



TEXAS INSTRUMENTS
INNOVATION
CENTER

Engineering a better tomorrow

2016 Corporate Citizenship
Performance Summary

Our deeply rooted commitment to citizenship dates back more than eight decades to our founders, who dedicated much of their time, energy and personal funds to advancing our communities and furthering education. Throughout the years, our leaders instilled that same commitment in their successors, generation after generation. During this time, our company evolved and adapted as markets and industries changed, enabling us to continue innovating for a better tomorrow.

We believe that strong communities help build strong companies, and strong companies help build strong communities. Tlrs around the world demonstrate this belief through their involvement in volunteerism, charitable giving, mentorship, sustainable practices and more.

In addition to our devotion to corporate citizenship, our people around the globe work and innovate each day to make the impossible possible. TI has received more than 44,000 patents, and our breakthrough innovations and continual advancements in analog and embedded processing semiconductor technology are helping make homes, cars, electronics and factories safer, smarter and more efficient.

In the last five years, we have invested \$7 billion in research and development; conserved nearly 2.1 billion gallons of water and 1.45 million MMBtu (million British thermal units) of energy. We also invested more than \$200 million in education, with an emphasis on students underrepresented in science, technology, engineering and math (STEM) fields.

In 2016, we:

- Grew philanthropic and employee charitable giving to \$35 million, with \$20.6 million of that invested in education.
- Improved tracking and increased employee volunteerism by 22 percent to 159,000 hours.
- Increased energy conservation projects by 26 percent, resulting in 270 projects that will have a positive impact on the environment for years to come.
- Achieved exemplary safety performance – among the best in the industry – according to the Bureau of Labor Statistics.
- Ensured that 100 percent of the metals we use to manufacture integrated circuits are from certified conflict-free sources.



In 2017, we'll stay focused on what we do best: operating with integrity; helping our customers solve their biggest challenges, including making automotive and industrial equipment safer, more connected and energy efficient; being a good steward of the environment; and being a good citizen in our communities.

Along the way, you can count on our continued dedication to ground everything we do in our core values of integrity, innovation and commitment.

Rich Templeton
Chairman, president and CEO



Overview

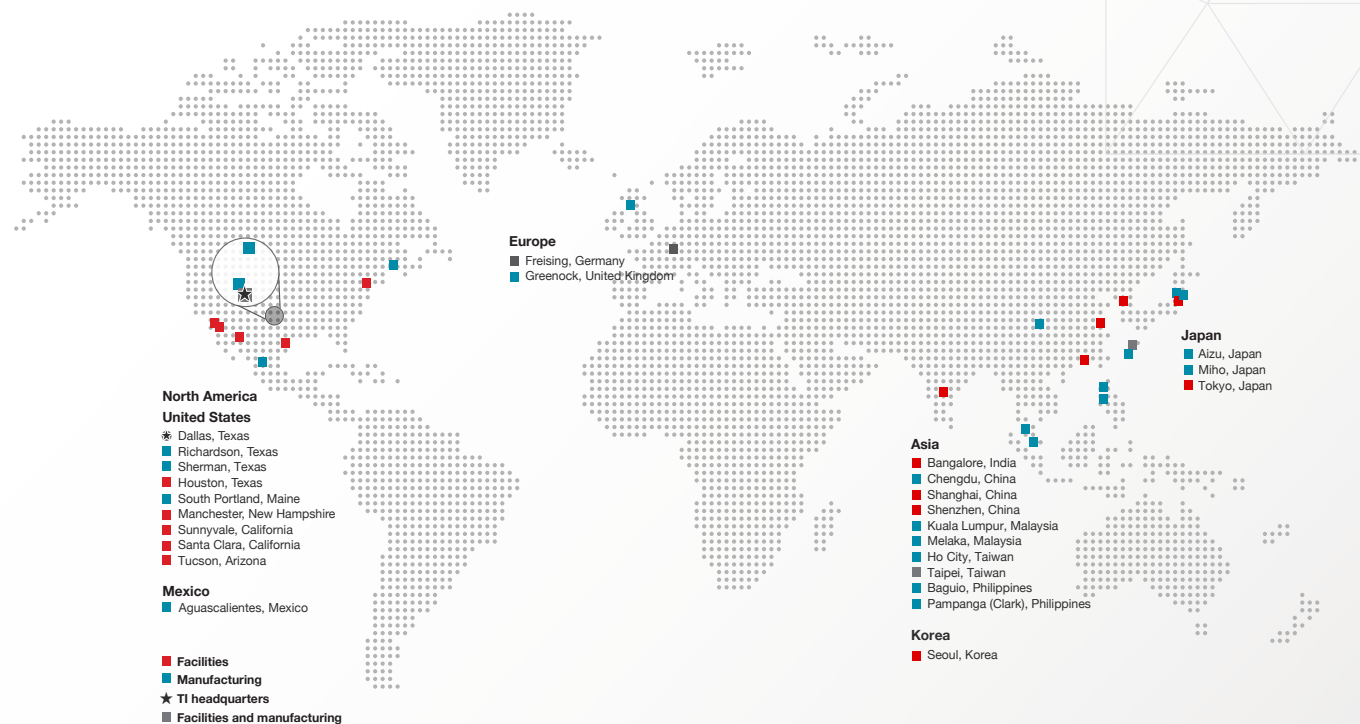
Welcome to the 2016 Texas Instruments (TI) Corporate Citizenship Performance Summary.

At TI, we measure and learn from our performance each year. We believe that operating ethically and responsibly is the only way to do business. We hope that you will find the information within this report useful in learning more about our company and our citizenship philosophy along with a summary of our previous performance on key indices. We remain committed to continuous improvement in all areas of our operations and you can always learn more about our corporate citizenship and sustainability programs on our [Citizenship website](#).

Company profile

We are a publicly traded global semiconductor company (NASDAQ: TXN). Headquartered in Dallas, Texas, we have manufacturing, design and sales operations in more than 30 countries. Learn more about our ownership structure and legal proceedings in our Securities and Exchange Commission [\(SEC\) Form 10-K](#). We design and make semiconductors, which we sell to electronics designers and manufacturers all over the world.

Major worldwide locations*



*TI has manufacturing, design and sales operations in more than 30 countries worldwide. For the purposes of this report, we define major locations (significant operations) as 1. all manufacturing facilities and 2. design and sales offices 50,000 square feet or larger and/or with employee populations greater than 100 as of Dec. 31, 2016.



Citizenship

We believe in holding ourselves accountable for our social, environmental and economic impact around the world. Our commitment to operating with integrity dates back to our founding in 1930 and remains our cornerstone today. And much like our founders, we are dedicated to being good stewards in our communities.

By looking at performance markers such as labor, ethics, environment, and safety and health, we assess our management systems and identify areas for improvement. We have seen continuous improvement in our performance in these five areas since we began conducting these self-assessments in 2012. In 2016, our assessment again characterized our operations in all regions as low risk. While all of our operations have historically been low risk, factories in Asia and Japan have had a slightly higher risk when compared with other regions of the world.

In 2016, we also evaluated the United Nations' 2030 Sustainable Development Goals, which went into effect in January 2016. These goals, and the related targets to achieve over the next 15 years, include protecting the planet, ensuring prosperity and more. Our assessment determined that there are several areas in which we are already making contributions toward the 2030 goals. We will continue to review these goals and contributions in this area.

About our Corporate Citizenship Performance summary

Our 2016 Corporate Citizenship Performance summary provides an overview of our company's social and environmental performance in calendar year 2016. We have streamlined the 2016 report and have transitioned much of our citizenship content to our [website](#) so that we can quickly and transparently report updates.

Key performance metrics from 2016 are now housed in the performance summary and Global Reporting Initiative ([GRI](#)) [index](#). GRI is an international independent organization that helps businesses, governments and other organizations understand and communicate the impact of business on critical sustainability issues.

We developed the performance summary, GRI index and citizenship website in accordance with GRI's G4 Sustainability Reporting Guidelines at the Core level. This means that for each of the top citizenship issues identified by our stakeholders, we report how we manage the issue and include at least one GRI performance indicator. Visit our [website](#) to learn more about our sustainability and citizenship programs or use the menu bar above to find specific information in our 2016 Corporate Citizenship Performance summary.

The scope of the performance summary is based on our 2016 performance and that of our worldwide subsidiaries unless stated otherwise. Environmental data comes from all manufacturing sites and leased and owned nonmanufacturing sites that are 50,000 square feet or larger. These sites account for more than 99 percent of our environmental footprint worldwide.

As part of our citizenship reporting process, we conduct a stakeholder assessment every two years. This enables our Citizenship Executive Committee to understand and consider input from stakeholders as they determine the focus of the performance summary and our website. See [Stakeholder engagement](#) for additional details.

Throughout our performance summary and citizenship website, we use terms such as "TI," "the company," "we," "our" and "us" interchangeably to refer to TI operations. We present all currency in U.S. dollars.



Significant reporting changes

We have no significant reporting changes in 2016. We continued to use GRI G4 Guidelines for our disclosures. We have begun evaluating the adoption of new GRI Standards for the 2017 report. The GRI Standards, unveiled in October 2016, are the latest evolution of GRI's reporting disclosures. GRI Standards will replace the G4 Guidelines in July 2018.

Assurance

In 2016, we maintained our established development processes to ensure the accuracy and auditability of the information presented here. We do not currently seek independent assurance of citizenship content, but instead focus on addressing issues of greatest importance to our stakeholders.

Governance

Our governance structure is designed to facilitate decision-making and oversight. Our leaders are responsible for managing ethical business practices globally. Our directors are experienced and diverse in their backgrounds and skills, and annually they elect our executive officers, including our chief executive officer, chief financial officer, business-unit leaders and chief compliance officer.

We have three board committees: Audit, Compensation, and Governance and Stockholder Relations. Various aspects of our citizenship programs and performance are presented annually. Learn more about these committees on our [Governance website](#).

Governance practices	2016
Total board size	12
Board system	Unitary
Independent directors	92%
Male	58%
Female	42%
Age: 30-50 years	None
Age: >50+ years	100%
Ethnic minority	17%
Board age limit	70
Number of board meetings annually	TI proxy statement
Audit committee meetings	TI proxy statement
Board member attendance (%)	TI proxy statement
Board duration (years)	TI proxy statement
Total CEO compensation	TI proxy statement
Average compensation of members on board of directors fixed portion (%)	TI proxy statement
Variable/performance based (%)	TI proxy statement
Option-based compensation	TI proxy statement
Number of board nominees with required proxy statement disclosures of legal proceedings	None
Fees paid to executive compensation consultants	TI proxy statement
Number of years of current auditor's employment	TI proxy statement
Taxes paid to governments	SEC Form 10-K
Is there a board committee specifically to address sustainability/environmental, safety and health/corporate social responsibility issues?	Yes, Governance and Stockholder Relations
Has a "say on pay" (includes nonbinding) provision been adopted?	Yes
Bylaws/statutes include blank-check preferred authorization?	Yes
Appoint outside executive compensation adviser(s)?	Yes
Auditor been ratified in a recent annual shareholder meeting?	No
Have a classified/staggered board system?	No
Dual/multiple share classes with different voting rights? (excludes preferred, nonvoting shares for executives/directors/employees)	No
Dual/multiple share classes with different voting rights? (includes preferred, but excludes nonvoting shares for executives/directors/employees)	No
Signatory of the United Nations Principles for Responsible Investment?	No
Executive compensation linked to environmental, social and governance goals?	No
Board compensation linked to environmental, social and governance goals?	No



2016 Corporate Citizenship Performance

Five-year goals

TI successfully reduced energy, water use and greenhouse gas emissions per chip produced in 2016 compared to our 2010 baseline. And, in 2015 the company set two multiyear goals to further reduce greenhouse gas (GHG) emissions by 2020.

The first goal is to reduce energy intensity* at U.S. manufacturing sites by 50 percent (from a 2010 baseline) to meet the U.S. Department of Energy's Better Buildings, Better Plants program goal. By the end of 2016, we had already reduced energy intensity by 39 percent. The second goal is to reduce scope 1 and scope 2 GHG emissions by 15 percent (from a 2015 baseline), which we are working to achieve.

GRI indicators

For additional performance data required by the GRI, see the [GRI index](#).

Annual goals

TI sets both annual and multiyear goals to inspire performance improvements and achieve cost savings. This performance summary offers an overview of these goals and our progress against each. The corresponding sections of this report and performance data provide additional detail on annual results. Gray cells indicate that data is not available and/or applicable.

*Primary energy¹ consumed per pattern produced by our U.S. manufacturing facilities, normalized for 80 percent loadings and compared to a 2010 baseline².
¹Energy content found in natural sources that has not been subject to any conversion or transformation process. ²Adjusted for start-up and closure of facilities.

Employee safety

Our safety performance continues to be among the best in the industry (based on Semiconductor Industry Association rankings), a position we aim to maintain through aggressive safety processes and goals.

Description	2012		2013		2014		2015		2016	
	Goal	Result	Goal	Result	Goal	Result	Goal	Result	Goal	Result
Safety: days away, restricted or job transfer case (rate)	0.08	0.12	0.08	0.08	0.08	0.14	0.08	0.07	0.08	0.07
Semiconductor industry result*		0.80		0.90		0.8				
Safety: recordable case (rate)	0.20	0.24	0.20	0.22	0.20	0.24	0.20	0.16	0.20	0.15
Semiconductor industry result*		1.60		1.60		1.60				

Environment

We aim to use resources as efficiently as possible in our operations globally.

Description	2012		2013		2014		2015		2016	
	Goal	Result	Goal	Result	Goal	Result	Goal	Result	Goal	Result
Water use** (% reduction)							4%	12%		
Utility expenses: energy and water (\$ millions saved)	\$6	\$10.1	\$8	\$10.2	\$9	\$9.7	\$9.5	\$11.1	\$10	\$10.1
Chemical use at manufacturing and assembly/test sites** (% reduction)	3%	3%	3%	3%	5%	5%				

Supply chain

We engage with suppliers to achieve a responsible, diverse and competitive supply chain while strengthening the communities where we operate.

Description	2012		2013		2014		2015		2016	
	Goal	Result	Goal	Result	Goal	Result	Goal	Result	Goal	Result
Minority-/women-owned business supplier spend (% of total U.S. supply chain spend)	5%	6.7%	5.5%	6.8%	6%	7.1%	6.5%	7.9%	6.8%	8.6%
Suppliers using conflict-free smelters for TI's integrated circuit products** (%)							100%	100%	100%	100%
Targeted suppliers completing environmental and social responsibility assessments** (%)							100%	99%	100%	100%
Suppliers rated as low risk for all facilities on environmental and social responsibility assessments** (%)							Baseline	69%	80%	86%

Community

Employees around the world contribute their time and expertise to make their local communities stronger.

Description	2012		2013		2014		2015		2016	
	Goal	Result	Goal	Result	Goal	Result	Goal	Result	Goal	Result
Volunteer hours** (% increase)			25%	33%	25%	53%	30%	40%		22%

* Industry data provided by the U.S. Occupational Health and Safety Administration. Statistics represent U.S. performance only. Data for 2016 were not available at the time of report development.

** Goal established in 2012 or later.

Performance data

This table shows performance data from 2012 to 2016. For context, see the respective sections on the Citizenship [website](#). Gray cells indicate unavailable data.

Revenue by region

Type	Unit	2012	2013	2014	2015	2016
TI revenue	\$ billions	\$12.8	\$12.2	\$13.0	\$13.0	\$13.4
Asia	% revenue	61%	60%	61%	61%	60%
Americas	% revenue	12%	14%	12%	12%	13%
Europe	% revenue	14%	16%	18%	17%	18%
Japan	% revenue	11%	9%	8%	9%	8%
Rest of world	% revenue	2%	1%	1%	1%	2%

Public policy contributions

Type	Unit	2012	2013	2014	2015	2016
Corporate contributions (U.S. only)	\$	\$10,000	\$10,000	\$15,500	\$12,500	\$7,500
Political action committee contributions (U.S. only)	\$	\$105,450	\$114,300	\$79,475	\$99,000	\$104,475

Employees

Type	Unit	2012	2013	2014	2015	2016
Workforce (worldwide)	People	29,600	32,000	31,003	29,977	29,865
Male (worldwide)	People			19,099	18,583	18,656
Female (worldwide)	People			11,904	11,394	11,209
Asia (total)	People	11,400	15,000	14,415	13,726	13,805
Asia (male)	People			6,219	5,962	6,133
Asia (female)	People			8,196	7,764	7,672
Americas (total)	People	13,200	13,000	12,870	12,607	12,445
Americas (male)	People			9,716	9,517	9,455
Americas (female)	People			3,154	3,090	2,990
Europe (total)	People	2,800	2,000	2,447	2,416	2,399
Europe (male)	People			2,012	1,989	1,968
Europe (female)	People			435	427	431
Japan (total)	People	2,200	2,000	1,271	1,228	1,216
Japan (male)	People			1,152	1,115	1,100
Japan (female)	People			119	113	116
Turnover (worldwide)	%		9.1%	9.2%	7.8%	7.4%
Asia	%		14.1%	13.7%	11.3%	10%
Americas	%		5.5%	5.6%	5.0%	5.3%
Europe	%		4.7%	5.7%	4.9%	5.6%
Japan	%		2.6%	3.4%	3.3%	2.3%
Training average	Hours	33.3	32.4	31.6	32.7	33.4
Safety: days away, restricted or job transfer cases	Cases per 100 employees	0.12	0.08	0.14	0.07	0.07
Safety: recordable cases	Cases per 100 employees	0.24	0.22	0.24	0.16	0.15

* Million British thermal units (MMBtu)

** There is no global standard for calculating renewable energy included in power purchased from mixed-generation suppliers or the grid in the geographic regions in which we operate. We stopped attempting to estimate the renewable energy portion of purchased mixed-generation power after 2014 and will not report this incidental renewable energy use until a consistent standard is developed or until we receive more accurate information from suppliers.

*** Metric tons of carbon dioxide equivalent.

**** Waste per chip data were incorrectly reported in 2014 and 2015.

Environment

Type	Unit	2012	2013	2014	2015	2016
Energy use (total)	MMBtu*	11,242,165	10,660,415	10,206,821	10,070,708	10,017,419
Indirect energy use (total)	MMBtu	9,626,417	9,099,031	8,699,182	8,620,386	8,588,300
Electricity	MMBtu	9,575,872	8,742,480	8,653,277	8,567,814	8,534,080
District heating	MMBtu	50,545	51,972	45,905	52,572	54,220
Direct energy use (total)	MMBtu	1,615,747	1,561,384	1,507,639	1,450,322	1,429,119
Natural gas	MMBtu	1,293,845	1,326,695	1,308,551	1,259,187	1,245,657
Fuel oil (No. 6)	MMBtu	141,272	102,428	77,403	73,179	72,243
Diesel	MMBtu	33,230	27,629	40,928	50,201	46,842
Propane	MMBtu	143,729	101,022	77,574	65,166	61,790
Gasoline	MMBtu	3,880	3,611	3,183	2,589	2,586
Renewable energy use**	% of total electrical energy use	20%	20.8%	18.6%		
Renewable energy use (total)**	MMBtu	1,915,198	1,880,742	1,607,912		
Renewable energy purchased**	MMBtu	409,440	0	0		
Renewable energy content (incidental)**	MMBtu	1,505,758	1,880,742	1,607,912		
Energy conservation projects	Number	181	112	223	213	270
Energy conservation savings	\$ millions	\$7.9	\$10.2	\$9.0	\$7.2	\$6.8
Energy conservation savings	MMBtu	305,199	199,483	344,778	283,234	321,177
Energy per chip (representative product)	2005 = 1	0.58	0.53	0.47	0.46	0.45
Nitrogen oxide (NOx) emissions (U.S. only)	Tons	100.4	76.5	82.8	89.6	87.7
Volatile organic compound (VOC) emissions (U.S. only)	Tons	94.2	103.5	101.8	105.8	95.87
Greenhouse gas (GHG) emissions (total)	MTCO2e***	2,415,741	2,326,888	2,399,183	2,408,435	2,396,162
Direct (scope 1) emissions (total)	MTCO2e	827,275	938,159	1,065,259	1,085,622	1,076,947
Carbon dioxide (CO2)	MTCO2e	84,912	77,578	74,127	75,848	74,862
Methane (CH4)	MTCO2e	24	1,193	1,164	1,203	1,192
Nitrous oxide (N2O)	MTCO2e	20,466	19,120	21,687	21,274	20,808
Hydrofluorocarbons (HFCs)	MTCO2e	17,797	19,204	41,413	41,646	36,367
Perfluorocarbons (PFCs)	MTCO2e	567,820	701,219	783,961	810,687	819,753
Sulfur hexafluoride (SF6)	MTCO2e	62,244	43,890	53,184	45,147	52,464
Nitrogen trifluoride (NF3)	MTCO2e	74,012	75,955	89,723	89,817	71,501
Indirect (scope 2) emissions (total)	MTCO2e	1,588,466	1,388,729	1,333,924	1,322,813	1,319,215
CO2	MTCO2e	1,585,331	1,388,709	1,333,904	1,322,794	1,319,196
N2O	MTCO2e	2,811	8	8	8	8
CH4	MTCO2e	324	12	12	11	11
GHG emissions per chip	2005 = 1	0.59	0.55	0.52	0.52	0.51
Waste generated (total)	Metric tons	35,887	32,345	32,599	33,437	32,124
Hazardous (total)	Metric tons	23,439	18,754	22,179	21,357	20,679
Disposed	Metric tons	1,018	1,509	2,419	2,673	2,687
Recycled	Metric tons	22,421	17,245	19,760	18,684	17,992
Nonhazardous (total)	Metric tons	12,448	13,591	10,420	12,080	11,445

* Million British thermal units (MMBtu)

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*** Metric tons of carbon dioxide equivalent.

**** Waste per chip data were incorrectly reported in 2014 and 2015.

Environment (continued)

Type	Unit	2012	2013	2014	2015	2016
Disposed	Metric tons	1,499	998	959	2,306	2,687
Recycled	Metric tons	10,949	12,593	9,461	9,774	9,075
Waste generated per chip****	2005 = 1	0.45	0.40	0.49	0.51	0.49
Water sources (total)	Gallons		7,070,268,247	6,981,417,000	6,836,749,000	6,723,534,000
Municipal	Gallons		4,551,775,260	4,693,117,000	4,493,402,000	4,274,950,000
Well	Gallons		456,733,390	317,844,000	320,275,000	356,271,000
Rain	Gallons		16,673,000	25,811,000	37,278,000	22,490,000
Reused	Gallons		2,045,086,597	1,944,645,000	1,985,794,000	2,092,313,000
Water use (total)	Gallons	7,116,436,000	7,053,595,247	6,955,605,000	6,799,472,000	6,723,534,000
Withdrawn	Gallons	5,269,770,000	5,008,508,650	5,010,960,000	4,813,678,000	4,631,221,000
Reused	Gallons	1,846,666,000	2,045,086,597	1,944,645,000	1,985,794,000	2,092,313,000
Water conservation projects	Number	36	19	46	127	123
Water conservation savings	\$	\$2,179,000	\$994,000	\$1,305,000	\$3,880,000	\$3,300,000
Water conservation savings	Gallons	369,000,000	248,000,000	258,228,000	601,671,000	577,016,000
Water used per chip	2005 = 1	0.70	0.64	0.59	0.56	0.53
Wastewater discharge (total)	Gallons		5,689,055,551	4,572,654,000	4,400,263,282	4,115,455,000
Municipal sewer	Gallons		4,783,417,551	4,279,403,000	4,083,740,601	3,840,424,000
Surface	Gallons		905,638,000	293,251,000	316,522,681	275,031,000

Community giving and volunteerism

Type	Unit	2012	2013	2014	2015	2016
Philanthropic giving (total)	\$	\$30,669,246	\$27,911,294	\$26,168,945	\$27,014,781	\$28,418,107
Type: education	\$		\$18,232,169	\$17,746,536	\$19,369,197	\$18,705,977
Type: community investment	\$		\$5,674,211	\$6,600,096	\$5,439,778	\$7,030,938
Type: arts and culture	\$		\$4,004,914	\$1,822,313	\$2,205,806	\$2,681,191
Employee giving (total)	\$	\$5,229,338	\$5,652,317	\$5,758,757	\$6,094,170	\$6,608,784
Type: education	\$		\$1,503,444	\$1,686,295	\$1,775,659	\$1,951,841
Type: community investment	\$		\$3,700,659	\$3,576,349	\$3,825,705	\$4,124,752
Type: arts and culture	\$		\$448,214	\$496,113	\$492,806	\$532,191
Volunteer time	Hours	45,665	61,086	93,328	130,363	158,754
Volunteer time value	\$	\$1,011,023	\$1,377,496	\$2,153,077	\$3,071,352	\$3,832,321

* Million British thermal units (MMBtu)

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TI is engineering a better tomorrow

Learn more about our citizenship philosophy, practices and programs at our [Citizenship website](#). We welcome your feedback.



citizenshipfeedback@list.ti.com



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GRI Index

- ▷ General standard disclosures
- ▷ Specific standard disclosures



TEXAS INSTRUMENTS

GRI G4 content index – Core

TI subscribes to the Global Reporting Initiative's (GRI) G4 Sustainability Reporting Guidelines, Core level. This table is an index of general and specific standard disclosures based on GRI guidance. The index provides a simple and standardized way to share information that is both relevant and important to TI and its stakeholders.

Indicators	General standard disclosures	Page/response/omission
	Strategy and analysis	
G4-1	Statement from the most senior decision-maker of the organization.	Executive statement
	Organizational profile	
G4-3	Name of the organization.	Texas Instruments Incorporated (NASDAQ: TXN)
G4-4	Primary brands, products and services.	SEC Form 10-K , Part I, pages 2-4
G4-5	Location of the organization's headquarters.	12500 TI Boulevard, Dallas, Texas 75243
G4-6	Number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	TI has manufacturing, design and sales operations in more than 30 countries. We define major operations (significant locations) as: 1) all manufacturing facilities and 2) design and sales offices with employee populations equal to or greater than 100 as of Dec. 31, 2016.
G4-7	Nature of ownership and legal form.	Incorporation: SEC Form 10-K
G4-8	Markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	SEC Form 10-K , Part I, pages 5-7
G4-9	Scale of the organization, including: - Total number of employees. - Total number of operations. - Net revenues (for public-sector organizations). - Quantity of products or services provided.	On Dec. 31, 2016, TI had 29,865 employees and manufacturing, design and sales operations in more than 30 countries. In 2016, TI sold tens of thousands of products and generated \$13.37 billion in revenue. (SEC Form 10-K , Part I, Item 1, pages 2, 9; Item 2, page 14).
G4-10	Workforce, including: - Total workforce by region and gender. - Any significant variations in employment numbers.	Employees (global workforce)
G4-11	Percentage of total employees covered by collective bargaining agreements.	We don't currently track the percentage. Employees at any of our global operations have always had the freedom to associate and/or right to collective bargaining as provided by local statutes.
G4-12	Describe the organization's supply chain.	Supply chain
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership or supply chain.	TI made no significant changes to its size, structure, ownership or supply chain during the year. In 2016, revenue grew 3 percent. Annual Report , SEC Form 10-K
G4-14	Precautionary approach.	We consider precautionary principles in many aspects of our operations, including our approach to climate change and business continuity. In addition, our aggressive chemical and material screening process assures that we do not use materials whose hazards are not understood and controlled.
G4-15	Externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses.	Voluntary standards , Ethics
G4-16	Memberships of associations, including those in which the organization: - Holds a position on the governance body. - Participates in projects or committees. - Provides substantive funding beyond routine membership dues. - Views membership as strategic.	TI belongs to many associations with which it works on various policy objectives. We are more active in some organizations than others, do not work on all issues with every association and may not align on all positions. We also collaborate with other outside groups and coalitions to advance policies that drive growth, promote competitiveness and support TI shareholders, customers, employees and the communities in which we operate.

Indicators	General standard disclosures	Page/response/omission
	Identified material aspects and boundaries	
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents.	TI has two reportable segments: Analog and Embedded Processing. TI reports the results of its remaining business activities in Other. (SEC Form 10-K , Part I, Item 1, page 2). This report covers citizenship topics for all entities included in our financial statements. Report overview
G4-18	Process for defining the report content and the aspect boundaries.	TI's Citizenship Executive Committee determined the focus of this report with stakeholder input. As part of this process, we conduct a formal stakeholder assessment every two years. Our last assessment was in 2015.
G4-19	Material aspects identified in the process for defining report content.	Stakeholder engagement
G4-20	Aspect boundaries within the organization.	The scope of this report is based on the performance of TI and its worldwide subsidiaries unless stated otherwise. Report overview
G4-21	Aspect boundaries outside the organization.	Material aspects outside of the company, as defined by the GRI, include community, supply chain and product use.
G4-22	Effects of any restatements of information provided in previous reports and the reasons for such restatements.	We have no restatements to report.
G4-23	Significant changes from previous reporting period.	Report overview (significant changes)
	Stakeholder engagement	
G4-24	Stakeholder groups engaged by the organization.	Our stakeholders include, but may not be limited to, employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, investors, suppliers, contractors, TI retirees and potential employees.
G4-25	Basis for identification and selection of stakeholders with whom to engage.	We engage with stakeholders who directly influence or have interest in our operations.
G4-26	Approach to stakeholder engagement.	Every two years, we complete a formal stakeholder assessment to identify and better understand environmental, social and governance topics that are most important. This assessment includes global peer benchmarking, as well as customer and employee surveys. In our last assessment in 2015, we asked participants to discuss or rank 43 issues of importance in terms of what they care about and what TI should report on.
G4-27	Key topics and concerns raised through stakeholder engagement.	Our last assessment in 2015 identified the top issues among stakeholders.
	Report profile	
G4-28	Reporting period.	Calendar year
G4-29	Date of most recent previous report.	May 2016
G4-30	Reporting cycle.	Annual
G4-31	Contact point for questions regarding the report.	For questions about citizenship at TI or this report, email citizenshipfeedback@list.ti.com .
G4-32	"In accordance" option chosen.	TI developed this report in accordance with GRI's G4 Sustainability Reporting Guidelines at the Core level.
G4-33	Assurance.	In 2016, we maintained our established development processes to ensure the accuracy and auditability of the information presented here. We do not currently seek independent assurance for citizenship content, but instead focus on addressing issues of greatest importance to our stakeholders.
	Governance	
G4-DMA	Disclosure of management approach.	Governance , SEC Form 10-K
G4-34	Governance structure of the organization.	Governance
	Ethics and integrity	
G4-56	Organization's values, principles, standards and norms of behavior.	TI's first ethics guide was published in 1961, and has been the foundation to our strong ethical standards for doing business. In 2015, we updated our Code of Conduct , which also reinforces the core values of integrity, innovation and commitment that govern how we operate. The updated Code of Conduct was introduced to all employees along with required training to certify their compliance.



Specific

standard disclosures

- ▷ Economic
- ▷ Environment
- ▷ Social
 - Labor practices
 - Human rights
 - Society
 - Product responsibility

Economic

DMA and indicators	Specific standard disclosures	Page/response/omission
	Economic performance	
G4-DMA	Disclosure on management approach.	About TI: Who We Are , SEC Form 10-K
G4-EC1	Direct economic value generated and distributed.	Our Annual Report provides information about our financial performance. Community investment .
G4-EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	We have not quantified the potential financial implications of climate change.
G4-EC3	Coverage of the organization's defined benefit plan obligations.	We have 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. SEC Form 10-K , Item 10, page 49: Post Retirement Benefit Plans.
G4-EC4	Financial assistance received from government.	TI received tax-benefit incentives from federal, state and local governments around the world. These incentives are commonly available to manufacturing companies with investments in equipment and facilities, employment and R&D. See SEC Form 10-K Part II, Item 8, Note 6, pages 43-45 and tax policy for additional details.
	Market presence	
G4-DMA	Disclosure on management approach.	Employees
G4-EC5	Ratios of standard entry-level wage by gender compared to local minimum wage at significant locations of operation.	TI does not maintain a standard entry wage for every country; however, we have verified that we are paying employees above the local minimum wage in every country in which we operate. TI compensates each employee based on legitimate work-related factors regardless of gender, race, ethnicity or other protected characteristics.
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation.	TI's strategy is to hire the best and brightest individuals to work at our company. We hire 99 percent of our senior managers from the communities where we operate.
	Procurement practices	
G4-DMA	Disclosure on management approach.	Supply chain
G4-EC9	Proportion of spending on local suppliers at significant locations of operation.	Minority-/women-owned business supplier spend

Environmental

DMA and indicators	Specific standard disclosures	Page/response/omission
	Materials	
G4-DMA	Disclosure on management approach.	Environment
G4-EN2	Percentage of materials used that are recycled input materials.	The majority of purchased materials required to manufacture our products are chemicals. Although most chemicals used in semiconductor processing must be ultra-pure, we collect and reuse oxide slurry at some of our sites. Where feasible, we also collect waste acids from our processes for reuse in abatement equipment. During construction projects, we give preference to materials containing recycled products, although we do not currently track the total amount of recycled material purchased for these projects.
	Energy	
G4-DMA	Disclosure on management approach.	Energy use
G4-EN3	Energy consumption within the organization.	Energy use
G4-EN5	Energy intensity.**	0.45
G4-EN6	Reduction of energy consumption.	Energy use
G4-EN7	Reductions in energy requirements of products and services.	The energy required to operate a chip for a year can be as little as 0.15 watt-hours. TI's average annual reduction of energy needed to operate a typical chip was 7 percent in 2016.
	Water	
G4-DMA	Disclosure on management approach.	Water use
G4-EN8	Total water withdrawal by source.	Water use
G4-EN9	Water sources significantly affected by withdrawal of water.	We are not aware of any negative impacts from our operations.
G4-EN10	Percentage and total volume of water recycled and reused.	Water use
	Emissions	
G4-DMA	Disclosure on management approach.	Air emissions , Climate change
G4-EN15	Direct greenhouse gas (GHG) emissions (scope 1).	GHG emissions (scope 1)
G4-EN16	Energy indirect GHG emissions (scope 2).	Indirect (scope 2) emissions
G4-EN18	GHG emissions intensity.	GHG emissions per chip
G4-EN19	Reduction of GHG emissions.	GHG emissions (scope 1)
G4-EN20	Emissions of ozone-depleting substances (ODSs).	The only ODSs used at TI are in closed-loop refrigeration units. We are phasing these units out as they reach their end of life.
G4-EN21	NOx, SOx and other significant air emissions.	Nitrogen oxide (NOx) and volatile organic compound (VOC) emissions (U.S. only)
	Effluents and waste	
G4-DMA	Disclosure on management approach.	Materials management
G4-EN22	Total water discharge by quality and destination.	Wastewater discharge
G4-EN23	Total weight of waste by type and disposal method.	Waste generated and disposed
G4-EN24	Total number and volume of significant spills.	No significant spills occurred.
G4-EN25	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally.	In 2016, TI did not ship any hazardous waste across international borders.

** Energy consumed per chip produced by our global manufacturing facilities compared to a 2005 baseline. Not adjusted for start-up or closure of facilities.

Environmental (continued)

DMA and indicators	Specific standard disclosures	Page/response/omission
	Products and services	
G4-DMA	Disclosure on management approach.	Products
G4-EN27	Extent of impact mitigation of environmental impacts of products and services.	We adhere to internationally recognized standards and pay close attention to understanding and managing the environmental and social impacts of our products, including product end-of-life . We hold semiconductor manufacturing suppliers accountable for the same environmental and social considerations through our CETRAQ process. TI Education Technology suppliers adhere to similar policies.
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed, by category.	Currently, we are unable to determine the percentage of products reclaimed by customers or end users. TI Education Technology participates in various recycle programs . Although TI cannot control how customers handle the semiconductors they place in their products, nor their product's end-of-life issues, the company provides detailed information about the substances used in its components so that customers can make informed decisions about end-of-life disposal .
	Compliance	
G4-DMA	Disclosure on management approach.	Environment
G4-EN29	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with environmental laws and regulations.	TI paid \$39,000 in 2016 to the California Water Board for violations of its water discharge permit that occurred from 2010 to 2015. Breaks and cracks in its Santa Clara site groundwater pump and treatment system resulted in the discharge of untreated water to the ground, in violation of the permit. For each release, TI took measures to immediately stop leaks and perform corrective actions to repair the system.
	Overall	
G4-DMA	Disclosure on management approach.	Environment
G4-EN31	Total environmental protection expenditures and investments, by type.	TI spent about \$7 million in environmental protection-related capital and about \$38.7 million in environmental protection-related operating expenses.
	Supplier environmental assessments	
G4-DMA	Disclosure on management approach.	Supply chain
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	After conducting environmental and social responsibility assessments of our supply chain, we found no significant negative environmental impacts.
	Environmental grievance mechanisms	
G4-DMA	Disclosure on management approach.	Environment
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms.	In 2016, TI did not receive any grievances about environmental impacts, nor were there any open grievances awaiting a response. If a grievance arises, TI has several means of receiving environmentally related questions, concerns or grievances from both internal (employee) and external stakeholders. We route these questions to TI environmental experts to respond.

Social

Labor practices and decent work

DMA and indicators	Specific standard disclosures	Page/response/omission
	Employment	
G4-DMA	Disclosure on management approach.	Employees
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region.	Employees
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	At TI, both full-time U.S.-based employees and employees who work an alternative work schedule (20 to 39 hours per week) are eligible for all benefits, including medical, prescription, dental, vision, employee assistance and income protection. Temporary or part-time employees on alternative work schedules less than 20 hours per week are not eligible for benefits.
G4-LA3	Return to work and retention rates after parental leave, by gender.	We currently do not track return-to-work and retention rates after parental leave.
	Labor/management relations	
G4-DMA	Disclosure on management approach.	Employees
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	In the U.S., TI provides a minimum of one week's notice regarding shift changes and provides at least 60 days' notice (or pay in lieu of notice) for reductions in force. Outside the U.S., TI adheres to local labor laws.
	Occupational health and safety	
G4-DMA	Disclosure on management approach.	Health, Safety
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	TI has formal Environmental, Safety and Health (ESH) Committees at all of our manufacturing sites. These committees include manufacturing managers, ESH specialists and employee representatives.
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities, by region and by gender.	Recordable injury cases and lost/restricted day cases rates are available in the performance summary . We track employee absenteeism due to occupational injuries and illnesses based on number of days lost. Our absentee rate was 1.7. We had no work-related fatalities.
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation.	TI does not have workers involved in occupational activities with a high incidence or high risk of specific diseases. We have very strong industrial hygiene programs that minimize chemical exposure in the workplace and thus avoid adversely affecting worker health.
	Training and education	
G4-DMA	Disclosure on management approach.	Employees, Development
G4-LA9	Average hours of training per year per employee, by gender and by employee category.	Training average
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Employees take part in a variety of development opportunities over the course of their careers.

Social: Labor practices and decent work (continued)

DMA and indicators	Specific standard disclosures	Page/response/omission
	Training and education (continued)	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	TI does not track the number of employees receiving performance reviews. In many of our organizations, we've seen greater success in employee engagement, goal-setting and alignment with company priorities by instead encouraging better conversations between supervisors and employees and by providing access to online resources to guide these conversations. We assess employees' understanding of their own goals and manager expectations throughout the year.
	Diversity and equal opportunity	
G4-DMA	Disclosure on management approach.	Employee, Diversity
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity.	Governance results
	Equal remuneration for women and men	
G4-DMA	Disclosure on management approach.	Employee, Pay and benefits
G4-LA13	Ratio of basic salary and remuneration of women to men, by employee category and by significant locations of operation.	TI compensates each employee based on legitimate work-related factors without regard to gender, race, ethnicity or other protected characteristics. Because pay ratios for broad categories of employees fail to consider legitimate and individualized factors such as the particular work performed, level of responsibility, job performance, skills, qualifications, education and experience, TI believes that pay ratio data is not a reliable indicator of pay equity.
	Supplier assessment for labor practices	
G4-DMA	Disclosure on management approach.	Supply chain, Responsible sourcing
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	After conducting environmental and social responsibility assessments of our supply chain, we found no significant negative labor practices.
	Labor practices grievance mechanisms	
G4-DMA	Disclosure on management approach.	Employees
G4-LA16	Number of grievances about labor practices filed, addressed and resolved through formal grievance mechanisms.	Although compiled for internal review and action, we do not currently report labor practice allegations publicly, since we consider such information confidential. We work to successfully resolve any inquiries related to labor practices.
	Employment tenure	
TI-LA17*	Employee tenure at company by average years of service.	Less than 10 years: 48.9% 10-20 years: 26.0% More than 20 years: 25.0%

*Developed by TI.

Social

Human Rights

DMA and indicators	Specific standard disclosures	Page/response/omission
	Investment	
G4-DMA	Disclosure on management approach.	Human rights
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	All employees receive training and guidance on TI's values and ethics, specifically as it relates to integrity and respect in the workplace. In 2016, we provided human rights training to select employees and 100 percent of security personnel globally.
	Nondiscrimination	
G4-DMA	Disclosure on management approach.	Diversity and inclusion
G4-HR3	Total number of incidents of discrimination and corrective actions taken.	Although we compile discrimination allegations for internal review and action, we do not currently report this information since we consider it confidential. We work to successfully resolve any inquiries related to discrimination.
	Security practices	
G4-DMA	Disclosure on management approach.	Ethics
G4-HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	Our Worldwide Protective Services organization has a standard protocol for maintaining a safe and respectful working environment globally. This includes delivering targeted training on ethics, compliance and human rights to 100 percent of our security personnel.
	Assessment	
G4-DMA	Disclosure on management approach.	Human rights
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	TI successfully audited two operations for human rights as part of its Electronic Industry Citizenship Coalition (EICC) validated audit process. We assessed 100 percent of our worldwide manufacturing sites using the EICC's self-assessment tools.
	Supplier human rights assessment	
G4-DMA	Disclosure on management approach.	Human rights
G4-HR10	Percentage of new suppliers screened using human rights criteria.	Not material to TI because new suppliers comprise a very small portion of TI's spend.
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	After conducting environmental and social responsibility assessments of our supply chain, we found no significant negative human rights impacts.
	Human rights grievance mechanisms	
G4-DMA	Disclosure on management approach.	Human rights
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved through formal grievance mechanisms.	Although compiled for internal review and action, we do not currently report human rights grievances publicly, since we consider such information confidential. We work to successfully resolve any inquiries related to human rights.

Social Society

DMA and indicators	Specific standard disclosures	Page/response/omission
	Local communities	
G4-DMA	Disclosure on management approach.	Community
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs.	TI actively engages with its local communities through philanthropy, volunteerism, leadership involvement and collaborative initiatives, especially in education, in addition to working with local suppliers and civic leaders. We do not conduct formal impact assessments.
G4-SO2	Operations with significant actual and potential negative impacts on local communities.	In 2016, TI announced that it is taking steps to begin the closure of the GFAB manufacturing facility in Greenock, Scotland, to transfer work to more cost-effective plants in Germany and the U.S. We expect to complete this process by the end of 2018. If we are unable to find an appropriate buyer, as announced in 2016, about 365 TI jobs will be affected through elimination or transfers.
	Anti-corruption	
G4-DMA	Disclosure on management approach.	Ethics
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	We assess 100 percent of our worldwide manufacturing operations for risks related to corruption.
G4-SO4	Communication and training on anticorruption policies and procedures.	TI provided ethics and compliance awareness training that included anti-corruption lessons to all employees; 99.9 percent completed the classes. We also refreshed our anti-bribery and records falsification policies in 2016 and continue to promote awareness about this topic through regular internal news articles.
G4-SO5	Confirmed incidents of corruption and actions taken.	Although recorded for internal review and action, we do not currently report corruption incidents publicly, since we consider such information confidential. We work to successfully resolve any incidents related to corruption.
	Public policy	
G4-DMA	Disclosure on management approach.	See Governance, Priorities and Corporate political activities . The vice president of Worldwide Government Relations provides a written quarterly update of government relations activities and progress to TI's Strategy Leadership Team and board of directors, and gives a formal presentation annually to the board's Governance and Stockholders Relations Committee. We adjust priorities and strategies as company needs or political realities warrant.
G4-SO6	Total value of political contributions by country and recipient/beneficiary.	TI's political activities and contributions reports and local contributions reflect U.S. activity only. We do not make political contributions in any country outside of the United States.

Social: Society (continued)

DMA and indicators	Specific standard disclosures	Page/response/omission
	Anti-competitive behavior	
G4-DMA	Disclosure on management approach.	Ethics
G4-SO7	Total number of legal actions for anticompetitive behavior, antitrust, and monopoly practices and their outcomes.	For material legal proceedings involving TI, SEC Form 10-K , page 15.
	Compliance	
G4-DMA	Disclosure on management approach.	Ethics
G4-SO8	Monetary value of significant fines and total number of nonmonetary sanctions for noncompliance with laws and regulations.	We received no material fines and no material nonmonetary sanctions in 2016 for noncompliance with laws and regulations.
	Supplier assessment for impacts on society	
G4-DMA	Disclosure on management approach.	Supply chain
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken.	After conducting environmental and social responsibility assessments of our supply chain, we found no significant negative societal impacts.

Social Product responsibility

DMA and indicators	Specific standard disclosures	Page/response/omission
	Product and service labeling	
G4-DMA	Disclosure on management approach.	Quality and compliance
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	Responsible packaging
G4-PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	TI complies with regulations and customer requirements for shipping and labeling. While minor labeling mistakes can occur, such as a typographical error or incorrect code, we work to correct these errors to ensure timely and cost-effective product delivery.
	Marketing communications	
G4-DMA	Disclosure on management approach.	Ethics
G4-PR7	Total number of incidents of noncompliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship, by type of outcomes.	We are proud of TI's compliance record. We received no material fines or penalties for noncompliance with regulations.
	Customer privacy	
G4-DMA	Disclosure on management approach.	Business continuity
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Business continuity (Privacy and data protection)

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