites to optimize efficiency and achieve Leadership in Energy and Environmental Design (LEED) Gold certification[7] for all new buildings. • Upgrade and refurbish tools and equipment. • Use sensors and other automated controls. • Implement routine energy conservation projects.	**By year-end 2025, reduce:** Energy intensity per chip by 50% from a 2015 base year.	Reduced energy intensity per chip by 10%.
Water	**TI actions to reduce water consumption and improve water reuse:** • Improve the efficiency of our deionized water plants by optimizing the recovery rates of our reverse-osmosis filters. • Seek opportunities to reuse water throughout our operations, including scrubbers and other downstream uses. • Reduce manufacturing tool water use by optimizing flow rates. • Identify additional manufacturing tools where water can be reused in other processes. • Expand the use of microfilters and ultrafilters to recover more wastewater.	**In 2023, conserve:** The equivalent of 3.4% of 2022 total water usage.	Conserved the equivalent of 4.1% of 2022 total water usage.
Waste and material management	**TI applies a three-step approach to waste and material management:** • Examine what we need. • Reuse what we can. • Recycle what is allowed.	**In 2023, divert:** 90% of solid waste materials generated from landfills.	Diverted 84% of solid waste materials from landfills.

[6] TI adjusted its 2015 GHG emissions baseline from 2,471,357 to 2,832,709 MTCO2e in the 2021 Corporate Citizenship Report to reflect structural changes to its operations in line with the guidance provided by the World Business Council for Sustainable Development and World Resources Institute's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard."
[7] LEED is the world's most widely used green building rating system.

Greenhouse gas emissions

Our commitment to reduce GHG emissions

TI sets GHG emission and energy reduction goals to reduce negative environmental impacts and improve efficiency. By 2025, TI aims to reduce absolute scope 1 and 2 GHG emissions by 25% from a 2015[8] base year.

Actions we are taking

We have taken steps to reduce GHG emissions in our operations, shipping and distribution channels, and throughout our supply chain for years.

Scope 1

TI directly emits scope 1 GHG emissions from gases used in manufacturing and fuels consumed on-site, such as natural gas and diesel.[9] We are working to reduce these emissions by:

- Upgrading manufacturing tools and technologies to improve efficiency.
- Reducing the use of nonessential fluorinated gases and using alternative gases and chemicals.
- Installing thermal point-of-use abatement devices on tools that treat the exhaust gases used in semiconductor manufacturing.

Scope 2

TI indirectly emits scope 2 GHG emissions from electricity purchased for manufacturing or other operations. To curtail these emissions, we:

- Purchase and use renewable electricity sources around the world.
- Increase the energy efficiency of our manufacturing systems, buildings and tools.

Scope 3

TI reports scope 3 emissions for business travel in its annual CDP survey. In 2024, we will engage a third party to conduct a full accounting and analysis of all applicable upstream and downstream scope 3 categories. TI plans to begin reporting additional relevant scope 3 emission categories in 2025.
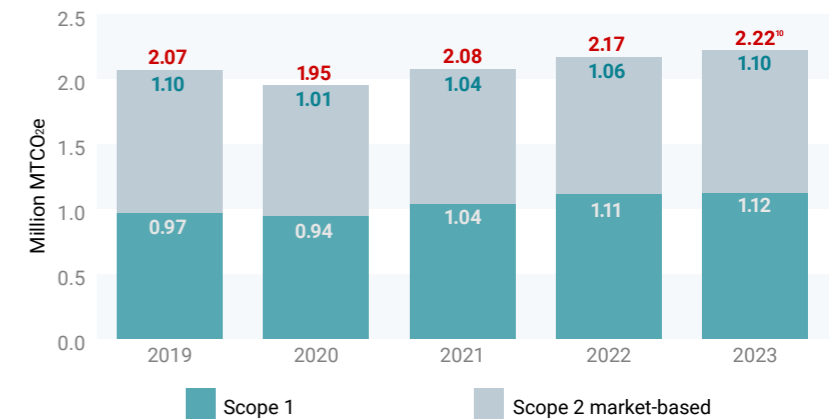
Monitoring potential risks

TI faces potential risks and opportunities associated with climate change, which we describe in detail in its most recent CDP response. For information about climate change-related governance and management strategies, see our CDP response, the Emissions section of the GRI Index and the TCFD Index.

Performance

As of year-end 2023, TI had reduced scope 1 and 2 absolute emissions by 22% versus 2015. Thanks to using renewable electricity and installing abatement and efficiency tools, we limited GHG increases to 2.0% over 2022, despite a 3.9% increase in energy use.

For additional GHG data, see Performance Data in the appendix.

Total GHG emissions (million $MTCO_2e$)

Year	Scope 1	Scope 2 market-based	Total
2019	0.97	1.10	2.07
2020	0.94	1.01	1.95
2021	1.04	1.04	2.08
2022	1.11	1.06	2.17
2023	1.12	1.10	2.22[10]

■ Scope 1   ■ Scope 2 market-based

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[8] TI adjusted its 2015 GHG emissions baseline in the 2021 Corporate Citizenship Report to reflect structural changes to its operations, including the divestiture of a wafer fabrication plant in Scotland and the acquisition of a 300mm wafer fabrication plant in Utah.

[9] TI has not included emissions from fluorinated heat transfer fluids (FHTFs) in this Corporate Citizenship Report because of varying calculation methodologies and guidance. Under current World Semiconductor Council (WSC) reporting guidance, the association that tracks semiconductor emissions, there is no requirement to track and report FHTFs. Recently introduced U.S. Environmental Protection Agency (EPA) rules for disclosure to the EPA included FHTFs (quantities in kilograms) and we comply with this requirement. Recently, the WSC has aligned on all regions moving to the 2019 Intergovernmental Panel on Climate Change (IPCC) guidance, which includes FHTFs. TI is reviewing the timing of a transition to the 2019 IPCC guidance and will consider the inclusion of FHTF emissions upon adoption. TI estimates the emissions from FHTFs to be approximately 5% of 2023 scope 1 and scope 2 GHG emissions.

[10] ERM Certification and Verification Services (CVS) provided limited assurance of TI's scope 1 and scope 2 GHG emissions for 2022 and 2023. See Assurance Statement.

Energy

Our commitment to clean energy and conservation

For more than a decade, TI has made significant investments to lower energy consumption and reduce its reliance on fossil fuels across its global design, manufacturing, and assembly and test sites.

In early 2024, TI announced a series of targets to further increase the use of clean energy over the next six years (see Reducing Environmental Impact for details).

Actions we are taking

Each year, our sites set annual reduction goals, implement more than 200 efficiency projects, and purchase renewable electricity to reduce GHGs and utility costs. We also save energy by:

- Pursuing LEED Gold certification for new buildings and fabrication sites.
- Upgrading and refurbishing tools and equipment.
- Using sensors and other automated controls.
- Improving controls and optimizing setpoints in our chilled water plants.
- Installing energy-efficient LED lighting, fans and drive mechanisms for our air-handling systems.

These efforts have helped us conserve or avoid over 326 gigawatt hours (GWh) of energy over the last five years, even as our production increased by 9% during the same period.

Performance

Renewable electricity now makes up 19.3% of our total energy mix, as we increased the amount of wind and solar power purchased in Texas and India, giving us 619.9 GWh of clean energy. Driven by ramp activities at our two newest sites in Lehi, Utah and Richardson, Texas, TI consumed 3.89 terawatt hours (TWh) of energy in 2023[12], up from 3.75 TWh in 2022.

Renewable electricity as a percent of total electricity

| | GWh | Percentage of electricity |
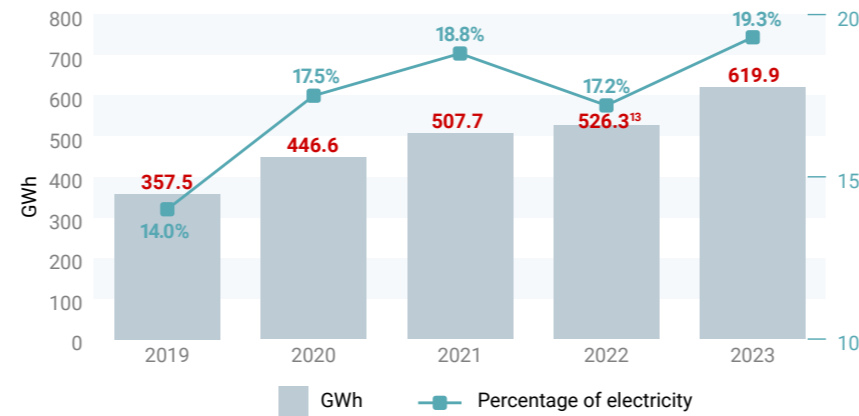
We regressed on our energy intensity goal to reduce energy use per chip by 50% at worldwide manufacturing sites by year-end 2025 from a 2015 base year. Energy intensity measures the energy it takes to produce a single chip.

With the current ramping of production at our new fabs, the facilities consumed energy but did not manufacture wafers at full capacity, impacting energy intensity levels. Achieving the targeted 50% reduction goal will be challenging given the energy-intensive process of ramping these sites before wafers are produced and qualified for our customers.

However, efficiency projects implemented in 2023 helped TI save nearly 80 GWh of energy.

See Performance Data in the appendix for additional energy data. For more information about how TI manages energy use, see the most recent CDP response and the Energy section of the GRI Index.

First U.S. fab to achieve LEED Gold version 4

Following the success of our first LEED Gold certification in 2008, in 2023 RFAB2 became the first wafer fab in the U.S. and fourth wafer fab in the world to achieve the more rigorous LEED Gold certification for the sustainable design, construction and operation of high-performance green buildings. Our concerted efforts in environmental stewardship are distinct, with projections to conserve 750 million gallons of potable water and nearly 80,000 MWh of energy annually.

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[12] ERM CVS provided limited assurance of TI's energy and renewable electricity use for 2022 and 2023. See Assurance Statement.
[13] While the North Texas project came online in December 2022, renewable energy generated in that month is not included in the total renewable energy number for 2022. While renewable energy procurement and use increased in 2022, the percentage of renewable electricity compared to total electricity decreased because of expanded production, with new factories coming online.

Water

Our commitment to conservation

TI is committed to responsible and efficient water usage. We conserve processed and potable water and take action to treat and recycle wastewater to reduce costs and promote long-term availability. Over the last five years, we conserved nearly 902 million gallons of water.

We aimed to conserve the equivalent of 3.4% of 2022 total water usage in 2023.

Actions we are taking

Annually, TI implements projects to reduce overall water consumption throughout its operations, increase the amount of water that we reuse, and recycle to lower our overall draw on municipal water supplies. These include:

- Optimizing deionized water plants to improve the recovery rates of reverse-osmosis filters.
- Improving flow rates to reduce manufacturing tool water use and reuse water in other processes.
- Recovering more wastewater through additional microfilters and ultrafilters.
- Maximizing the amount of condensate and microfiltration water directed to cooling towers.
- Purifying and recycling higher-quality production water back to the inputs of ultra-pure water plants.

Monitoring water quality

We regularly monitor water withdrawal quality at our manufacturing facilities and conduct regular testing to maintain internal and regulatory standards. Our manufacturing facilities also track water discharge quality based on standard effluent parameters.

Managing wastewater

TI maintains internal standards, programs and procedures to ensure that wastewater produced by all sites adheres to local, state and national discharge requirements. The parameters are standard for the semiconductor industry and typically include biological oxygen demand, total suspended solids, metals, pH and temperature.

We also:

- Restrict or remove substances such as metals, toxic organic compounds, nitrates and sulfides from wastewater before discharge.
- Collect wastewater sludge containing solvents, concentrated metals or acid solutions and dispose of them off-site per regulatory requirements. In some instances, we send these compounds to reclamation facilities for reuse by other industries.
- Conduct required wastewater sampling to ensure operation within permit limits.

Additionally, we maintain and optimize our wastewater treatment systems to comply with regulations and permit limits.

Performance

The conservation projects that we implemented in 2023 saved 264 million gallons, the equivalent of 4.1% of TI's 2022 water use. While the amount of water withdrawals increased 1.2%, our total water use decreased 0.2%. We also reused 28.5% of water or nearly 2.6 billion gallons during the year. For additional water data, see Performance Data in the appendix.

To learn more about our water use, reuse and effluent management strategies, see TI's most recent CDP response and the Water and Wastewater section of the GRI Index.

Water savings

Bar chart titled "Water savings" with y-axis labeled "Million gallons" ranging from 0 to 300. Values: 2019: 120.67, 2020: 206.92, 2021: 135.55, 2022: 174.19, 2023: 264.64.
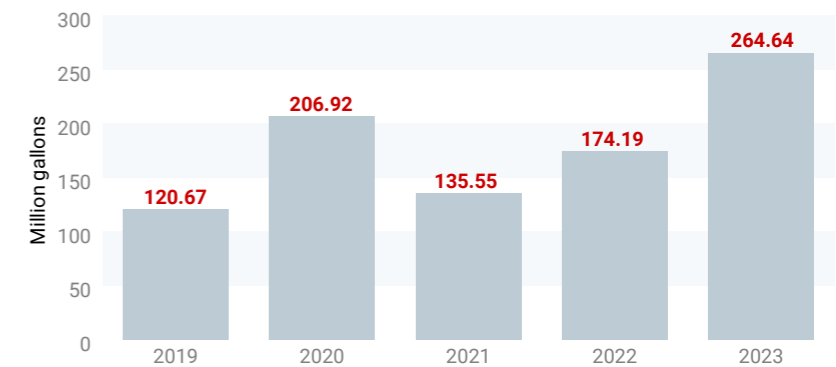
Waste and material management

Our commitment to reducing landfill waste

TI responsibly manages the use and disposal of materials and chemicals to protect the environment and reduce landfill waste. Our annual goal is to divert 90% of materials from landfills to reduce environmental impacts.

Actions we are taking

We properly dispose of waste and materials that we cannot recycle or reuse according to applicable federal, state and local laws, and make every effort to:

Examine what we need.
When purchasing materials and chemicals, we consider the possible waste that we may generate, and whether an opportunity exists to reuse existing materials, purchase recycled alternatives, or opt for environmentally friendly items.

Reuse what we can.
We reuse materials and chemicals by:
- Recovering metals from solids, liquids, scrap wafers and other materials.
- Repurposing and reselling used and surplus chemicals, chemical containers, and obsolete manufacturing equipment.
- Reusing wafer carriers and food service tableware.

Recycle what is allowed.
Our recyclable material and chemicals come primarily from our offices and manufacturing sites. These are managed and regulated differently depending on local requirements.

Managing chemicals and gas use

Manufacturing semiconductors involves using hazardous and nonhazardous chemicals and gases, which is why TI's product-management systems have stringent controls in place. We consistently:
- Identify and use the safest, lowest-risk materials in operations to protect TIers, site communities and consumers. We use high-pressure water instead of chemicals in certain cleanup applications or environmentally benign alternatives where possible.

- Screen all incoming materials and chemicals to ensure compliance with regulatory and customer requirements.
- Incorporate any chemical restrictions and standards into supplier contracts.
- Assess materials' potential environmental, safety and health (ESH) impacts as new scientific information becomes available and new regulations go into effect.
- Adhere to strict standards and protocols for responsibly purchasing, transporting, tracking and disposing of chemicals.
- Provide specific procedures and training for the use, labeling, storage and disposal of chemicals or hazardous substances, including the correct use of personal protective equipment.
- Use ventilation controls, abatement systems, leak detectors and appropriate treatment technologies.

If concerns about a material or chemical arise during our screening process, we elevate the matter to our review board, comprising internal subject-matter experts. If a material or chemical is necessary for manufacturing but still raises concerns, our manufacturing leaders review the situation and, if necessary, seek a safer alternative or implement more stringent use controls.

Transparency on material content

We provide customers with documentation and resources that outline the measures we take to ensure product compliance with global material restrictions and regulations. These include:
- Controlled chemical and materials specifications.
- TI-restricted chemicals and materials.
- TI's approach to environmental and product stewardship.
- A search tool to find material content; download restricted chemical test reports, or locate products' Restriction of Hazardous Substances Directive (RoHS), Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH), and green status.
- Quality, reliability and packaging data.
- Lead-free conversions.
- Low halogen (green) statement.
- Environmental FAQs.

Performance

We diverted 84% of the 50,747 metric tons of TI waste and surplus materials generated in 2023 from landfills, falling short of our goal. For additional data, see Performance Data in the appendix. See the Waste section of the GRI Index for more information about how TI manages materials.

Calculator recycling

TI calculators are purposefully built to last for years, and follow students from middle school to high school and into college. And yet there does come a day when customers want to say goodbye to their calculators.

After hearing from customers who wanted to recycle their calculators, TI's Education Technology business implemented a service to ship calculators back for responsible recycling. In 2023, TI diverted about 21,000 metric tons of e-waste from landfills.

Product logistics

TI strives to pack and ship products efficiently to assure timely distribution to customers, comply with international shipping regulations, and reduce environmental impact.

Actions we are taking

Our product distribution centers (PDCs) are mindful of plastic consumption and are giving plastic dunnage a second life as packaging for outbound shipments when feasible. We reuse and recycle various materials to cut down on packaging waste.

For example, we:

- Pack large quantities of products into each shipment to eliminate multiple deliveries, and implement technologies to right-size boxes to the dimensions of a customer's order, reducing the amount of dunnage needed within the package.
- Use air pillows in packaging that are recyclable, reusable and contain recycled content. Some of our PDCs use shredded cardboard dunnage made from discarded boxes to protect contents.
- Work with our customers to understand their delivery needs and ship in bulk when possible. This practice enables us to ship mutually agreed-upon low-priority freight when space becomes available on more affordable shipping options.
- Maximize the use of reusable containers for all inbound 300mm wafer shipments. When empty, we return the containers or reuse them internally.

- Reuse packing materials that protect products during shipment (such as bubble packs and foam); shipping materials (such as boxes, crates and pallets); cases that ship precious-metal reclaimable items to suppliers; and plastic reels used in product distribution.
- Reuse dunnage from inbound shipments in numerous ways, including reusing pallets for customer shipments; reusing trays and reels from scrap material; and reusing bubble wrap and other packing materials as dunnage for TI.com shipments, which further reduces plastic use.
- Comply with the European Union (EU) Waste Electrical and Electronic Equipment and EU Packaging and Packaging Waste recycling programs for evaluation modules imported into that region.
- Place our PDCs in regions close to customers to accelerate delivery times, improve efficiency, and facilitate product deliveries in the event of a disaster.
- Eliminate heavy and expensive custom-cut foam, nonrecyclable foam, as well as the use of plastic wraps for shipments to certain markets.
- Use reusable metal containers instead of shipping boxes at some of our PDCs to eliminate plastic and cardboard waste.

See the Marketing and Labeling section of the GRI Index for more information about how TI manages product content labeling.

Workplace

We bring together 34,000 of the world's smartest people – problem-solvers known simply as Tlers – who are committed to shaping the future of electronics.
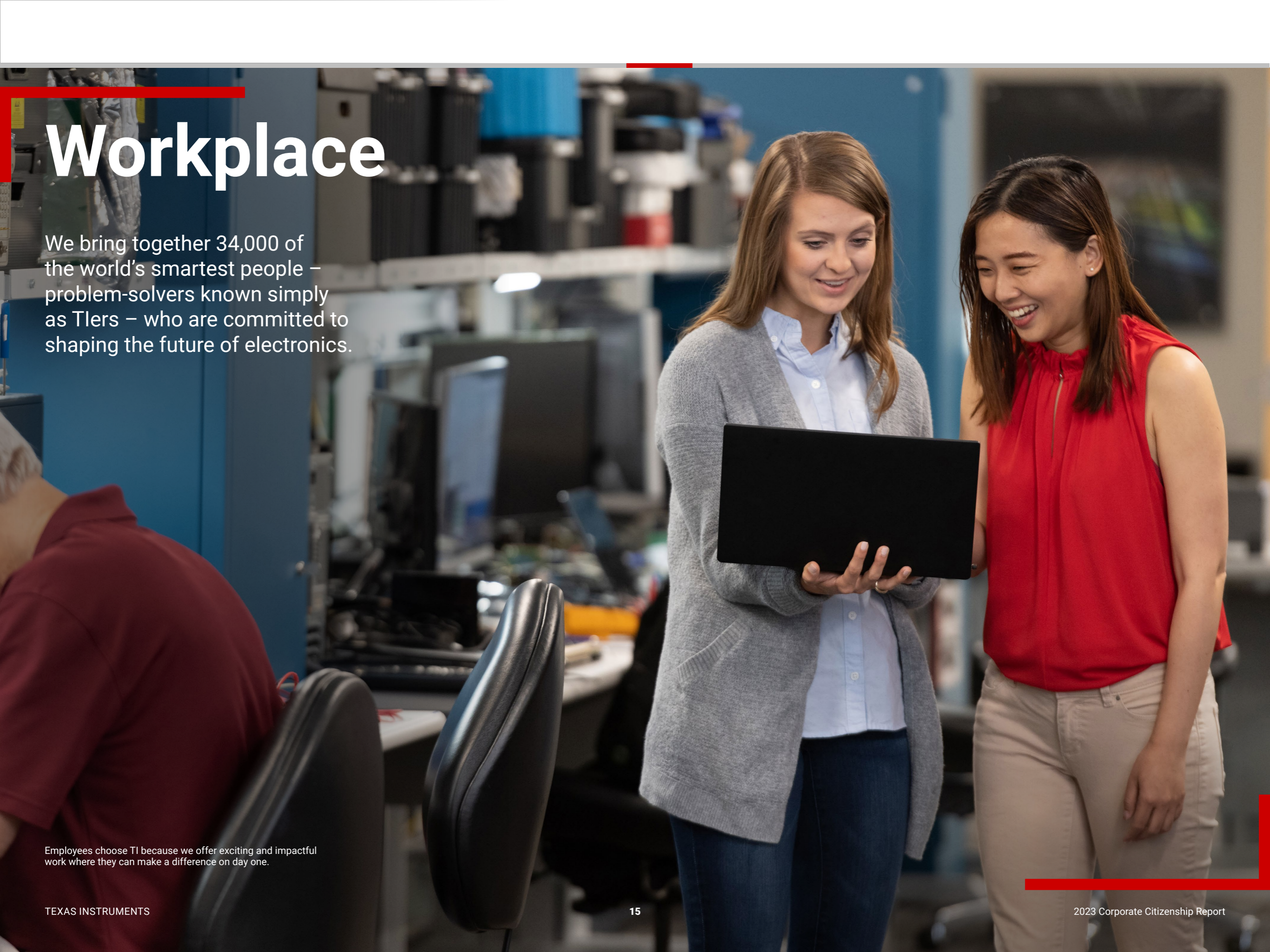
Employees choose TI because we offer exciting and impactful work where they can make a difference on day one.

Working at TI

"We're proud of the culture we continue to build at TI. We believe a diverse, inclusive environment is essential to enabling our global teams to contribute openly and without barriers, leading to more collaboration and higher levels of innovation. We want every TIer – regardless of location or job – to do their best work and be a part of our company's collective success."

– **Haviv Ilan**, president and chief executive officer

Our passion is to create a better world by making electronics more affordable through semiconductors.

We were pioneers in the world's transition from vacuum tubes to transistors and then to integrated circuits (ICs) – and we've been advancing IC technology and the ability to reliably produce ICs in high volumes for decades.

Each generation of innovation builds upon the last to make technology smaller, more efficient, more reliable and more affordable. Our innovations are at work all around you in everyday things, from connected cars to intelligent homes to drones and smartphones.

We ensure that our passion is a lasting reality by operating with three ambitions in mind:

- We will act like owners who will own the company for decades.
- We will adapt and succeed in an ever-changing world.
- We will be a company that we're personally proud to be a part of and would want as our neighbor.

When we successfully achieve these ambitions, our people, customers, communities and shareholders all win.

Our values

Our values are five principles that define who we are and how we behave. Together, they will allow us to grow our company stronger for decades to come.

Trustworthy
We start by being trustworthy. We act with integrity and do the right thing, every time. We operate in a socially responsible way. Being trustworthy is foundational for us as a company and as individuals.

Inclusive
We thrive by being inclusive. We create an environment that unlocks everyone's potential, where we treat one another with respect, value our differences, and are encouraged to put our thoughts and ideas on the table.

Innovative
We win by being innovative. We imagine new technologies that produce compelling products, open new markets, and improve our competitiveness. We are curious, persistent and determined to overcome barriers.

Competitive
We embrace a competitive world. We hate to lose, so we continuously challenge ourselves to perform at our best. We invest in the best opportunities for sustainable growth. To stay competitive, we attract, develop and retain the best people.

Results-oriented
We are results-oriented and hold ourselves accountable. Our customers have choices, and we act with urgency and deliver on our commitments. We improve our performance every day to help our customers succeed.

Recruitment

TI's ability to grow and thrive depends on recruiting and retaining the best talent in the industry with the ability, ingenuity and drive to win.

Change the world. Love your job.

The company takes a multifaceted approach to hiring employees with diverse experiences and backgrounds to drive innovation and growth. For example:

- We actively engage and recruit top engineering and business students for internships and full-time positions through career fairs, information sessions, and networking and career preparation events, and by partnering with various student and professional associations.
- We work closely with local community colleges and high schools to recruit and develop technicians and maintenance mechanics for our current and future manufacturing sites.
- We focus on growing a diverse talent pipeline through partnerships with universities, including historically Black colleges and universities (HBCUs), and leading industry organizations such as the Society of Women Engineers.
- We partner with veteran services offices at U.S. universities and two-year technical institutions, military bases, and organizations such as Recruit Military to hire skilled veterans.

Through surveys, we know that employees choose TI because we offer:

- Exciting and impactful work where they can make a difference on day one.
- The opportunity to collaborate with problem-solvers who are committed to shaping the future.
- Competitive pay and inclusive benefits to help them live their best lives.

- Career development options where they can explore endless opportunities to grow.
- An inclusive and diverse culture where everyone can bring thoughts and ideas to the table.
- We provide flexibility to help TIers and their families get the most out of their personal lives.

Internships at TI

Our interns have the opportunity to put education into practice by working on interesting projects that matter. In 2023, we welcomed more than 2,400 interns across our operations in 26 countries, our largest intern class to date. Our interns had the chance to work on impactful projects, participate in engaging programs, and explore development opportunities.

These are just a few reasons why WayUp recognized TI as a Top 100 Internship Program for the fourth year in a row.

TI's 2023 intern class gathered to hear from senior leaders during National Intern Day.

Awards and rankings

In 2023, TI was awarded 30-plus honors and recognitions around the world. These awards recognized our focus on creating a diverse and inclusive workplace, developing TIers, and building opportunities to launch careers. Each award represents our commitment to living our values and taking pride in our company.
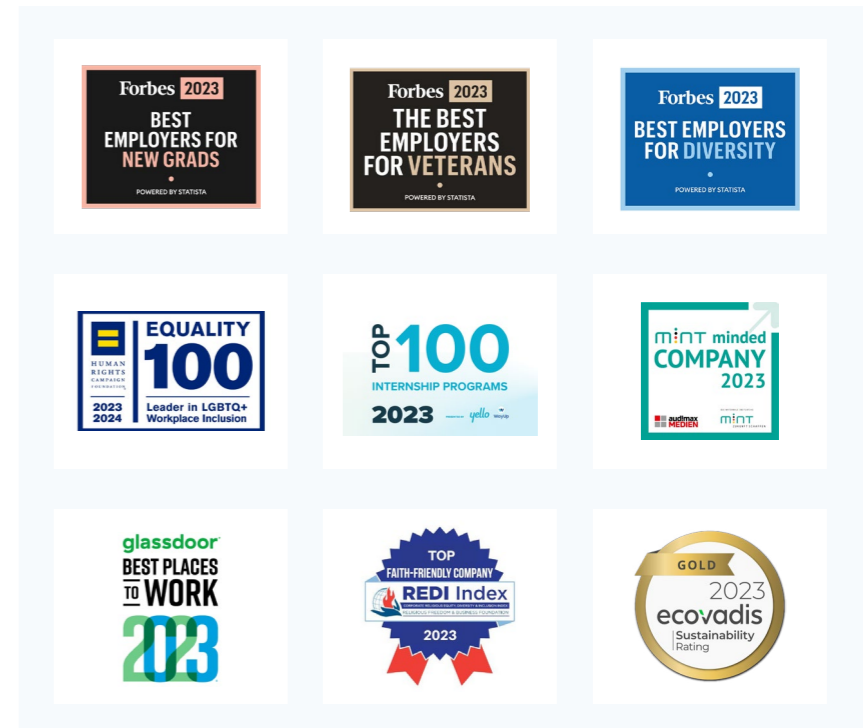
For more information about TI's recruitment programs, see the Employment and Labor/Management Relations sections in the GRI Index or visit careers.TI.com.

Diversity and inclusion

We work to create an inclusive culture where we respect and encourage ideas, and where our people know that they can succeed and build long-term careers. Further, our diverse backgrounds and perspectives make TI's products more innovative and our company stronger.

Our commitment to an inclusive environment focuses on three strategic priorities:

- Diverse representation at all levels.
- Creating a culture of inclusion and belonging.
- Impacting the communities where we live and work.

TI has intentionally designed global inclusion programming around these priorities to reinforce that the company values every voice, and to encourage TIers to bring their full selves to work and share their ideas. Our efforts include:

- **Reducing bias in our processes**
  We focus on reducing bias within our processes when interviewing candidates, reviewing job performance, conducting talent reviews, and making compensation and advancement decisions. We use objective criteria and feedback from multiple sources to assess professional growth, and gather independent feedback when assessing job performance.

- **Fostering conversations that matter**
  One way that TI co-creates an inclusive culture is through group-based discussion groups that focus on the personal experiences of hundreds of TIers around the world. These dialogue teams aim to build self-awareness and skills to interrupt exclusionary behaviors and challenge stereotypes.

- **Impacting change in our communities**
  We support employees' efforts to get involved in our communities by serving on nonprofit boards, participating in ongoing volunteering and giving campaigns to create more inclusive communities, and working to spread awareness and education throughout the year.

Our goal is to provide an environment in which every person can thrive. We want TIers – regardless of their backgrounds, work styles, ideas or differences – to feel empowered to be who they are and to do their best work.

Workforce representation

For decades, TI has remained committed to diversity across its workforce. We're proud that 87% of our global employees view TI's workplace as inclusive, according to our 2023 employee engagement survey. While there is always more work to do, we continue to make important progress.

We regularly assess our workforce relative to availability across gender, race and ethnic demographics to understand where we have gaps and where we need to place more emphasis and continue our progress toward having diverse representation at all levels. We remain focused on growing the engineering pipeline of diverse students through partnerships with high schools, universities and nonprofit organizations.

For additional workforce representation data, see Performance Data in the appendix, as well as our most recent EEO-1 report.

36% Women in senior leadership roles in the U.S. (2023)

28% Improvement in women in technical roles worldwide (vs. 2020)

23% Black and Hispanic representation in our U.S. workforce (2023)

Find belonging

TI's employee resource groups (ERGs) provide a community that promotes a sense of belonging through open dialogue, education, volunteerism, well-being, and professional development and business engagement opportunities.

Each of our employee-led ERGs has goals and objectives that align with our company values and business objectives. Each one is also supported by at least one TI executive sponsor.

Collectively, our ERGs and their local chapters worldwide make up our TI Diversity Network (TIDN), serving to educate and elevate topics that matter to employees. Every network is open to all TIers, and our company encourages employees to join a network and get involved. In 2023, more than 8,000 TIers participated in one or more networks.

We support our diversity and inclusion strategy through four focus areas – career, company impact, culture and community – and our annual TIDN Awards recognize our ERGs for their impact across these priorities:

- **Career** – Our Unidos! Employee Network received top honors for outstanding career impact for their work to provide TIers with professional development to navigate their career and more tangibly understand what broader, higher, and deeper career growth looks like at TI.

- **Company impact** – Our Veterans Employee Network received the outstanding company impact award for their dedication to attracting and retaining talent to fuel our innovation and growth. Their close partnership with the Talent Acquisition organization on our VALOR program provided military service members moving to civilian life an exciting opportunity to build a career in semiconductor manufacturing at TI.

- **Culture** – For the second year in a row, the Black Employee Network (BEN) won outstanding cultural impact for their work to celebrate our people and unique cultures with educational events. Their year-long "Conversations with BEN" series created events where employees shared experiences and formed community around a series of topics, including mental health and transitioning from college to corporate life. They shared the recognition for outstanding cultural impact with our Asian Alliance Employee Network for their Lunar New Year celebration, which captivated TIers.

- **Community** – Our Unidos! Employee Network received the outstanding community impact award for their support of nonprofit organizations in our communities with a focus on STEM. Their intentional and layered community engagement approach combined grant dollars, engaged TI volunteers, and appointed a dedicated liaison to ensure lasting collaboration and impact.

Read more on TI.com about how TI champions diversity and inclusion and delivers meaningful programs that support professional development, mentoring, cultural awareness and volunteering in our local communities. For more information about how TI manages diversity and inclusion, see Diversity and Equal Opportunity in the GRI Index.

We value every voice

Our diverse backgrounds and perspectives make our products more innovative, our company stronger and our environment more inclusive.

Able Employee Network

Muslim Employee Network

Asian Alliance Employee Network

New Employee Network

Bangladeshi Employee Network

Pride Employee Network

Black Employee Network

Unidos Employee Network

Christian Employee Network

Veterans Employee Network

Indian Employee Network

Women's Employee Network

Jewish Employee Network

Talent development

At TI, we invest in our people's potential. We help employees build long-term, successful careers with flexible and personalized paths driven by their skills and interests. We help TIers set aspirational goals and create personal development plans to map the skills they need to succeed.

Learning and development

TI offers formal learning and development opportunities at all levels to help every TIer – new and experienced – increase their impact and demonstrate a continuous learning mindset.

Develop your capability to increase your impact.

- 70% Experience
- 20% Collaboration
- 10% Training

Employees can access our internal hiring and learning platforms at any time to explore careers, chart development paths, or complete mandatory training and other learning modules. In 2023, TIers averaged 40.1 learning hours per employee.

Building a career at TI

Career success is defined by continually growing capabilities and impact. We provide employees with the tools and resources to facilitate professional growth and chart the course for their careers, driven by employee skills and interests. Most paths include a combination of experiences where employees may progress higher in the organization, develop a deeper expertise in a specific area, and/or gain broader experience in a variety of areas.

Early career

Recent college graduates can participate in a variety of programs, including our Career Accelerator program, a yearlong program that provides intensive training on tools, processes and fundamental skills to help new graduates deliver their best performance and accelerate their career growth.

Additionally, our Early Career Pivotal Learning Role (ECPLR) program for selected, high-performing early-career employees allows participants to learn a different role or new set of skills while working closely with leaders and technical experts from across TI.

Business leaders

At TI, a majority of our managers began their careers at TI and we have promoted the majority of our executive-level leaders from within. We equip TIers to succeed in management with programs and resources to support the transition from individual contributor to manager, and to manager of managers. This includes technical and behavioral skills to understand their leadership impact, how to build relationships with key stakeholders, and how to create and communicate strategies.

Technical leaders

TI has tailored development opportunities to help engineers sharpen their technical abilities, share best practices and develop leadership skills such as communication and influence. Technical leaders can pursue election to TI's prestigious Tech Ladder, which can represent as many as 24% of our technical leaders.

Performance management

Employees should know where they stand at all times when it comes to their performance. We encourage all employees to candidly discuss their performance, development and career with their managers at least three times a year. This provides an opportunity for employees to be recognized, feel more satisfied with their job at TI, and continue to contribute to the company's success. Additionally, this process supports a strong pipeline of individuals who are ready to take on critical roles in the future.

For more information about how TI manages employee development, see the Training and Education, Employment and Labor/Management Relations sections in the GRI Index.
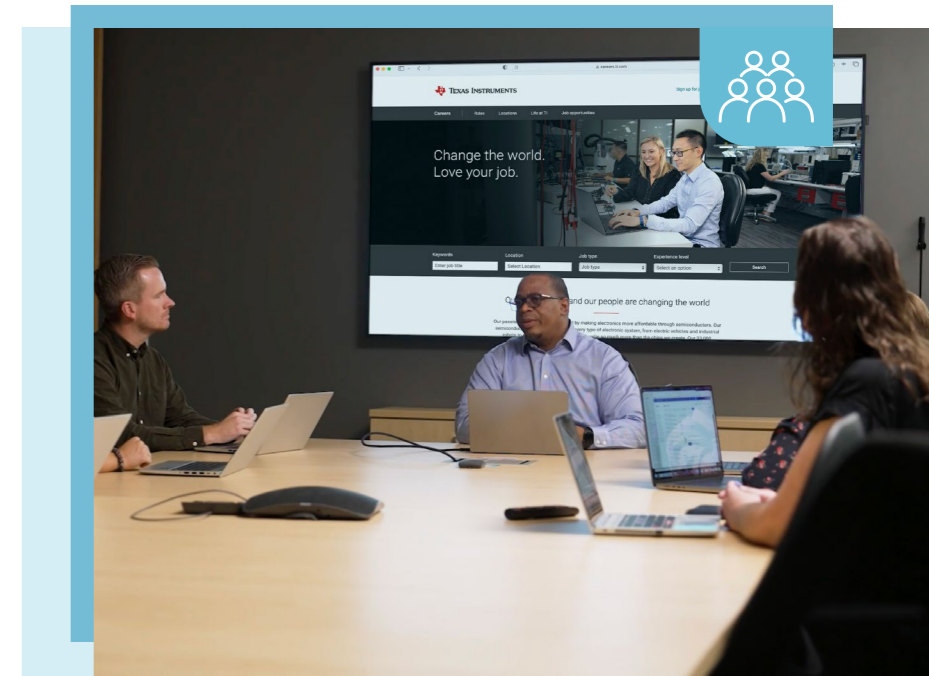
In the past 26 years, Amili's professional journey has taken him through three unique careers at our company. Now, he's using his experience to help bring in top talent from HBCUs.

Compensation and benefits

We offer competitive compensation and benefits to strengthen our employees' well-being and financial health.

Compensation

Compensation is a critical part of how we attract, motivate and retain our people to build a stronger TI. We pay our employees fairly and reward them for performance.

Our compensation philosophy is based on pay for performance, and we deliver a combination of competitive base pay, bonus programs and long-term incentives to our employees. Both the employee's contribution to TI's success and company performance determine an individual's compensation.

Fair and equitable pay

TI's compensation policies reflect our long-standing commitment to paying our employees fairly and equitably, and we have designed checks and balances into our compensation processes to ensure that we achieve this.

We conduct a compensation analysis annually, examining gender and race pay parity for base, bonuses and equity that considers job type, job level and country. Our 2023 analysis confirmed that within the U.S. and worldwide, TI pays women as much as men. In the U.S., TI pays minorities as much as nonminorities. Globally, women make $1.015 for every $1.000 men earn. In the U.S., women make $1.006 for every $1.000 men earn, and minorities make $0.997 for every $1.000 nonminorities earn.

Rewarded for performance

One of the unique aspects of TI's compensation strategy is a global profit-sharing program that ensures our employees share in TI's success – no matter their job, level or years of service – when the company achieves 10% or more profit from operations (PFO). The payout increases as PFO increases, and for the last eight years, TI has had maximum payouts of 20% for all eligible employees.

Confidence in the future

Our employees can find a greater purpose when transitioning from an employee to a TI shareholder and owner. TI offers

long-term incentives to retain critical talent as they progress in their careers. Additionally, our employee stock purchase plan (ESPP) provides an opportunity for all eligible employees to buy shares in the company in amounts based on a percentage of their compensation, subject to a cap.

Impactful benefits

We strive to provide the best portfolio of benefits, programs and services to TIers and their families.

TI's benefits programs are designed to adhere to local laws and regulations and typically include medical, dental and vision plans; short- and long-term disability plans; employer-paid life insurance; paid time off; and generous retirement programs. In the U.S., TI provides a competitive 401(k) match and contributes annually to employees' health savings accounts. More details regarding our U.S. benefits can be found in our most recent Benefits and Insurance Guide on TI.com

Additionally, we are committed to creating an environment of respect by providing inclusive benefits that support the unique needs of all TIers and their families.

Work-life resources

TI offers and encourages employees to take full advantage of various programs to reduce daily stressors that can interfere with well-being, workplace satisfaction and productivity, such as:

- Confidential counseling sessions and tools to support well-being.
- Caregiving resources that support child care and elder care.
- Concierge services for vacation planning, making reservations or other personal transactions.
- Opportunities to adjust work schedules based on individual needs.
- Education assistance for employees who want to continue their formal education.
- Financial guidance and coaching to help employees meet their short- and long-term goals.

To refine work-life program offerings, we engage employees and assess our programs annually to remain competitive and improve services.

Parental leave

We are proud to be a family-friendly workplace and believe in supporting our employees in all aspects of their lives, including the transition to parenthood. We offer parental leave benefits to all new parents, enabling them to take paid time off to bond with their new child and adjust to new life demands.

In the U.S., birth mothers are eligible for 12 weeks of paid time off. All other new parents are entitled to four weeks of fully paid parental leave, regardless of gender, sexual orientation or family structure.

For more information about how TI manages compensation and benefits, see the Employment, Economic Performance, and Diversity and Equal Opportunity sections in the GRI Index.

Safety and health

TI invests in and incorporates safe and healthy practices and controls into its employees' daily routines to help prevent workplace injuries and illnesses.

Our commitment to safe workplaces

TI's annual safety goals include a days away, restricted or job transfer (DART) case rate of 0.08 or less and a recordable case rate of 0.20 or less.

TI's recordable and DART rates remain well below industry averages – a testament to TI's culture of safety and investment in the health and safety of all workers at TI sites.

Safety

We maintain one of the industry's best safety records by implementing safety requirements and best practices globally to provide employees with a safe and healthy work environment. We proactively work to:

- Maintain rigorous safety and ergonomic protocols and controls.
- Develop and maintain internal standards that often surpass regulatory requirements.
- Design and build inherently safe buildings and engineer out equipment risks.
- Require essential safety training.
- Provide personal protective equipment.
- Regularly inspect equipment.
- Continuously audit our processes to assess compliance and performance.

Health

To reduce exposure to health risks, TI applies rigorous industrial hygiene standards that establish the minimum requirements necessary for the safe use and proper storage of hazardous chemicals and other materials. These standards include hazard communication and training, chemical labeling, and hazardous waste management.

Additionally, we eliminate or restrict the use of potentially harmful materials, install ventilation and isolation controls, and conduct general hygiene and individual assessments.

Well-being

We offer TIers numerous resources to help them take control of their health and well-being. These programs include free on-site flu vaccines and preventive screenings, on-site gyms and clinics, fitness and nutrition programs, employee assistance programs, and counseling and education services, depending on location.

Performance

Our DART and recordable case rates continue to be among the lowest in the U.S. semiconductor industry, according to the U.S. Occupational Health and Safety Administration and the Bureau of Labor Statistics. In 2023, TI's DART rate was 0.16, while the 2022 industry average was 0.7 (2023 industry data is not yet available).

For more health and safety data, see Performance Data in the appendix. See the Occupational Health and Safety section of the GRI Index for more information.

Recordable case rate

	2019	2020	2021	2022	2023
Industry average	1.2	1.0	1.2	1.4	
Result	0.20	0.16	0.24	0.26	0.24[14]
Goal	0.20	0.20	0.20	0.20	0.20

Days away, restricted or job transfer (DART) rate

	2019	2020	2021	2022	2023
Industry average	0.6	0.6	0.7	0.7	
Result	0.10	0.11	0.15	0.18	0.16[14]
Goal	0.08	0.08	0.08	0.08	0.08
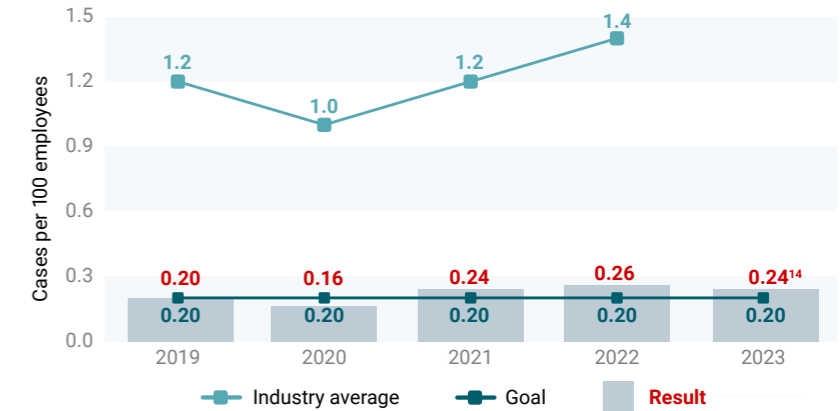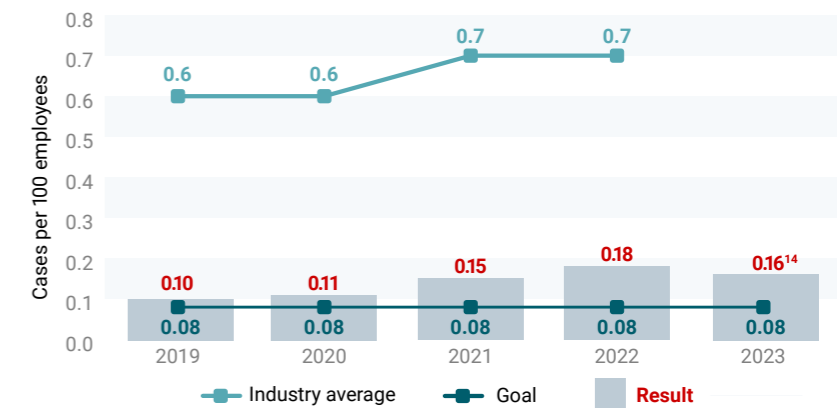
[14] Without COVID-19 infections, TI's case rate was 0.23 and DART rate was 0.15.

Responsible business practices

Our ambitions and core values are integral to building a stronger company, and every TIer plays a critical role in upholding these principles and driving sustainable and responsible business practices throughout our supply chain.

A TI employee confirms outgoing products at our product distribution center.

Governance

At TI, we believe good corporate governance is important to our long-term success. We've had written governance guidelines since 1973, refining them over the years to meet company and shareholders' needs.

Our ambitions and core values are integral to building TI stronger, and we demonstrate responsible and ethical business practices by adhering to our stated principles.

Board of directors

TI's board of directors is dedicated to responsible and effective corporate governance and oversees the company's global business strategy. It includes three committees – the audit committee, the compensation committee, and the governance and stockholder relations committee.

At year-end 2023, TI had a unitary board system with 12 board members, including 10 independent directors, whose leadership and diverse backgrounds bring a vast amount of experience and knowledge to our company.

The directors' combined strengths assist them as they oversee the company's current and future strategy, risks, and performance, with the best interests of TI shareholders in mind.

Oversight of risks

The board of directors, as a whole, has oversight responsibility for our strategic and operational risks. The board discusses its governance practices annually to ensure that they make sense for TI in today's business climate.

The audit committee reviews and discusses our risk assessment and risk management practices with members of management. Management is responsible for day-to-day assessment and management of risks. The chief financial officer reviews with the audit committee at least annually our global enterprise risk management program, which is also reported to the board.

Environmental

Where environmental-related issues may have significance for TI, these matters are reviewed with the relevant committee. For example, the audit committee reviews the company's practices with respect to risk assessment and risk management, specifically including environmental-related risks. The governance and stockholder relations committee also oversees environmental, social and governance matters in connection with its responsibility to review public issues of interest to company stakeholders.

Cybersecurity

TI's governance and compliance structures are designed to assess the company's cybersecurity readiness and elevate issues relating to cybersecurity to our chief information officer and chief information security officer. Our chief information officer has primary oversight of material risks from cybersecurity threats, and meets with the audit committee periodically to review our IT systems and discuss key cybersecurity risks.

Learn more about TI's corporate governance

- Board oversight of ESG matters
- Board of directors and committees
- Corporate governance documents
- 2023 Annual Report
- 2023 U.S. Securities and Exchange Commission (SEC) Form 10-K
- General Disclosures section of the GRI Index

Board diversity 2023

Gender

- Male – **67%**
- Female – **33%**

Ethnicity
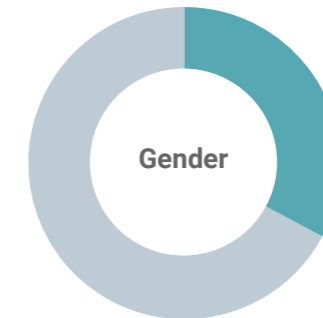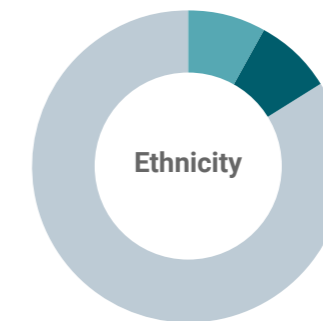
- White – **84%**
- Black – **8%**
- Hispanic – **8%**

Ethics and compliance

Our founders had the foresight to know that building a great company required a special culture to thrive for the long term. At TI, we refer to culture as Living Our Values – our ambitions, values and code of conduct, and it's how we operate daily.

Every TIer plays a critical role in upholding these principles, which we reinforce through leader involvement, employee engagement and training.

Our code of conduct

We expect each TI employee to understand our code of conduct, which translates our ambitions and values into the standards we must uphold and provides clarity about the behaviors we will not tolerate.

Our code of conduct sets forth these principles:
- Compliance with laws.
- Respect and inclusion.
- Appropriate behavior.
- Responsible business practices.
- Health and safety.
- Information protection and privacy.
- Avoiding conflicts of interest.
- Using resources responsibly.

When TIers see behaviors inconsistent with our ambitions, values, code of conduct or policies, it is their responsibility to speak up. They can do so by talking to a manager or human resources, or by contacting the TI Ethics department directly or anonymously.

Direct contact:
- Email ethics@ti.com
- Write to P.O. Box 830801, Richardson, TX 75083-0801

Anonymous helpline:
- Online at ti.com/tiethicshelpline
- Call U.S. toll-free: 1-888-590-5465

Training

We provide TIers, managers, and leaders the training and tools they need to help them make the right decisions, do business the right way, and build a stronger company for the long term.

Every employee receives ethics and compliance training. The topics may vary, but over a multi-year cycle, they include TI's code of conduct, ESH, confidential information protection, information technology security, avoiding workplace and sexual harassment, and other compliance topics.

Additionally, we train employees in specific roles in human rights policies, anti-corruption, export compliance, insider trading, global competition law and the Responsible Business Alliance (RBA) Code of Conduct.

We also engage managers on what it means to live our values and uphold our standards of ethical conduct by providing tools to reinforce our culture and ethics and compliance expectations within their organizations.

Suppliers

The TI Supplier Code of Conduct establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically. When initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking, forced labor and workers' rights, and expect all suppliers to demonstrate environmental, social and governance responsibility in all areas of their operations.

Our Anti-Corruption, Anti-Competitive Behavior and Nondiscrimination Practices contains more information about our compliance with laws and regulations, anti-corruption, anti-competitive behavior and nondiscrimination practices.

Celebrating our values

TI employees across Asia participated in the 2023 Ethics and Values Week by celebrating our company's culture through activities that embodied our core values to be trustworthy, inclusive, innovative, competitive and results-oriented.

Product quality

TI's holistic approach to quality permeates every aspect of the company's supply chain, from process technology and design through manufacturing, packaging, testing and delivery. We continuously improve our products and process technologies to deliver high-quality, reliable semiconductor solutions that meet our customers' needs.

Our commitment to quality and support

To reduce environmental impacts and extend product longevity, we optimize the quality and reliability of our technologies. We measure customer returns, which assess our performance on both resolution cycle times and return parts per billion. These measures help maintain high levels of customer service and product quality and reliability.

To drive continuous improvement, we assess, categorize and aggregate the reason for each return to identify systemic improvement opportunities. More than 85% of TI products have yet to have a single customer return in three years.

Quality and reliability standards

Every organization within TI works together to ensure quality and deliver reliable products. We continuously improve our products and process technologies to build reliable technologies that meet stringent quality standards for industrial (Joint Electron Device Engineering Council) and automotive (Automotive Electronics Council Q100) products. We use specialized materials and controls to build high-quality products, test silicon and package technologies, and continuously monitor wafer-level reliability.

When we start product qualification, we aim to have high, data-backed confidence that the product is fully reliable and will meet our customers' long-term quality needs.

TI leverages various strategies to maintain quality and reliability. For example, our:

- Quality System Manual describes quality-management processes and systems.
- Quality policy and procedures provide a framework to identify and resolve quality issues quickly. We incorporate industry requirements and standards, along with customer specifications and feedback, to mitigate risks and drive improvement throughout a product's life cycle.
- Internal quality standards help us comply with numerous industry standards and quality certifications, including International Organization for Standardization (ISO) 9001, ISO 14001, ISO 45001, International Standard for Automotive Quality Management Systems 16949 and the Underwriters Laboratories rating.
- Reliability testing enhances or accelerates potential failure mechanisms, helps identify the root cause, and reveals how to prevent failure modes.

We measure several product and service quality performance indicators to make continuous improvements.

Product longevity

TI leverages various strategies to maintain quality and reliability. To maintain product longevity and continuity of supply for our customers, we have life-cycle management policies and inventory and manufacturing strategies that enable us to sell and support products for a decade or more.

TI's product life cycles are typically 10 to 15 years and often extend longer, consistent with many customers' requirements. We are committed to product longevity for our customers and have strategies and internal policies to uphold this commitment.

Supply chain responsibility

TI requires that suppliers share its commitment to responsible and fair business practices throughout the supply chain. We will not knowingly engage with a supplier that violates our values, code of conduct and other governing documents.

We primarily buy materials for fabrication processes, factory equipment and maintenance, logistics services, and nonproduction supplies and services from approximately 10,000 suppliers of various types and sizes. We seek suppliers that help us scale as we grow; reduce total costs and waste; improve efficiencies; and deliver innovative services, materials and product support.

Our worldwide procurement team coordinates the buying of goods and services, sets procurement strategies, identifies and vets qualified suppliers, negotiates terms and pricing, and determines the best fulfillment methods.

Responsible sourcing

TI invests in driving sustainable and responsible business practices throughout its supply chain to mitigate business, labor and environmental risks. For example, we:

- Collect and carefully consider a supplier's human rights practices and environmental and safety records before purchasing.
- Specify performance requirements and expectations in our policies, contracts and purchase orders.

Management system

Our supply-chain management system provides a framework to systematically manage procurement, inventory, manufacturing, quality and distribution processes. It also helps us comply with operational and regulatory standards, track costs, and monitor risks. Our management system is certified through:

- ISO Quality Management System 9001.
- ISO/Technical Specification 16949.
- International Automotive Task Force 16949.

We regularly conduct internal audits of our management system to identify and close gaps. Additionally, the ISO annually evaluates our procurement management system as part of its recertification process. We also are audited annually by an independent body to ISO and IATF standards and recertified to these standards on a regular basis.

Requirements and expectations

To ensure that TI adopts and applies best practices and processes to respect human rights within the company, the industry and across the supply chain, TI is a member of the RBA, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. TI has adopted the RBA Code of Conduct and regards it as a total supply-chain initiative.

We require that our suppliers demonstrate environmental, social and governance responsibility in all areas of their operations, including robust ESH policies and management systems to identify and control risks and prove compliance with related laws and regulations. While these vary, suppliers are responsible for monitoring local legislation and ensuring compliance.

To maintain a supply chain that can service our needs and meet our requirements for sourcing and human rights, we require all suppliers to adhere to these governing documents:

- TI Code of Conduct
- Supplier Code of Conduct
- Supplier Environmental and Social Responsibility Policy
- Anti-Human Trafficking Statement
- Responsible Minerals Policy
- General Quality Guidelines
- ESH Policy and Principles

Our supplier portal includes TI's business requirements and standards for safe working conditions, labor and human rights protection, environmentally responsible operations, and ethical behavior.

Supplier diversity

In the U.S., we actively pursue business opportunities with minority- and women-owned business enterprises (MWBEs) to drive economic equity and provide the company with unique, innovative, cost-effective products and services.

Each year, we set spending goals based on the types of projects we have planned and the availability of qualified vendors. In 2023, we spent more than $580 million with diverse U.S. suppliers.

Engagement

When initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking, forced labor and workers' rights. We communicate these guidelines in meetings; on our supplier portal; and in purchase orders, supplier contracts and other related documents.

We also routinely engage and collaborate with industry groups such as the RBA, the Semiconductor Industry Association, and Semiconductor Equipment and Materials International to discuss and create supply-chain standards and share best management practices.

Business continuity

TI continually assesses risks to its supply chain, including financial health and concentration in geographic areas, to ensure that procurement and management processes are rigorous enough to prevent or manage reputational issues, order fulfillment problems, shipping delays or increased costs. For more information about risk factors, see page 9 of our SEC Form 10-K.

We require that suppliers maintain a business continuity plan in the event of a business interruption and make the contents of such plans available to us upon request. We also require that suppliers communicate with TI and implement their business continuity plan within 24 hours of a triggering incident to maintain supply continuity.

Product diversion and misuse

TI invests significant time and resources to combat illicit diversion of our products and we are committed to continually evolving and improving our efforts. We do not support or condone the use of our products in applications for which they weren't designed.

We have a dedicated team that actively and carefully monitors the sale and shipment of our chips as part of our robust global trade compliance program. Among other things, the global trade team performs customer due diligence, including real-time screening of multiple millions of orders each year. If we learn our products have been diverted, we conduct an in-depth review and take immediate and appropriate action. We also engage with other third parties and organizations to understand the opportunities they see and identify ways we can potentially improve our programs.

Additionally, TI engages regularly with government agencies and law enforcement to support the effectiveness of export controls and to combat the actions of bad actors. It is our policy to comply with export control laws. We require customers and distributors to do the same, and we take action if we learn that they do not.

Training

We deliver in-person training on our Supplier Code of Conduct, standards and expectations. We also leverage the RBA's online training platform to help suppliers understand its code of conduct, labor risks, respecting workers' rights, hiring migrant workers and more.

Grievance mechanisms

TI has established grievance mechanisms to ensure that buyers or procurement representatives are available to meet with suppliers to address any questions or concerns. Our supply-chain team can also assist with identifying and addressing issues inconsistent with our ethics and values. If suppliers prefer, they can contact our Ethics Office to anonymously ask questions or discuss issues.

Our Supplier Code of Conduct requires that suppliers establish and maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers, unless prohibited by law. Suppliers must have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

Assessment

We prioritize the examination of suppliers based on our financial investment, criticality, the products and services they provide, their geographic location and their financial health. We also conduct regular audits to evaluate employment contracts, working hours and dormitory conditions.

TI deploys three tools to routinely evaluate production suppliers, nonproduction providers and on-site suppliers:

- **Assessments** – We investigate the risks and management systems of prioritized direct material and services suppliers using the RBA's self-assessment questionnaire (SAQ) or internally developed assessments that examine demographics and existing facility policies against sections of the RBA code. The assessments help identify

ethical, environmental and social risks, including human rights and forced labor.

- **Audits** – Based on an analysis of the assessments and other risk factors, including those identified by Transparency International's Corruption Perceptions Index, we identify suppliers to audit, either by TI or independent third-party auditors, against the full or targeted sections of the RBA Code of Conduct. If auditors identify any concerns during this process, we work with the supplier to develop corrective action plans, which we track until closure.
- **Supplier performance measurement program** – For critical suppliers, we include their performance on the assessments described above in a supplier performance measurement program, which enables TI to monitor supply and quality risks and encourage continuous improvement from our suppliers.

Additionally, independent third-party auditors evaluate select TI facilities each year against the RBA's Validated Assessment Program protocol standards. We make these reports available to our customers.

For more information about our assessment processes, see our Anti-Human Trafficking Statement.

Performance

In 2023, TI received assessments from 265 suppliers, including 175 production suppliers representing 370 factories. Eight suppliers required updated processes, policies or training.

Regardless of a supplier's respective risk rating, we require any supplier with actual or potential risks (such as those related to hiring activity, working hours, and wages and benefits) to take corrective actions. We monitor these actions through to completion.

For more information about our supply chain, see Supply Chain Responsibility on TI.com and the Procurement Practices section of the GRI Index.

Responsible minerals sourcing
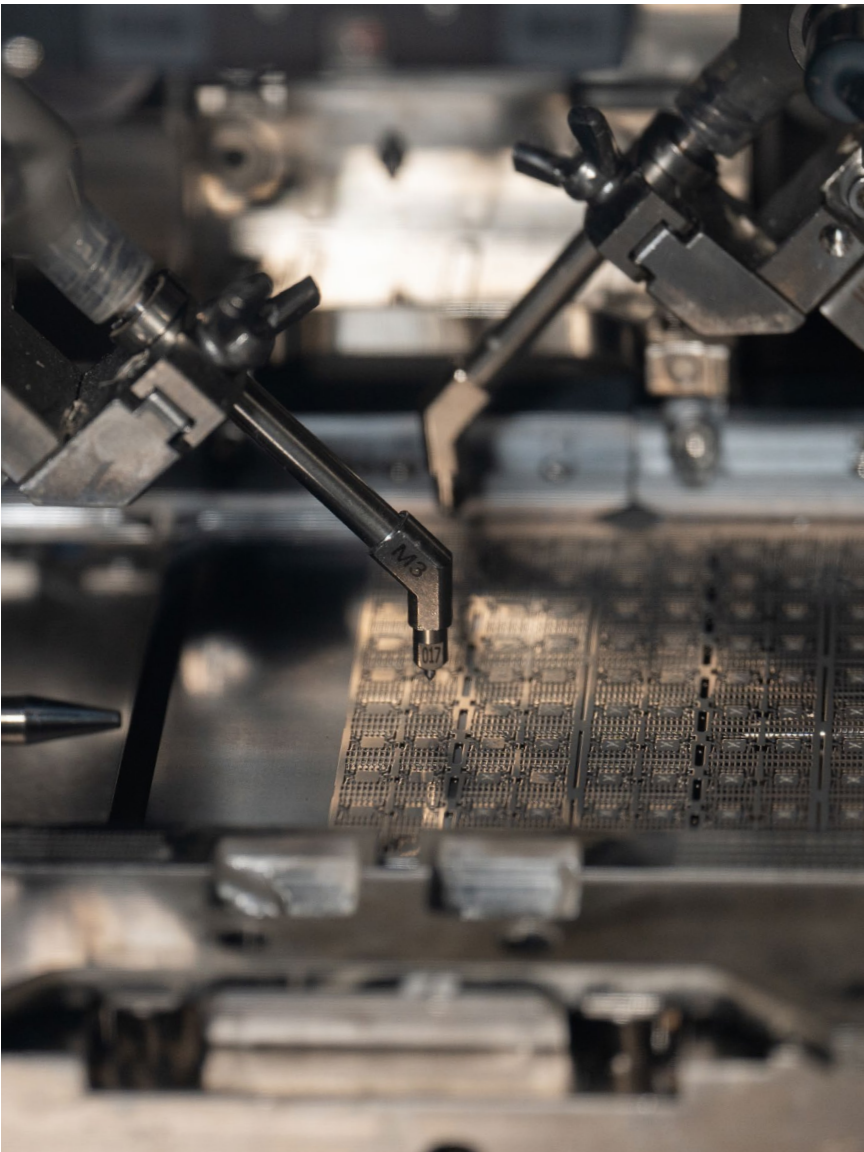
TI sources materials, parts and supplies from a diverse set of suppliers globally. Our processes ensure that products do not contain minerals derived from sources that finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries. These minerals include tin, tantalum, tungsten and gold (3TG), and cobalt.

Actions we are taking

We work diligently with our supply chain, including subcontracted manufacturers, to identify and eliminate nonconformant material sources.

Our standard operating procedures for responsible mineral supply-chain management conforms with the Organization for Economic Cooperation and Development's (OECD) Due Diligence Guidance, which requires establishing policies, structures and procedures, risk management, and communication mechanisms.

We distribute our Responsible Minerals Policy to our suppliers and expect their full and prompt response to our information requests.

Tracing chain of custody

To gain insight into the country of origin, chain of custody and status of conflict minerals in our supply chain, we rely primarily on the findings of the Responsible Minerals Assurance Process (RMAP).

RMAP is a program in which an independent third party evaluates smelters' management systems and procurement practices and determines whether the smelter has demonstrated that it is conformant with the applicable RMAP standard. It is overseen by the Responsible Minerals Initiative (RMI), which was established by members of the RBA and the Global e-Sustainability Initiative.

TI is a member of the RBA and working groups participating in both the RMI and the Responsible Labor Initiative.

Performance

Our research and information gathering show that in 2023, the suppliers in our supply chain for integrated circuits used 3TG minerals originating exclusively from conformant smelters. Further, the materials, parts and supplies essential to our business are generally available, and we believe that such materials, parts and supplies will be available in the foreseeable future. See our SEC Form 10-K for more information on risk and enterprise risk management.

For more information and to access our latest SEC Form SD filing, Conflict Minerals Reporting Template (CMRT) and Enhanced Minerals Reporting Template (EMRT), see Responsible Minerals on TI.com.

Labor and human rights

Our commitment to human rights

Respecting and protecting human rights are fundamental to our society's viability and our business' success. TI is committed to protecting and upholding human rights and ensuring individual dignity, freedom and respect in its operations and supply chain.

We take steps to ensure that all employment is voluntary, and that work hours and pay are fair and consistent with local labor standards and laws. We forbid the use of child labor in our operations and throughout our supply chain.

Employees have the freedom to associate, the right to collective bargaining or both, as provided by local statute. We conduct annual global employee surveys as well as virtual and in-person roundtable discussions to understand site-specific work environments better.

Actions we are taking

We monitor human rights risks and eliminate violations by:
- Conducting periodic risk assessments and due diligence with suppliers using the OECD Guidelines for Multinational Enterprises.
- Conducting third-party audits, on-site interviews and assessments in high-risk geographies to ensure the protection of employees' and contractors' rights.
- Assessing labor standards, delivering training and awareness-building practices, and providing incident-reporting tools.

To ensure that we are adopting and applying best practices and processes to respect human rights within our company, our industry and across our supply chain, we are a member of the RBA, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. We use the RBA Code of Conduct as a tool to align and adopt best practices on social, environmental and ethical responsibility – and we expect our suppliers to do the same. The RBA Code provides a set of industry standards that reference international expectations for human and labor rights, including the Universal Declaration of Human Rights, ILO International Labour Standards and OECD Guidelines for Multinational Enterprises.

Our annual Anti-Human Trafficking Statement outlines the steps TI has taken to combat slavery and human trafficking globally.

Social compliance standards

Our Code of Conduct establishes TI's ethical expectations, creating accountability across key issue areas. Our Supplier Code of Conduct sets similar expectations of our suppliers – and their suppliers – to commit to the same principles and to uphold human rights, ethical practices and provide a safe work environment.

Our Supplier Environmental and Social Responsibility Policy further outlines these expectations. Centered on our values, these standards are an extension of our expectations of our own people, driven by the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in our workplaces and the workplaces of those authorized to supply our business. We expect our suppliers to develop and implement appropriate actions to promote and confirm compliance with these standards.

How we address concerns

We train and encourage employees to speak up, express opinions, and raise questions or concerns to any manager in multiple ways. We will not tolerate threats or retaliation against employees for reporting or speaking up. When we learn of concerns, we immediately evaluate the situation and work to address it.

For more information about how TI manages human rights, see the Anti-Human Trafficking Statement and Supply Chain Responsibility on TI.com, and the Non-Discrimination, Child Labor, Forced or Compulsory Labor and Procurement Practices sections in the GRI Index.

Risk management and business continuity

TI continuously monitors, plans and trains for both unanticipated and emerging operational risks, such as cyberattacks, natural disasters, extreme weather events, pandemics, geopolitical issues, social unrest, terrorism, or supply-chain or product-distribution delays.

Our internally owned and regionally diverse manufacturing footprint includes 12 wafer fabrication plants, seven assembly and test sites, and multiple bump and probe facilities across 15 sites worldwide. In addition to our internal capacity, we have strong partnerships with external foundries and subcontractors to offer supply continuity.

Today, we have the capability to produce more than 85% of our manufacturing flows and technologies at more than one site, and our robust business continuity program allows us to immediately address unexpected changes. By 2030, we will internally own 90% of wafer manufacturing and 90% of our assembly and test capacity. Bringing more capacity internally gives us greater control and supports the needs of our customers, regardless of how things may shift in the market or environment.

Actions we are taking

We mitigate disruptions to our business by:

- Monitoring risks, developing and modifying plans to address those risks, and training employees on crisis response.
- Assessing changes to environmental conditions, supply continuity, and the global regulatory and political landscape.
- Operating a 24/7 year-round security communication center.
- Owning much of our manufacturing to provide customers with a greater assurance of supply and geopolitically dependable capacity.
- Building and positioning inventory globally at product distribution centers that are strategically located close to customers.

Responding to emergencies

Depending on the nature and severity of an incident, we activate our emergency response system. Our emergency response team assembles to quickly identify the appropriate resources, services and infrastructure required to mitigate potential losses and coordinate response and communications.

Conducting business modeling, scenario and impact analysis to develop and refine management strategies, policies and standards, and contingency plans helps us determine:

- Critical business processes that make up our operations and the people accountable for ensuring their viability.
- Possible threats and risks, and whether controls are in place to manage them.
- Process recovery times to ensure that we respond and recover efficiently and with the right resources.
- Contingency strategies for all critical business processes that pose a high risk to people, revenue and reputation.
- Comprehensive recovery strategies to cover all aspects of response and recovery, prioritizing the continuation of products and services.

Our Readiness 2 Recover program helps us measure the effectiveness of and compliance with our business continuity management requirements. Every two years (or as needed), we conduct risk assessments to identify and rectify existing controls and gaps.

Preparing for various scenarios

As a global corporation, TI faces unexpected global events that occur without warning, from earthquakes and pandemics to severe weather events. The impact of these types of incidents can be minimal or substantial. When challenges arise, we aim to prevent human, environmental, financial and reputational effects while maintaining production and distribution.

Our business continuity and emergency response planning includes creating realistic scenarios and guiding leadership teams through various exercises to learn, refine and improve our responses to actual incidents. Our business continuity management framework is modeled after the ISO 22301 business continuity management standard, which helps us plan, implement, monitor and protect against business interruptions.

To engage our leaders in enterprise risk planning, we regularly:

- Teach them how to assess and prioritize risks based on severity and potential impact on our people or products.
- Ask them to evaluate and update contingency strategies based on lessons learned from either real events or scenario-based exercises.
- Conduct drills, training, tabletop exercises and site-level exercises to prepare for unforeseen events.

For more information, see our SEC Form 10-K.

Information protection

TI works continuously to identify and eliminate potential threats to its employees, customers, IT infrastructure, proprietary technologies and confidential information. This protection is key to business growth and profitability, and maintaining compliance with relevant regulations.

Reducing cybersecurity risks

Our cybersecurity risk-management process is based on best practice management and governance frameworks, such as the ISO, the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS) Controls. We leverage foundational cybersecurity principles in our program, such as security by design, defense-in-depth, least privilege and resilience-focused backups to manage risk.

Using guidance from these organizations and information collected from our assessments, we develop cybersecurity plans, policies and protocols to reduce our risks and strengthen our security posture to protect our company, technology and intellectual property (IP). Our policies include defining the acceptable use of our information assets, access requirements for specific IP or technologies, protecting personal information and privacy, and complying with regulations such as the EU General Data Protection Regulation and the China Cybersecurity Law.

Actions we are taking

Our global information security team identifies and responds to potential threats and works with our business units and support teams to improve security.

As part of this, we take these types of actions:

Social compliance standards
- Restrict access to data on our computers, servers, networks and other IT systems.
- Implement technical measures to protect TI's web presence from external attacks, including protections for ordering products online at TI.com.
- Deploy industry-standard protections, such as multifactor authentication, malware defenses and access review processes.
- Conduct risk and compliance assessments of third parties that request access to our IT resources and information.

Detect and respond
- Monitor and limit the use of USB or thumb drives and external hard drives.
- Monitor IT systems and respond to alerts regarding inappropriate activity.

Train
- Send simulated phishing and spear-phishing emails to employees and accompanying education and awareness communications when needed.
- Deliver cybersecurity awareness and confidential information protection training to all TIers and specialized security training to our IT team.

Stay proactive
- Leverage third parties for annual penetration tests to validate our controls and ability.
- Conduct regular tabletop exercises to practice our response.
- Perform regular threat hunting and red team exercises.

Public policy

TI leaders are joined by state, local and community leaders at the groundbreaking for a new 300mm semiconductor wafer fabrication plant in Lehi, Utah.

TI has well-established policies and practices that facilitate lawful participation by the company and employees in the political process. These policies and practices define the activities we engage in and the responsibilities and practices of our political action committee (PAC).

We advocate for policies that help us attract talent, drive innovation, and promote competitiveness. Our specific areas of policy interest include tax, trade, talent and racial equity. To these ends, we collaborate with various U.S. and international industry associations on policy objectives. We are more active in some organizations than others and may not align on all positions.

TI's PAC is 100% employee-funded, regulated, transparent and nonpartisan. The TI PAC enables certain employees to voluntarily join together to support federal, state and local political candidates whose positions align with the company's business objectives.

We provide additional information and disclosures on TI.com about the company's political activities, TI's PAC, the political activity of employees, and related policies and expectations.

Political expenditures[15]

Legend: Corporate contributions | Political action committee (PAC)

Data points:
- 2019: $0 (Corporate contributions), $101.0 (PAC)
- 2020: $0 (Corporate contributions), $78.0 (PAC)
- 2021: $1.0 (Corporate contributions), $96.5 (PAC)
- 2022: $2.0 (Corporate contributions), $153.5 (PAC)
- 2023: $0 (Corporate contributions), $79.5 (PAC)

Y-axis: Thousands (USD)
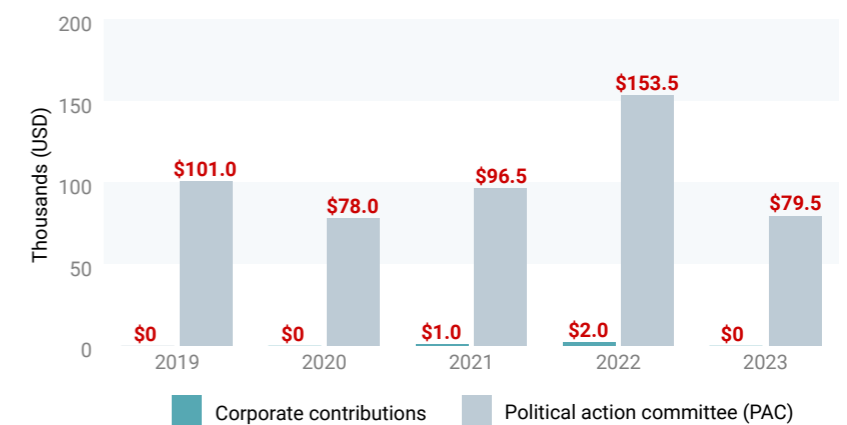
[15] TI chose not to make any corporate contributions to local ballot initiatives in 2019, 2020 and 2023.

Community impact

For decades, TI and the TI Foundation have been committed to building stronger communities where we live and work around the world.

TI and the TI Foundation support organizations such as For Oak Cliff, which helps strengthen and improve the quality of life in our communities.

Giving

"Our spirit of giving back began with our company's founders and their families, who had a long history of philanthropy and volunteerism in North Texas. Our leaders continue to pass this down to TIers around the globe – generation after generation. The belief that strong companies build strong communities, and strong communities build strong companies, is as ingrained in our company culture today as it was more than 90 years ago when we were founded."

– **Andy Smith**, executive director of the TI Foundation and TI director of Giving and Volunteering

Building stronger communities

One of our three ambitions is to be a company that we're personally proud to be a part of and would want as our neighbor.

Our giving and volunteering programs:

- Engage TIers globally through giving campaigns and volunteering programs.
- Improve our global communities through contributions to nonprofit organizations where TI operates.
- Combine monetary investments with employee involvement for the greatest impact.

Where and how we invest

We earmark our highest levels of philanthropic investment for education, followed by human services, racial equity and arts. We believe these are all critical to a thriving and fair community where people of diverse backgrounds and cultures want to live and work.

We favor programs with proven results but consider innovative ideas when there is a potential for big impact. We assess and measure all investments for effective results, and apply a lens of racial equity to ensure that the programs we fund are fair and inclusive.

Matching gifts

We encourage community engagement through giving and volunteering and honor the generosity of our employees and retirees by matching their gifts of time and dollars.

For employees and retirees in the U.S., contributions to eligible organizations will be matched up to $30,000 on a dollar-for-dollar basis by the TI Foundation.[16] TI also matches volunteer hours up to $1,000 per year. In 2023, the TI Foundation provided $11.9 million in matching gifts and volunteer matching.

TI Foundation

The TI Foundation aims to strengthen and improve the quality of life in our site communities through well-considered and well-measured investments in:

Education
Increase the number of Black, Latino and female high school graduates with strong math and science skills by increasing the number, effectiveness and retention of great K-12 science, technology, engineering and math (STEM) teachers and principals who are knowledgeable, capable and passionate about leading all students to good STEM outcomes.

Human services
Strengthen programs and services for critical needs among racially and economically marginalized populations, and preserve emergency funds for site communities and employees devastated by natural or human-caused disasters.

Racial equity
Support programs that dismantle barriers to racial equity, with an emphasis on police training and practices that reinforce accountability so that all people are policed equitably, and our communities are safer places to live and work.

Arts
Sustain the arts that make Dallas culturally inclusive and vibrant through multi-year grants to premier organizations that emphasize diversity in reach and programming, and through transformative grants to diverse groups that have the capability to become larger in reach and impact.

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[16] The TI Foundation is our company's 501(c)(3) philanthropic organization. It makes grants only in the U.S., primarily near TI's headquarters.

2023 giving highlights

Education

Education has been the top philanthropic priority for the TI Foundation for decades, with more than $71 million invested in STEM education since 2010.

One of the hallmarks of these investments has been grants to support local school districts where STEM learning needs are significant but opportunities are low. This funding has provided transformational opportunities to train teachers and develop students' skills in mathematical and scientific reasoning through the teaching, learning and application of STEM concepts.

In 2023, the TI Foundation made $6.5 million in STEM education grants, furthering its commitment to education in southern Dallas County while recognizing the importance of teacher and principal effectiveness for student success. Grants focused on programs that help close STEM learning gaps for three southern Dallas County public school districts.

Additionally, TI gave a grant to the National Math and Science Initiative's (NMSI) College Readiness Program to implement the program in the Sherman Independent School District.

The TI Foundation recognizes the work of outstanding teachers with the TI Innovations in STEM Teaching Awards. These awards, now in their 16th year, includes a grant to winning teachers and to their schools to go toward classroom technology or professional development.

Human services

In 2023, the TI Foundation made $1.2 million in human services grants, including a grant to United Way of Metropolitan Dallas for its Digital Bridges program, which is helping to flip the script on the digital divide in southern Dallas County.

Through TI employee and retiree donations, company sponsorships, and TI Foundation grants and matching gifts, we raised an additional $9.1 million in 2023 for the United Way. Our employees also donated more than 2,500 hours, volunteering at food pantries and children's centers, packing hygiene kits for the unsheltered, and working with neighbors who have cognitive disabilities. Further, the TI Foundation's disaster relief grants this year includes a grant to American Red Cross for earthquake relief in Turkey.

Racial equity

We continue to make racial equity grants with the goal of furthering a sustainable path of racial equity in Dallas. The TI Foundation made grants totaling $500,000 in this area in 2023.

We awarded grants to For Oak Cliff, a community-grown nonprofit that is committed to fighting the effects of systemic racism in the Dallas neighborhood of South Oak Cliff, as well as The Concilio to support the Young Latino Professionals Network and its cultural competency program.

Arts

The TI Foundation awarded $1.3 million to Dallas arts organizations, including Broadway Dallas, The Dallas Opera, and Dallas Theater Center, which are critically acclaimed and attract top artists and patrons to Dallas. These, as well as other funded organizations, continue to engage in meaningful diversity efforts that bring entertainment to a wider demographic of audiences and cultures.

Transformative grants were made to smaller organizations that are making a big impact on diverse programming, including The Arts Community Alliance's New Works Fund for BIPOC, LGBTQ+ and female artists, Uptown Players, and Teatro Dallas.

Creating opportunities through education

A $9 million investment by TI will create a STEM learning community for Utah's Alpine School District, which includes our fab in Lehi. The multiyear program – the first of its kind in Utah – will embed STEM concepts more deeply into coursework for the district's 85,000 students and provide STEM-oriented professional development for teachers and administrators.

This grant from TI furthers our commitment to STEM education in Utah. In 2022, the TI Foundation made a grant to the National Math and Science Initiative to implement its college readiness program into the San Juan School District in southeastern Utah, which serves 12 schools and 3,000 students, more than half of whom are Navajo Nation students.

Volunteering

Our employees are passionate about giving back and improving the quality of life in their communities. TI has more than 20 employee-led global community involvement teams and other civic-minded employees who work hard to solve local needs.

At nearly 278,000 hours of employee and retiree time donated, the number of hours spent volunteering increased from 2022 to a value of $8.8 million[17] in 2023. In the U.S., the TI Foundation matches the value of employees' volunteer hours up to $1,000 per year, which added nearly $460,000 of additional support for their favorite causes.

Highlights

Employees in India traveled hundreds of miles to inspire rural students to participate in school, despite the many learning roadblocks they face.

Stephan G. helped to found an organization that is resettling refugees, including children, who are housed in towns located near our Freising, Germany, site.

A beach cleanup day in Taiwan brought together more than 500 employees, suppliers, and families to remove nearly 4,000 pounds of debris from beaches.
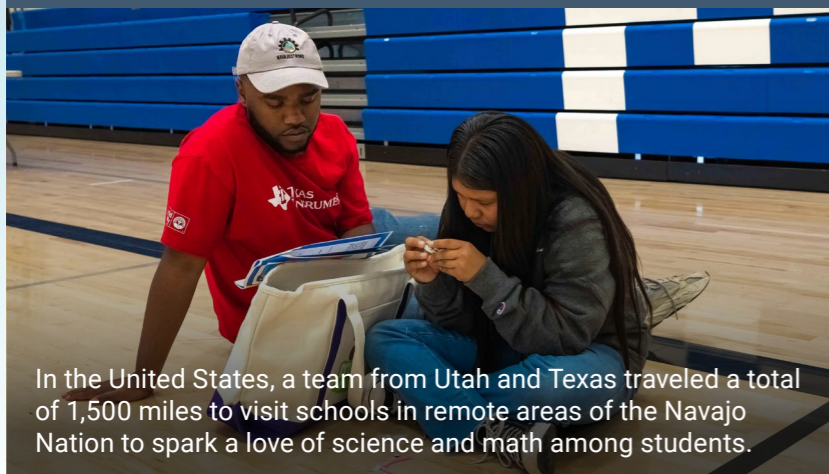
In the United States, a team from Utah and Texas traveled a total of 1,500 miles to visit schools in remote areas of the Navajo Nation to spark a love of science and math among students.

Our president and CEO joined 90 volunteers from our New Employee Network to power up students' curiosity and confidence in STEM concepts during an all-day STEM Fest at the Perot Museum of Nature and Science in Dallas.

In China, our employees and community involvement teams are building stronger communities for children, including through a program that raises funds for pediatric heart surgeries.

[17] The 2023 Independent Sector value of a volunteer hour was not available at the time of publication. The $8.8 million estimate is based on the 2022 value per hour of $31.80.

Appendices

On Bring Your Kids to Work Day, children of TI employees learn more about science, technology, engineering and math (STEM) careers, as well as TI's culture and values.

Performance data

Financial and end markets

Revenue

Revenue by region (%)

Region	2021	2022	2023
Asia	36%	34%	29%
Europe	21%	24%	26%
Americas	34%	33%	33%
Japan	8%	8%	10%
Rest of world	1%	1%	2%

Revenue by segment

Segment	2021	2022	2023
Analog	$14.05	$15.36	$13.04
Embedded processing	$3.05	$3.26	$3.37
Other	$1.24	$1.41	$1.11
Total	$18.34	$20.03	$17.52

Key markets (% of revenue)

Market	2021	2022	2023
Industrial	41%	40%	40%
Automotive	21%	25%	34%
Personal electronics	24%	20%	15%
Communications equipment	6%	7%	5%
Enterprise systems	6%	6%	4%
Other (calculators, royalties and other)	2%	2%	2%

Performance data

Community

Giving and volunteering

Giving[1] (millions)

Total	2019	2020	2021	2022	2023
Value (millions USD)	$52.46	$54.47	$64.95	$52.57[2]	$61.87

Volunteering − volunteer hours (thousand hours)

Total	2019	2020[3]	2021	2022	2023
Hours (thousands)	273.3	156.9	119.5	256.9	277.8
Value (millions USD)	$7.4	$4.5	$3.6	$8.2[2]	$8.8[4]

[1] Includes corporate giving, TI Foundation giving, employee/retiree giving, in-kind donations, matching gifts, the value of volunteer hours and volunteer matching.
[2] The value of volunteer hours was incorrectly stated in 2022, which impacted the total giving value.
[3] Value and total volunteer hours were down in 2020 and 2021 because of the global COVID-19 pandemic.
[4] The 2023 Independent Sector value of a volunteer hour was not available at the time of publication. The $8.8 million estimate is based on the 2022 value per hour of $31.80.

Environmental sustainability

Emissions

Greenhouse gas emissions (million metric tons of CO_2 equivalent [million MTCO2e])

Type	2019	2020	2021	2022	2023
Scope 1 (direct)	0.97	0.94	1.04	1.11[5]	1.12
Scope 2 (indirect, market-based)	1.10	1.01	1.04	1.06	1.10
Scope 2 (indirect, location-based)	-	-	-	1.38	1.39
Total (scope 1 and market-based scope 2 only; 2015 baseline = 2.83[6])	**2.07**	**1.95**	**2.08**	**2.17**	**2.22[7]**

Scope 1 GHG emissions by type (MCTO2e)

Type	2019	2020	2021	2022	2023
Carbon dioxide (CO_2)	78,731	75,190	84,904	123,542	122,339
Methane (CH_4)	46	44	39	67	67
Nitrous oxide (N_2O)	23,440	28,452	31,557	37,592	47,070
Hydrofluorocarbons (HFCs)	36,552	37,532	44,633	45,949	45,689
Perfluorocarbons (PFCs)	669,757	622,526	665,457	734,338	722,841
Sulfur hexafluoride (SF_6)	62,084	64,061	71,189	80,389	91,753
Nitrogen trifluoride (NF_3)	94,853	110,701	142,671	90,157	86,922

Scope 2 market-based GHG emissions by type (MCTO2e)

Type	2019	2020	2021	2022	2023
Carbon dioxide (CO_2)	1,102,843	1,012,985	1,041,346	1,055,620	1,095,453
Nitrous oxide (N_2O)	1,673	1,386	1,294	1,345	1,317
Methane (CH_4)	269	241	233	233	217

Air emissions[8] (U.S., metric tons)

Type	2019	2020	2021	2022	2023
Nitrogen oxide (NOx)	79.72	82.37	75.87	95.62	-
Volatile organic compounds (VOCs)	92.77	97.12	109.45	142.88	-

[5] TI has not included emissions from fluorinated heat transfer fluids (FHTFs) in its Corporate Citizenship Report because of varying calculation methodologies and guidance. Under current World Semiconductor Council (WSC) reporting guidance, the association that tracks semiconductor emissions, there is no requirement to track and report FHTFs. Recently introduced U.S. Environmental Protection Agency (EPA) rules for disclosure to the EPA included FHTFs (quantities in kilograms) and we comply with this requirement. Recently, the WSC has aligned on all regions moving to the 2019 Intergovernmental Panel on Climate Change (IPCC) guidance, which includes FHTFs. TI is reviewing the timing of a transition to the 2019 IPCC guidance and will consider the inclusion of FHTF emissions upon adoption. TI estimates the emissions from FHTFs to be approximately 5% of the total 2023 scope 1 and scope 2 GHG emissions.

[6] TI is focused on the total reductions of scope 1 and scope 2 GHGs and the company's disclosure of the baseline reflects that approach. TI's 2015 GHG emissions baseline was adjusted in the 2021 Corporate Citizenship Report to reflect structural changes to its operations, including the divestiture of a wafer fabrication plant in Scotland and the acquisition of a 300mm wafer fabrication plant in Utah. The 2015 baseline has been adjusted from 2,471,357 to 2,832,709 MTCO2e in line with the guidance provided by the WBCSD/WRI's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard."

[7] ERM Certification and Verification Services (CVS) provided limited assurance of TI's GHG emissions for 2022 and 2023. See Assurance Statement.

[8] TI does not include nitrous oxide (N_2O) in its air emissions calculations because the company accounts for N_2O in its GHG emissions data. The 2023 data was not available at the time of publication; TI will report emissions to state air quality regulators in Maine, Utah and Texas.

Performance data

Energy use by type (MWh)

Type	2019	2020	2021	2022	2023
Natural gas	372,359	363,413	414,254	606,393	592,267
Fuel oil (No. 6)	3,644	4,356	4,132	3,457	5,210
Diesel	9,718	7,376	16,905	9,481	5,268[10]
Propane	39,230	35,791	35,646	39,457	41,013
Gasoline	768	814	723	654	131
Jet fuel (kerosene)				7,788[11]	15,065
Total direct energy use	425,719	411,750	471,661	667,220	658,954
Electricity	2,550,193	2,548,101	2,698,718	3,063,940	3,217,399
District heating	14,055	14,210	15,285	15,595	15,304
Total indirect energy use	2,564,248	2,562,311	2,714,003	3,079,535	3,232,703
Total energy use	**2,989,967**	**2,974,061**	**3,185,664**	**3,746,755**	**3,891,657**

Renewable energy

Type	2019	2020	2021	2022	2023
Renewable electricity (MWh)	357,547	446,559	507,528	526,322[12]	619,894[9]
Renewable energy as a percent of total electricity (% used)	14.02%	17.53%	18.81%	17.18%[13]	19.27%

Energy savings (GWh)

Savings	2019	2020	2021	2022	2023
Total	73.3	64.5	53.4	55.5	79.5

[9] ERM CVS provided limited assurance of TI's energy and renewable electricity use for 2022 and 2023. See Assurance Statement.

[10] TI reclassified a significant portion of the diesel used at its Philippines site as scope 3 emissions, since the fuel is used for third-party logistics and employee transportation.

[11] TI added jet fuel in 2022 as part of the third-party limited assurance assessment.

[12] While the North Texas project came online in December 2022, renewable energy generated in that month is not included in the total renewable energy number for 2022.

[13] While renewable energy procurement and use increased in 2022, the percentage of renewable electricity compared to total electricity decreased because of expanded production with new factories coming online.

Water

Water use[14] by type (billion gallons)

Type	2019	2020	2021	2022	2023
Municipal	4.29	4.53	4.79	5.42	5.37
Well	0.37	0.37	0.58	0.98	1.11
Reused	1.69	1.86	2.20	2.68[15]	2.58
Total[16]	**6.35**	**6.76**	**7.57**	**9.08**	**9.06**

Water savings (million gallons)

Savings	2019	2020	2021	2022	2023
Amount conserved	120.67	206.92	135.55	174.19	264.64

Water reduction goal

% reduction	2019	2020	2021	2022	2023
Goal	2.2%	2.6%	2.6%	3.4%	2.5%
Result	2.6%	4.4%	2.8%	3.2%	4.1%

Wastewater discharges (billion gallons)

By total and type	2019	2020	2021	2022	2023
Municipal sewer	3.61	3.87	4.15	4.65	5.00
Surface	0.25	0.26	0.27	0.32	0.40
Total	**3.86**	**4.13**	**4.42**	**4.97**	**5.40**

[14] To calculate water use, we compile municipal billing data and our production metrics. We also measure effluent rates and volumes and analyze industrial wastewater and stormwater samples using standard U.S. EPA methodologies.
[15] Upon completing an internal data collection assessment, TI identified previously unclaimed reuse. As a result, there was an increase in the amount of water reused for 2022.
[16] There is a small amount of water storage (relative to overall usage) in facilities systems, but the year-over-year change is insignificant.

Performance data

Financial and end markets   Giving and volunteering   **Environmental sustainability**   Workplace   Responsible business practices

Water use (cont.)

Categories	2019	2020	2021	2022	2023
Water withdrawal (megaliters)					
Surface[17]	0	0	0	0	0
Ground[17]	1,409	1,408	2,198	3,708	4,200
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third party	16,255	17,152	18,214	20,520	20,316
Fresh (≤1,000 mg/L total dissolved solids)[18]	17,664	18,560	24,516	24,228	24,516
Other (≤1,000 mg/L total dissolved solids)[18]	0	0	0	0	0
Total water withdrawal	**17,664**	**18,560**	**20,412**	**24,228**	24,516
Water withdrawal, water-stressed regions					
Surface[17]	0	0	0	0	0
Ground[17]	44	35	27	30	2,797[19]
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third party	2,630	2,658	2,490	2,741	4,289[20]
Fresh (≤1,000 mg/L total dissolved solids)[18]	2,674	2,692	2,518	2,771	7,086
Other (≤1,000 mg/L total dissolved solids)[18]	0	0	0	0	0
Total water withdrawal, water-stressed regions (megaliters)	**2,674**	**2,692**	**2,518**	**2,771**	**7,086**[21]
Water discharge					
Surface[17]	953	989	1,039	1,212	1,518
Ground[17]	0	0	0	0	0
Sea	0	0	0	0	0
Third party	13,664	14,658	15,711	17,613	18,927
Fresh (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Other (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge (megaliters)	**14,617**	**15,646**	**16,750**	**18,824**	**20,445**
Water discharge, water-stressed areas					
Fresh (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Other (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge, water-stressed areas (megaliters)	**2,278**	**2,310**	**2,132**	**2,097**	**6,008**[22]
Water consumption					
Water consumption (total megaliters)[23]	3,047	2,914	3,662	5,403	4,071
Water consumption (water-stressed areas)	396	382	386	674	1,078

[17] This does not include once-through cooling water, which is pumped from on-site wells at our Freising, Germany, site and used only for heat rejection. This water returns to the original aquifer.

[18] TI does not monitor total dissolved solids continuously at all sites.

[19] Groundwater withdrawals from water-stressed sites were in Lehi, Utah; Baguio, Philippines; and Bangalore, India.

[20] Third-party water withdrawals from water-stressed areas were in Aguascalientes, Mexico; Lehi, Utah; Tucson, Arizona; Baguio and Clark, Philippines; Bangalore, India; and Chengdu, China.

[21] More sites were considered water-stressed based on the 2023 analysis.

[22] Discharges from water-stressed areas were in Aguascalientes, Mexico; Lehi, Utah; Tucson, Arizona; Baguio and Clark, Philippines; Bangalore, India; and Chengdu, China.

[23] TI calculates consumption as water withdrawn minus water discharged.

Performance data

Materials and waste

Waste by composition (metric tons)

	2019	2020	2021[24]	2022	2023
Hazardous waste					
Waste generated	26,734	31,702	14,142	12,201	12,899
Waste diverted from disposal	23,869	28,396	11,250	9,012	8,875
Waste directed to disposal	2,865	3,307	2,892	3,189	4,024[25]
Nonhazardous waste					
Waste generated	10,345	10,518	29,675	36,710	36,208
Waste diverted from disposal	9,534	9,563	28,025	35,299	32,384
Waste directed to disposal	811	955	1,650	2,128	3,849[26]
Other waste categories					
Waste generated	-	-	1,860	1,762	1,640
Waste diverted from disposal	-	-	1,860	1,762	1,640
Waste directed to disposal	-	-	0	0	0

Waste diverted from disposal, by recovery operations (metric tons)

	Hazardous waste			Nonhazardous waste		
	2021[24]	2022	2023	2021[24]	2022	2023
Preparation for reuse						
On-site	4,000	1,015	1,064	826	3,999	4,425
Off-site	2,285	1,698	3,040[27]	263	1,242	91[27]
Total	**6,285**	**2,713**	**4,104**	**1,089**	**5,241[27]**	**4,516**
Recycling						
On-site	0	0	0	0	0	0
Off-site	2,323	2,439	1,986	28,013	30,707	27,576[27]
Total	**2,323**	**2,439**	**1,986**	**28,013**	**30,707**	**27,576**
Other						
On-site	0	0	0	0	0	0
Off-site	2,642	3,859	2,785	783	395	267
Total	**2,642**	**3,859**	**2,785**	**783**	**395**	**267[27]**
Waste prevented (landfill diversion)	11,250	9,012	8,875[28]	29,884	36,344	32,359

[24] In 2021, TI disclosed new data based on updated Global Reporting Initiative (GRI) 306: Waste 2020 standards, allowing the reporting of hazardous waste separately from nonhazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

[25] Increases in hazardous waste to disposal were a result of transportation vendor and purchasing party issues.

[26] Remodeling activities at some TI sites caused an increase in nonhazardous waste directed to disposal, as well as transportation vendor and purchasing party issues.

[27] 2021 and earlier reporting included an incorrect classification of waste as hazardous when it was nonhazardous. The 2022 data reflects the corrected shift to the nonhazardous category.

[28] The waste vendor in Lehi, Utah, diverted waste to incineration; TI's site in Portland, Maine, reclassified waste from nonhazardous recovery.

Waste directed to disposal, by disposal operations (metric tons)

	Hazardous waste			Nonhazardous waste		
	2021[24]	2022	2023	2021[24]	2022	2023
Incineration (with energy recovery)						
On-site	0	0	0	0	0	0
Off-site	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**
Incineration (without energy recovery)						
On-site	0	0	0	0	0	0
Off-site	2,803	3,103	3,920	102	178	122
Total	**2,803**	**3,103**	**3,920[27]**	**102**	**178**	**122[27]**
Landfill (solid waste disposal)						
On-site	0	0	0	0	0	0
Off-site	89	87	104	1,548	1,949	3,727
Total	**89**	**87**	**104[27]**	**1,548**	**1,949**	**3,727[27]**
Other disposal operations						
On-site	0	0	0	0	0	0
Off-site	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**

Performance data

Workplace

Global workforce

Workforce by region

Region	2020	2023
Americas	11,903	15,025
Asia	14,423	15,993
Europe, Middle East and Africa (EMEA)	1,911	1,952
Japan	1,184	1,244
Total	29,421	34,214

Retention

Employee voluntary turnover[29]	2020	2023
Asia	7.4%	9.0%
Japan	3.3%	4.5%
Europe	4.6%	6.2%
Americas	5.9%	8.1%
Worldwide	6.4%	8.3%

Tenure (%)

Service bands	2020	2023
<10 years	50%	55%
10-20 years	24%	23%
>20 years	26%	22%

Development

Training	2020	2023
Average hours	30	40.13[30]

[29] Includes employees and student workers.
[30] The increase in training hours is the result of an updated tracking system that more accurately captures on-the-job training occurring in our factories worldwide.

Performance data

Workplace

Diversity

Regional workforce by gender

Region	2020	2023
Worldwide		
Female	11,136	11,812
Male	18,285	22,402
Americas		
Female	2,957	3,613
Male	8,946	11,412
Asia		
Female	7,681	7,621
Male	6,742	8,372
EMEA		
Female	361	418
Male	1,550	1,534
Japan		
Female	137	160
Male	1,047	1,084

Gender by role (%, worldwide)

Role	2020	2023
Technical		
Female	17.5%	18.6%
Male	82.5%	81.4%
Managers		
Female	23.2%	23.5%
Male	76.8%	76.5%
Overall		
Female	37.9%	34.5%
Male	62.1%	65.5%

Performance data

Workplace

Diversity

Gender by role (%, U.S.)

Role	2020	2023
Technical		
Female	16.5%	17.2%
Male	83.5%	82.8%
Managers		
Female	22.2%	21.5%
Male	76.8%	78.5%
Vice president (VP) and above[31]		
Female	22.5%	31.9%
Male	77.5%	68.1%
Overall		
Female	23.2%	22.6%
Male	76.8%	77.4%

[31] TI recalculated its 2020 data for the percentage of "VP and above" roles as of Dec. 31, 2020. Previously, the data reported was from February 2020.

Workforce by race (%, U.S.)

Role	2020	2023
Technical		
White	52.7%	50.8%
Asian	31.3%	30.5%
Hispanic/Latino	8.8%	10.1%
Black	4.0%	4.3%
Other/underrepresented minorities (URMs)[31]	2.0%	2.3%
Managers		
White	61.3%	58.2%
Asian	25.1%	25.3%
Hispanic/Latino	6.4%	7.9%
Black	5.6%	5.4%
Other/URMs	0.9%	1.6%
VP and above[31]		
White	66.2%	58.0%
Asian	19.7%	20.3%
Hispanic/Latino	4.2%	7.2%
Black	9.9%	8.7%
Other/URMs	0.0%	1.4%
Overall		
White	56.0%	51.8%
Asian	21.8%	21.1%
Hispanic/Latino	10.1%	12.9%
Black	8.9%	9.8%
Other/URMs[32]	1.9%	2.6%

[32] We define other URMs as Native Hawaiians or other Pacific Islanders, American Indians or Alaska Natives, or two or more races. Any totals less than 100% are attributable to a small percentage of undisclosed data.

Performance data

Workplace

Safety and health (cases per 100 employees)

Recordable case rate	2019	2020	2021	2022	2023
Goal	0.20	0.20	0.20	0.20	0.20
Result	0.20	0.14	0.21	0.26[33]	0.24[34]
Days away, restricted or job transfer rate (DART)	**2019**	**2020**	**2021**	**2022**	**2023**
Goal	0.08	0.08	0.08	0.08	0.08
Result	0.10	0.10	0.13	0.18[35]	0.16[36]

Employee and supplemental contractor safety and health data

Description	2019	2020	2021	2022	2023
Recordable cases (employees)	0.16 (48 cases)	0.14 (41 cases)	0.19 (55 cases)	0.25 (79 cases)	0.23 (75 cases)
Recordable cases (contractors)[37]	0.27 (5 cases)	0.19 (3 cases)	0.65 (10 cases)	0.38 (5 cases)	0.58 (5 cases)
Fatalities from work-related injuries (employees)	0	0	0	0	0
Fatalities from work-related illness (employees)	0	0	0	0	0
Fatalities from work-related illness (contractors)	0	0	0	0	0
High-consequence injuries (employees)[38]	0.003 (1 case)	0.007 (2 cases)	0.007 (2 cases)	0.009 (3 cases)	0.012 (4 cases)
High-consequence injuries (contractors)	0	0	0	0.07 (1 case)	0
Hours worked (employees)[39]	59,426,059	59,410,887	58,550,515	62,832,813	64,214,599
Hours worked (contractors)	3,658,678	3,084,874	3,092,457	2,652,204	1,734,856
Recordable cases from work-related illness (employees)	9	10	10	30	4
Recordable cases from work-related illness (contractors)	0	1	4	0	0

[33] The 2022 increase is because of COVID-19 infections. The case rate without the virus was 0.18.
[34] The 2023 case rate without COVID-19 infections was 0.23.
[35] The 2022 increase is because of COVID-19 infections. The DART rate without the virus was 0.10.
[36] The 2023 DART rate without COVID-19 infections was 0.15.
[37] Refers to supplemental contractors, who receive daily work instruction from TI managers.
[38] The high-consequence work-related injury metric uses recovery time, instead of lost time, as the criterion for determining the severity of an injury. Lost time is an indicator of the loss of productivity for an organization as a result of a work-related injury; it does not necessarily indicate the extent of harm suffered by a worker. In 2023, we updated the number of injuries from 2019 through 2022.
[39] Hours reported are worldwide. TI employees do not include turnkey or supplemental contractors. In 2023, we updated the number of hours worked data from 2019 to 2022.

Responsible business practices

Public policy

Political expenditures (USD)

Description	2019	2020	2021	2022	2023
Corporate contributions	$0[40]	$0[40]	$1,000	$2,000	$0[40]
Political action committee	$101,000	$78,000	$96,500	$153,500	$79,500

Supply-chain management

Assessment goals (%)

Goals and results	2019		2020		2021		2022		2023	
	Goal	Result	Goal	Result	Goal	Result	Goal	Result	Goal	Result
Production suppliers rated as low risk for all facilities on environmental and social responsibility self-assessment questionnaire evaluations	90%	89%	90%	95%	95%	99%	97%	98%	95%	99%

Responsible minerals sourcing

3TG[41] smelters potentially in the supply chain for TI's integrated circuits

Description	2019	2020	2021	2022	2023
RMAP[42] conformant	100%	99.6%	99.6%	100%	100%
Under RMAP assessment	0%	0.4%	0.4%	0%	0%

[40] TI chose not to make any corporate contributions to local ballot initiatives during these years.

[41] 3TG refers to tin, tantalum, tungsten and gold.

[42] RMAP is a program in which an independent third party evaluates smelters' management systems and procurement practices and determines whether the smelter has demonstrated that all of the materials it processed originated from conformant sources.

GRI Content Index

Statement of use Texas Instruments has reported the information cited in this GRI content index for the period Jan. 1, 2023, to Dec. 31, 2023, with reference to the GRI Standards.
GRI 1 used GRI 1: Foundation 2021

General disclosures

Organization and reporting practices

GRI Standard	Indicator		Page	Additional response
GRI 2: General disclosures	2-1	Organizational details	3	Texas Instruments Incorporated (NASDAQ: TXN); 12500 TI Blvd., Dallas, TX 75243. See: • TI at a Glance for primary countries of operation. • SEC Form 10-K, Part I for TI's ownership structure.
	2-2	Entities included in the organization's sustainability reporting	3	See SEC Form 10-K, Part I, Item 1, pages 2-4 for TI's reportable segments (analog and embedded processing) and other business activities. TI's Corporate Citizenship Report covers environmental, social and governance (ESG) topics for all TI-owned entities and facilities included in financial statements.
	2-3	Reporting period, frequency and contact point	–	TI produces its Corporate Citizenship Report annually based on the previous calendar year, which aligns with financial reporting. TI published its 2022 report in June 2023. For questions, email citizenshipfeedback@list.ti.com.
	2-4	Restatements of information	–	TI includes restatements and any associated impacts in the footnotes of its 2023 Corporate Citizenship Report and in Performance Data in the appendix.
	2-5	External assurance	77	See Assurance Statement. ERM Certification and Verification Services conducted limited assurance of TI's 2023 scope 1 and scope 2 GHG data. ERM CVS provides a management report at the conclusion of its assurance process that TI leaders consider for implementation. Other nonfinancial data is not independently assured except for the TI Foundation's financial records, which Ernst & Young audits annually.

Activities and workers

GRI Standard	Indicator		Page	Additional response
GRI 2: General disclosures	2-6	Activities, value chain and other business relationships	27	See: • SEC Form 10-K Part I for a description of TI's markets, upstream and downstream activities, products and sales, and supply chain. • Supply Chain Responsibility, Supplier webpage and Education Technology for information about TI's value chain and business relationships. TI is a publicly traded company in the semiconductor and education technology sectors. In 2023, we continued building fabs in Sherman, Texas, and Lehi, Utah, to expand production capacity. We spend about 80% of procurement dollars with approximately 260 suppliers, of which about 130 are critical to supporting semiconductor manufacturing. We define "critical suppliers" as those essential to the supply strategy of a category procurement team that could cause a major disruption in manufacturing or design output. When needed, we outsource the manufacturing of wafers or product assembly and testing.
	2-7	Employees	–	See Performance Data in the appendix for employee data and calculation methodologies. In 2023, TI classified 27 employees as temporary (mostly student workers) and classified about 200 as part time.

GRI Content Index

Governance			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 2: General disclosures	2-9 Governance structure and composition	24	See: • Governance webpage, SEC Form 10-K (Part III), Governance Guidelines and Board Oversight of ESG Matters for TI's governance structure, roles and responsibilities. • Governance for board diversity data.
	2-10 Nomination and selection of the highest governance body	–	See TI's Governance Guidelines, 2024 Proxy Statement and Investor Relations FAQs for information about TI's director nomination and selection process, diversity, training, board independence and role requirements.
	2-11 Chair of the highest governance body	–	See Board of Directors & Committees and Governance Guidelines for the roles and responsibilities of TI's chairman.
	2-12 Role of the highest governance body in overseeing the management of impacts	–	See Board of Directors & Committees and Board Oversight of ESG Matters for TI's governance oversight of ESG impacts.
	2-13 Delegation of responsibility for managing impacts	–	See Board of Directors & Committees, Governance Guidelines and Board Oversight of ESG Matters for delegation responsibilities.
	2-14 Role of the highest governance body in sustainability reporting	–	See Board Oversight of ESG Matters for information about reporting oversight.
	2-15 Conflicts of interest	–	See Governance Guidelines and 2024 Proxy Statement for information about managing conflicts of interest.
	2-16 Communication of critical concerns	25	See Board Oversight of ESG Matters, Governance Guidelines and Ethics and Compliance for how board members and employees can report concerns. We encourage TIers to raise questions or concerns about conduct and will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates is subject to disciplinary action, including termination.
	2-17 Collective knowledge of the highest governance body	–	See Board Oversight of ESG Matters and Governance Guidelines. TI's Governance and Stockholder Relations committee maintains the right balance of knowledge, experience, background and capability on key ESG matters.
	2-18 Evaluation of the performance of the highest governance body	–	See Governance Guidelines and pages 17-18 of the 2024 Proxy Statement for TI's board evaluation process.
	2-19 Remuneration policies	–	See Governance Guidelines, pages 22-25 of the 2024 Proxy Statement, Recoupment of Executive Compensation Policy and Board Oversight of ESG Matters for TI's remuneration policies for directors and executive officers.
	2-20 Process to determine remuneration	–	See pages 22-26 of the 2024 Proxy Statement, Executive Compensation Consultants Policy and Recoupment of Executive Compensation Policy for TI's remuneration policies for directors and executive officers.
	2-21 Annual total compensation ratio	–	See pages 55-57 of the 2024 Proxy Statement for compensation pay ratios.

GRI Content Index

Strategy, policies and practices			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 2: General disclosures	2-22	Statement on sustainable development strategy	4	See Letter from the CEO for the company's commitment to citizenship and sustainability.
	2-23	Policy commitments	24-30	See Living our values – TI's ambitions, values and code of conduct, Supplier Code of Conduct, Governance Documents and Governance for policies related to responsible business conduct, human rights and employee reporting methods.
	2-24	Embedding policy commitments	24-30	See Ethics and Compliance, Supplier Code of Conduct, Governance Documents and Governance for how TI embeds policy commitments.
	2-25	Processes to remediate negative impacts	24-30	See Ethics and Compliance and Supply-Chain Responsibility to learn how TI identifies and remediates negative impacts. We investigate and work to resolve all inquiries and take appropriate remedial measures.
	2-26	Mechanisms for seeking advice and concerns	25, 28-30	See Ethics and Compliance for how employees can report concerns. TI will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates against an employee for these activities is subject to disciplinary action, including termination.
	2-27	Compliance with laws and regulations	–	TI did not receive material fines or nonmonetary sanctions related to social, economic and environmental issues in 2023.
	2-28	Membership associations	33	See industry associations for organizations where TI collaborates on various policy objectives. We are more active in some organizations than others, do not work on all association issues, and may not align on all positions. We also collaborate with other external groups and coalitions, such as the Responsible Business Alliance (RBA) and Semiconductor Industry Association, to advance our public policy priorities.

Stakeholder engagement			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 2: General disclosures	2-29	Approach to stakeholder engagement	–	We regularly engage with stakeholders who directly influence or are interested in our operations (that is, employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, retirees and prospective employees). On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. We tailor engagement strategies, interactions and communications to stakeholders' unique interests and needs. We remove communication barriers by translating information, delivering cultural sensitivity training, addressing accessibility issues, and using engagement channels based on cultural preferences. Our senior leaders regularly share stakeholder feedback on ESG matters with the executive team and board of directors. Stakeholders can ask questions or share opinions through our website (TI.com), email (citizenshipfeedback@list.ti.com) and social media channels. We have an accounting and audit hotline for addressing accounting- and audit-related topics and relate all inquiries received on the hotline to the Audit Committee chair of our board of directors.
	2-30	Collective bargaining agreements	30	Employees at our global operations have always had the freedom to associate and the right to collective bargaining as provided by local statutes; therefore, we do not track the percentage of employees covered by such agreements.

GRI Content Index

Material topics

GRI Standard	Indicator		Page	Additional response
GRI 3: Material topics	3-1	Process to determine material topics	–	TI engages in an annual comprehensive review process to identify material topics. This entails: • Actively soliciting input from internal and external stakeholders. • Assessing geopolitical, social, labor and economic tensions as well as security, water, public health and climate change risks. • Evaluating financial and inflationary conditions. • Reviewing internal and third-party sustainability assessments. • Benchmarking against peers. We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report.
	3-2	List of material topics	–	TI's material topics include: • Business continuity and risk management. • Environmental impact (GHGs, energy and water consumption, and wastewater management). • Material consumption and disposal and chemical management. • Workplace (diversity and inclusion, recruitment and retention, development, compensation, and health and safety). • Supply-chain responsibility (including labor and human rights and responsible minerals sourcing). • Ethics. • Public policy. Additional important topics to TI and its stakeholders include giving and volunteering.
	3-3	Management of material topics	–	See indicators 3-3 in this index and the following pages in the 2023 Corporate Citizenship Report for information about how TI manages material topics: • Risk Management and Business Continuity. • Environmental Sustainability. • Workplace. • Supply-Chain Responsibility. • Ethics and Compliance. • Public Policy. • Giving and Volunteering.

GRI Content Index

GRI 200 series

Economic performance

GRI Standard	Indicator		Page	Additional response
GRI 201: Economic performance	3-3	Management of material topics	–	See TI's 2023 Annual Report, 2024 Proxy Statement and SEC Form 10-K for information about how the company facilitates economic growth and manages financial performance.
	201-1	Direct economic value generated and distributed	35, 40	See: • TI's 2023 Annual Report, 2024 Proxy Statement and SEC Form 10-K for economic value generated and distributed. • Giving and Volunteering and Performance Data in the appendix for philanthropic contributions.
	201-2	Financial implications and other risks and opportunities due to climate change	31	TI evaluates risks related to the changing environment, such as severe weather, water availability, flooding and other threats. Each site and region evaluates these broader environmental risks. We invest capital in engineering controls that reduce operational and environmental impacts. We base each manufacturing site's financial value on product revenue generated and its assets. Any potential revenue loss associated with an environmental or severe weather event generates a potential business interruption loss, which we can partially offset by insurance. TI's Risk Management and Business Continuity office reports companywide risks, such as those associated with environmental change, to the chief financial officer. See the SEC Form 10-K and the latest CDP response for additional information.
	201-3	Defined benefit plan obligations and other retirement plans	21	TI has various employee retirement plans, including defined contribution, defined benefit and retiree health care benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. See SEC Form 10-K, Part II, Item 8, Note 7, pages 44-49: Postretirement Benefit Plans. For all U.S. employees who opt into and contribute to a 401(k), we match 100% of their contributions, up to 4% of annual eligible earnings. We match up to 2% percent for employees who continue to accrue a benefit in our pension plan. For qualifying employees, we offer deferred compensation arrangements. We offer a global profit-sharing program that rewards all eligible TIers for contributing to our financial success. Some countries, such as France and Mexico, have statutory requirements for their local profit-sharing programs, which we meet.
	201-4	Financial assistance received from the government	33	TI receives tax-benefit incentives from federal, state and local governments worldwide. These incentives are commonly available to manufacturing companies with investments in equipment and facilities, employment, and R&D. See SEC Form 10-K for details about government incentives, awards, grants, royalties, tax relief and other financial incentives.

Market presence

GRI Standard	Indicator		Page	Additional response
GRI 202: Market presence	3-3	Management of material topics	17, 21	See Compensation and Benefits, Recruitment, GRI 401: Employment and GRI 406: Anti-Discrimination for workplace information.
	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	–	TI does not maintain a standard entry-level wage for every country. However, our processes ensure that we continuously pay employees above the local minimum wage in every country in which we operate. We compensate each employee based on their experience, performance, roles and responsibilities, regardless of gender, race, ethnicity or other protected characteristics.
	202-2	Proportion of senior management hired from the community	–	TI recruits senior management across the globe and promotes a high percentage of leaders from within. We currently don't have a tracking system to gather hiring data geographically in this way.

GRI Content Index

Procurement practices

GRI Standard	Indicator		Page	Additional response
GRI 204: Procurement practices	3-3	Management of material topics	27, 29	See Supply-Chain Responsibility, Responsible Minerals Sourcing and TI's Supplier portal to learn to learn about how TI manages its supply chain. TI is expanding fabrication sites in the U.S. to lower costs and gain greater control of its supply chain. We source materials, parts and supplies from a diverse set of suppliers globally. Those essential to our business are generally available, and we believe that they will be available in the foreseeable future.
	204-1	Proportion of spending on local suppliers	27	TI does not currently report supplier spending by individual markets. In the U.S., we pursue business opportunities with minority- and women-owned business enterprises, and spent more than $580 million with diverse suppliers in 2023.

Anti-corruption

GRI Standard	Indicator		Page	Additional response
GRI 205: Anti-corruption	3-3	Management of material topics	25, 27	See Ethics and Compliance and Living our values – TI's ambitions, values and code of conduct for how we prevent corruption. We assess all manufacturing sites for corruption and ethics risks annually using the RBA's self-assessment tools. Additionally, we leverage an industry-leading anti-corruption and third-party management system to assess our external engagements.
	205-1	Operations assessed for risks related to corruption	–	TI's anti-corruption compliance program assesses worldwide operations and suppliers for corruption risks. While TI operates in countries that are considered at higher risk for corruption, the semiconductor industry experiences relatively low risk compared to other industries that require considerable interaction with government officials. We have policies in place and deliver focused training for certain high-risk countries and functions to mitigate these risks.
	205-2	Communication and training about anti-corruption policies and procedures	25, 28	TI provides ethics and compliance awareness training that includes anti-corruption topics to all employees, select suppliers and third parties. Additionally, we make our anti-corruption policy and code of conduct available to all employees and translate them into multiple languages. We periodically assess and revise training programs and related efforts to reflect legal changes and advance continuous compliance improvement. The Code of Ethics for TI CEO and Senior Finance Officers outlines the expectations of executives.
	205-3	Confirmed incidents of corruption and actions taken	–	TI investigates all reports for review and action. If any confirmed incidents occur, we will take appropriate remedial actions. For confidentiality reasons, we do not publicly report the number or nature of such incidents.

Anti-competitive behavior

GRI Standard	Indicator		Page	Additional response
GRI 206: Anti-competitive behavior	3-3	Management of material topics	25	See Ethics and Compliance and Living our values – TI's ambitions, values and code of conduct to learn about the company's management approach to anti-competitive behavior.
	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	–	See SEC Form 10-K page 16 for material legal proceedings involving TI.

GRI Content Index

Tax			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 207: Tax	3-3 Management of material topics	–	See TI's Global Tax Policy.
	207-1 Approach to tax	–	See TI's Global Tax Policy.
	207-2 Tax governance, control and risk management	–	See TI's Global Tax Policy.
	207-3 Stakeholder engagement and management of concerns related to tax	–	See TI's Global Tax Policy. We support local, national and international tax policies that recognize the semiconductor industry is global, capital-intensive and R&D-focused. Worldwide, we seek to ensure that our tax policies are competitive, predictable and transparent.
	207-4 Country-by-country reporting	–	We report tax obligations in accordance with country-specific requirements.

GRI Content Index

GRI 300 series

Worldwide environmental management			
GRI Standard	Indicator	Page	Additional response
N/A	3-3 Management of material topics	8, 22	Note: The following applies to TI's overall environmental, safety and health (ESH) management. See Environmental Sustainability and Health and Safety for more information. **Management system** Our ESH management system facilitates the planning, execution, evaluation and management oversight of activities and strategies. It meets certification requirements set by the International Organization for Standardization (ISO) 14001 (environmental management system criteria) and ISO 45001 (occupational health and safety management system criteria). Our management system also contains programs, policies, controls, processes and measurement tools based on industry best practices and international standards. It helps us mitigate risks, improve our performance, fulfill compliance obligations, and achieve our objectives. Programs include extensive chemical and material screening, material sourcing, waste profiling, emissions management, and responsible recycling and disposal. We require 100% of our employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements. To ensure that our management system is effective, our Worldwide ESH Compliance Support team and independent third parties perform audits at each facility every three years; in interim years, the facilities perform self-assessments. They examine compliance with legal and TI standards and training effectiveness. Additionally, we: • Survey employees and external stakeholders. • Conduct legally required inspections and monitor incident rates. • Benchmark against the RBA's self-assessment disclosure, its code of conduct, and against peers and members of the Semiconductor Industry Association. • Assess select sites using a third-party auditor under the RBA's Validated Audit Program. We communicate gaps and best practices to other sites and have not had to make significant adjustments to our corporate-level ESH management system because of audit findings. Each manufacturing site also reports performance using a scorecard that measures energy use, water efficiency and landfill diversion. We share scorecards internally to build awareness of best practices and hold ourselves accountable for improvement. Additionally, we provide our ESH team with extensive training and tools to implement appropriate industry best practices and comply with regulatory requirements. **Policies** We require employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to our ESH Policy and Principles. It is available in multiple languages: traditional Chinese, simplified Chinese, Japanese, Malay, Spanish, German and Korean. Living our values – TI's ambitions, values and code of conduct also contains environmental management expectations. **Engagement** We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments. **Grievance channels** All employees and supplemental contractors have "stop work" authority to remove themselves from work situations that they believe could cause injury, illness or environmental harm. They can also anonymously contact their supervisor, site ESH staff or the TI Ethics Office. Customers can contact TI.com/support or email all other ESH-related inquiries to citizenshipfeedback@list.ti.com.

GRI Content Index

Energy			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 302: Energy	3-3 Management of material topics	11	See Energy and Worldwide Environmental Management in this index for how TI manages energy consumption.
	302-1 Energy consumption within the organization	11, 42	See Energy and Performance Data in the appendix for energy consumed from renewable and non renewable sources.
	302-2 Energy consumption outside the organization	11, 42	See our most recent CDP response for details on energy consumed outside TI.
	302-3 Energy intensity	–	TI's 2023 energy intensity ratio was 0.41. When calculating energy intensity, we divide the total energy consumption by the number of wafer chips (not including external manufacturing) produced each year. We then compare this to a 2015 base year to report a ratio based only on internal energy consumption. The energy types included in the ratio are natural gas, gasoline, diesel, electricity, propane, fuel oil, liquid petroleum gas and district heating.
	302-4 Reduction of energy consumption	42	See Performance Data in the appendix for energy reduction data.
	302-5 Reduction in energy requirements of products and services	–	TI does not have data collection processes to track, record and report this information exactly this way.

Water and effluents			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 303: Water and effluents	3-3 Management of material topics	12	See Water, Worldwide Environmental Management in this index and our most recent CDP response to learn more about water management. TI's ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we: • Visually inspect our on-site wastewater treatment plants regularly to ensure that they operate properly and do not leak. • Periodically clean the plants and inspect the treatment basins for integrity. • Hire trained or certified operators as required. We calculate consumption data from water utility bills at sites that we financially control and that are larger than 50,000 square feet. Each year, we voluntarily report our water footprint to the CDP and in this report. **Water sources** Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water: • Nonmanufacturing – used in restrooms, irrigation, drinking fountains and cafeterias. • Manufacturing – used to rinse wafers after chemical processing or for other fabrication processes. • Manufacturing support – used in exhaust abatement and cooling systems.

GRI Content Index

	Water and effluents (cont.)		
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	12	No water impacts are directly attributable to discharges and runoff at any TI site. We sustain this by maintaining compliance with discharge limits in our permits, following TI standards, and ensuring that sites follow good housekeeping practices while actively collaborating to continuously improve and minimize exposure to water pathways. See Water and TI's most recent CDP response for how TI interacts with water and collaborates with stakeholders regarding this shared resource. TI's main manufacturing and assembly and test facilities set annual water conservation goals based on projects they identified as part of the company's ongoing water reduction strategy. Sites develop and complete water conservation projects based on various factors, including process system reliability, economic feasibility and sustainability targets. Public policy and water stress also factor into these decisions, influencing the availability and cost of water, which drive water reduction and reclaim efforts to ensure system reliability and business continuity.
	303-2 Management of water discharge-related impacts	12	See Water and TI's most recent CDP response to learn more about wastewater management. Local regulatory agencies set minimum quality standards for effluents, which all TI sites manage to permissible limits. Some regulators incorporate sector-specific standards to set their requirements. Our internal water management standard includes guidelines that ensure compliance with wastewater, stormwater and sewage discharge permits, along with other requirements. Sites monitor water quality and have procedures to manage spills or other abnormalities. We report wastewater discharges and the portion of total water discharged through regulated wastewater treatment points to local, state, federal and international regulatory agencies.
	303-3 Water withdrawal	44	See Performance Data in the appendix for water withdrawal data. Municipal sources and groundwater supply our water. We calculate withdrawal from sites TI fully controls larger than 50,000 square feet.
	303-4 Water discharge	43	Federal, state or local regulators create wastewater permits that define and determine priority substances that must meet discharge limits. We comply with these limits by treating water in on-site treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See Performance Data in the appendix for water discharge data.
	303-5 Water consumption	12, 43	See Water and Performance Data in the appendix for water consumption and storage data. We calculate consumption data from total water usage and site-specific factors, such as evaporation, irrigation and boiler or cooling tower use. We verify this data by examining site water balances and discharge flow rates from our wastewater and sewage treatment systems. TI reports water usage data to local, state, federal and international regulatory agencies.

GRI Content Index

Emissions			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 305: Emissions	3-3 Management of material topics	10	See Greenhouse Gas Emissions, Worldwide Environmental Management in this index and TI's most recent CDP response to learn more about how we manage GHGs. We conduct routine monitoring and audits to comply with air quality and GHG emission regulations and reporting requirements that vary by country, state and municipality. We must report U.S. GHG emissions to the U.S. EPA to comply with mandatory reporting requirements. The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride [SF_6], perfluorocarbons [PFCs] and hydrochlorofluorocarbons), as well as GHG emissions from combustion sources. We also voluntarily report our GHG emissions data to the World Semiconductor Council (as part of the U.S. industry report), the CDP and our annual Corporate Citizenship Report. TI reports U.S. air emissions data to federal and state regulators. We also report chemical releases and pollution prevention activities to the EPA's Toxic Release Inventory. **Boundaries** Our organizational boundary includes TI manufacturing sites, larger nonmanufacturing sites, and support facilities subject to contracts considered embedded leases by TI for financial accounting purposes. Our operational boundary includes scope 1 and 2 emissions from these sites and facilities, as applicable. For more information on TI's approach to GHG emissions reporting, see the TI Basis of Reporting statement.
	305-1 Direct (scope 1) GHG emissions	41	See Performance Data in the appendix for scope 1 data. The gases included in data calculations include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrochlorofluorocarbons (HFCs), PFCs, sulfur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). We calculate scope 1 GHG emissions using relevant guidelines from the Intergovernmental Panel on Climate Change (IPCC), the EPA's Mandatory Reporting Rule and published emission factors. Our methodology includes accepted quantification methods, emission factors and global warming potential. For more information, see TI's most recent CDP response.
	305-2 Indirect (scope 2) GHG emissions	41	See Performance Data in the appendix for scope 2 market- and location-based data and our response to 305-1. The gases included in our market- and location-based data calculations include CO_2, CH_4 and N_2O. In 2023, we made no significant emissions changes that triggered base-year emissions recalculations. The EPA's GHG Mandatory Monitoring and Reporting Requirements (MRR) Final Rule is our source of emissions factors and global warming potential rates. Scope 2 location-based electricity emission factors are from the U.S. EPA eGRID for U.S. sites and the International Energy Agency for all international sites. Scope 2 market-based factors are the Green E residual mix for U.S. locations and the Association of Issuing Bodies Residual mix for our Freising, Germany, location. All calculations for scope 2 emissions follow either U.S. EPA MMR or IPCC Tier 2 requirements. See TI's most recent CDP response for more information.
	305-3 Other indirect (scope 3) GHG emissions	10	See Greenhouse Gas Emissions and TI's most recent CDP response for scope 3 GHG emissions information.
	305-4 GHG emissions intensity	–	TI's normalized GHG market-based emissions intensity ratio in 2023 was 0.32. The ratio equals the emissions intensity in 2023 divided by the emissions intensity in 2005. We calculate the intensity using the sum of scope 1 and scope 2 emissions as the numerator and the number of chips produced within TI as the denominator.
	305-5 Reduction of GHG emissions	10, 41	TI's scope 1 and 2 absolute emissions were down 22% from 2015 to 2023. See Performance Data in the appendix and TI's most recent CDP response for more information about emission reductions.

GRI Content Index

Emissions (cont.)			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 305: Emissions	305-6 Emissions of ozone-depleting substances (ODS)	–	U.S. air emissions data was not available at the time of publication; TI will report emissions to state air quality regulators in Maine, Utah and Texas.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	–	U.S. air emissions data was not available at the time of publication; TI will report emissions to state air quality regulators in Maine, Utah and Texas.

Waste			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 306: Waste	3-3 Management of material topics	13	See Waste and Material Management and Worldwide Environmental Management in this index to learn more about waste management.
	306-1 Waste generation and significant waste-related impacts	13, 45	See Waste and Material Management and Performance Data in the appendix for information and data on waste-stream activities.
	306-2 Management of significant waste-related impacts	13, 14	See Waste and Material Management and Logistics for information on our waste diversion goal and activities. We follow strict standards and protocols for responsibly purchasing, transporting, tracking and disposing of chemicals safely. We have an established process to review, assess and select waste management facilities according to legal requirements. Each TI site is responsible for monitoring and collecting waste data.
	306-3 Waste generated	45	See Performance Data in the appendix for waste-related data.
	306-4 Waste diverted from disposal	45	See Performance Data in the appendix for waste-related data.
	306-5 Waste directed to disposal	46	See Performance Data in the appendix for waste-related data.

Supplier environmental assessment			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 308: Supplier environmental assessment	3-3 Management of material topics	27	See Worldwide Environmental Management in this index, Supplier Code of Conduct, Supplier Environmental and Social Responsibility Policy, and ESH Handbook for Suppliers for TI's approach to supply-chain environmental management.
	308`-1 Percentage of new suppliers that were screened using environmental criteria	–	We do not have a process to track the percentage of new suppliers screened. However, we screen any new supplier deemed critical or one that provides on-site services to our factories.
	308-2 Negative environmental impacts in the supply chain and actions taken	27, 28	TI works with thousands of suppliers worldwide and communicates expectations for responsible environmental performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the RBA code of conduct. We received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of these, eight necessitated corrective actions around training, policy and processes, but none were related to environmental impacts. As a result, we did not terminate any relationship.

GRI Content Index

GRI 400 series

Worldwide workplace management

GRI Standard	Indicator		Page	Additional response
N/A	3-3	Management of material workplace topics	15, 25	See Workplace to learn more about how we manage workplace issues. **Grievance channels** We offer several channels through which TIers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, human resources representative or anonymously through the TI Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.

Employment

GRI Standard	Indicator		Page	Additional response
GRI 401: Employment	3-3	Management of material topics	15, 18	See Workplace and Worldwide Workplace Management in this index and TI's Equal Employment Opportunity Policy for how TI manages employment matters. We regularly monitor our employment processes and focus on reducing bias within them.
	401-1	New employee hires and employee turnover	47	We aim to ensure that our recruiting efforts and workforce reflect the available talent pool. TI hired more than 4,023 employees (including exempt, nonexempt and interns) in 2023. Recruiting efforts and programs are unique by country and region, based on local needs. We recruit from the states and countries where we operate, particularly for entry-level and managerial positions, and then train employees for more advanced roles. We use data analytics to track turnover by region to tailor programs for improvement. In 2023, total turnover was 8.3%, down from 12.2% in 2022. As an indication of workforce longevity, 22% of our employees have worked at TI for more than 20 years.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	21	Full-time U.S.-based employees and those who work 20 to 39 hours per week are eligible for all benefits, including medical, pharmacy, dental, vision, retirement, leaves, employee stock purchase plan, and income protection benefits such as life insurance and disability. Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.
	401-3	Parental leave	21	TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In the U.S., new birth parents are eligible for 12 weeks of paid time off. All other new parents are entitled to four weeks of fully paid parental leave, regardless of gender, sexual orientation or family structure. In 2023, 365 U.S. employees used parental leave. For our employees outside of the U.S., we offer varying programs according to local market practices and regulations.

Labor and management relations

GRI Standard	Indicator		Page	Additional response
GRI 402: Labor and management relations	3-3	Management of material topics	15	See Workplace and Worldwide Workplace Management in this index for how we manage employee relationships. To keep communication channels open and gather and share business information with our teams, we use various communication tools and platforms to facilitate open dialogue, share our expectations, and reinforce our values. Our managers are the first to engage TIers, so we invest in their development and training to help them be stronger, more inclusive, and ensure that we operate in accordance with TI values.
	402-1	Minimum notice periods regarding operational changes	–	TI complies with all legal and regulatory requirements in this area for the jurisdictions in which it operates. In the U.S., TI's policy is to provide at least one week's notice regarding shift changes. We provide at least 60 days' notice (or pay in place of notice) for reductions in force. Outside the U.S., we adhere to local labor laws.

GRI Content Index

Occupational health and safety			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 403: Occupational health and safety	3-3 Management of material topics	22	See Safety and Health and Worldwide Environmental Management in this index to learn more about our management approach. Our management responsibilities include having: • Formal ESH committees at our manufacturing sites – which include managers, ESH specialists and TIers – work with site managers to oversee health and safety management systems. • Manufacturing and assembly and test safety councils, comprising ESH and ergonomics representatives, drive a safety-focused manufacturing culture within our facilities. • Leaders at all levels support and reinforce consistent safety practices, including training and reporting. • Employees complete applicable training and keeping their work environments safe. **Policies** • TI's Threat-Free Work Environment Policy describes our expectations. • TI's Supplier Code of Conduct requires that suppliers ensure their working conditions are safe. • TI's Supplier Environmental and Social Responsibility Policy outlines health and safety expectations. • TI's ESH Handbook for Suppliers summarizes standards, policies, guidelines and general practices.
	403-1 Occupational health and safety management system	22	TI's health and safety management system is voluntarily third-party certified to ISO 45001:2018. This management system: • Comprises interrelated and interacting elements used to establish our ESH policy, principles and objectives. • Drives a reduction of occupational injuries and diseases and promotes and protects the physical and mental health of employees, contractors, customers and visitors. • Records performance data; identifies trends, weaknesses and hazards; and remedies flaws. • Ensures the quality of and facilitates workers' access to safety and occupational health services. We require 100% of employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements.
	403-2 Hazard identification, risk assessment and incident investigation	22	All TI sites are covered by occupational safety and health standards that help identify, evaluate and control potential workplace hazards. TI provides resources, training, one-on-one engagement and other tools to promote mental well-being and improve or maintain physical health. All workers are responsible for and receive periodic training and communications on reporting unsafe conditions and injuries by calling internally managed emergency response centers. They also receive training on their responsibility to suspend any operation or deactivate any equipment in the event of imminent risk to life, health or the environment. **Assessments** Through routine programs, facility self-assessments and audits, work area sampling, and health and safety surveys, we assess potential safety and health risks by: • Identifying, assessing and documenting potential workplace hazards and risks using qualitative and quantitative methods, and implementing appropriate controls to mitigate risks. • Using the assessment results to identify annual goals to drive risk-reduction projects in accordance with ISO 45001:2018. • Investigating all incidents and near misses to analyze the root cause and take corrective and preventive actions. • Communicating lessons learned and corrective action plans to other sites and groups to avoid similar issues. • Documenting all incidents for review by a central recordkeeping review panel, which ensures the quality and accuracy of each injury investigation and its associated documentation. • Conducting internal and external audits to verify the quality and effectiveness of our processes. TI's needs and regulatory requirements determine competency requirements specific to job functions.

GRI Content Index

Occupational health and safety (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 403: Occupational health and safety	403-3 Occupational health services	22	See Safety and Health to learn more about occupational health services. TI ensures the quality of occupational health services through: • On-site clinics staffed by medical practitioners who hold recognized qualifications. • Its worldwide medical director, who reviews statements of work for medical providers and conducts on-site reviews as needed. • Medical surveillance oversight and monitoring of occupational health examinations. All TI sites: • Use an industrial hygiene program to identify, evaluate and control potential workplace hazards. • Collect employee health data to design custom health-improvement programs. • Manage all personal health-related information as confidential according to all legal requirements and our confidentiality classification expectations.
	403-4 Worker participation, consultation and communication on occupational health and safety	22	TI sites have health and safety committees comprising ESH staff, site managers and employees who typically meet monthly to discuss site-specific needs. We consult with employees and supplemental contractors on various management system programs, training courses, and hazard and risk assessments to encourage their feedback on closing gaps, improving performance, and proactively managing risks. For employees not actively engaged in safety meeting discussions, a representative, such as a manufacturing superintendent, will attend and provide a conduit for information sharing.
	403-5 Worker training on occupational health and safety	22	To reinforce TI's commitment to employee safety, we: • Train employees to prioritize safety, speak up about potential hazards, correct or report unsafe behaviors and conditions, follow procedures and policies, and use personal protective equipment. • Deliver occupational health and safety training to 100% of our employees and supplemental contractors. • Tailor training to each role to reinforce our commitment to compliance, resilient ESH standards and customers' performance expectations. • Reinforce expectations regularly through safety campaigns, articles, meetings, posters and reminder emails. Our ESH leadership team reviews key outcomes and determines focus areas and opportunities for improvement every year. We expect our employees to share lessons learned and best practices to prevent future incidents and recognize and reinforce safe behavior.
	403-6 Promotion of worker health	22	See Safety and Health to learn more about occupational health services. For ergonomics risk, we: • Implement high- and medium-risk-reduction projects that help sites identify and reduce musculoskeletal disorder risks. • Engage workers to assess safety and ergonomics risks and reinforce solutions. • Implement a hearing conservation program and controls, which we continuously monitor according to our medical surveillance program. • Created a website to help at-home employees conduct ergonomic assessments. • Offer a health care plan for U.S. employees that includes free access to a preventive provider who works with musculoskeletal discomfort. At our manufacturing sites, we provide training on proper stretching to prepare the body for work and reduce fatigue, which is led by contracted health and fitness professionals and reinforced through a training manual and posters. U.S. employees also have access to on-demand stretching breaks and fitness classes. In the U.S., our Well-Being Steering committee increases awareness of TI's wellness benefits and programs. TI's Safety Panel reviews all reported injury and illness cases. We share lessons learned with employees to increase risk awareness and deliver monthly safety topics to reinforce safe practices.

GRI Content Index

Occupational health and safety (cont.)

GRI Standard	Indicator		Page	Additional response
GRI 403: Occupational health and safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27	See Supplier Code of Conduct and Supplier Environmental and Social Responsibility Policy for expectations about supplier health and safety. See TI's response to GRI 403-1 and GRI 403-3 in this index for information about mitigating health and safety impacts.
	403-8	Workers covered by an occupational health and safety management system	–	TI's occupational health and safety management system is third-party certified to ISO 45001 requirements and covers 100% of employees and supplemental contractors. (Its parameters exclude turnkey suppliers and non-TI-managed workers, as they are expected to follow their companies' procedures and applicable regulatory requirements.) To ensure the effectiveness of our management system, the Worldwide ESH Compliance support team and independent third parties audit each facility every three years; in interim years, the facilities perform self-assessments.
	403-9	Work-related injuries	22, 51	See Performance Data in the appendix for injury data. The calculation is based on 200,000 hours worked and excludes temporary labor provided by turnkey suppliers or non-TI-managed workers. The main employee and worker injuries include overexertion, awkward posture or ergonomics issues, contact with an object (struck by or against), falls, slips, trips, and loss of balance.
	403-10	Work-related ill health	51	See Performance Data in the appendix for ill-health data (the calculation excludes temporary labor provided by turnkey suppliers or non-TI-managed workers). The main types of employee ailments include overexertion and awkward posture or ergonomics issues.

Training and education

GRI Standard	Indicator		Page	Additional response
GRI 404: Training and education	3-3	Management of material topics	20	See Talent Development and Worldwide Workplace Management in this index to learn more about how TI manages employee development. To strengthen development programs, we: • Track attendance in mandatory training programs to ensure compliance. • Assess training content to ensure that it is accurate and relevant. We work with facilitators and subject-matter experts to improve program content where needed. • Benchmark with training providers and other companies to ensure the effectiveness of our learning modalities. • Conduct internal and external audits to verify the quality and effectiveness of our processes. TI's needs and regulatory requirements determine competency requirements specific to job functions.
	404-1	Average hours of training per year per employee	20	Employees globally received, on average, approximately 40.13 hours of training in 2023.
	404-2	Programs for upgrading employee skills and transition assistance programs	20	See Talent Development for various development opportunities offered to employees throughout their careers. If workforce reductions occur, we make every effort to transfer impacted employees to other open positions within TI. When transfers are not possible, we provide severance packages that include résumé and job search assistance.

GRI Content Index

Training and education (cont.)			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 404: Training and education	404-3 Percentage of employees receiving regular performance and career development reviews	–	TI supports employees owning their careers, which includes three main components: performing in your current role, developing your capability, and planning your career. We encourage goal setting at the beginning of each year, including performance and development goals and formal performance reviews twice a year to confirm that employees understand their own goals and manager expectations. We do not track the number of employees receiving performance reviews. We have seen greater success in employee engagement, goal setting and alignment with our priorities by encouraging better conversations between supervisors and employees. We provide access to online resources to guide these conversations. We also host workshops on setting goals, reviewing performance, development planning, engaging and retaining talent, and career planning.

Diversity and equal opportunity			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 405: Diversity and equal opportunity	3-3 Management of material topics	18	See Diversity and Inclusion and Worldwide Workplace Management in this index to learn more about our management approach. To assess our diversity strategy's effectiveness, we evaluate the outcomes of our various diversity, equity and inclusion efforts to determine any necessary adjustments. We also benchmark our strategy, programs and outcomes against our peers, and monitor reported concerns or grievances.
	405-1 Diversity of governance body and employees	24, 47	See Governance for board diversity data and Performance Data in the appendix for workforce data.
	405-2 Ratio of basic salary and remuneration of women to men	21	We have a long-standing practice to pay our employees fairly and equitably. TI maintains competitive and equitable compensation policies. We designed checks and balances into our compensation system, including conducting regular in-depth analyses, to ensure that we achieve them. We annually conduct a compensation analysis examining gender and race pay parity for base, bonus and equity that considers job type, job level and country. Our analysis for 2023 again confirmed that within the U.S. and worldwide. TI pays women as much as men. In the U.S., TI pays minorities as much as nonminorities. Globally, women make $1.015 for every $1.000 men earn. In the U.S., women make $1.006 for every $1.00 men earn, and minorities make $0.997 for every $1.000 non -minorities earn.

Non-discrimination			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 406: Non-discrimination	3-3 Management of material topics	25	See Worldwide Workplace Management in this index, Living our values – TI's ambitions, values and code of conduct, and our Equal Employment Opportunity Policy to learn about nondiscrimination standards. We: • Take measures to ensure that recruiting efforts and workforce reflect the available talent pool. • Measure participation in diversity initiatives. • Monitor concerns or grievances reported. • Benchmark programs and strategies against our peers.
	406-1 Incidents of discrimination and actions taken	–	We investigate and work to resolve all discrimination inquiries and take appropriate remedial measures. TI does not publicly report the number or nature of such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

GRI Content Index

Freedom of association and collective bargaining			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 407: Freedom of association and collective bargaining	3-3 Management of material topics	30	See Worldwide Workplace Management in this index and Labor and Human Rights for information about how TI manages freedom of association and collective bargaining.
	407-1 Operations and suppliers in which the freedom of association and collective bargaining may be at risk	–	Employees have the freedom to associate, the right to collective bargaining or both, as provided by local statute. We regularly conduct global employee surveys and virtual and in-person roundtable discussions to understand site-specific work environments better. Further, our Supplier Code of Conduct sets the same expectations of our suppliers and their suppliers to commit to the same principles, uphold human rights and ethical practices, and provide a safe work environment.

Child labor			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 408: Child labor	3-3 Management of material topics	30	TI forbids the use of child labor in any area of its business. The Supplier Code of Conduct, Supplier Environmental and Social Responsibility Policy, and Anti-Human Trafficking Statement also forbid child labor in any stage of manufacturing. See Labor and Human Rights and Supply-Chain Responsibility to learn more about our policies, reporting and assessment mechanisms. We use our Living our values, TI's ambitions, values and code of conduct, Business Practices Statement, and membership in organizations such as the RBA as reference points for our approach to managing human rights issues. **Assessment** We require all worldwide manufacturing sites to complete third-party self-assessment questionnaires annually, focusing on human rights practices. TI and third-party auditors also assess select sites for human rights risks. **Policies and practices** TI has: • Nondiscrimination, workplace safety, anti-human trafficking, working hours, minimum wage, and data privacy policies. Additional policies guide our actions in specific areas, such as supply chain, environmental protection, health and safety, and privacy. • Several operating procedures to safeguard employee, supplier and contractor rights, including labor standards, training and awareness-building practices, freedom to associate, and incident reporting tools.
	408-1 Operations and suppliers at significant risk for child labor	–	TI's Ethics Office is responsible for investigating all child labor allegations at its sites and taking corrective actions if needed. It did not identify child labor concerns at TI operations in 2023. We also received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of the eight that necessitated corrective actions around policy and processes, none were related to child labor. As a result, we did not terminate any relationship.

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Forced and compulsory labor			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 409: Forced and compulsory labor	3-3 Management of material topics	30	TI forbids forced or compulsory labor in any area of its business. See GRI 408: Child Labor for more information on how TI manages human and labor rights.
	409-1 Operations and suppliers at significant risk for forced or compulsory labor	–	TI's Ethics Office is responsible for investigating all forced or compulsory labor allegations at its sites and taking corrective actions if needed. It did not identify child labor concerns at TI operations in 2023. We also received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of the eight that necessitated corrective actions around policy and processes, none were related to forced or compulsory labor. As a result, we did not terminate any relationship.

Security practices			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 410: Security practices	3-3 Management of material topics	–	Our Worldwide Protective Services organization has a standard protocol for maintaining a globally safe and respectful working environment.
	410-1 Security personnel trained in human rights policies and procedures	–	TI delivers targeted training that includes ethics, compliance and human rights components to 100% of its security personnel, including third-party security contractors.

Local communities			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 413: Local communities	3-3 Management of material topics	35	TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteering. Worldwide, our devices are used in technologies that improve education, enhance automotive safety and efficiency, reduce energy consumption, optimize health and well-being, and enable other social and environmental benefits. At each site, we engage government, business and community leaders to build mutually beneficial relationships, identify local needs, responsibly manage shared resources, and prioritize capital and philanthropic investments. We solicit feedback to help us assess our impact and make refinements. TI has stringent standards, policies and processes to ensure that our local operations are safe, that human rights and biodiversity are protected, diversity is valued, employees are compensated fairly and equitably, and all stakeholders are treated with dignity and respect. We strive to be good corporate citizens and enrich the communities where our teams live and play to ensure our collective long-term sustainability.

GRI Content Index

Local communities (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments and development programs	–	When doing business in new communities, we engage local government, business and community leaders to establish mutually beneficial relationships, understand the availability of infrastructure and shared resources, and the extent of qualified workers to hire. We maintain these relationships and discussions and monitor our collective needs. TI also conducts formal environmental impact assessments to determine water, power and infrastructure availability, the location of sensitive ecosystems and other potential risks. Our sites are currently in industrial areas and do not negatively impact biodiversity or vulnerable populations directly. Additionally, we engage with community leaders and nonprofits that align with our giving priorities so that we may support them through corporate, TI Foundation, employee and retiree donations, disaster relief funding, or volunteering. Stakeholders with questions or concerns about our community, philanthropy and volunteering programs can email citizenshipfeedback@list.ti.com or contact the TI Ethics Office anonymously.
	413-2 Operations with significant potential or actual negative impacts	–	None of TI's sites experienced negative community impacts in 2023.

Supplier social assessment			
GRI Standard	Indicator	Page	Additional response
GRI 414: Supplier social assessment	3-3 Management of material topics	27	See Supply-Chain Responsibility, Anti-Human Trafficking Statement and the supplier portal for how we manage suppliers' social risks.
	414-1 Percentage of new suppliers that were screened using social criteria		We do not have a process to track the percentage of new suppliers screened. However, we screen any new supplier deemed critical or one that provides on-site services to our factories.
	414-2 Negative social impacts in the supply chain and actions taken	28	TI works with thousands of suppliers worldwide and communicates expectations for responsible social performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the RBA code of conduct. TI received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of the eight that necessitated corrective actions around policy and processes, none were related to social impacts.

Public policy			
GRI Standard	Indicator	Page	Additional response
GRI 415: Public policy	3-3 Management of material topics	33	To protect our ability to engineer progress, we advocate for government policies that help us attract talent, drive innovation, and promote competitiveness. We conduct public policy activities transparently, ethically and in compliance with relevant laws, and disclose our membership in industry associations and all political expenditures. We openly describe the role of TI's political action committee. We regularly perform extensive due diligence and provide reports and training to maintain compliance with our standards and requirements. The Governance and Shareholder Relations committee of TI's board of directors reviews these actions annually to confirm their consistency with company policies.

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Public policy (cont.)			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 415: Public policy	3-3 Management of material topics	33	Across the globe, we engage with policymakers, government authorities, industry organizations and peers to discuss and identify solutions to shared challenges. We assess the effectiveness of this collaboration by our ability to compete fairly and transparently. If any concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. See Public Policy and TI's Public Policy website for more information.
	415-1 Political contributions	33	TI's political activities and contributions reflect U.S. activity only. We do not make political contributions outside the U.S.

Marketing and labeling			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 417: Marketing and labeling	3-3 Management of material topics	13, 14	TI meets regulatory and customer requirements for material content contained in its labels and packing materials. Information about how we manage restricted chemicals and product labeling is on TI.com.
	417-1 Requirements for products or service information and labeling	14	We aim to comply with ever-changing regulations and import and export laws while delivering products on time. Label requirements vary by material type, customer agreements, and country-specific laws and regulations. We: • Use TI standard labels and create semi-custom labels if customers require them. • Share information about products' possible environmental and social impacts on our Eco-Info page and material content search tool. • Provide applicable safety information in product literature. • Assess and indicate the compliance status of all regulatory and industry requirements for integrated circuit components on our labels and website. Our Restricted Chemicals and Materials program requires that material suppliers and external manufacturers provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.
	417-2 Incidents of non-compliance concerning production information and labeling	–	TI complies with information and labeling requirements across the globe, such as the European Union (EU) Restriction of Hazardous Substances, the United Kingdom Conformity Assessed Marking and the EU Directive for Waste Electrical and Electronic Equipment. We also adhere to voluntary codes, such as Underwriters Laboratories, the Canadian Standards Association (North American certification), the China Quality Certification Center (Chinese certification marking) and Verband Deutscher Elektrotechniker (European test certification marking). In 2023, TI had zero noncompliance incidents with regulated and voluntary codes.
	417-3 Incidents of non-compliance concerning marketing communications	–	TI had zero incidents of noncompliance related to product marketing communications in 2023.

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Customer privacy			
GRI Standard	**Indicator**	**Page**	**Additional response**
GRI 418: Customer privacy	3-3 Management of material topics	32	See SEC Form 10-K page 14 for information about cybersecurity risk management, and Information Protection to learn more about privacy and data security. To protect our company, technology and intellectual property from potential cybersecurity threats, we employ various defensive and monitoring techniques based on industry frameworks and cybersecurity standards (which may include personal information). We also collaborate with experts and industry partners about threats, best practices and trends. **Assessment** We: • Regularly review and test controls to ensure that protections function as they should. • Conduct external penetration tests, internal vulnerability assessments, and audits at the site and business level. • Evaluate our practices against industry standards and vet with external experts. • Address any identified deficiencies. **Grievance channels** If employees identify potential threats or have questions or concerns about IT security, we have internal channels to assist them. Customers and suppliers can contact us directly through their account managers and other channels.
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	TI investigates and evaluates all potential breaches or privacy concerns that are brought to its attention. While the company does not report or publish information about individual concerns or allegations, we would report or disclose any material breach or data concern as required by applicable legal or regulatory requirements.

Business continuity and risk management			
GRI Standard	**Indicator**	**Page**	**Additional response**
N/A	3-3 Management of material topics	31	See SEC Form 10-K and Risk Management and Business Continuity to learn more about TI's enterprise risk management strategy. TI is a member of the BCP Conference Board, a consortium of business stakeholders who discuss and share best practices on ways to anticipate, mitigate and avoid risks.

Task Force on Climate-Related Financial Disclosures

The Financial Stability Board created the Task Force on Climate-Related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. This index includes information that is not material to TI but may be considered important to TI and its stakeholders.

Category	Subtopic	Description	Response
Governance	Board oversight	Describe the board's oversight of climate-related risks and opportunities.	See Board Oversight of Environmental, Social and Governance (ESG) Matters and TI's most recent CDP response.
	Management's role	Describe management's role in assessing and managing climate-related risks and opportunities.	See Board Oversight of ESG Matters and TI's most recent CDP response.
Strategy	Risks and opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	See TI's most recent CDP response.
	Impact on organization	Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	See TI's most recent CDP response.
	Resilience of strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See TI's most recent CDP response.
Risk management	Risk assessment processes	Describe the organization's processes for identifying and assessing climate-related risks.	See TI's most recent CDP response.
	Risk-management processes	Describe the organization's processes for managing climate-related risks.	See TI's most recent CDP response.
	Resilience of strategy	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See TI's most recent CDP response.
	Integration into overall risk management	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	See TI's most recent CDP response.
Metrics and targets	Climate-related metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	TI has not defined metrics to assess climate-related risks at this time.
	Scope 1, 2 and 3 GHG emissions	Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks.	See the Greenhouse Gas Emissions section of TI's 2023 Corporate Citizenship Report and TI's most recent CDP response.
	Climate-related targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the Greenhouse Gas Emissions section of TI's 2023 Corporate Citizenship Report and TI's most recent CDP response.

Sustainability Accounting Standards Board

TI uses the Sustainability Accounting Standards Board (SASB) Standards on topics deemed significant to semiconductor companies. This index includes information that is not material to TI, but may be considered important to TI and our stakeholders.

Subtopic	Indicator	Description	Response
Greenhouse gas emissions	TC-SC-110a.1	Gross global scope 1 greenhouse gas (GHG) emissions and the amount of total emissions from perfluorinated compounds.	See Greenhouse Gas Emissions in TI's 2023 Corporate Citizenship Report, Performance Data in the appendix, and TI's most recent CDP response.
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.	See TI's most recent CDP response.
Energy management in manufacturing	TC-SC-130a.1	Total energy consumed, percentage grid electricity and percentage renewable energy.	In 2023, TI consumed 14,009,965 GJ of energy. See Performance Data in the appendix of TI's 2023 Corporate Citizenship Report for additional energy data.
Water management	TC-SC-140a.1	Total water withdrawn, total water consumed, and percentage of each in regions with high or extremely high baseline water stress.	In 2023, TI consumed 4,071 TCM of water and withdrew 24,516 thousand cubic meters. See Performance Data in the appendix of TI's 2023 Corporate Citizenship Report and TI's most recent CDP response for additional water data.
Waste management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled.	TI recycled 68.8% of hazardous waste in 2023; see Performance Data in the appendix of TI's 2023 Corporate Citizenship Report for additional waste-related data. TI uses the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes, and their Disposal framework for waste definitions.
Employee health and safety	TC-SC-320a.1	Description of efforts to assess, monitor and reduce employees' exposure to human health hazards.	See Safety and Health, GRI 403: Occupational Health and Safety section of the GRI index and Performance Data in the appendix of TI's 2023 Corporate Citizenship Report.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	TI had no legal proceedings associated with employee health and safety that resulted in monetary losses in 2023.
Recruiting and managing a global and skilled workforce	TC-SC-330a.1	Percentage of employees who are foreign nationals and located offshore.	TI does not track the percentage of employees who are foreign nationals. See Performance Data in the appendix of TI's 2023 Corporate Citizenship Report for the percentage of offshore employees.
Product life-cycle management	TC-SC-410a.1	Percentage of products by revenue that contain International Electrotechnical Commission (IEC) 62474 declarable substances.	TI does not track the percentage of products by revenue that contain IEC 62474 declarable substances.
	TC-SC-410a.2	Processor energy efficiency at a system level for servers, desktops and laptops	Processor energy efficiency is not relevant to our business.
Material sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials.	See the Responsible Minerals Sourcing section of TI's 2023 Corporate Citizenship Report, TI's Responsible Minerals Policy, and its most recent SEC Form 10-K and Form SD.
Intellectual property protection	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	TI was not subject to any monetary losses from legal proceedings associated with anti-competitive behavior regulations in 2023.

Independent Limited Assurance Report to Texas Instruments Incorporated

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Texas Instruments Incorporated ("TI") to provide limited assurance in relation to the selected information set out below and presented in the 2023 TI Corporate Citizenship Report (the "Report").

Engagement summary	
Scope of our assurance engagement	Whether the fiscal year 2023 GHG emissions and energy data for the following selected indicators are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. • Total Scope 1 GHG emissions (excluding those generated from fluorinated heat transfer fluids) [metric tonnes CO2e] • Total Scope 2 GHG emissions (location-based) [metric tonnes CO2e] • Total Scope 2 GHG emissions (market-based) [metric tonnes CO2e] • Total Energy Consumption [MWH] • Total Renewable Energy [MWH] Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Reporting period	1 January 2023 – 31 December 2023
Reporting criteria	• Texas Instruments' Basis of Reporting Criteria as published on Texas Instruments' website. • World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 2) • United States Environmental Protection Agency (USEPA), Greenhouse Gas Reporting Program (GHGRP), Subpart I –Electronics Manufacturing
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Texas Instruments is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Report. ERM CVS' responsibility is to provide a conclusion to Texas Instruments on the agreed scope based on our engagement terms with Texas Instruments, the assurance activities performed and exercising our professional judgement.

Our conclusion
Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data and information for the disclosures listed under 'Scope' above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Emphasis of matter
Without affecting our conclusion, we draw attention to the explanatory notes provided by Texas Instruments relating to the data on page 10 of the Report and on page 4 in the Appendices section of the Report, in particular the limitations relating to the exclusion of Fluorinated Heat Transfer Fluids from Scope 1 GHG emissions reported.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Report a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information;
- An analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- In-person site visit to Texas Instruments' North Dallas Campus (USA) and Chengdu (China) facilities to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used;
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Texas Instruments in any respect.

Other Matters - observations

We have provided Texas Instruments with a separate management report. Without affecting the conclusions presented above, we have the following observations:

- During the 2023 assurance engagement, Texas Instruments provided insights on the ongoing assessment of available methodologies, standards and impacts of incorporating Fluorinated Heat Transfer Fluids (FHTFs) into its GHG inventory to align with IPCC 2019 and industry peers. We highly encourage completion of these efforts in 2024.

Andrea Duque
Partner, Corporate Assurance
Malvern, PA

27 March 2024
On behalf of:

ERM Certification & Verification Services Incorporated

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