



2022 年企業公民 責任報告

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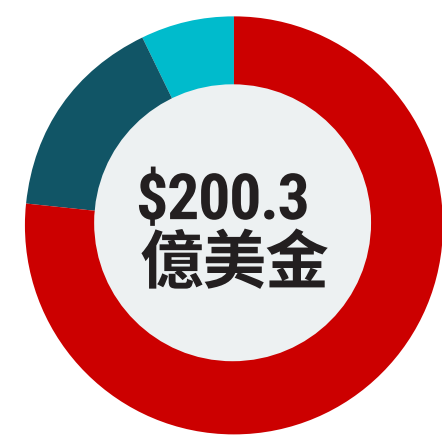
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前瞻性聲明
 此含前瞻性聲明的溝通文件旨在滿足 1995 年私人證券訴訟改革法案制定的安全港責任。通常可由 TI 或其管理階層「相信」、「期望」、「預期」、「預見」、「預測」、「估計」等用語，或其他類似意思的措辭或說法，來判斷此類前瞻性聲明。同樣地，本文說明 TI 商業策略、前景、目標、計畫、意向或目的聲明，也屬於前瞻性聲明。此類前瞻性聲明存在一定的風險和不確定性，可能會導致實際結果與前瞻性聲明中內容有顯著差異。如需詳細討論這些因素，請參閱以 SEC 歸檔的 2023 年表單 10-Q 第一季風險因素討論。本文件中的前瞻性聲明在本文件發行日期前完成。我們無義務更新前瞻性聲明以反映後續事件或情況。

TI 概覽

- 成立於 1930 年
- 總部位於美國德州達拉斯
- 公開上市交易 (Nasdaq:TXN)
- 總裁兼執行長 Haviv Ilan
- 約 33,000 名員工
 - 美洲地區約 14,000 人
 - 亞太地區約 17,000 人
 - 歐洲地區約 2,000 人
- 全球 15 個製造據點, 每年生產數百億顆晶片
- 為超過 100,000 家客戶提供約 80,000 種項產品
- 我們的產品在工業與車用市場獲最多客戶採用, 佔 2022 年營收的 65%

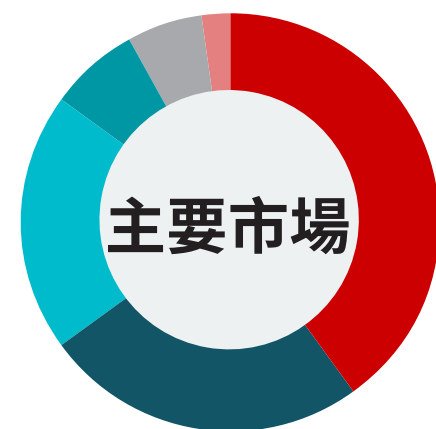
2022 年營收



\$153.6 億美金 類比
 \$32.6 億美金 嵌入式
 \$14.1 億美金 其它

資本支出: 28 億美金
 研發: 17 億美金

按市場分類的營收



工業 - 40%
 車用 - 25%
 個人電子產品 - 20%
 通訊設備 - 7%
 企業系統 - 6%
 其它 - 2%

全球製造據點¹



主要製造和設計據點

美國德州達拉斯
 墨西哥阿瓜斯卡連特斯
 日本會津若松
 菲律賓碧瑤
 印度班加羅爾
 中國成都
 菲律賓克拉克
 德國弗賴辛

美國德州休斯頓
 馬來西亞 - 吉隆坡
 美國猶他州李海
 馬來西亞 - 馬六甲
 日本美浦
 台灣新北市
 美國德州理查森
 美國加州聖塔克拉拉

中國上海
 美國德州謝爾曼
 緬因州南波特蘭
 美國亞利桑那州圖森



TI 總部美國德州達拉斯

¹TI 將所有製造設施大於 50,000 平方英尺的設計與銷售辦公室, 或截至 2022 年 12 月 31 日員工人數超過 100 人的辦公室, 定義為主要製造據點 (重要營運據點)。

CEO 的信

數十年來，德州儀器運用半導體讓電子產品更加普及，進而打造更美好的世界。隨著科技發展，每一代半導體技術都更加精巧、更高效且更經濟實惠，如今我們的產品幫助客戶開發電子裝置和新應用，這些產品有助於實現更加永續的未來。

我們的創始人富有遠見，他堅信打造一家長期蓬勃發展的優秀企業，需要擁有特定的企業文化。多年來，我們一直懷抱三個核心抱負來經營公司業務：

- 首先，我們把自己當成是擁有公司數十年的企業主一樣來思考如何經營公司。
- 第二，我們在瞬息萬變的全球環境中不斷調整腳步和方向，並獲致成功。
- 第三，我們將成為一家每個人以成為其中一員為傲，並渴望與之為鄰的公司。

這些抱負會引導我們做出長期決策，我們的產品則有助於打造更美好的世界，因此我們相信我們集體的努力將產生影響力，且能永續發展。我們對成為良好企業公民的承諾深感自豪，進而以兩種方式影響我們的社區與全世界：

首先，我們的抱負引導我們經營業務的方式，並且確保我們以對社會和環境負責的方式永續經營。這些抱負的核心在於我們相信，為了讓所有利益關係人都能從中獲益，公司必須長期持續進步和茁壯。

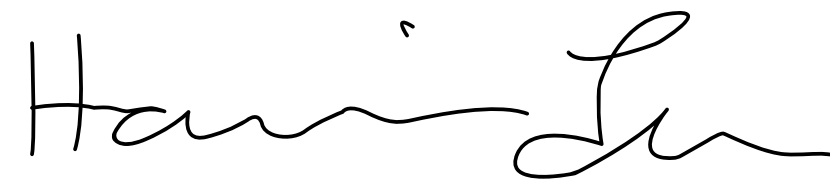
第二，半導體是創造更美好世界的關鍵角色，可幫助減少對環境的影響。

身為工程師，我們很幸運能研發令人興奮的技術，可協助客戶創新，進而打造更美好的世界。我們的半導體產品為全球各地的永續技術供電，例如電動車和再生能源應用等，並且還能透過日益增加的方式，協助締造正面影響。

即使面臨疫情相關的全球持續性挑戰及後續供應鏈中斷問題，TI 在 2022 年仍全力保障員工安全、工廠持續運作、增加產能以支援客戶需求，並在需求持續強勁的情況下回饋社區。

我為同仁在 2022 年所做出的調整和表現感到自豪。過去數十年的經驗讓我們了解，在極富挑戰的艱難時刻，我們的抱負是引領我們決策的關鍵，也是同仁應對挑戰的時刻。

請相信我們對公司抱負的堅持，以企業家的精神及思維進行長期決策、在瞬息萬變的全球環境中不斷調整腳步以獲取成功，並讓所有利益關係人都能引以為傲。若能成功實現這些抱負，我們將與同仁、客戶、社區和股東們達成全贏局面。



Haviv Ilan 總裁兼執行長



報告概覽

自 2006 年起, TI 在成為良好企業公民的承諾中公布了計畫資訊、目標、目標進度及相關資料, 並特別著重環境、社會與治理 (ESG) 與永續經營。

如同過去幾年, 我們的 2022 年企業公民責任報告同樣運用廣為接受的報告架構, 針對我們在各種業務相關 ESG 領域的思維與做法進行深入剖析。

- 全球報告倡議 (GRI)² 指標
- 氣候相關財務揭露 (TCFD)³
- 永續會計準則委員會 (SASB)⁴

此外, 我們也參與 CDP⁵ 氣候變遷與水安全問卷, 並分享於 [TI.com/ccr](https://ti.com/ccr)。

為強化報告內容, 我們向內部與外部利益關係人收集一整年資料, 檢視第三方可持續性評估、基準趨勢與最佳實踐。接著我們將資料與公司優先準則做比較, 決定要在年度企業公民責任報告中納入的主題與揭露。

我們對於企業公民責任的承諾

我們對成為良好企業公民深感自豪, 進而以兩種方式影響社區與全世界:

- 首先, 我們的抱負引導我們經營業務的方式, 並且確保我們以對社會和環境負責的方式永續經營。這些抱負的核心在於我們相信, 為了讓所有利益關係人都能受益, 公司必須長期持續進步和茁壯。
- 第二, 半導體是創造更美好世界的關鍵角色, 可幫助減少對環境的影響。



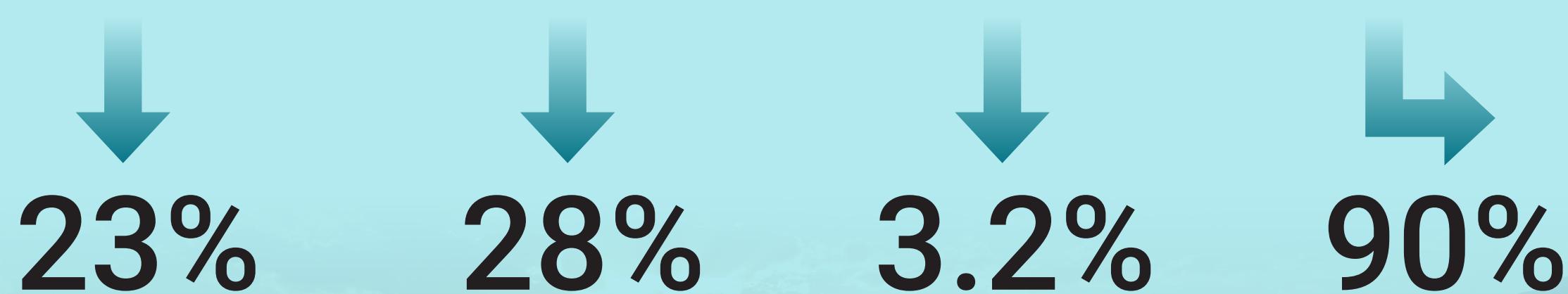
²GRI 為國際獨立組織, 提供全球溝通企業影響的通用語言, 協助企業為其產生的影響負起責任。
³金融穩定委員會成立 TCFD 以針對更有效的氣候相關揭露提供建議, 促進資訊更完整的投資、信貸與保險承保決策。
⁴SASB 是獨立非營利組織, 訂定標準以指引企業如何將永續性資訊揭露給投資者。
⁵CDP 為非營利組織, 為投資者、企業、城市、州與區域運作全球揭露系統, 以管理環境影響。

2022 年度焦點

我們對實踐良好企業公民的長期承諾深感自豪，秉持盡責態度投入永續製造。

打造永續發展的未來

TI 在 2022 年持續在製程與設備上提升效率，以降低能源、材料與耗水及溫室氣體 (GHG) 排放。*



降低範疇 1 與範疇 2 溫室氣體排放 (與 2015 年相比)

減少每晶片的能源使用 (與 2015 年相比)

減少水資源使用

自掩埋場轉移的廢棄物



在 TI 工作

我們將全球最聰明的 33,000 個人聚集在一起，運用半導體讓電子產品更加普及，進而打造更美好的世界。

30+

多元包容與人才培育榮譽

15

員工資源團體

50.7

每位同仁的平均學習時

建立強大的社區

我們的抱負之一，就是成為一家能讓同仁引以為傲並能與社區共好的友鄰企業，這樣的抱負讓我們持續投入打造更強大的社區。

\$5,260 萬

來自於 TI、TI 基金會、現任與退休同仁捐贈及其他捐贈款

257,000 小時

現任與退休同仁累積的志工服務時數

* TI's goals and commitments can be found in the company's annual Corporate Citizenship Report.

環境永續發展

降低環境衝擊

TI 對成為一家良好的企業公民深感自豪，並長期承諾於負責任且永續的製造。我們在 2006 年產出第一份企業公民責任報告，並持續致力於我們對保存自然資源、減少溫室氣體 (GHG) 排放與減緩氣候變遷的長期環境永續發展計畫。

做為每年製造數十億晶片的半導體公司，我們深信提升製程效率為重要關鍵。我們以多年永續目標做為指引 (請參閱下一頁)，致力於以高效方式製造晶片，降低能源使用、溫室氣體排放、水資源使用與掩埋廢棄物產生。

現在與未來，TI 半導體產品在幫助減少環境衝擊方面，扮演越來越重要的角色。我們的半導體將幫助客戶開發更精巧、更有效率且更平價的技術，以實現電氣化、再生能源與能源儲存解決方案。

進度

過去幾年中，TI 在節省能源與水資源、降低每晶片能源消耗、轉移掩埋場廢棄物方面都有所進展，並努力推動以 2015 為基準年，在 2025 年前將範疇 1 和範疇 2 絕對溫室氣體排放減少 25% 的長期目標。

由於 TI 產量增加，因此 2022 年消耗與排放與去年同期相比略有增加，原因是這一年中客戶需求持續強勁，加上在德州 Richardson 和猶他州 Lehi 擴建兩個 12 吋晶圓廠。

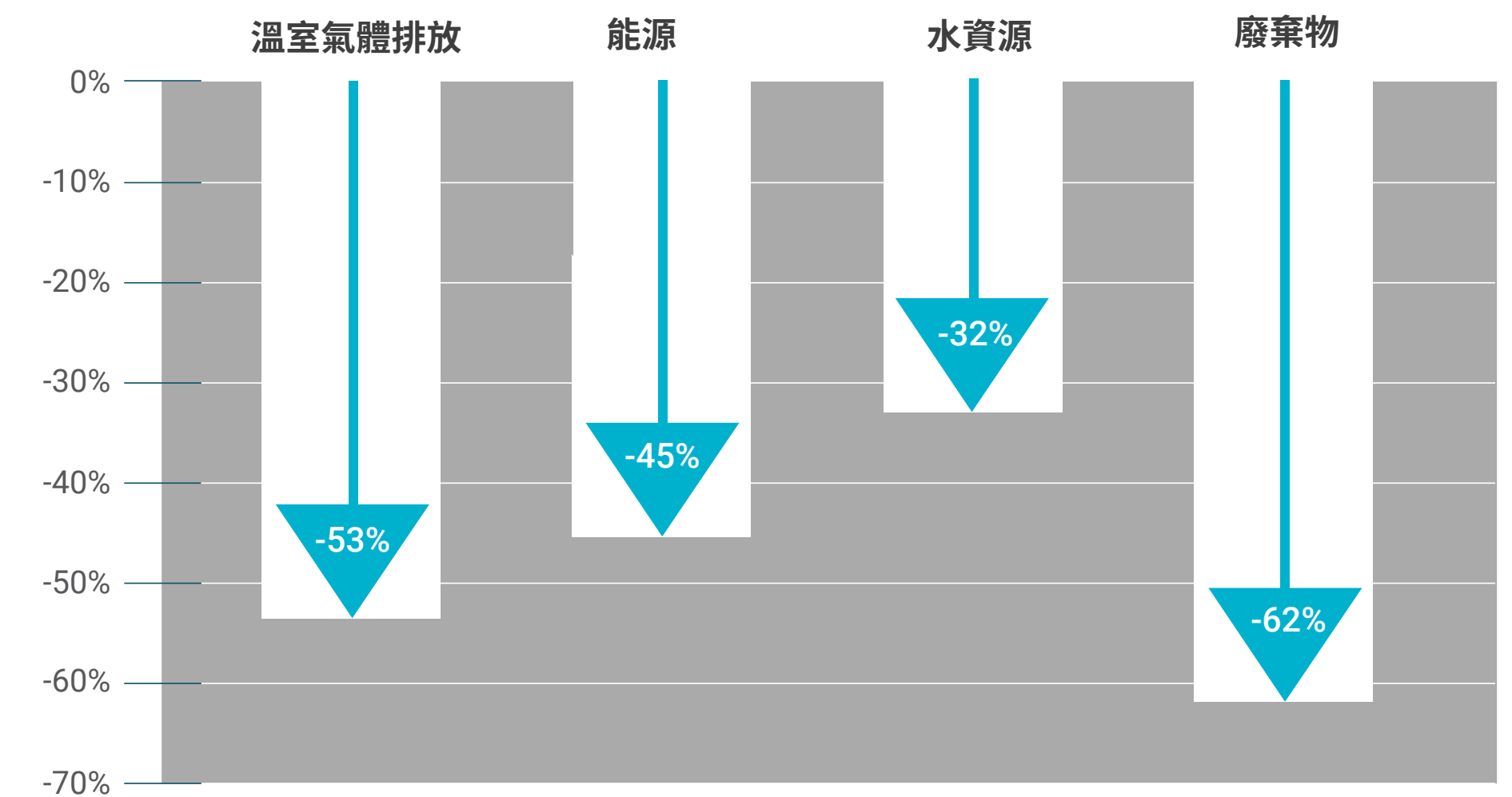
除了營運成長外，我們也持續努力降低環境衝擊。我們每年投入數百個旨在減少環境衝擊的專案，例如使用先進製造工具和技術、簽署數年太陽能與風力合約以在德州提供再生電力，並在印度班加羅爾廠區安裝太陽能屋頂瓦片。

2022 年每顆晶片效率改善

十多年來，TI 持續提升晶圓廠製程與設備效率，以減少對環境的影響。我們測量溫室氣體排放、能源、水資源與材料消耗並將追蹤標準化或至每顆晶片，以評估我們製程的整體資源效率。

透過比較標準化資料，我們可了解單一晶片生產的相關資源與排放，並觀察是否隨時間有所改善。若比較 2010 年到 2022 年每晶片資料，可發現我們大幅降低製造相關衝擊與資源消耗。

2010-2022：每顆晶片效率改善



環境承諾

TI 執行各種計畫來降低能源、材料與水資源消耗，以及溫室氣體排放 (GHG)。以下表格整理出我們目前在減排目標上的進度。

重點	目標	2022 年底進度
<p>溫室氣體 (GHG) 排放</p> <p>TI 針對降低排放採取的行動：</p> <ul style="list-style-type: none"> 使用對全球暖化影響可能性較低的替代氣體與化學物質。 安裝減少排放的裝置。 購買來自再生能源的電力。 產品製造、運輸與配送最佳化。 避免非必要的出差，並於特定廠區提供員工通勤津貼。 	<p>2025 年底前：</p> <p>25% 範疇 1 和範疇 2 排放減少25% (以 2015 年為基準年)。</p>	<p>23% 溫室氣體排放降低23%。</p>
<p>能源</p> <p>TI 針對減少能源消耗採取的行動：</p> <ul style="list-style-type: none"> 以最佳效率方式進行建築物與製造廠的設計和營運，且所有新建築物皆獲得能源與環境設計領導 (LEED) 認證 7。 升級與翻新工具和設備。 使用感測器與其他自動控制。 執行例行的節能專案。 	<p>2025 年底前：</p> <p>50% 每顆晶片的耗能減少 50% (以 2015 年為基準年)。</p>	<p>28% 顆晶片耗能減少28%。</p>
<p>水資源</p> <p>TI 針對減少水資源消耗採取的行動：</p> <ul style="list-style-type: none"> 透過逆滲透濾水器回收率最佳化等措施，提升去離子水廠效率。 透過回收率最佳化，降低製造工具的水資源使用。 尋找可在其他製程中重複使用水資源的其他製造工具。 增加微過濾器 and 超濾器使用，以回收更多廢水。 	<p>於 2022 年節省：</p> <p>3.4% 2022 年總水資源使用節省3.4% (等同於 2021 年)。</p>	<p>3.2% 減少3.2%水資源使用。</p>
<p>廢棄物與材料管理</p> <p>TI 在廢棄物與材料管理上採取三步驟措施：</p> <ul style="list-style-type: none"> 檢視所需內容。 盡量重複使用。 將可回收者加以回收。 	<p>在 2022 年轉移：</p> <p>90% 固體廢棄物材料送入掩埋場。</p>	<p>90% 材料自掩埋場轉移。</p>

⁶TI 在 2021 年企業公民責任報告中將 2015 溫室氣體排放基準自 2,471,357 調整至 2,832,709 MTCO₂e，以反映營運上的結構性改變，以及遵守 WBCSD/WRI 溫室氣體盤查議定書中提供的指引：企業核算與報告準則指引的營運結構改變。

⁷LEED 是全球最為使用的綠建築評級制度。

溫室氣體排放

我們對溫室氣體排放的承諾

TI 訂立溫室氣體排放與能源減排目標，以減少環境衝擊並提升效率。TI 目標在 2025 年前將絕對範疇 1 和範疇 2 溫室氣體排放減少 25% (以 2015⁸ 年為基準年)。

因財務會計目的，我們的組織邊界包含 TI 製造場站、大型製造場站，以及我們視為嵌入式租賃的合約支援設施。我們的營運邊界包含適用場站和設施的範疇 1 與範疇 2 排放。

我們採取的行動

我們在營運、運送、配送和供應鏈中已多年採取溫室氣體減排措施。

範疇 1

TI 將製程中使用的氣體和現場使用燃料 (例如天然氣與柴油⁹) 直接進行範疇 1 溫室氣體排放。我們努力透過以下方式降低排放：

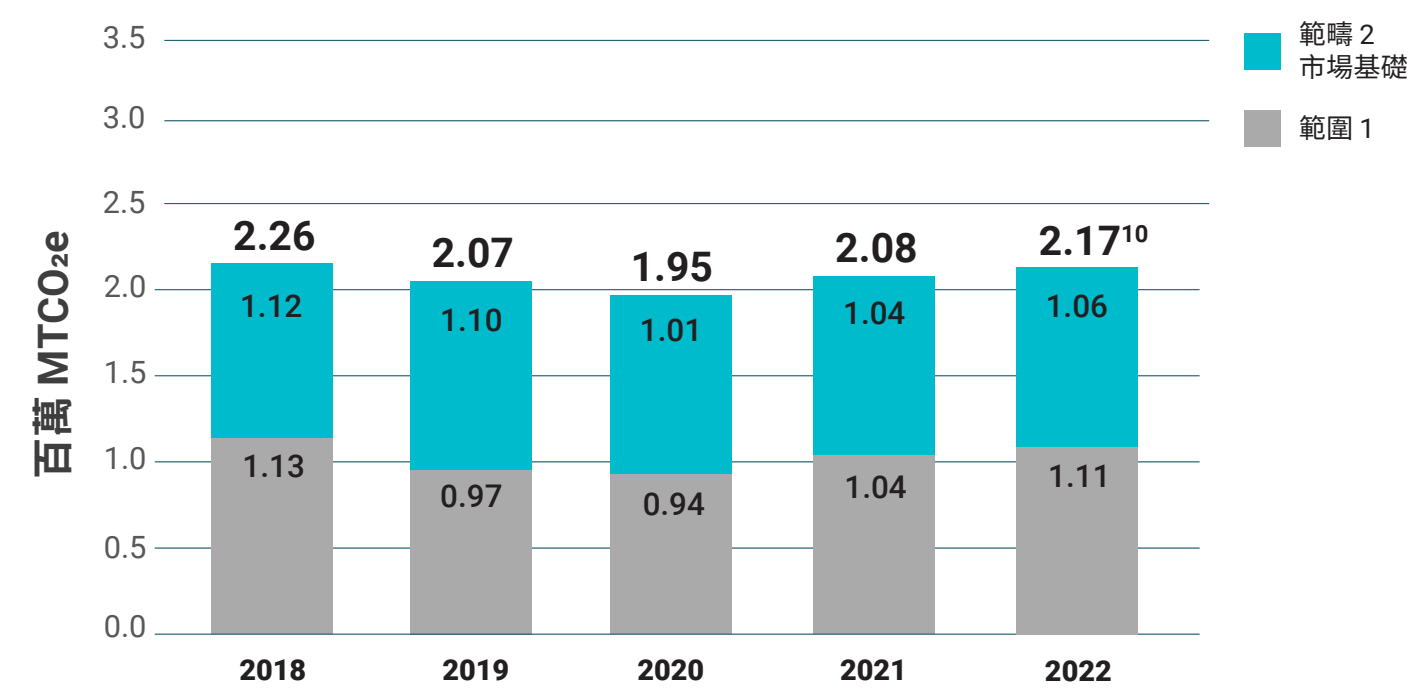
- 採用更新更有效率的製造工具與技術。
- 使用替代氣體與化學物質消除非必要含氟氣體。
- 在部分工具上安裝使用點熱減排裝置，處理半導體製造過程中使用的廢氣。

範圍 2

TI 將為製造或其他營運過程購買的電力，以非直接方式排放範疇 2 溫室氣體。我們努力透過以下方式降低排放：

- 購買和鞏固全球再生能源。
- 提升製造系統、建築與工具的能源效率。

總溫室氣體排放
(CO₂ 當量百萬公噸)



TI 的單位保護在 2022 年提高 25%。此總數是以市場為基礎的溫室氣體。

範圍 3

TI 的供應鏈、員工旅遊和通勤，以及產品經銷網路會產生範疇 3 溫室氣體排放。我們藉由以下方式減少衝擊：

- 鼓勵供應商提升生產與營運效率。
- 自地區配送中心大量運送品項，減少運送與運輸相關排放量。
- 限制出差次數並提供視訊會議功能。
- 提供現場電動車充電站、接駁車和自行車基礎設施。
- 在指定場站提供大眾運輸與共乘津貼。

我們依據企業價值鏈 (範疇 3) 會計與報告標準 (溫室氣體盤查議定書企業會計與報告標準補充內容)，持續評估與計算與 TI 最相關的價值鏈排放。

監測潛在風險

TI 面臨氣候變遷相關潛在風險與機會，詳細資訊於 [TI 2023 年 CDP 氣候變遷回應](#) 中說明。我們的 CDP 回應、GRI 指數的 [排放章節](#) 以及 [TCFD 指標](#)，也包含氣候變遷相關治理與管理政策相關資訊。

成果

截至 2022 年底，TI 的範疇 1 與 2 絕對排放自 2015 年起已下降 23%。如需更多溫室氣體資料，請參閱我們的成果資料。

⁸TI 的 2015 年溫室氣體排放基準在 2021 年企業公民責任報告中經過調整，以反映營運結構的改變，包括蘇格蘭晶圓製造廠撤資和猶他州 300-mm 晶圓製造廠收購。2015 基準自 2,471,357 調整至 2,832,709 MTCO₂，以遵守 WBCSD/WRI 溫室氣體盤查議定書中提供的指引：企業核算與報告準則指引的營運結構改變。

⁹由於計算方法與指引改變，因此 TI 未在先前的業公民責任報告中納入氟化傳熱液體 (FHTF)。在半導體排放追蹤機構世界半導體理事會 (WSC) 的目前報告準則中，沒有追蹤與報告 FHTF 的相關要求。美國國家環境保護局 (EPA) 最新推出向 EPA 揭露資訊的規則中包含 FHTF 相關規定，因此我們遵循此規範要求。最近 WSC 在所有區域取得共識，將改採 2019 年政府間氣候變化專門委員會 (IPCC) 準則，其中也包含 FHTF。TI 正在思考轉採 2019 IPCC 準則的適當時機，在採用該準則後將納入 FHTF 排放。

¹⁰TI 2022 年範疇 1 與範疇 2 溫室氣體排放有限保證認證由 ERM 認證與驗證服務 (CVS) 提供。

能源

我們對每晶片能源強度減少的承諾

TI 的全球營運與設計、製造、組裝和測試場站注重低能源消耗和相關溫室氣體排放，同時設定年度減排目標並執行效率專案。TI 目標在 2025 年底將全球製造場站的每晶片能源使用¹¹ 降低 50% (以 2015 年為基準年)。我們在 2022 年底¹² 的進度已達 28%。

我們採取的行動

TI 每年執行超過 200 個專案，以在營運過程中減少能源使用。即使我們在過去五年中產量增加 25%，這些專案在相同期間仍幫助我們節省 320 GW 小時 (GWh) 能源。

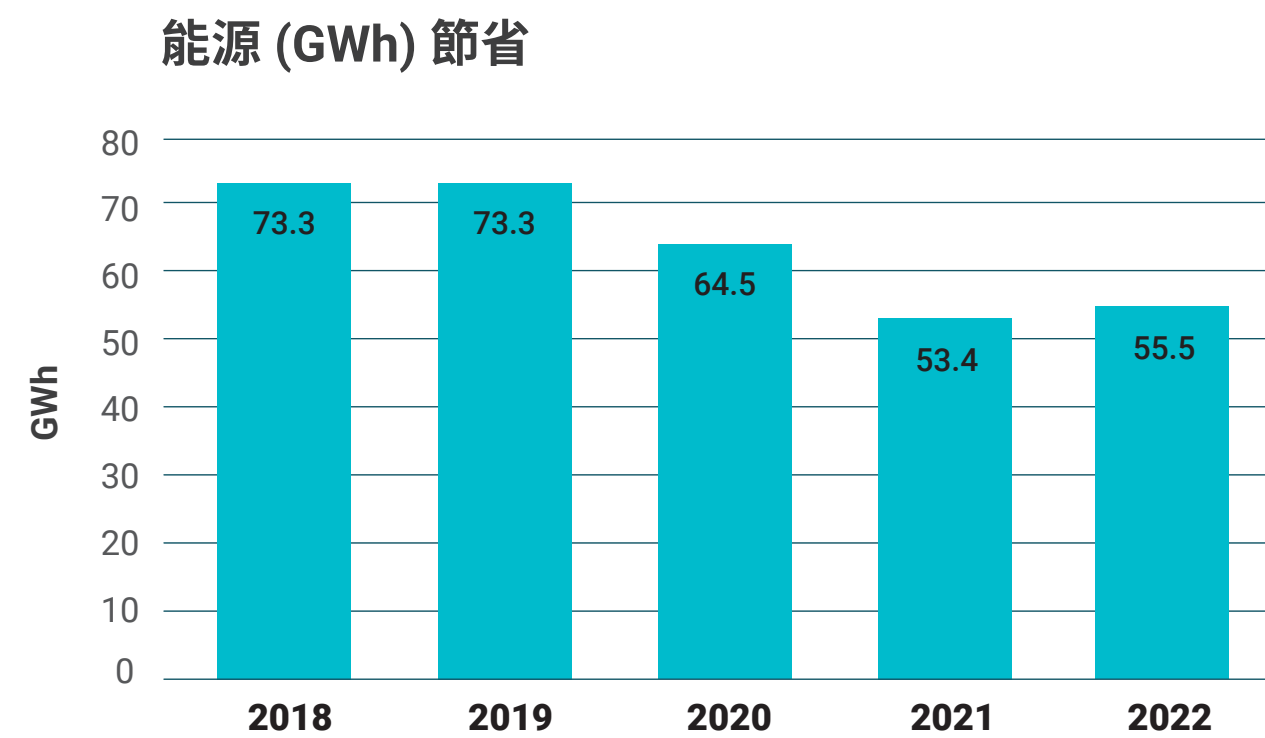
我們將重點放在製造作業上，因為相關作業佔我們總能源使用超過 90%。我們的其他節能方式包含：

- 進行建築物與製造廠設計和營運，提升效率並獲得 LEED 認證。
- 升級與翻新工具和設備。
- 使用感測器與其他自動控制。
- 改善冷卻水廠控制與設定點最佳化。
- 未氣體處理系統安裝節能 LED 照明、風扇與驅動機制。

成果

由於產量增加，TI 能源消耗從 2021 年的 3.19 TWh 增加到 2022 年的 3.75 TWh。如需更多能源資料，請參閱我們的[效能資料附錄](#)。

如需更多關於 TI 管理能源使用的資訊，請參閱 GRI 指標中的[能源](#)章節。

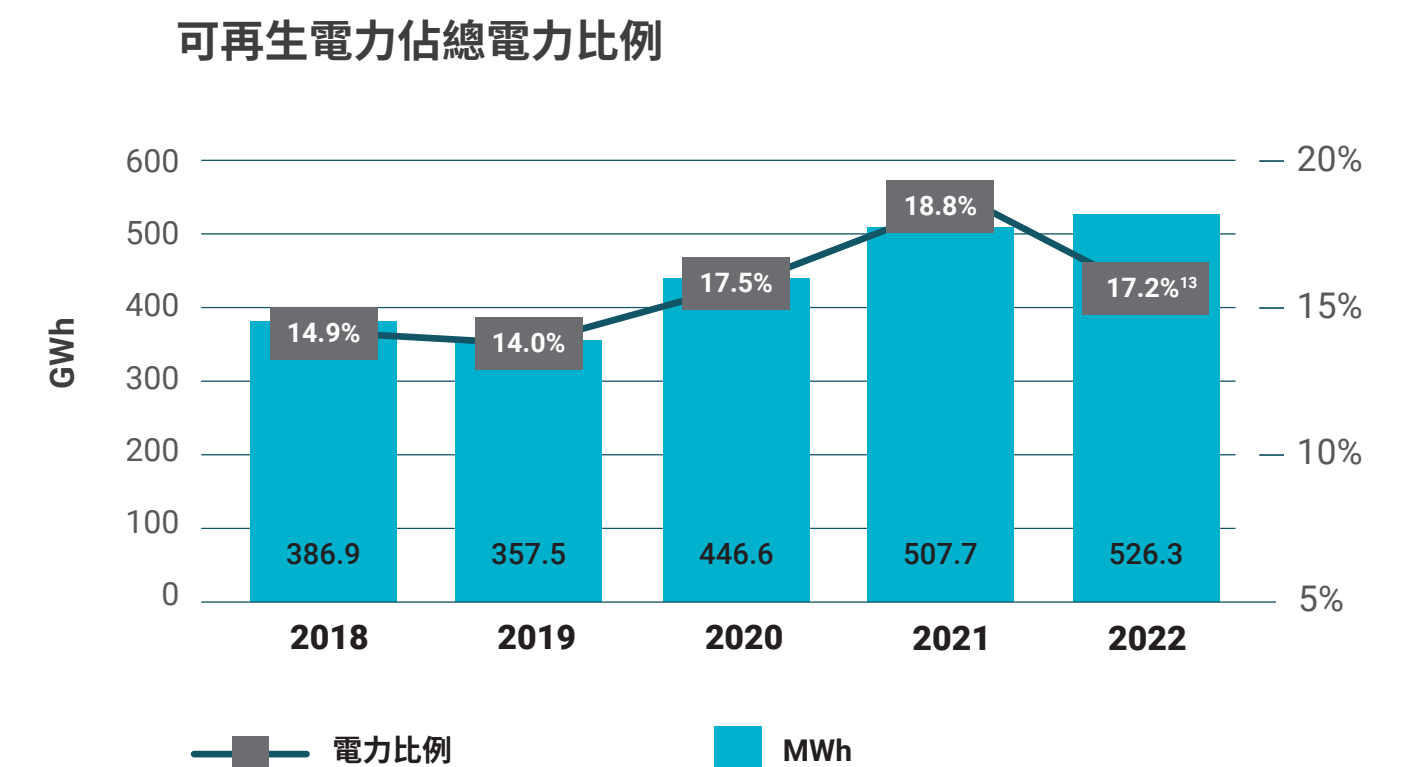


再生能源

TI 將在接下來幾年的溫室氣體減排目標中，努力增加再生能源使用。TI 將鞏固符合成本效益的可靠能源供應 (包含在適用情況下採用再生資源)，以符合企業需求與目標。

TI 在 2022 年底開始：

- 簽訂 15 年合約，接收 47 兆瓦 (MW) 太陽能以供北德州營運。2023 年初，我們又透過 11 年合約增加 18MW 額外風電。
- 此合約採用印度班加羅爾第一個重要屋頂太陽能系統。



¹¹我們量測每晶片輸出能源使用或強度，以評估製程整體能源效率。

¹²ERM CVS 提供 TI 2022 年能源與再生電力使用的有限保證認證。

¹³北德州專案在 2022 年 12 月上線，該月產生的再生能源不包含在 2022 年總再生能源總數中。雖然 2022 年因新工廠上線擴大生產導致再生能源採購與使用增加，但再生電力佔總電力的百分比卻有所下降。

水資源

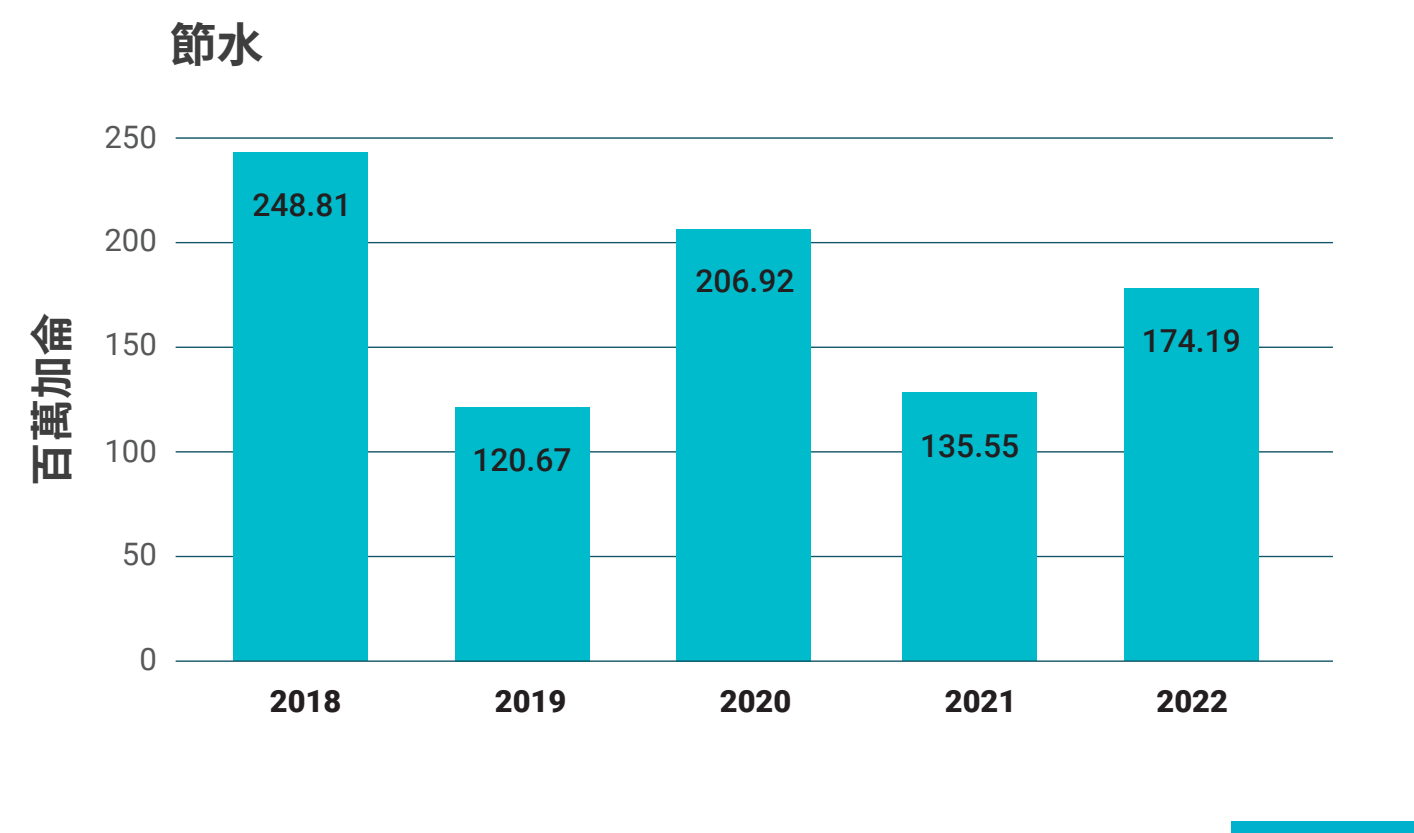
我們對於節水的承諾

TI 特別著重以負責且有效率的方式使用水資源，我們節省經過處理的飲用水，並對廢水進行處理和回收，藉此減少成本並提升長期可用性。我們維護廢水處理系統並進行最佳化，以符合相關規範與允許限制。

我們在 2022 年進行減水專案，一年省下的水相當於 2021 年使用量的 3.2% (目標為 3.4%)。

節水

過去五年中，我們共節省近 8 億 8,610 萬加侖的水。



我們採取的行動

TI 每年執行專案以在營運過程中減少整體水資源使用。為提升水資源效率，TI：

- 投入節約、回收與重複使用專案。
- 最佳化去離子水廠效率，以提升逆滲透濾水器的回收率。
- 我們進行流速最佳化，並在其他製程中尋找可重複使用水資源之處，藉此降低製造工具的水資源使用。
- 使用其他微濾水器和超濾水器，回收更多廢水。
- 將導向冷卻水塔的冷凝和微孔過濾水量最大化。
- 淨化高品質生產水並回收到超純水廠輸入。

監測水品質

我們定期在製造設施中監測取水品質，並執行定期測試以維護內部標準。我們的製造設施也會以標準廢水參數追蹤水排放品質。

管理廢水

TI 透過內部標準、計畫和程序，確保所有場站產生的廢水都能符合當地、州與國家排放要求。每個場站皆以半導體產業標準作為評估參數，通常包含生物需氧量、總懸浮固體、金屬、pH 及溫度。此外我們也：

- 排放前，自廢水中限制或移除金屬、有毒有機化合物、硝酸鹽和硫化物等物質。
- 收集包含溶劑、濃縮金屬或酸類溶液的廢水淤泥，並依規範要求進行場站外棄置處理；部分情況下，我們會將這些合成物送至回收設施，供其他產業重複利用。
- 進行所需廢水取樣，確保在允許範圍內營運。

成果

雖然為支援客戶而提高產量，造成總水資源使用比 2021 年增加 19%，但我們仍成功省下超過 1 億 7,400 萬加侖，並高效重複利用總用水量的 25% (或接近 22 億加侖)。如需更多用水相關資料，請參閱我們的[效能資料附錄](#)。

若要進一步了解我們的水資源與廢水管理政策，請參閱 [TI 的 2022 年 CDP 水安全回應](#) 及 GRI 指標的 [水資源與廢水章節](#)。

廢棄物與材料管理

我們對減少掩埋廢棄物的承諾

TI 以盡責管理材料與化學物質使用和棄置，以保護環境並減少掩埋廢棄物。TI 的目標是將 90% 的材料免於送入掩埋場，以期降低對環境的衝擊。

我們採取的行動

我們依照聯邦、州與當地適用法規，適當棄置無法回收或重複利用的水資源和材料，並盡力執行以下：

步驟 1：檢視所需內容。

我們需要的材料多用在半導體製程上。在購買材料和化學物質時，我們會考慮產生的廢棄物，以及是否有機會重複利用現有材料、購買回收材料或改用對環境友善的品項。

步驟 2：盡量重複使用。

我們透過以下方式，重複使用材料與化學物質：

- 自固體、流體、晶圓廢品和其他材料中復原金屬。
- 再利用並重售使用過以及剩餘的化學品、化學品容器及舊製造設備。
- 重複使用晶圓載體和餐飲服務餐具。

步驟 3：將可回收者加以回收。

我們的可回收材料與化學品主要來自辦公室及製造場站，這些物品會依當地規定加以管理與規範。

管理化學品和氣體使用

半導體製造包含使用危險和非危險化學品及氣體，這也是 TI 產品管理系統採取嚴格控制的原因。我們持續：

- 在營運過程中尋找與使用最安全、風險最低的材料，以保護 TI 人員、場站社區與消費者。我們盡可能在部分清洗應用中，以高壓水或對環境較為友善的替代品來取代化學品。
- 在將任何材料與化學品納入半導體製程前進行篩選，以滿足相關法規與客戶要求。我們也在供應商合約中加入化學品限制與標準。
- 一旦新的科學資訊和新規範生效時，即評估材料的潛在環境、安全和健康 (ESH) 影響。
- 遵循嚴格標準和準則，以安全且盡責的方式購買、運輸、追蹤和棄置化學品。
- 針對化學品或有害物質的使用、標籤、儲存與棄置提供特定程序與訓練，其中包含適當使用個人防護裝備。
- 採用通風控制、減排系統、洩漏偵測器與適當處理技術。

若在篩選過程中對材料或化學品有所疑慮，我們會將其提交到由內部相關專家組成的審查委員會。若材料或化學品為製造必須，但使用上仍有疑慮，我們的製造領導階層會審查此情況，並視需要尋求更安全的替代方案或採用更嚴格的使用管制。

材料內容透明

我們提供給客戶的文件和工具明確列出我們採取的做法，以確保產品遵守全球材料限制與規範，其中包括：

• [控制化學品與材料規範](#)。

• [TI 受限化學品和材料](#)。

• TI 的[環境與產品管理做法](#)。

• 用來尋找材料內容、下載受限化學測試報告或尋找產品 RoHS、REACH 與綠狀態的[搜尋工具](#)。

• [品質、可靠性與封裝資料](#)。

• [無鉛轉換](#)。

• [低鹵 \(綠色\) 聲明](#)。

• [環境常見問題](#)。

成果

在 2022 年產生的 50,673 公噸廢棄物與剩餘材料中，我們成功使 90% 免於送入掩埋場，達成我們的目標。

我們的替代方式包括在可行情況下重利用和復原化學品、將剩餘化學品售出、回收部分廢棄物並運用在能源回收上，以及回收木頭、紙張、玻璃、金屬和有機材料廢料。如需更多資料，請參閱我們的[效能資料附錄](#)。

請參閱 GRI 指標中的[材料章節](#)，了解更多 TI 管理材料的資訊。

產品品質

我們對品質和支援的承諾

從製程技術和設計到製造、包裝、測試和送貨，TI 們對品質的整體方法融貫公司供應鏈的各個層面。我們持續改善產品與製程技術，提供高品質且可靠的半導體解決方案，以滿足客戶的需求。

為降低環境衝擊並增加產品壽命，我們對技術品質和可靠性進行最佳化。我們會測量客戶退貨量，評估每十億零件退貨量和解決週期的效能表現，這些測量值有助於我們維持高品質客戶服務、產品品質與可靠性。

為推動持續改進，我們對每次退貨原因進行評估、分類和匯整，進而判斷系統改善機會。85% 的 TI 產品在過去三年還未收到任何客戶退貨。

我們採取的行動

品質及可靠性

TI 中的每個組織皆互相配合，確保品質並提供可靠的產品。我們持續改進產品和處理技術，打造滿足嚴格工業（聯合電子裝置工程委員會）和汽車（汽車電子協會 Q100）產品品質標準的可靠技術。我們使用專用材料與控制來打造高品質產品、測試矽晶與封裝技術，並持續監測晶圓層級的可靠性。

在開始產品認證時，我們的目標是擁有以資料支援的高度信心，相信產品完全可靠且能滿足客戶長期品質需求。

品質和可靠性滲透到 TI 的每個角落

TI 運用各種策略來維持品質和可靠性。例如我們的：

- [品質系統手冊](#)即說明品質管理程序和系統。
- [品質政策與程序](#)提供快速判斷與解決品質問題的架構。我們納入產業要求與標準及客戶規範和回饋，在產品生命週期中降低風險並推動改善。
- 內部品質標準幫助我們滿足各種工業標準和品質規範，其中包含國際標準化組織 (ISO) 9001、ISO 14001、ISO 45001、汽車品質管理系統國際標準 16949 及美國安全檢測實驗室評等。
- [可靠性測試](#)可強化或加速潛在故障機制、幫助尋找根本原因，以及顯示如何防止故障模式。

我們對數種產品和服務品質效能指標進行量測，以持續推動進步。

產品壽命

為維持[產品壽命](#)與不間斷供應客戶，我們訂立生命週期管理政策和庫存與製造策略，能持續十年以上銷售與支援產品。

TI 的產品生命週期通常為 10 至 15 年，且時常可延續更長時間，符合許多客戶的要求。我們致力為客戶延長產品壽命，並制定策略和內部政策以維持這項承諾。



TI 產品行銷工程師 Nosa 結合他對工作技術的熱情，提供高品質解決方案，積極滿足客戶需求。

產品物流

TI 持續努力以高效方式進行產品封裝與運送，確保商品能及時送到客戶手上、符合國際運送規範，同時降低環境衝擊。

我們採取的行動

我們的產品配送中心 (PDC) 十分注重塑膠使用，並盡可能在貨物送出的包裝上使用塑膠充氣包材，以給予塑膠棧板第二生命。我們重複使用並回收各種材料，以減少包裝廢棄物。

例如我們：

- 在每次運送時包裝大量產品，以減少多次運送。我們也提高包裝密度，讓實際重量更加接近收費尺寸重量。
- 包裝時使用可回收、可重複使用和內含回收內容物的充氣袋，部分 PDC 即採用以廢棄紙箱製成的碎紙板包材保護內容物。
- 與客戶合作，了解其運送需求，盡可能採用大量運送方式。這麼做能在用較平價的運送選項，在有餘裕時運送與客戶商定的次順位貨物。
- 要求供應商以可重複使用的傳輸盒運送所有新的 300-mm 晶圓。清空傳輸盒後，我們會將傳輸盒送回供應商重複使用或於內部使用。
- 重複使用在運送期間保護產品的包材 (例如氣泡紙和保麗龍)、運送材料 (例如運輸盒、條板箱和棧板)、將貴金屬可回收品項運給供應商的運輸箱，以及產品配送時使用的塑膠捲盤。我們重複使用教育技術事業單位的氣泡紙，做為 TI.com 產品運送的充氣包材。
- 進口至歐盟區的評估模組遵守歐盟 (EU) 廢電機電子設備與 EU 包裝及包裝廢棄物回收計畫。
- 將 PDC 安排在接近客戶的區域，以加快運送時間、提升效率，並在發生災難時方便產品運送。
- 消除沉重昂貴的客製裁切保麗龍、不可回收的保麗龍，以及保麗龍和紙板廢棄物。
- 在部分 PDC 上以可重複利用的金屬容器取代運輸盒，減少塑膠和紙板廢棄物。

請參閱 GRI 指標中的[行銷與標籤章節](#)，了解更多 TI 管理產品內容標籤的資訊。



PDC 團隊成員 Danielle、Fernando 和 John 在北德州的聯盟 PDC 主導一個試驗性專案，以裁碎成晶格圖樣的可回收紙板取代塑膠包材，盡可能減少塑膠使用。

盡責商業作為

治理

我們相信良好的公司治理是確保 TI 長期成功的重要因素。自 1973 年起，我們持續編寫公司治理準則，多年來始終持續因應公司與股東的需求進行適當調整。

我們的抱負與價值是奠定 TI 持續成長茁壯的重要基石，不僅如此，我們更遵循這些公布準則，展現盡責且有道德的公司治理實務。

董事會

TI 董事會致力於負責且有效的公司治理，並監督公司的全球業務策略。其下包含三個委員會：稽核委員會、薪酬委員會以及治理與股東關係委員會。

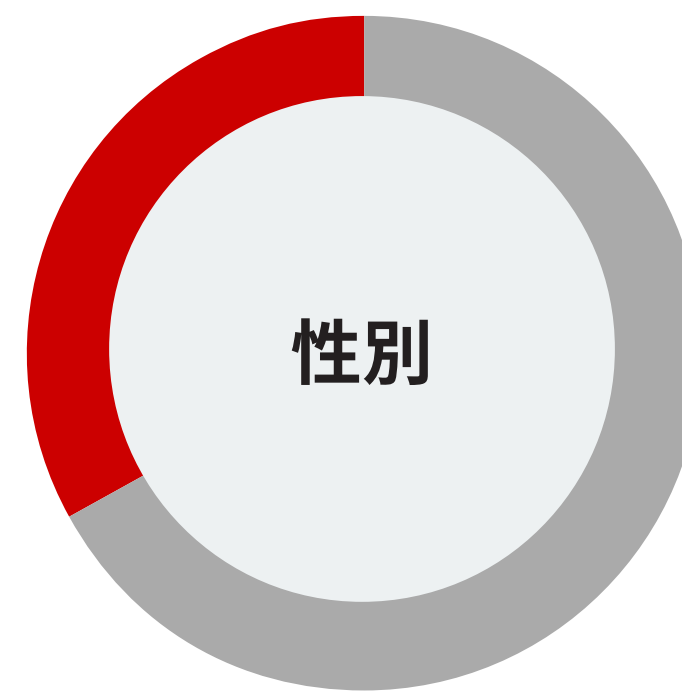
董事會每年都會討論其治理實務，確保其在當今商業環境下仍適合 TI 採用。其中，考量 ESG 相關治理實務可能會對 TI 帶來重大影響，因此這類治理實務也會由相關委員會進行審查。例如稽核委員會負責審查公司風險評估與風險管理實務，特別是環境相關風險；治理與股東關係委員會也會監督與其責任相關 ESG 議題，審查與公司股東相關的公共議題。

TI 董事會簡介

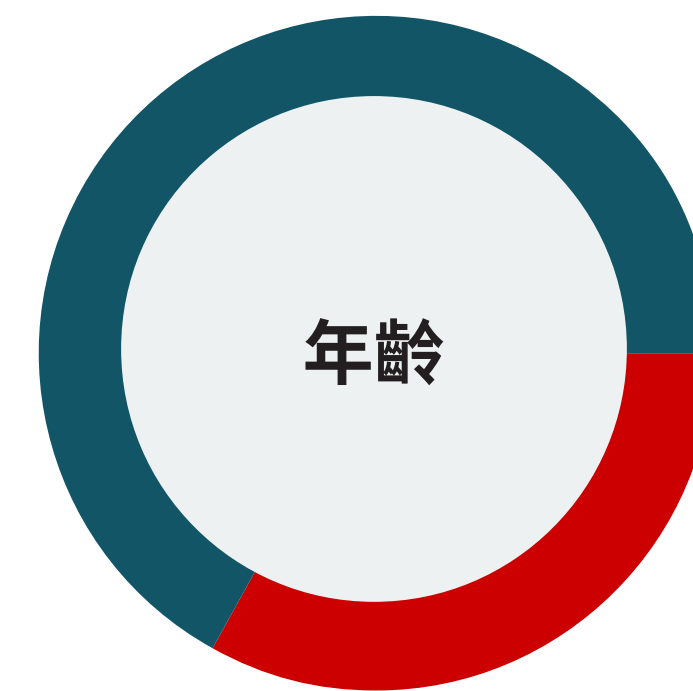
TI 在 2022 年底採用統一董事會系統，共計 12 位董事會成員，包含 10 位獨立董事。董事們的領導能力與背景多元，為 TI 帶來豐富的經驗與知識。

董事們的綜合優勢有助於他們監督公司當前和未來的策略、風險和績效，並牢記 TI 股東的最佳利益。

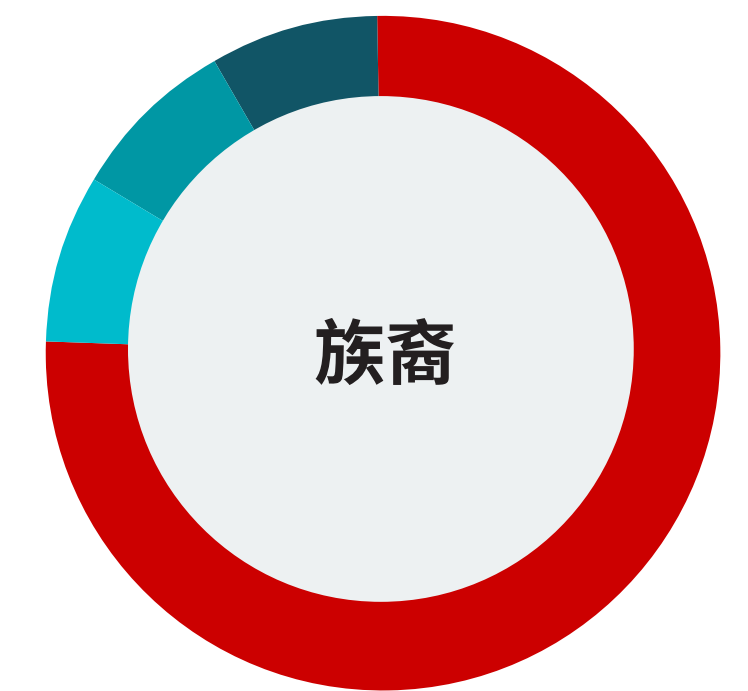
2022 年董事會多元性



女性 - 33%
 男性 - 67%



年齡 ≥ 60 歲 - 33%
 年齡 ≥ 61 歲以上 - 67%



非裔 - ~8%
 西班牙裔 - ~8%
 亞裔 - ~8%
 白人 - 75%

進一步了解 TI 的公司治理：

- [監督 GUI 議題的董事會監督](#)
- [董事會與委員會](#)
- [公司治理文件](#)
- [2023 年代理聲明](#)
- [2022 年度報告](#)
- [2022 美國證券交易委員會 \(SEC\) 10-K 報告](#)
- [GRI 指標的一般揭露章節](#)

道德規範與法規遵循

我們的創辦人富有遠見，他深知要打造一間卓越的公司，就需擁有特殊文化才能長期蓬勃發展。在 TI，我們將此文化稱為實踐我們的價值，即我們日常營運作業所實踐的抱負、價值和行為準則。

每位 TI 同仁在遵守行為準則上都扮演著重要角色，我們也透過管理階層投入、員工參與和訓練來落實這些行為準則。

我們採取的行動

我們為 TI 同仁、管理階層和領導階層提供所需訓練與工具，幫助他們採取適當決策、以正確方式開創業務，並長期打造更強大健全的公司。

每位 TI 同仁都需進行道德規範與法規遵循訓練。訓練主題可能不盡相同，但時間都長達數年，其中包含 TI 行為準則、環境、安全與健康 (ESH)、機密資訊保護、資訊技術安全、職場騷擾與性騷擾，及其他法規遵循主題。

此外，我們也為特定職位同仁進行人權政策、出口法規、反貪污、內線交易、全球競爭法規及責任商業聯盟 (RBA) 行為準則訓練。

另在外組，織我單們位強內調加管強理宣階導層公對司實文化踐、公提司高價道值德和與遵法守規道遵德循規。

範背後意義的了解，為此，我們提供管理階層適當工具，供其我們的 [GRI 指標](#) 提供更多法規遵循、反貪污、反競爭行為與非歧視實務相關資訊。

我們的行為準則

我們要求每位 TI 同仁都必須了解我們的行為準則，此行為準則將我們的抱負與價值轉為必須堅持的標準，並清楚闡明任何無法容忍的行為。

TI 同仁看到與公司抱負、價值、行為準則或政策不符的行為時，有責任提出指正。員工可與管理階層或人資部門討論，或以直接或匿名方式聯絡 TI 道德辦公室。

直接聯繫：

- 電子郵件 ethics@ti.com
- 寫信至 P.O.信箱 830801, Richardson, TX 75083-0801

匿名服務專線：

- 線上 ti.com/tiethicshelpline
- 撥打美國免付費電話：1-888-590-5465



公共政策

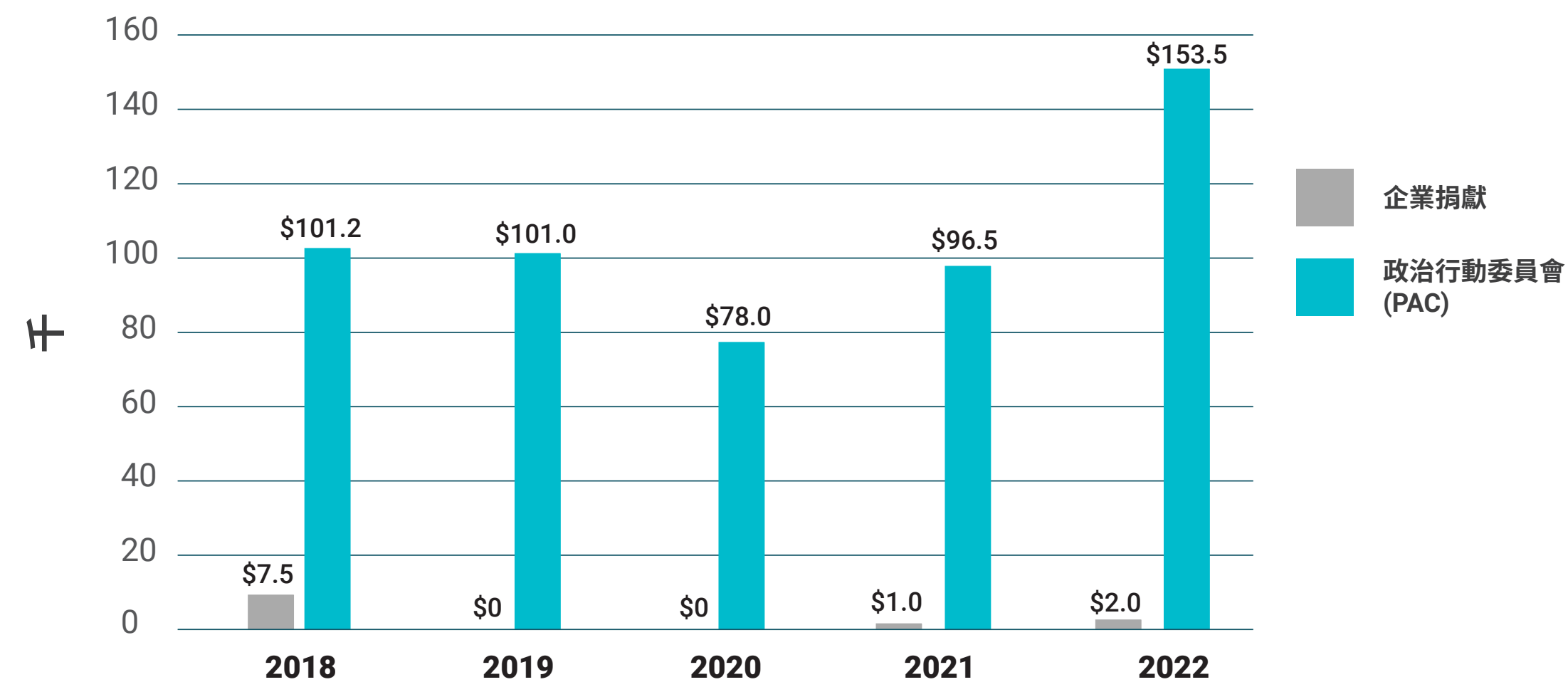
TI 設有完善的政策與實務，能推動公司與員工的合法政治參與。這些政策與實務定義了我們的政治活動，以及 TI 政治行動委員會 (PAC) 的責任與實務。

我們提出政策來協助吸引人才、推動創新，並提升競爭力，特定政策領域包括：稅收、貿易、人才和種族平等。為此，我們攜手許多美國和國際產業機構，以期達到政策目標。我們在部分組織中較為活躍；我們並非在所有立場上完全一致。

TI 的 PAC 100% 由員工資助、受監管、透明且無黨派。TI PAC 使員工能夠自願聯合起來支持立場與我們公司一致的聯邦、州及地方政治候選人。

我們在 [Ti.com](https://www.ti.com) 提供關於公司政治活動、TI 的 PAC、員工政治活動和相關政策的詳細資訊。

政治花費¹⁴



¹⁴TI 選擇在 2019 年和 2020 年公民投票時不提供任何企業獻金。2020 PAC 獻金因 COVID-19 受到影響。

供應鏈責任

TI 要求所有供應商承諾在供應鏈中採取盡責公平的業務做法，我們不會在知情的情況下，與違反公司價值觀或規範的供應商合作。

我們要向約 8,600 家類型與規模各異的供應商採購材料，以用於製程、工廠設備維護、物流服務及非生產物資與服務。我們尋求能夠幫助我們持續成長、減少總成本和浪費、提高效率及提供創新服務、材料與產品支援的供應商。

我們的全球採購團隊負責協調各類商品與服務的採購，包含設定採購策略、確定並審查合格供應商、商討相關條款與價格，並決定最佳履約方法。

盡責採購

TI 在供應鏈中推動永續和負責的商業實務，以降低業務、人力和環境風險。例如以下作法：

- 在採購前蒐集並仔細考慮供應商的人權實務以及環境與安全紀錄。
- 在政策、合約和訂單中闡明成效要求與期望。
- 參與產業組織以進行交流供應鏈最佳實務和標準，如半導體產業協會與國際半導體設備與材料產業協會等。

要求與期望

我們的[供應商網站](#)包含 TI 針對安全工作條件、[人工與人權](#)保護、環境負責營運和道德行為的業務要求及標準，相關標準載明於[供應商行為規範](#)、[供應商道德期望](#)、[供應商環境與社會責任政策](#)、反人口販賣聲明及其他治理文件中。

責任商業聯盟 (RBA) 是致力推動全球供應鏈中企業社會責任的產業聯盟，TI 身為聯盟成員，也遵循 [RBA 行為規範](#) 中列出的標準。

供應商多元化

我們在美國積極追求與少數族群和女性擁有商務企業 (MWBE) 合作的商業機會，以推動經濟公平並為公司提供獨特、創新且具成本效益的產品與服務。

我們每年根據計畫的專案類型和合格廠商可合作時間來設定預算花費目標。2022 年我們在多元美國供應商方面花費超過 3 億 2,500 萬元。

企業永續經營

TI 持續針對供應鏈的財務健康與地理區域集中度等進行風險評估，確保採購與管理程序夠嚴格，能夠防止或管理商譽問題、訂單履行問題、運送延遲或成本增加。如需更多風險因素相關資訊，請參閱第 9 頁的 [SEC 表 10-K](#)。

我們要求供應商維持營運持續計畫以防遇到營運中斷，並可依要求將此計畫內容提供給我們。我們也要求供應商與 TI 保持流暢溝通，並在事件發生 24 小時內執行營運持續計畫，以維持供應不中斷。

評估

我們會根據財務投資、重要性、供應商提供的產品和服務及其地理位置，排定檢視供應商的優先順序。此外，每年會由獨立第三方稽核人員評估所選 TI 設施是否符合 RBA 的驗證稽核計畫規範標準。我們會將報告提供給客戶。

也會定期執行稽核，評估聘僱合約、工作時數及宿舍環境。如需更多評估程序相關資訊，請參閱我們的[反人口販賣聲明](#)。

評估結果

我們在 2022 年評估近 230 個供應商，其中包含 160 個支援我們製造營運、工廠分布在 335 個地點的生產供應商；經評估的供應商中有 98% 滿足我們的效能期望，剩下的 2% 需進行矯正措施，包含額外訓練或政策加強。

不論供應商個別風險評等為何，我們要求所有存在實際或潛在風險 (例如聘僱活動、工作時數、薪資與福利等相關風險) 的供應商都應採取矯正措施。我們會監督矯正措施執行直至完成。

如需更多供應鏈管理相關資訊，請參閱我們的[供應鏈責任網頁](#)和 GRI 指標的[採購做法章節](#)。

負責任礦產

TI 始揭露估應鏈中的鈷使 訂立相關程序確保產品中的礦用 產不是來自資助或圖利剛果民主共和國或鄰近國家武裝集團的來源，這些礦產包含錫、鈹、鎢和金 (3TG)。TI 已開始揭露估應鏈中的鈷使用。

我們採取的行動

我們與供應鏈 (包含承包商) 密切合作，識別不合規的材料來源並予以排除。我們的衝突礦產供應鏈管理標準操作程序符合經濟合作暨發展組織 (OECD) 的盡職調查準則，該準則要求建立政策、架構和程序、風險管理及通訊機制。

我們將[衝突礦產政策](#)提供給供應商，以利其對我們的資訊要求做出迅速完整的回應。

監管鏈追蹤

為深入了解供應鏈中的來源國家、監管鏈和衝突礦產狀態，我們參考責任礦產確保計畫 (RMAP) 的研究結果。

RMAP 計畫由獨立第三方評估冶煉廠的管理系統和採購做法，並判斷冶煉廠是否符合適用的 RMAP 標準。此計畫由責任礦產倡議組織 (RMI) 監督，該組織則是由 RBA 和全球永續議題 e 化倡議組織成員成立。

TI 是 RBA 成員，也參與 RMI 和責任勞動倡議組織 (Responsibility Labor Initiative) 的工作小組。

成果

我們的研究和資訊顯示，2022 年我們供應鏈中的積體電路供應商共使用 3TG 來自符合標準冶煉廠的礦物。

如需更多資訊，或欲索取我們 SEC 表 SD 歸檔及衝突礦產報告模板 (CMRT)，請參閱[衝突礦產](#)網頁。



TI 員工團隊在 TI 理查森製造場站進行定期安全與效率評估。

勞工與人權

我們對於人權的承諾

尊重與保護人權是我們社會發展和事業成功的基石，TI 致力於保護和捍衛人權，並在營運與供應鏈中確保個人尊嚴、自由和尊重。

我們採取行動確保所有同仁皆自願勞動、工作時數和薪資公平，並遵守當地勞動標準與法規。我們禁止在營運範圍和供應鏈中使用童工。

同仁享有依當地法令規定的結社自由和／或團體協商權利。我們定期執行全球員工調查，也進行線上和面對面座談會討論，深入了解各據點的工作環境。

此外，我們的[供應商行為規範](#)對供應商及其供應商訂下相同期望，期許致力遵循相同準則、維護人權、道德規範並提供安全工作環境。

我們採取的行動

我們透過以下方式監督人權風險並避免違規行為：

- 運用多國企業 OECD 準則，對供應商執行定期風險評估和盡職調查。
- 在高風險地區執行第三方稽核、現場審查和評估，以保護員工和承包商的權利。
- 評估勞動標準、提供訓練與提高意識做法，並提供事件報告工具。

為確保我們在公司、業界和整個供應鏈中採用並套用最佳實務和流程來尊重人權，我們加入責任商業聯盟 (RBA) 成為其中一員，該聯盟是全球最大的產業聯盟，致力於擔負全球供應鏈中的公司社會責任。

我們處理問題的方法

我們支持和鼓勵同仁表達想法，通過各種方式向任何管理階層表達意見和提出疑問或疑慮。我們確保同仁不會因為通報或發聲而受到威脅或報復的情況。我們了解相關疑慮後，將立即評估情況並進行處理。

如需更多 TI 如何管理人權的資訊，請參閱[反人口販賣聲明](#)、[供應鏈責任網站](#)，以及[無歧視](#)、[童工](#)、[強迫或強制勞動](#)與 GRI 指標中的[採購做法章節](#)。



提升 300-mm 晶圓生產以提供客戶更優質的服務。

風險暨營運持續管理

TI 持續監控非預期與新興的營運風險並作出相應的計畫與培訓，例如網路攻擊、天然災害、極端天氣事件、疫情、地緣政治問題、社會動盪、恐怖主義或供應鏈或產品配送延遲。

我們內部持股、區域多元的製造面積包含 12 個晶圓廠、7 個組裝與測試工廠，以及遍佈全球 15 個據點的多個凸塊與探針設施。除了內部製造產能外，我們與外部代工廠及承包商也有密切夥伴關係，以確保提供供應保證。

我們採取的行動

我們透過以下方式來減少營運中斷：

- 監測風險、發展和調整風險處理計畫，並訓練員工對風險的回應。
- 評估環境條件改變、供應不中斷，以及全球法規與政治形勢。
- 全年 24 小時無休安全通訊中心。
- 掌握我們大部分製造量能，即使面臨地緣政治不確定性，仍可為客戶提供更可靠的供應保證。
- 在策略性靠近客戶的產品配送中心建立和安排全球庫存。

緊急狀況應變

我們會視事件性質與嚴重性啟動緊急應變系統。我們會成立緊急應變團隊，快速判斷減少潛在損耗所需的適當資源、服務與基礎設施，並協調我們的應變與溝通。

TI 執行商業建模、情境與影響分析，以發展並提升管理策略、政策、標準及應變計畫。這有助於我們決定：

- 組成營運的重要商業程序，以及負責確保可行性的人員。
- 潛在威脅與風險，以及是否有控制機制可加以管理。
- 程序恢復時間以確保我們以適當資源進行有效率的回應與復原。
- 針對所有對人員、營收和商譽有高風險的重要商業程序擬定應變策略。
- 完整復原策略以涵蓋回應與復原的所有面向，並將產品與服務持續性列為優先。

我們的「Readiness 2 Recover」計畫可幫助我們針對營運持續管理要求量測有效性及合規性。我們每兩年（或視需求）會執行一次風險評估，以找出並修正現有措施與不足之處。

為各種情境做好準備

作為一家全球企業，TI 常面臨地震、疫情和劇烈天氣事件等無預警發生的非預期全球事件，這類事件的影響或輕微，或嚴峻。面臨挑戰時，我們的目標是在避免人力、環境、財務與聲譽衝擊的情況下，同時維持生產與配送。

我們的營運持續與緊急應變計畫包含模擬真實情境，透過各種練習指引領導團隊如何學習、調整並改善對實際事件的應變。我們的營運持續管理架構以 ISO 22301 營運持續管理標準為基準，幫助我們計畫、執行、監測與預防業務中斷情況。

為鼓勵企業領導階層參與風險計畫，我們定期執行以下措施：

- 根據對人員或產品的嚴重性和潛在衝擊，教導如何評估風險與優先順序。
- 要求領導階層自即時事件或情境練習所學的經驗，進行評估與更新應用策略。
- 執行演練、訓練、桌上模擬演習和現場演習，為意外事件做好準備。

如需更多資訊，請參閱我們的 [SEC 10-K 報告](#)。

資訊保護

TI 持續努力找出與消除對員工、客戶、IT 基礎設施、專利技術和機密資訊的潛在威脅。此保護機制是我們確保業務成長及獲利能力與相關規範法規遵循關鍵

減少網路安全風險

我們的網路安全風險管理程序以最佳實務管理和治理架構為基礎，例如國際標準化組織 (ISO)、國家標準技術研究所 (NIST) 及網際網路安全中心 (CIS) 控制。我們在計畫中運用基礎網路安全原則來管理風險，例如始於安全的設計、縱深防禦、最小特權與注重韌性的備援。

我們運用這些組織的準則和從評估中收集到的資訊，研擬網路安全計畫、政策和標準，藉此降低風險並強化資安態勢，保護公司、技術和智慧財產權 (IP)。我們的政策包含定義資訊資產的可接受用途、特定 IP 或技術存取要求、保護個人資訊和[隱私權](#)，並須符合歐盟一般資料保護規範與中國網路安全法等規範。

我們採取的行動

我們的全球資訊安全團隊會找出潛在威脅並適當回應，與業務單位和支援團隊合作，共同提升安全。

為此，我們採取以下做法：

保護

- 限制存取電腦、伺服器、網路和其他 IT 系統中的資料。
- 執行技術量測以保護 TI 網站形象遭受外部攻擊，包含對 TI.com 線上產品訂購的保護。
- 部署工業標準保護，例如多重要素驗證、惡意軟體防禦與存取審查程序。
- 對要求存取我們 IT 資源與資訊者執行第三方風險與法規遵循評估。

偵測與反應

- 監控並限制使用 USB 或隨身碟及外部硬碟。
- 監控 IT 系統並對不適當活動相關警示迅速回應。

訓練

- 寄送模擬網路釣魚和魚叉式網路釣魚電子郵件給員工，並視需要提供教育和意識宣導。
- 為所有 TI 員工提供網路安全意識和機密資訊保護訓練，並為 IT 團隊提供專門安全訓練。

日常訓練

- 運用第三方進行年度滲透測試，驗證我們的控制與能力。
- 執行定期桌上模擬演習，練習相關回應。
- 執行定期威脅狩獵和紅隊演練。



工作場所

在 TI 工作

我們的願景是持續透過半導體讓電子產品變得更加普及，進而創造一個更美好的世界。

我們是全球從真空管轉變為電晶體，再轉為積體電路 (IC) 的發展先驅。數十年來我們也持續提升 IC 技術創新，並具備可靠地生產大量 IC 的能力。

每一代創新都以前一代為基礎，使我們的技術能夠更精巧、更有效率、更可靠且更經濟實惠。不管是智慧汽車還是智慧家居，無人機還是智慧型手機，我們的創新就在您工作的每個角落，在您每天體驗的事物中。

TI 將全球最聰明的 33,000 個人聚集在一起，他們是問題解決者，又稱為 Tler，致力於推動電子產業的進步。

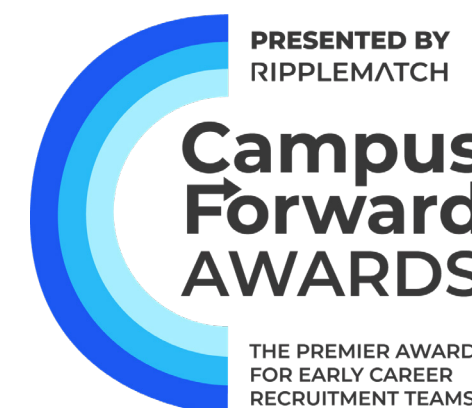
我們一直懷抱三個核心抱負，以確保我們的熱情得以實踐：

- 我們秉持著企業家精神，視公司如自己的長久事業而努力。
- 面對不斷改變的世界，我們持續努力並進行調整，以獲取成功。
- 我們致力於成為一家讓同仁引以為傲以及與社區共好的友鄰企業。

若能成功實現這些抱負，我們將與同仁、客戶、社區和股東們達成全贏局面。

德州儀器獲獎獎項與排名

TI 在 2022 年獲得全球超過 30 個獎項與肯定，這些獎項肯定我們持續投入的努力，包括創造多元且具包容性的工作場所、TI 同仁教育發展、致力建立永續程序和打造職涯機會等方面。每次獲獎都代表我們對實踐價值和以公司為傲的承諾。



我們的員工與價值

我們的員工又稱為 Tler，每天透過實踐我們的價值來實現公司熱情，並利用半導體使電子產品更加普及，進而創造一個更美好的世界。

我們的價值

值得信賴

首先是要能值得信賴，我們必須永遠保持誠信，並做正確的事。我們以社會負責方式運作。值得信賴是做為企業與個人的基礎。

包容

我們因富包容性而蓬勃發展，我們打造了一個能釋放所有人潛能的環境，我們彼此尊重、重視我們的差異，並鼓勵發表彼此的想法與意見。

創新

我們因創新而贏得勝利，我們發揮想像力發展新技術，推出吸引人的產品，開啟新市場並提升競爭力。我們充滿好奇心，堅持且決心克服障礙。

具競爭力

我們擁抱富競爭力的世界，我們不希望打敗仗，因此持續挑戰自己以發揮最大潛能。我們投入最佳機會以永續成長。為了保持競爭力，我們吸引、開發和留住最佳人才。

成果導向

我們採取成果導向做法，並且自我負責。我們的客戶有多種選擇，因此我們快速行動，並實現我們的承諾。我們每天提升績效，以協助客戶獲得成功。



工程和數位行銷團隊成員討論將新產品組合和客戶解決方案上市的方法。

多元包容

我們的設計與眾不同，我們相信多元背景和觀點讓 TI 產品更加創新，也讓公司持續茁壯。我們努力打造尊重和鼓勵想法的包容文化，讓同仁了解他們可以成功並建立長期職涯。

我們對於打造一個包容環境的承諾著重於三個優先準則：

我們對包容環境的承諾著重於三個策略優先事項：

- 在所有層級打造多元代表性。
- 創造包容文化與歸屬感。
- 擴大影響我們居住和工作的社區。

我們採取的行動

TI 針對這些優先準則設計全球包容計畫，以強化公司對所有意見的重視，並鼓勵同仁在工作中充分展現自我，勇於提出想法。

減少程序中的偏見

在面試應聘者、檢視工作效能、執行人才審查和進行薪資與升遷決策時，我們注重減少相關程序中的偏見。我們也在效能管理工作坊中提供無意識偏見內容，並透過 TI 的學習與發展系統直接提供給同仁。

我們更進一步訓練領導階層了解與認識無意識偏見，並使用多種來源的目標準則和回饋來評估專業成長，以及在評估工作成果時收集獨立回饋意見。

創造重要對話

TI 共同創造包容文化的其中一種方式，是透過為期一年的群組式對話小組執行。這些對話小組的目標是透過學習識別個人與系統性的包容障礙、中斷排斥性行為與挑戰刻板印象，以建立自我意識。

影響社區的改變

我們的抱負是成為一家讓同仁引以為傲，以及與社區共好的友鄰企業。我們支持同仁參與社區事務，員工可透過非營利組織服務、持續參與志工服務和捐贈活動營造更包容的社區環境，並努力於每個年度提倡意識與推動教育。



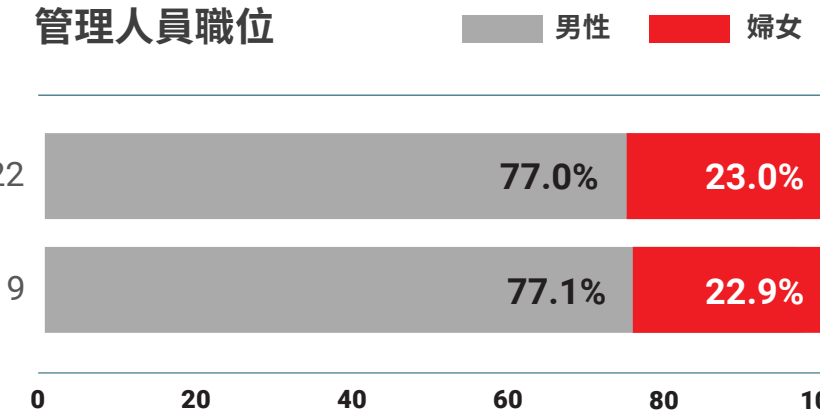
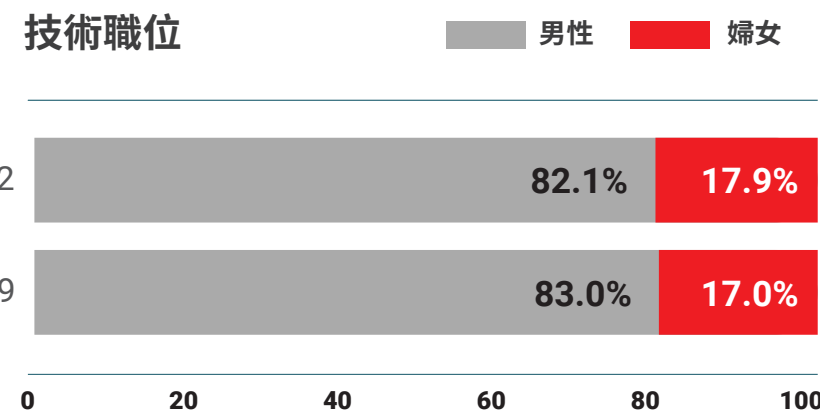
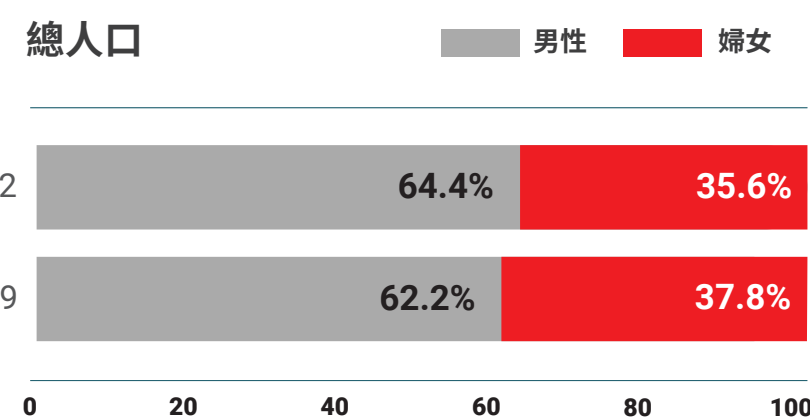
員工結構

TI 數十年來致力於推動多元包容。該努力的地方永無止境，但我們在推廣多元包容中取得的進展十分鼓舞人心。

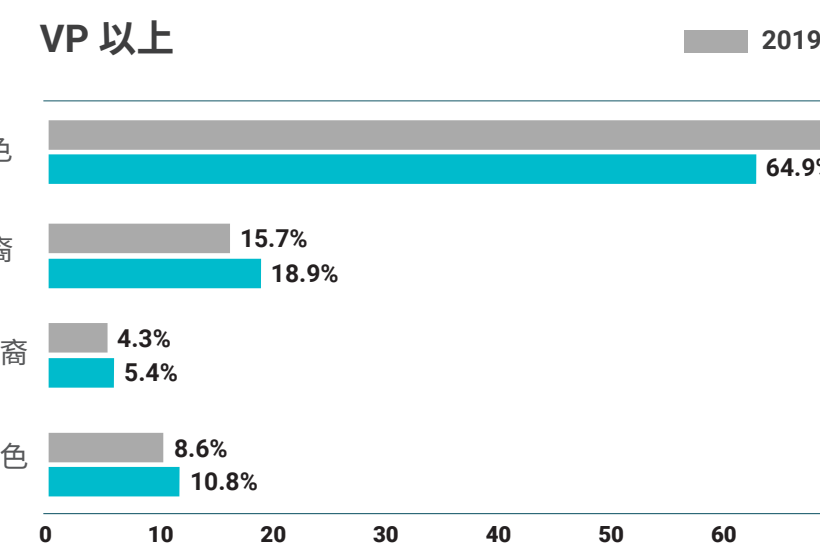
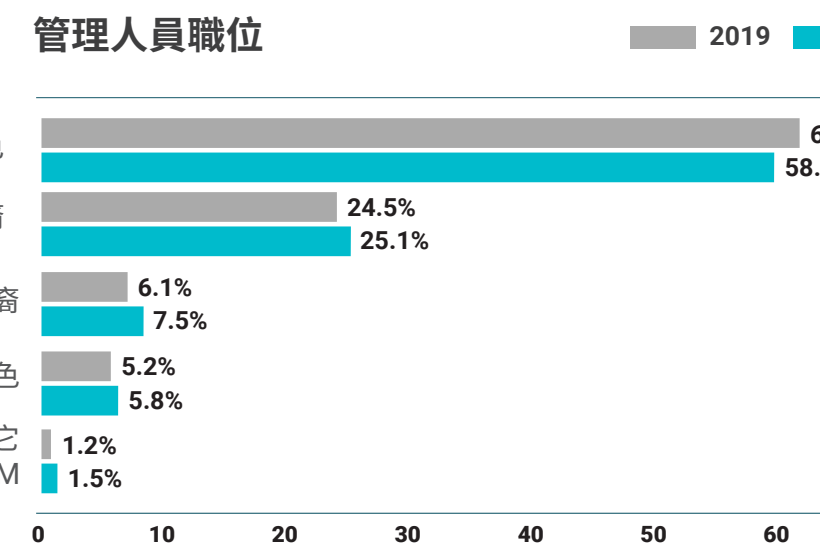
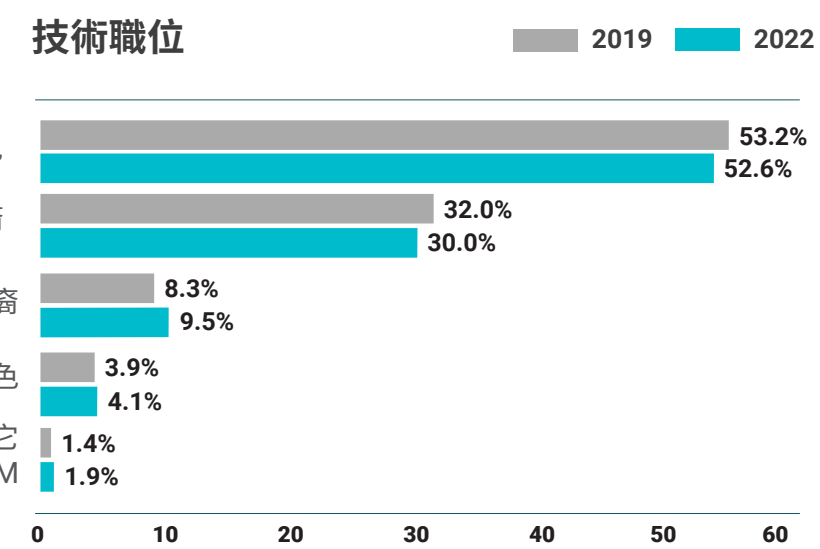
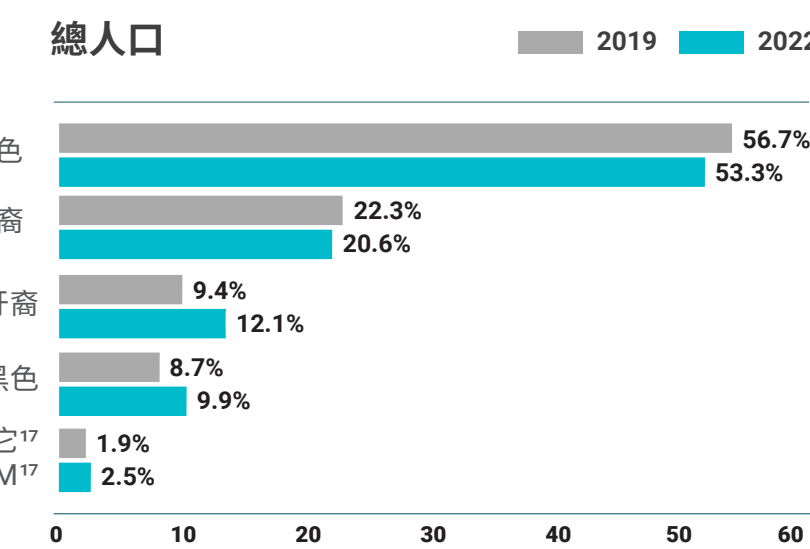
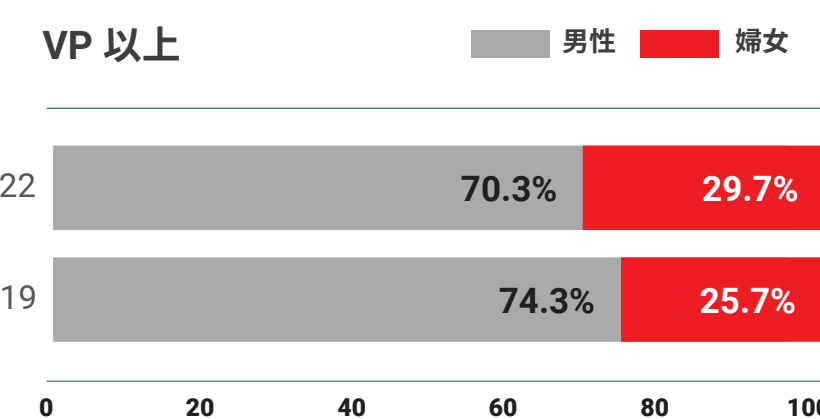
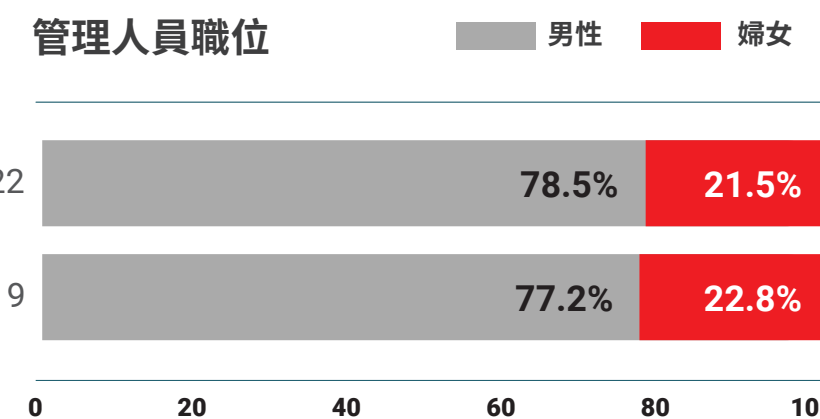
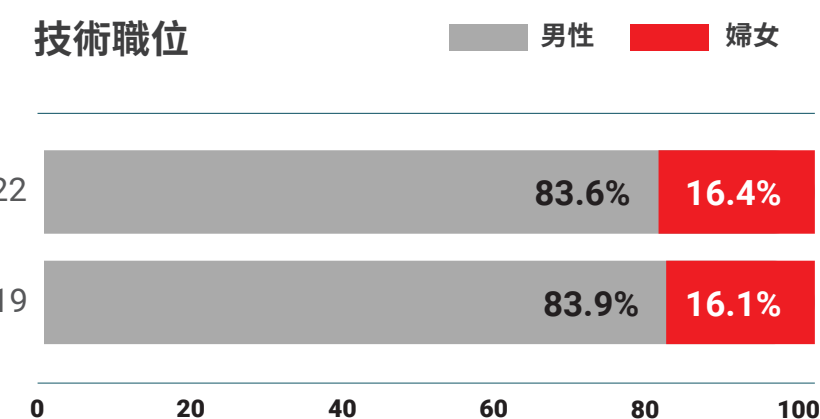
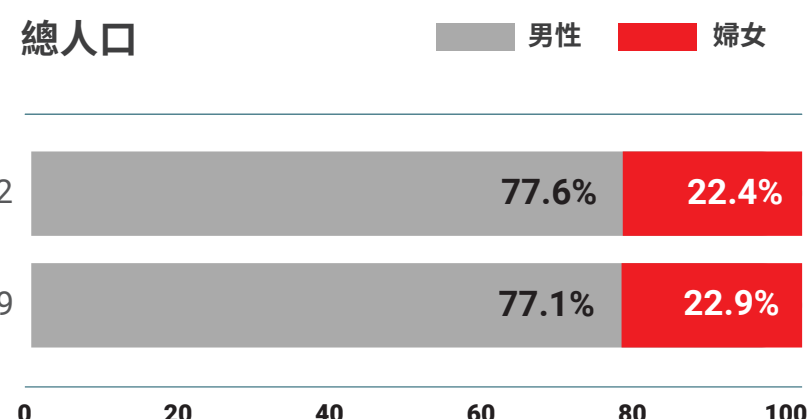
我們採取的行動

我們定期針對跨性別、種族和文化人口統計進行員工結構評估，了解我們存在差距和需要更加注重的地方，在各種層面持續推動多元代表進展。女性和代表性不足的少數族群¹⁵ 在工程主修與職業上的代表性，並不如男性和非少數族群同樣平等。因此，我們著重透過與高中、大學和非營利組織合作，來擴大工程領域的人才儲備。道。

全球



美國



¹⁵我們將其他代表性不足的少數族群 (URM) 定義為夏威夷原住民或其他太平洋島民、美國印地安人或阿拉斯加原住民，或是兩個以上種族。任何低於 100% 的總值可歸因於少部分未揭露資料。

員工資源群組

TI 員工資源團體 (ERG) 提供一個社群，讓您可透過開放式對話、教育、志工服務、福祉以及專業發展和企業參與機會，提升歸屬感。

每個由員工領導的 ERG 都有其目標和目的，除需與公司價值和業務目標相符，還需受至少一個 TI 執行倡議者支持。2022 年 ERG 在職涯、公司、文化和社區四個重點領域上，成功提升我們的多元性與包容性策略。他們主持計畫、論壇和活動，鼓勵全球 TI 同仁參與。例如：

- 女性員工資源團體推廣各種活動，包含女性成長峰會和在印度舉辦的技術階梯圓桌會議。這些活動著重於職涯發展，在各種層面為女性提供準備、支援、指導和發展。
- 印度員工資源團體也以改善 TI 同仁生活品質和福祉為主題，籌劃相關講座。透過數十種活動，成員可獲得疫情期間支援、育兒資源和新冥想與呼吸技巧，來提升成員福祉。
- 基督教、穆斯林和猶太教員工資源團體則籌辦以信念為基礎的協作活動，將世界各地 TI 同仁聚集在一起，進一步了解文化與宗教上的相似處。
- 非裔員工資源團體 (BEN) 主辦「與 BEN 的對話」系列等計畫來為非裔 TI 同仁及其職涯提供支援，除討論當代問題外，也打造人際交流社群。

進一步了解 TI 如何於 [TI.com](https://www.ti.com) 提倡多元包容，並參閱 GRI 指標中的 [多元性與平等機會](#)。

TI 多元資源團體

超過 30 多年來，[TI 多元網路](#)透過 15 個由同仁主導、擁有上千成員的 ERG，協助教育同仁與提升重要議題討論。每個團體都開放所有 TI 同仁參與，公司也鼓勵同仁參加團體相關活動。



女性員工資源團體在女性歷史月為所有 TI 同仁籌辦開放對話、發展與宣導計畫。

招募

招募和保留業界最佳人才，會影響 TI 成長和茁壯的能力。公司採用多面向方式雇用擁有多元經驗和背景的員工，以推動創新與成長。

我們採取的行動

我們透過就業博覽會、資訊講座、人脈網路和職涯準備活動，並與各種學生機構合作，積極參與和招募頂尖工程與商業學生擔任實習及全職職位。我們與當地社區大學和高中密切合作，為現在和未來的廠區招募與培育技術人員和維修技師。

應聘者因我們具備以下優勢而選擇 TI：

- 令人興奮且有影響力的工作。
- 與全球部分頂尖技術人員合作的機會。
- 具競爭力的薪酬和福利方案，幫助同仁享受生活。
- 讓員工能做自己職涯的主人翁。
- 包容且多元的文化，同仁可自由做自己，充分發揮最佳自我。
- 彈性工作選項，幫助 TI 同仁和其家庭充分享受個人生活。

我們積極透過領先業界的組織，發展多元的人才管道。例如：

- 我們與大學合作，並透過 TI 的女性資源團體和女性工程師社群等產業組織，持續增加女性工程師與商業領導人的發展管道。
- 我們也與美國大學內的退役軍人服務辦公室與兩年技術學院、軍事基地和 RecruitMilitary 等組織合作，聘用擁有技能的退役軍人。

如需更多 TI 管理招募的相關資訊，請參閱指標 401-1 和 GRI 指標中的[勞動/管理關係](#)章節。



TI 員工在由 Prairie View A&M 籌辦的活動中擔任人才篩選者，尋找實習與新大學畢業生來 TI 擔任工程職務，總共會有 100 多名 TI 員工每年在美國各學校與大學學生見面。

人才培育

TI 致力於提供同仁所需工具和資源，協助他們創造屬於自己的職涯。我們幫助 TI 同仁設定理想目標，並打造個人發展計畫，培養他們需要的成功技能。

我們採取的行動

我們鼓勵所有同仁每年至少三次與其主管針對發展與績效表現進行討論，獲得回饋意見、紀錄進展，並決定是否需作必要調整。

此外，我們在各層級提供正式學習與發展機會，幫助新進與資深 TI 同仁持續進步。同仁可隨時存取內部招募與學習平台，探索職涯並創造發展路線，也可完成必要訓練和其他學習模組。我們也提供量身訂做的學習機會，促進每個人從實習到退休的專業成長。

實習生

於 TI 實習可讓您擁有將學識應用在重要且有趣專案上的機會。從第一天起，我們的實習生就能參與實際、有意義的工作，並對環境產生實質影響。

我們的實習計畫提供通往重要領導人員的大門，讓所有層級的實習生都能與 TI 同仁進行交流與學習。

初期職涯

應屆大學畢業生可參與：

- 產生影響，透過案例研究、群組專案和評估，以及提供密集工具、程序與基礎技能訓練的新手訓練營，以為期一年的計畫強化工作效能並加快職涯發展。
- 全球輪調計畫，幫助畢業生從學生轉換到專業身分，並在各種職位中獲得經驗。
- 早期職涯關鍵學習職位，讓被提名的員工與領導人員、技術專家和 TI 人才密切合作，以接觸新職務或技能。自 2014 年起，我們將此計畫中 26% 的參與者晉升至管理階層。

管理階層

我們透過以下方式，讓 TI 同仁成功掌握管理技能：

- 從個人貢獻轉到主管，再到主管的主管。
- 了解其領導作為的影響力、如何與重要利益關係人建立關係，以及如何制定與傳達策略。
- 建立技術與行為技能，讓職涯走得更寬、更深且更高。約有 60% 管理人員在 TI 開始他們的職涯，99% 的執行階級領導人員是從其中晉升。
- 認知並減少無意識偏見。

技術領導人員

TI 為工程師量身打造職涯發展，幫助他們磨練技術技能、分享最佳實務，並發展領導能力、溝通與影響等軟技能。技術領導人員可參選 TI 最受尊敬的技術階梯，其中有 24% 的技術領導人員。

TI 的推廣多元技術領導 (ADTL) 計畫可提供指導、正式培訓、圓桌會議與關係建立機會，鼓勵更多元的人才參與技術專家制度，同時協助保留、發展和提拔代表性不足的少數族群和女性加入技術領導職位。

此外，自 2016 年以來，ADTL 成功幫助保留一大部分參與者，讓參與 TI 技術專家的人數增加近 60%。



	2022 年每個 TI 同仁平均學習時數 ¹⁶ 50.7
	2022 年完成課程數量 1.27m

如需更多 TI 管理員工發展的相關資訊，請參閱[訓練與教育](#)、[聘僱](#)和 GRI 指標中的[勞動/管理關係](#)章節。

¹⁶The increase in training hours is the result of our updated tracking system that more accurately captures on-the-job training that occurs in our factories worldwide.

薪酬福利

我們提供具競爭力的薪酬與福利，旨在確保將推動未來成長的優秀同仁持續留在 TI。

我們的薪酬原則以績效表現為基礎。同仁對 TI 成功和公司績效的貢獻，將決定個人的薪酬。

分紅

TI 薪酬策略的其中一個獨特處是提供全球分潤計畫，獎勵 TI 同仁對公司財務成功的貢獻。TI 根據每年利潤，以符合收益的比例來作為獎金。

我們的分潤公式以營業利潤 (PFO) 為基準，並從 TI 達到 10% PFO 時開始適用。當 PFO 達 35%，最高支付比例為 20%。所有 TI 同仁會依相同比例獲得獎金。我們的分潤計畫在過去七年給出最高標獎金，相當於提供所有符合資格的同仁 20% 獎金。

保留人才

保留擁有機構知識、技術和營運專業的員工，是 TI 的首要任務。我們採取以下多方面的留才策略，包含：

- 具競爭力的薪酬福利。
- 量身打造的職涯發展計畫、指導計畫和執行階層互動，以發展並鼓勵專業成長。
- 透過員工資源團體 ERG 與同儕互動。
- 無限精進能力的機會。

我們對平等報酬的承諾

我們擁有給予同仁公平且平等報酬的長期做法。TI 維持富競爭力且公平的薪酬政策。我們在薪酬系統中設計檢查和平衡機制，其中包含執行定期深入分析以確保薪酬平等。

TI 在 2022 年委託第三方機構執行獨立薪酬分析，該分析考慮職位類型、職位層級和國家/地區，以檢視性別與種族的薪酬平等 (包含底薪、獎金和股權)。我們的分析結果指出，TI 在美國和全球各地支付給女性的薪酬與男性同等。在美國，TI 支付給少數族群的薪酬也與非少數族群相當。以全球來說，男性賺的每 \$1,000，女性將賺取 \$1,015。在美國，男性賺的每 \$1,000，女性將賺取 \$1,002，非少數族群賺得的每 \$1,000，少數族群則賺取 \$1,002。

具競爭力的福利

TI 的福利計畫依當地市場做法而隨國家/地區而異，這些計畫可能包含醫療、牙醫和視力方案、短期和長期身心障礙方案，以及遵循當地法規而設計的有薪假和退休方案。此外，我們的延伸福利支持工作場所包容性與平等，我們支持符合 TI 同仁及其家人獨特需求的包容性福利，致力於創造尊重他人的環境。

TI 提供並鼓勵同仁充分運用各種方案以減少可能影響健康、職場滿意度和生產力的日常壓力，例如員工可獲得

員工協助方案 (EAP) 和隨需資源，其中包括：

- 兒童照護和老年照護相關資源和轉診。
- 私密諮詢課程和工具以支援福祉。
- 假期計畫、預訂行程或其他個人交易等禮賓服務。

為調整工作生活計畫，我們每年邀請員工參與計畫稽核，確保計畫保持競爭力並改善相關服務。

育嬰假

TI 相信該在員工生活各個層面提供支援，包含晉升為父母的過渡期。我們為所有新手父母提供育嬰假福利，讓他們能夠請假與新生兒建立感情，以及適應生活中的各種新需求。

我們以成為家庭友善工作場所為傲，並持續努力在員工育兒路上提供支援。我們的美國育嬰假福利讓員工能夠請有薪假，無須擔心財務或工作保障。此福利適用所有員工，不論性別、性別認同或家庭結構。如需更多 TI 管理薪酬福利的相關資訊，請參閱[聘僱](#)、[經濟效能](#)和 GRI 指標中的[多元性與平等機會](#)章節。

Glassdoor 在 2022 年因公司文化、氛圍及優秀員工，將 TI 評選為最佳工作地點。

安全與健康

我們對安全工作場所的承諾

TI 投入安全和健康措施與控制，並將其融入員工日常例行作業，幫助避免工作場所傷害與疾病。

TI 的安全目標包含離開、限制或工作轉移 (DART) 案件率低於 0.08，以及可記錄案件率低於 0.20。

我們採取的行動

安全

我們的安全導向文化包含於全球執行安全要求和最佳實務，為員工提供安全健康的工作環境。

為維持業界最佳安全紀錄，我們：

- 打造並維護安全工作場所。
- 遵守適當的安全與人體工程學協定及控制措施。
- 發展和維持內部標準，通常超越法規要求。
- 設計和打造本質安全的建築，並以工程方式消除設備風險。
- 要求相關安全培訓。
- 提供個人防護裝備。
- 檢查我們的設備。
- 持續稽核程序，以評估法規遵循與效能。

健康

為降低曝露於在健康風險下的機率，TI 採用嚴格工業衛生標準並建立最低必要要求，追求安全使用和妥善儲存有害化學品與其他材料。這些標準包含危害相關溝通與培訓、化學品標籤以及有害廢棄物管理。

此外，我們排除或限制對潛在有害材料的使用、安裝通風與隔離控制，並執行一般衛生和個別評估。我們提供給 TI 同仁控制健康的資源依國家/地區而異，取決於當地政府提供的健康福利範圍。

我們在美國提供現場免費流感疫苗和預防性篩檢計畫、健身與營養計畫、員工協助方案，以及心理諮詢和教育服務。我們的健康管理服務提供指導和監督，旨在改善經歷嚴重醫療事件、長期缺勤或正應對多個診斷、處置和醫療服務提供者的 TI 同仁福祉。

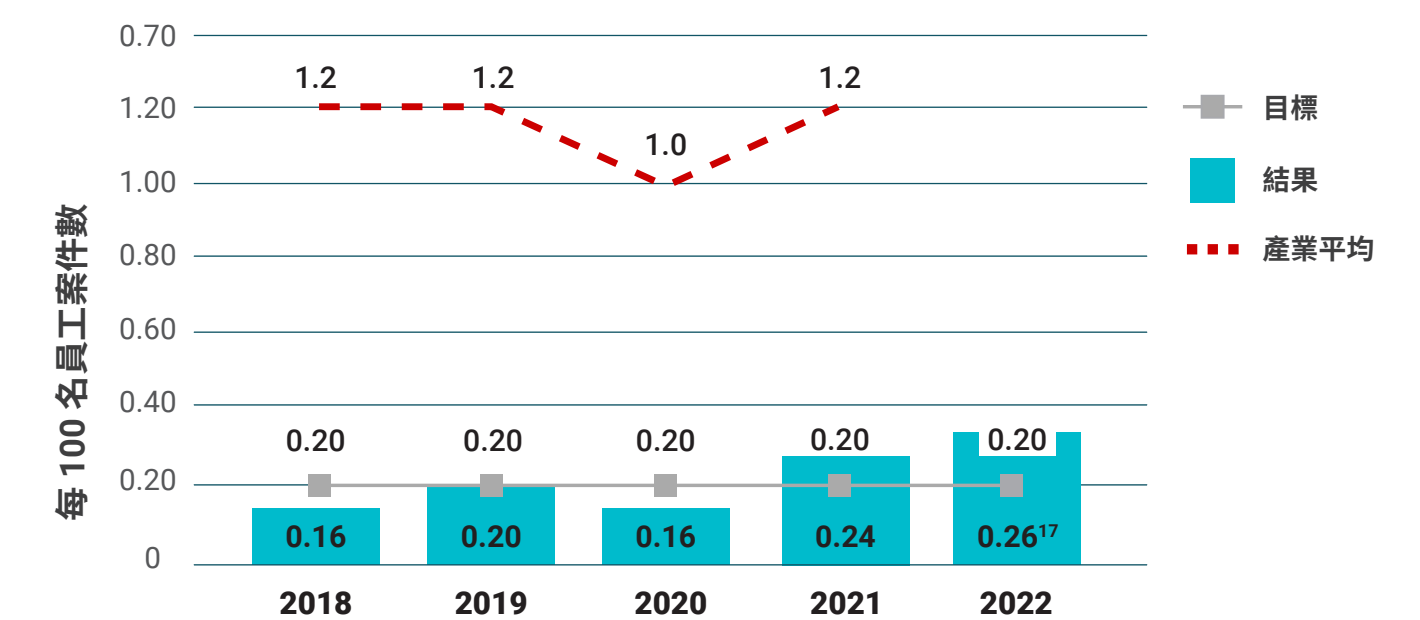
我們的福利提倡服務可幫助評估醫療手術費用，並協助尋找可負擔且品質佳的醫療服務提供者。

成果

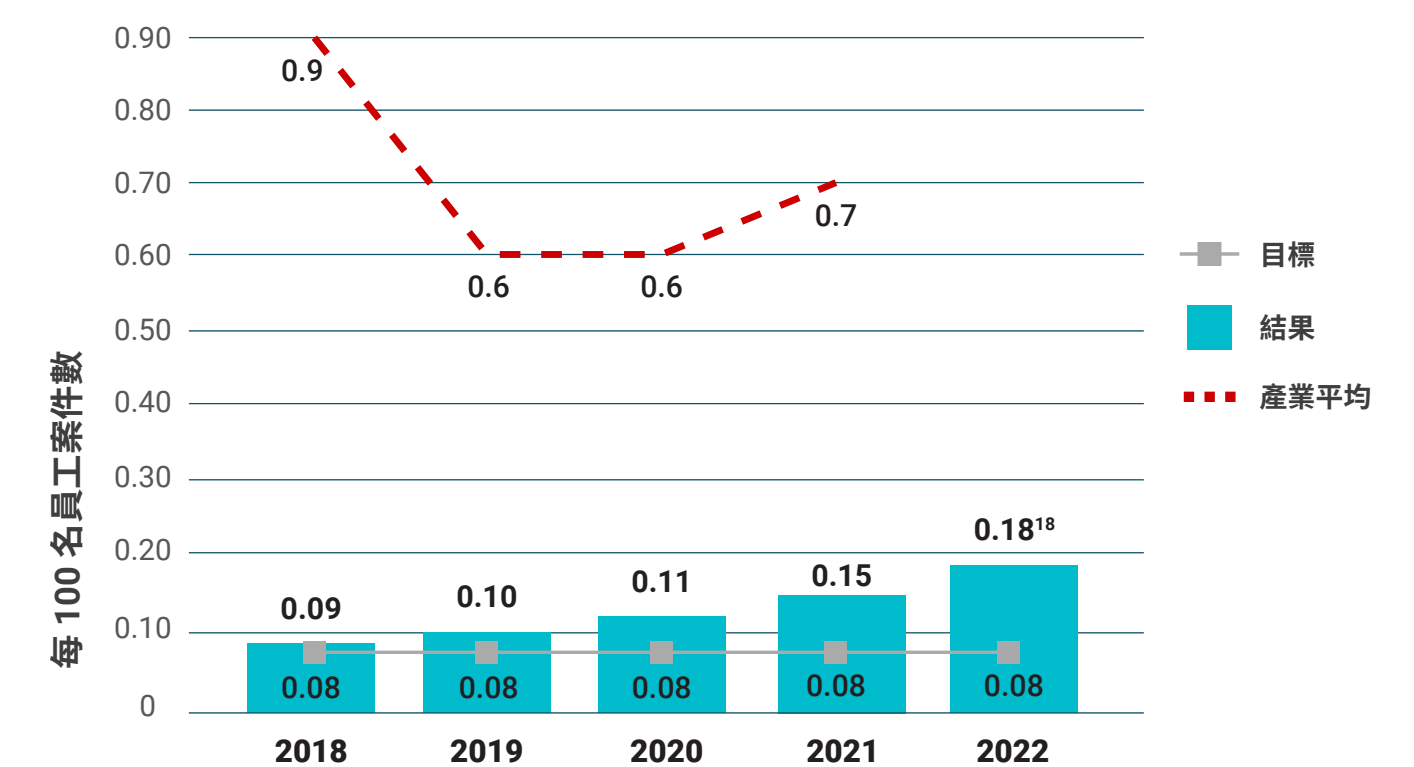
根據美國職業安全和管理局和美國勞工部勞動統計局結果，我們的 DART 和可記錄率持續為美國半導體產業中最低。

TI 在 2022 年的 DART 率為 0.18，2021 年產業平均值則為 0.7（2022 產業資料尚未提供）。

可記錄案件率



離開、限制或工作轉移 (DART) 率



如需更多健康與安全資料，請參閱[效能資料富路](#)。如需詳細資訊，請參閱 GRI 指標中的[職業健康與安全章節](#)。

¹⁷2022 年增加原因為 COVID-19 感染。無該病毒的案件率為 0.18。
¹⁸2022 年增加原因為 COVID-19 感染。無該病毒的 DART 率為 0.10。

捐贈與志工服務

捐贈

我們的抱負之一，就是打造一家能讓同仁引以為傲並能與社區共好的友鄰企業。過去數十年來，TI 持續投入讓我們所處的社區更加強大。

我們的捐贈與志工服務計畫：

1. 透過捐贈和志工計畫，讓全球同仁參與其中。
2. 向 TI 所處地區的非營利組織提供貢獻，改善全球各社區。
3. 結合金融投資和員工參與，創造最佳影響。

我們致力於強化全球各社區，並提升其生活品質。TI 和 TI 基金會¹⁹ 在多元領域提供經完善審查與評估的投資方案。

教育

TI 將最大慈善捐獻放在改善教育上。自 2010 年起，TI 基金會在科學、技術、工程和數學 (STEM) 教育中投入超過 \$7,300 萬，以為傳統面臨經濟和教育阻礙的非裔、拉丁裔及女性學生，改善數學與科學學習成果與機會。我們的全球目標是改善 TI 國際場站社區的教育資源取得。

藝術

我們幫助保留讓達拉斯富有文化包容性和活力的藝術，方法是為強調外展服務和計畫多元性的主要組織提供多年 TI 基金會資助，並針對有能力擴大規模及影響力的多元化團體提供具徹底改造功效的資助。

種族平等

我們支援消弭種族不平等與對立的計畫，例如加強警察培訓和責任感，不論種族地保護所有人，使社區成為更安全的生活和工作場所。

公眾服務

我們為種族和經濟弱勢人口的需求擬定計畫和服務，為遭受自然或人為災害的社區和員工保留急難救助金。

配對捐贈

為擴大美國同仁的捐贈影響力，TI 基金會每年對現任和退休同仁進行最高 3 萬美金的配對捐贈，提供給符合條件的非營利組織。2022 年 TI 基金會提供超過 1,100 萬美金的配對捐贈。

自 2010 年起的公益成果

TI 和 TI 基金會配對捐贈、補助金額和物資捐贈 **\$4.42 億**

TI 現任和退休員工捐贈 **\$1.14 億**

現任和退休同仁的志工時數 **1.9m**



全球 TI 同仁皆致力於體現創始人為 TI 設下的公益精神。在許多人迫切需要幫助的時刻，同仁展現謙遜且鼓舞人心的貢獻精神，特別是讓我們更加以身為德州儀器員工而感到自豪。

捐贈與志工服務部門總裁
ANDY SMITH

¹⁹TI 基金會是公司的 501(c)(3) 慈善組織。主要在北德州和美國募捐補助金。

2022 年捐贈焦點

公共服務

TI 北德州總部為美國最繁榮的地區之一，但因通貨膨脹所致，每八個居民就有一個人受飢餓所苦。為此，TI 基金會向北德州食物銀行捐贈 300,000 美金，協助提供約一百萬份的餐點。此捐贈支持食物銀行滋養北德州的計畫，包含達拉斯、柯林郡和格雷森郡，也是本公司最大營運據點。

另外，由員工和 TI 基金會捐贈超過 23 萬美金（包含配對捐贈），幫助美國紅十字會和其全球機構提供烏克蘭人道救援。TI 也向中國青少年發展基金會捐贈 15 萬美金，為響應發生在中國西南方四川省的規模 6.8 地震所導致的災害提供協助。

種族平等

TI 基金會向 Project Unity 提供兩年共 25 萬美金的捐贈，目標是為了消弭北德州種族之間的不平等與對立。該計畫致力於搭建執法單位、青少年和社區間的對話和信賴。對 Project Unity 的捐贈是 TI 基金會的第三次投資，也是我們對消弭種族不平等與對立的承諾之一。

藝術

TI 基金會捐贈 130 萬美金捐獻給達拉斯藝術組織，協助組織保留達拉斯包容性文化藝術。捐贈對象包含新創實驗型藝術組織到歷史悠久的長期夥伴，以拓展觀眾和專案的多元性。

教育

TI 和 TI 基金會提供 1,400 萬美金教育資金捐贈，包含對現任和退休同仁的配對捐贈。為了消弭逐漸擴大的學習資源不平等，TI 基金會投入 470 萬美金，對南達拉斯郡公立校區進行 10 年的長期支援。

我們也向國家數學與科學倡議大學預備計畫提供 20 年長期協助，對象包含男達拉斯郡四所公立和一所收容瓦荷族學生的猶他學校。



提升學生社交與情緒的正向福祉

TI 在 2021 年與達拉斯都會區美國聯合勸募及 Educate Texas 合作「療癒、玩耍、學習」計畫，並提供 1 百萬美金捐贈，為達拉斯郡 Cedar Hill 和 DeSoto 公立校區的學生、教師和家庭，提供包含社交與情緒福祉、體育活動和藝術參與。

2022 年也延續 2021 的計畫，並擴大到 2,500 名的學生、教師和家庭成員共襄盛舉。讓計畫得以延伸至 Lancaster 獨立校區和南達拉斯郡。

不只是 STEM 教育，療癒、玩耍、學習的學習內容也與德州各年級的數學和科學教學相符，並額外強調 STEM 的抽象思維與軟實力，例如批判性思考、解決問題、創意和團隊合作。與未參與計畫的學生相比，參與計畫者的註冊率提升 5%。

志工服務

我們的同仁對回饋社會和改善社區生活品質抱有熱忱。

TI 在全球有超過 20 個社區參與團隊，和其他關心社會福利的員工，努力解決當地需求。透過一起指導學生、教導機器人競賽、為食物銀行和街友庇護所提供服務、清理鄰里環境、種植樹木，或以其他方式自願為社區服務。

2022 年捐贈

志工計畫在 COVID-19 疫情後，再次將同仁凝聚在一起。我們的現任和退休員工累積將近 257,000 小時志工服務時數，是 2021 年的兩倍，時數總值達 770 萬美金。在美國，TI 基金會每年對員工的志願服務時數進行高達 1 千美金配對捐贈，另累積總計將近 40 萬美金的額外捐贈。例如：

- TI 人員在達拉斯、台灣、日本和緬因州為飢餓而響應的食物銀行捐贈和其他活動。
- 聖塔克拉拉和達拉斯的員工網路幫助貧困孩童打造自行車。
- 同仁在猶他州 Lehi 廠區透過電子廢棄物回收計畫，分發翻新的電腦給該地區的學生。
- 在中國、馬來西亞和菲律賓的社區參與團隊主要將時間投入孩童與學校的志工服務，包含繪製壁畫、捐贈食物與物資給低收入家庭，以及協助指導學習數學和科學。

如需更多我們管理志工服務的相關資訊，請參閱 GRI 指標中的[當地社區](#)和[教育參與](#)。



透過社區影響進行傳承

Nathan 是 TI 猶他州 Lehi 廠區的濕式製程負責人，2022 年榮獲 TI 基金會所頒發的社區影響獎，該獎項是 TI 為居住和工作地社區提供卓越貢獻的 TI 同仁所設立。這份兩年一次的獎項，是為紀念公司創辦人和 TI 悠久的公益事業和志工服務傳統。

Nathan 是致力幫助鹽湖城區域的街友，該地區跟許多美國大城市一樣，面臨無家者人口上升的問題。Nathan 從 TI 獲得 10,000 美金的補助金，並捐贈給特定的非營利組織。另外五位入圍者也獲得 2,500 美金的補助金，也都轉捐至特定的非營利組織。

Nathan 表示：「我服務這個社區的原因是我原本差一點就要失去房子，也曾靠糧食券過活。我了解擁有一個安全的家，以及知道下一餐有著落，對生活會產生非常巨大的影響。我相信每個人都有其價值，也要考量到陷入無家可歸的窘境很容易，但要擺脫這種情況卻非常困難。」

[閱讀更多。](#)

籌募 960 萬美金給聯合勸募幫助社區蓬勃發展

TI 的 2022 年度聯合勸募活動，總計從員工和退休人員、公司贊助計畫及 TI 基金會捐贈（包含配對捐贈）籌募到 960 萬美金。我們支援三個區域的進階計畫，目標藉由三個面向，建立穩定的基礎：

- 教育：為孩童開啟大門、增廣見聞，為未來做好準備。
- 收入：建立財務穩定，也是成功穩定生活的重要因素。
- 健康：影響孩童的學習成果及成人的薪資等廣大面向。

活動期間的志願參與踴躍，共累積 1,700 小時支援美國廠區超過 50 項活動，並為聯合勸募合作機構提供支援。

TI 捐贈與志工部門總裁暨 TI 基金會執行董事 Andy Smith 表示：「TI 同仁的慷慨地捐贈與志工服務精神永遠讓我讚嘆。我們公司的聯合勸募活動證明我們可以向所身處的社區打造更好的發展並推廣善意，為所有人帶來長久改變。」

TI 與達拉斯都會區聯合勸募的合作歷史可追溯到 60 年代初，當時 TI 共同創辦人 J. Erik Jonsson 協助美國紅十字會和達拉斯 Community Chest，並建立當時稱為聯合基金的機構。自此之後，公司、TI 基金會和員工便與聯合勸募密切合作，打造更強大的社區。



Anhänge

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Giving and volunteerism

Giving¹ (millions)

	2018	2019	2020	2021	2022
Total	\$49.08	\$52.46	\$54.57	\$64.95	\$52.57

¹ Includes corporate giving, TI Foundation giving, employee/retiree giving, in-kind donations, matching gifts, the value of volunteer hours and volunteer matching.

Volunteerism

Volunteer hours (thousand hours)

	2018	2019	2020 ²	2021 ²	2022
Total hours	234.6	273.3	156.9	119.5	256.9

² Volunteer hours were down in 2020 and 2021 due to the global COVID-19 pandemic.

Value of volunteer hours (millions)

	2018	2019	2020 ³	2021 ³	2022 ⁴
Value	\$5.9	\$7.4	\$4.5	\$3.6	\$7.7

³ The value of volunteer hours was down in 2020 and 2021 due to the global COVID-19 pandemic.

⁴ The [Independent Sector](#) valued a volunteer hour in 2022 at \$29.95.

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Environmental sustainability

Emissions

Total greenhouse gas (GHG) emissions (Million metric tons of CO₂ equivalent)

	Base year (2015)	2018	2019	2020	2021	2022
Scope 1 (direct)		1.13	0.97	0.94	1.04	1.11 ⁶
Scope 2 (indirect)		1.12	1.10	1.01	1.04	1.06
Market-based		1.12	1.10	1.01	1.04	1.06
Location-based						1.38
Total	2.83⁵	2.25	2.07	1.95	2.08	2.17⁷

TI's unit production increased 25% from 2018 to 2022. These totals are market-based GHG emissions.

⁵TI is focused on the total reductions of scope 1 and scope 2 GHGs and our 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 our operations, including the divestiture of a wafer fabrication plant in Scotland and the acquisition of a 300-mm 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.

⁶TI has not included fluorinated heat transfer fluids (FHTF) in previous Corporate Citizenship Reports due to the 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 FHTF. Recently introduced U.S. Environmental Protection Agency (EPA) rules for disclosure to the EPA included FHTF and we comply with this requirement. Recently, the WSC has aligned on all regions will moving to 2019 Intergovernmental Panel on Climate Change (IPCC) guidance, which includes FHTF. TI is considering the timing of a transition to the 2019 IPCC guidance and will include FHTF emissions upon adoption.

⁷ERM Certification and Verification Services (CVS) provided limited assurance verification of TI's GHG emissions for 2022.

Scope 1 GHG emissions by type (Metric tons of carbon dioxide equivalent (MTCO₂e))

	2018	2019	2020	2021	2022
Carbon dioxide (CO ₂)	79,622	78,731	75,190	84,904	123,542
Methane (CH ₄)	46	46	44	39	67
Nitrous oxide (N ₂ O)	24,438	23,440	28,452	31,557	37,592
Hydrofluorocarbons (HFCs)	39,982	36,552	37,532	44,633	45,949
Perfluorocarbons (PFCs)	830,018	669,757	622,526	665,457	734,338
Sulfur hexafluoride (SF ₆)	71,240	62,084	64,061	71,189	80,389
Nitrogen trifluoride (NF ₃)	113,839	94,853	110,701	142,671	90,157

TI's unit production increased 25% from 2018 to 2022.

Scope 2 market-based GHG emissions by type (Metric tons of carbon dioxide equivalent (MTCO₂e))

	2018	2019	2020	2021	2022
Carbon dioxide (CO ₂)	1,122,336	1,102,843	1,012,985	1,041,346	1,055,620
Nitrous oxide (N ₂ O)	1,679	1,673	1,386	1,294	1,345
Methane (CH ₄)	271	269	241	233	233

U.S. air emissions⁸ (Metric tons)

	2018	2019	2020	2021	2022
Nitrogen oxide (NO _x)	81.04	79.72	82.37	75.87	95.62
Volatile organic compounds (VOCs)	105.12	92.77	97.12	109.45	142.88

TI's unit production increased 25% from 2018 to 2022.

⁸TI does not include nitrous oxide (N₂O) in its air emissions calculations because the company accounts for N₂O in its GHG emissions data.

Energy

Total energy use (TWh)

	2018	2019	2020	2021	2022 ⁹
Energy use	3.02	2.99	2.97	3.19	3.75

TI's unit production increased 25% from 2018 to 2022.

⁹ERM CVS provided limited assurance verification of TI's energy use for 2022.

Energy use by type (MWh)

	2018	2019	2020	2021	2022
Natural gas	367,200	372,359	363,413	414,254	606,393
Fuel oil (No. 6)	3,750	3,644	4,356	4,132	3,457
Diesel	13,087	9,718	7,376	16,905	9,481
Propane	36,167	39,230	35,791	35,646	39,457
Gasoline	761	768	814	723	654
Jet fuel (kerosene)					7,788 ¹⁰
Total direct energy use	420,964	425,719	411,750	471,661	667,220
Electricity	2,585,922	2,550,193	2,548,101	2,698,718	3,063,940
District heating	15,222	14,055	14,210	15,285	15,595
Total indirect energy use	2,601,144	2,564,248	2,562,311	2,714,003	3,079,535
Total energy use	3,022,109	2,989,967	2,974,061	3,185,664	3,746,755

¹⁰TI added jet fuel in 2022 as part of the third-party limited assurance assessment.

Renewable electricity (MWh)

	2018	2019	2020	2021	2022 ¹¹
Renewable electricity	386,854	357,547	446,559	507,528	526,322

¹¹ERM CVS provided limited assurance verification of TI's renewable electricity use for 2022. 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 of 2022.

Renewable electricity as a percent of total electricity

	2018	2019	2020	2021	2022 ¹²
% used	14.96%	14.02%	17.53%	18.81%	17.18%

¹²While renewable energy procurement and use increased in 2022, the percentage of renewable electricity compared to total electricity decreased due to expanded production with new factories coming online.

Energy savings (GWh)

	2018	2019	2020	2021	2022
Savings	73.3	73.3	64.5	53.4	55.5

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Water

Water use¹³ by type (billion gallons)

	2018	2019	2020	2021	2022
Municipal	4.36	4.29	4.53	4.79	5.42
Well	0.40	0.37	0.37	0.58	0.98
Reused	2.02	1.69	1.86	2.20	2.19
Total	6.78¹⁴	6.35	6.76	7.57	8.59

TI's unit production increased 25% from 2018 to 2022.

¹³To 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. Environmental Protection Agency methodologies.

¹⁴In 2018, totals included an estimated rainwater collection of 35 million gallons.

Water use reduction (%)

	2018	2019	2020	2021	2022
Goal	4.5%	2.2%	2.6%	2.6%	3.4%
Result	5.4%	2.6%	4.4%	2.8%	3.2%

Water savings (million gallons)

	2018	2019	2020	2021	2022
Savings	248.81	120.67	206.92	135.55	174.19

Wastewater discharges total and by type (billion gallons)

	2018	2019	2020	2021	2022
Municipal sewer	3.85	3.61	3.87	4.15	4.65
Surface	0.28	0.25	0.26	0.27	0.32
Total	4.13	3.86	4.13	4.42	4.97

Water use (megaliters)

	2018	2019	2020	2021	2022
Change in water storage ¹⁵	0	0	0	0	0
Water withdrawal					
Surface ¹⁶	132	0	0	0	0
Ground ¹⁶	1,517	1,409	1,408	2,198	3,708
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third-party	16,506	16,255	17,152	18,214	20,520
Fresh ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	18,155	17,664	18,560	20,412	24,228
Other ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	0	0	0	0	0
Total water withdrawal (megaliters)	18,155	17,664	18,560	20,412	24,228
Water withdrawal, water-stressed regions					
Surface ¹⁶	0	0	0	0	0
Ground ¹⁶	40	44	35	27	30
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third-party	3,312	2,630	2,658	2,490	2,741
Fresh ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	3,352	2,674	2,692	2,518	2,741
Other ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	0	0	0	0	0
Total water withdrawal, water-stressed regions (megaliters)	3,352	2,674	2,692	2,518	2,771
Water discharge					
Surface ¹⁶	1,068	953	989	1,039	1,212
Ground ¹⁶	0	0	0	0	0
Sea	0	0	0	0	0
Third-party	14,575	13,664	14,658	15,711	17,613
Fresh ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	Unknown	Unknown	Unknown	Unknown	Unknown
Other ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge (megaliters)	15,643	14,617	15,646	16,750	18,824
Water discharge, water-stressed areas					
Fresh ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	Unknown	Unknown	Unknown	Unknown	Unknown
Other ($\leq 1,000$ mg/L total dissolved solids) ¹⁷	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge, water-stressed areas (megaliters)	2,860	2,278	2,310	2,132	2,097
Water consumption					
Water consumption (total megaliters) ¹⁸	2,512	3,047	2,914	3,662	5,403
Water consumption (water-stressed areas) ¹⁸	491	396	382	386	674

¹⁵There is a small amount of water storage (relative to overall usage) in facilities systems, but the year-over-year change is insignificant.

¹⁶This 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.

¹⁷TI does not monitor total dissolved solids continuously at all sites.

¹⁸TI calculates consumption as water withdrawn minus water discharged.

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Material/waste

Waste by composition¹⁹ (metric tons)

Hazardous waste	2018	2019	2020	2021	2022
Waste generated	25,305	26,734	31,702	14,142	12,201
Waste diverted from disposal	22,305	23,869	28,396	11,250	9,012
Waste directed to disposal	3,000	2,865	3,307	2,892	3,189
Nonhazardous waste					
Waste generated	11,882	10,345	10,518	29,675	36,710
Waste diverted from disposal	11,028	9,534	9,563	28,025	35,299
Waste directed to disposal	854	811	955	1,650	2,128
Other waste categories					
Waste generated	-	-	-	1,860	1,762
Waste diverted from disposal	-	-	-	1,860	1,762
Waste directed to disposal	-	-	-	0	0

¹⁹ In 2021, TI disclosed new data based on updated GRI 306: Waste 2020 standards, allowing hazardous waste to be reported separately from non-hazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

Waste diverted from disposal, by recovery operations²⁰ (metric tons)

	Hazardous waste		Nonhazardous waste	
	2021	2022	2021	2022
Preparation for reuse				
Onsite	4,000	1,015	826	3,999
Offsite	2,285	1,698	263	1,242
Total	6,285	2,713	1,089	5,241²¹
Recycling				
Onsite	0	0	0	0
Offsite	2,323	2,439	28,013	30,707
Total	2,323	2,439	28,013	30,707
Other recovery operations				
Onsite	0	0	0	0
Offsite	2,642	3,859	783	395
Total	2,642	3,859	783	395
Waste prevented (landfill diversion)	11,250	9,012	29,884	36,344

²⁰ In 2021, TI disclosed new data based on updated GRI 306: Waste 2020 standards, allowing hazardous waste to be reported separately from non-hazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

²¹ 2021 and prior reporting included an incorrect classification of waste as hazardous when it was non-hazardous. The 2022 data reflects the corrected shift to the non-hazardous category.

Waste directed to disposal, by disposal operation²² (metric tons)

	Hazardous waste		Nonhazardous waste	
	2021	2022	2021	2022
Incineration (with energy recovery)				
Onsite	0	0	0	0
Offsite	0	0	0	0
Total	0	0	0	0
Incineration (without energy recovery)				
Onsite	0	0	0	0
Offsite	2,803	3,103	102	178
Total	2,803	3,103	102	178
Landfill (solid waste disposal)				
Onsite	0	0	0	0
Offsite	89	87	1,548	1,949
Total	89	87	1,548	1,949
Other disposal operations				
Onsite	0	0	0	0
Offsite	0	0	0	0
Total	0	0	0	0

²² In 2021, TI disclosed new data based on updated GRI 306: Waste 2020 standards, allowing hazardous waste to be reported separately from non-hazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

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Diversity

Workforce by region

Region	2019	2022
Americas	11,787	14,398
Asia	14,172	15,462
EMEA	1,966	1,898
Japan	1,150	1,241
Total	29,075	32,999

Regional workforce by gender

Region	Gender	2019	2022
Americas	Female	2,949	3,461
	Male	9,079	10,937
Asia	Female	7,771	7,735
	Male	6,692	7,727
EMEA	Female	351	397
	Male	1,602	1,500
Japan	Female	131	158
	Male	1,040	1,083

Gender by role (worldwide)

	Gender	2019	2022
Technical	Female	17.0%	17.9%
	Male	83.0%	82.1%
Managers	Female	22.9%	23.0%
	Male	77.1%	77.0%
Overall	Female	37.8%	35.6%
	Male	62.2%	64.4%

Gender by role (U.S.)

	Gender	2019	2022
Technical	Female	16.1%	16.4%
	Male	83.9%	83.6%
Managers	Female	22.8%	21.5%
	Male	77.2%	78.5%
VP and above	Female	25.7%	29.7%
	Male	74.3%	70.3%
Overall	Female	22.9%	22.4%
	Male	77.1%	77.6%

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Diversity cont'd

Workforce by race (U.S.)

	Race	2019	2022
Technical roles	White	53.2%	52.6%
	Asian	32.0%	30.0%
	Hispanic	8.3%	9.5%
	Black	3.9%	4.1%
	Other/URM ²³	1.4%	1.9%
Manager roles	White	62.3%	58.8%
	Asian	24.5%	25.1%
	Hispanic	6.1%	7.5%
	Black	5.2%	5.8%
	Other/URM	1.2%	1.5%
VP and above	White	71.4%	64.9%
	Asian	15.7%	18.9%
	Hispanic	4.3%	5.4%
	Black	8.6%	10.8%
	Other/URM	0%	0%
Overall	White	56.7%	53.3%
	Asian	22.3%	20.6%
	Hispanic	9.4%	12.1%
	Black	8.7%	9.9%
	Other/URM	1.9%	2.5%

²³ We define other underrepresented minorities (URMs) as Native Hawaiians or other Pacific Islanders, American Indians or Alaska Natives, or two or more races. Any totals of less than 100% are attributable to a small percentage of undisclosed data.

Development

Average training (hours)

	2019	2022
Average hours	30.3	50.7 ²⁴

²⁴ The increase in training hours is the result of our updated tracking system that more accurately captures on-the-job training that occurs in our factories worldwide.

Retention

Employee voluntary turnover (%)

	2019	2022
Asia	10.1%	12.6%
Japan	4.5%	3.9%
Europe	7.3%	8.9%
Americas	7.1%	12.9%
Worldwide	8.5%	12.2%

Tenure

Service Band	2019	2022
<10 years	50.0%	52.5%
10-20 years	24.4%	24.5%
>20 years	25.6%	23.0%

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Safety and health

Recordable case rate (cases per 100 employees)

Description	2018	2019	2020	2021	2022
Goal	0.20	0.20	0.20	0.20	0.20
Result	0.16	0.20	0.14	0.21	0.26 ²⁵

²⁵The 2022 increase is due to COVID-19 infections. The case rate without the virus is 0.18.

Days away, restricted or job transfer (DART) rate (cases per 100 employees)

Description	2018	2019	2020	2021	2022
Goal	0.08	0.08	0.08	0.08	0.08
Result	0.09	0.10	0.10	0.13	0.18 ²⁶

²⁶The 2022 increase is due to COVID-19 infections. The DART rate without the virus is 0.10.

Employee and supplemental contractor safety and health data

Description	2018	2019	2020	2021	2022
Recordable cases (employees)	0.15 (48 cases)	0.16 (48 cases)	0.14 (41 cases)	0.19 (55 cases)	0.25 (79 cases)
Recordable cases (contractors) ²⁷	0.36 (6 cases)	0.27 (5 cases)	0.19 (3 cases)	0.65 (10 cases)	0.38 (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) ²⁸	0.007 (2 cases)	0.007 (2 cases)	0.01 (3 cases)	0.003 (1 case)	0
High-consequence injuries (contractors)	0	0	0	0	0
Hours worked (employees) ²⁹	58,253,519	59,425,882	59,410,887	57,376,381	62,832,813
Hours worked (contractors)	3,335,737	3,658,678	3,084,874	3,076,776	2,652,204
Recordable cases from work-related illness (employees)	4	9	10	10	30
Recordable cases from work-related illness (contractors)	1	0	1	4	0

²⁷Refers to supplemental contractors, who receive daily work instruction from TI managers.

²⁸The 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.

²⁹Hours reported are worldwide. TI employees do not include turnkey or supplemental contractors.

Responsible business practices

Public policy

Political expenditures (U.S. dollars)

	2018	2019	2020	2021	2022
Corporate contributions	\$7,500	\$0 ³⁰	\$0 ³⁰	\$1,000	\$2,000
Political action committee	\$101,950	\$101,000	\$78,000 ³¹	\$96,500	\$153,500

³⁰ TI chose not to make any corporate contributions to local ballot initiatives in 2019 and 2020. 2020 PAC contributions were impacted due to COVID-19.

³¹ 2020 PAC contributions were impacted due to COVID-19.

Supply chain management

Assessment goals

Goals and results (%)	2018		2019		2020		2021		2022	
	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	85%	87%	90%	89%	90%	95%	95%	99%	97%	98%

Responsible minerals

3TG³² smelters potentially in the supply chain for TI's integrated circuits

Description	2018	2019	2020	2021	2022
RMAP ³³ conformant	100%	100%	99.6%	99.6%	100%
Under RMAP assessment	0%	0%	0.4%	0.4%	0%

³²3TG refers to tin, tantalum, tungsten and gold.

³³Responsible Minerals Assurance Process (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.

Global Reporting Initiative

Statement of use Texas Instruments has reported the information cited in this GRI content index for the period Jan. 1, 2022, to Dec. 31, 2022, with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI 2: General disclosures

Indicator	Description	Response
2-1	Organizational details	Our company name is Texas Instruments Incorporated (NASDAQ: TXN), and our headquarters are located at 12500 TI Blvd., Dallas, TX 75243. See the global map on the TI at a Glance section of our website for other countries of operation. For information about TI's ownership structure, see SEC Form 10-K , Part I.
2-2	Entities included in the organization's sustainability reporting	TI has two reportable segments: analog and embedded processing. We report the results of our remaining business activities in Other (see SEC Form 10-K , Part I, Item 1, pages 2-4). 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 has produced its Corporate Citizenship Report annually since 2006, with a reporting period that covers the previous calendar year (2022, unless otherwise stated). This period aligns with the company's financial reporting period. TI published its 2022 report in June 2023. For questions about the information contained within this report, email citizenshipfeedback@list.ti.com .
2-4	Restatements of information	We include restatements of data and information in the footnotes of TI's 2022 Corporate Citizenship Report and Performance Data Appendix .
2-5	External assurance	TI performs extensive internal due diligence to ensure the accuracy of the information and data presented in this report. In 2023, ERM Certification and Verification Services conducted limited assurance of scope 1 and scope 2 greenhouse gas emissions (GHG) data for 2022 (see the Assurance Statement). We currently do not seek independent assurance of any additional nonfinancial data; however, Ernst & Young audits the TI Foundation's financial records annually.
2-6	Activities, value chain and other business relationships	For information about the markets TI serves, see SEC Form 10-K , Part I, pages 5-6. We market and sell our products through direct sales channels, including our website and broad sales and marketing team, and, to a lesser extent, through distributors. Over the past several years, we have been investing in new capabilities to build closer direct customer relationships. As a result, in 2022 about 70% of our revenue was direct, which includes TI.com, as customers valued the convenience of purchasing online. Closer direct relationships with our customers help to strengthen our reach of market channel advantage and give us access to more customers and more of their design projects, leading to opportunities to sell more of our products into each design. Additionally, broader and deeper access gives us better insight and knowledge of customer needs. Our investments in new and improved capabilities to directly support our customers include website and e-commerce enhancements as well as inventory consignment programs and order fulfillment services. Our TI.com e-commerce channel offers a localized online experience in many countries, with convenience features such as immediate availability, local currency, payment methods, invoicing and importer of record. Our new application programming interfaces (APIs) give customers the ability to directly access real-time inventory information about TI products from their own systems, enabling them to purchase available chips immediately to better support their supply needs, reducing cost and delays. For more information, see SEC Form 10-K , Part I, Item 1, pages 6-7. In 2022, TI brought two new 300-mm factories online in Richardson, Texas, and Lehi, Utah. The company is building additional fabs in Sherman, Texas and Lehi, Utah, which will further expand TI's production capacity.

GRI 2: General disclosures (cont'd)

Indicator	Description	Response
2-6	Activities, value chain and other business relationships (cont'd)	We spend roughly 80% of procurement dollars with approximately 300 suppliers, of which about 180 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. For more information about our supply chain, see the Supply Chain Responsibility section in TI's 2022 Corporate Citizenship Report.
2-7	Employees	See the Workforce Representation section in TI's 2022 Corporate Citizenship Report and the Performance Data Appendix for employee data. In 2022, TI classified 23 employees as temporary (mostly student workers) and classified about 200 as part time.
2-9	Governance structure and composition	Read about TI's governance structure, roles and responsibilities on the governance webpage and Board Oversight of ESG Matters . See the governance section of TI's 2022 Corporate Citizenship Report for board diversity data.
2-10	Nomination and selection of the highest governance body	Read about TI's director nomination and selection process on the Investor Relations FAQs webpage and in TI's 2023 Proxy Statement .
2-11	Chair of the highest governance body	Read about TI's governance structure, roles and responsibilities on the governance webpage, Investor Relations FAQs and TI's 2023 Proxy Statement .
2-12	Role of the highest governance body in overseeing the management of impacts	Read about TI's governance structure, roles and responsibilities on the governance and Board Oversight of ESG Matters .
2-13	Delegation of responsibility for managing impacts	Read about TI's governance structure, roles and responsibilities on the governance webpage and Board Oversight of ESG Matters .
2-14	Role of the highest governance body in sustainability reporting	See Board Oversight of ESG Matters .
2-15	Conflicts of interest	Read about TI's conflict of interest and related person transactions policies in TI's 2023 Proxy Statement .
2-16	Communication of critical concerns	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees can report concerns. The company encourages Tlars to raise questions or concerns about conduct that may be inconsistent with Living our values. 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.
2-17	Collective knowledge of the highest governance body	TI's board of directors has established that its Governance and Stockholder Relations committee should maintain the right balance of knowledge, experience, background and capability, which includes key ESG matters. See Board Oversight of ESG Matters .
2-18	Evaluation of the performance of the highest governance body	Read about TI's board evaluation process in TI's 2023 Proxy Statement , page 17.

GRI 2: General disclosures (cont'd)

Indicator	Description	Response
2-19	Remuneration policies	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement , pages 22-25.
2-20	Process to determine remuneration	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement , pages 22-25.
2-21	Annual total compensation ratio	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement , pages 22-25.
2-22	Statement on sustainable development strategy	See the Letter from the CEO in TI's 2022 Corporate Citizenship Report to read about the company's commitment to citizenship and sustainability.
2-23	Policy commitments	TI's Living our values – TI's ambitions, values and code of conduct addresses responsible business conduct, human rights and the methods for reporting any concerns for all employees globally.
2-24	Embedding policy commitments	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship report and the company's Supplier Code of Conduct .
2-25	Processes to remediate negative impacts	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees and others can report concerns. TIers and others are encouraged to raise questions or concerns about conduct that may be inconsistent with Living our values. We investigate and work to resolve all inquiries and take appropriate remedial measures.
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees can report concerns. We encourage TIers to raise questions or concerns about conduct that may be inconsistent with Living our values. 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 2022.
2-28	Membership associations	TI belongs to many associations with which it works on various policy objectives. We are more active in some organizations than others and do not work on all association issues. We may not align on all positions. We also collaborate with other outside groups and coalitions, such as the Responsible Business Alliance and Semiconductor Industry Association, to advance policies that drive growth; promote competitiveness; and support our shareholders, customers, employees and the communities in which we operate.
2-29	Approach to stakeholder engagement	We engage with stakeholders who directly influence or are interested in our operations. TI's stakeholders include employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, TI retirees and potential employees. We tailor our engagement strategies and communications to the unique interests of the people and organizations that directly influence or have an interest in our operations. On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. Our senior leaders regularly share stakeholder feedback on ESG matters with the executive team and board of directors.

GRI 2: General disclosures (cont'd)

Indicator	Description	Response
		Engagement mechanisms generally include meetings, calls and emails and vary in frequency. 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	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 3: Material topics

Indicator	Description	Response
3-1	Process to determine material topics	TI solicits input from internal and external stakeholders throughout the year through regular engagement. We also examine third-party sustainability assessments and benchmark disclosure trends and best practices. We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report.
		The input collected in 2021 continues to inform our reporting topics, while incorporating feedback from various stakeholder engagements in 2022. These topics may include additional disclosures not related to material topics in some instances:
3-2	List of material topics	<ul style="list-style-type: none"> • Business continuity and risk management • Environmental impact (greenhouse gas emissions, energy consumption and the use of renewable sources, and water and wastewater) • Materials and chemical management • Workplace (diversity and inclusion, recruitment and retention, development, compensation and employee health and safety) • Supply chain responsibility (including labor and human rights and conflict minerals) • Ethics • Public policy • Giving and volunteering
		Information about how TI manages material topics can be found in indicators 3-3 within this index and our 2022 Corporate Citizenship Report. These include:
3-3	Management of material topics	<ul style="list-style-type: none"> • Risk Management and Business Continuity in the report and at the end of this index. • Environmental Sustainability in the report and GRI 302 through GRI 306 in this index. • Workplace in the report and GRI 201-3, GRI 202, and GRI 401 through GRI 406 in this index. • Supply Chain Responsibility in the report and GRI 204 in this index. • Ethics and Compliance in the report and GRI 2-16; GRI 2-23 through 2-27; and GRI 205, 206, 402 and 406 in this index. • Public Policy in the report and GRI 415 in this index. • Giving and Volunteering in the report.

GRI 201: Economic performance

Indicator	Description	Response
3-3	Management of material topics	Learn more about TI's financial oversight in the 2022 Annual Report , Proxy Statement and SEC Form 10-K .
201-1	Direct economic value generated and distributed	Our 2022 Annual Report provides information about our financial performance. See the Giving and Volunteering section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for philanthropic contributions.
201-2	Financial implications and other risks and opportunities due to climate change	<p>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.</p> <p>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.</p>
201-3	Defined benefit plan obligations and other retirement plans	<p>TI has various employee retirement plans, including defined contribution, defined benefit and retiree healthcare benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. For more information, see SEC Form 10-K, Part II, Item 8, Note 7, pages 43-48: Postretirement benefit plans.</p> <p>For all U.S. employees who choose to 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.</p> <p>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.</p>
201-4	Financial assistance received from the government	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 , Part II, Item 8, Note 2, pages 33-34 and Note 4, pages 37-40 for additional details.

GRI 202: Market presence

Indicator	Description	Response
3-3	Management of material topics	See the Compensation and Benefits and Recruitment sections of TI's 2022 Corporate Citizenship Report and our responses to GRI 401: Employment and GRI 406: Anti-Discrimination in this index for more information about how we manage market presence.
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	TI does not maintain a standard entry wage for every country. However, we verified that we are paying 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 local community	TI recruits senior management across 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 204: Procurement practices

Indicator	Description	Response
3-3	Management of material topics	<p>See the Supply Chain Responsibility section of TI's 2022 Corporate Citizenship Report and TI's Suppliers website to learn more about how TI manages its supply chain.</p> <p>Governance TI's vice president of worldwide procurement and logistics, who reports directly to the chief financial officer, leads supply chain management. Together, they oversee supply chain policies, performance and risk management. TI's director of supply chain responsibility oversees supplier social and environmental responsibility and manages supplier diversity.</p> <p>Codes of conduct TI suppliers must adhere to TI's Supplier Code of Conduct, which uses the Responsible Business Alliance's (RBA) code of conduct as its foundation and includes environmental standards specifically applicable to TI's suppliers.</p> <p>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 meets the certification requirements of the International Organization for Standardization (ISO) Quality Management System 9001, ISO/Technical Specification 16949 and International Automotive Task Force 16949. The ISO annually evaluates the system as part of its recertification process.</p> <p>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 routinely communicate these guidelines in meetings; on our supplier website; and in purchase orders, supplier contracts and other related documents. We also routinely 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.</p> <p>Training We deliver online and in-person training on our Supplier Code of Conduct, standards and expectations. We also leverage RBA's training programs to help suppliers understand the alliance's code of conduct, labor risks, respecting workers' rights, hiring migrant workers and more.</p> <p>Responsible minerals TI is an early member of the Responsible Minerals Initiative, created by RBA and Global E-Sustainability Initiative members, which works to advance effective policies that address conflict mineral concerns. TI works diligently with its supply chain, including subcontracted manufacturers, to identify and eliminate non-compliant sources of material.</p> <p>Grievance mechanisms TI has established grievance mechanisms to ensure that its buyers or procurement representatives meet with suppliers to address any questions or concerns. If suppliers (or employees or contractors of suppliers) prefer, they can contact our Ethics Office to ask questions or discuss issues anonymously. Our Supply Chain Management team can also assist with identifying and addressing issues inconsistent with our ethics and values.</p> <p>Our Supplier Code of Conduct requires our suppliers to establish and maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers unless prohibited by law. Suppliers must have a communication process for their personnel to raise concerns without fear of retaliation.</p> <p>Resources TI allocates extensive financial, human, training, information and engagement resources to help suppliers understand its policies and expectations, roles and responsibilities, performance and ethics expectations, and environmental, safety and health (ESH) and labor protections.</p>

GRI 204: Procurement practices (cont'd)

Indicator	Description	Response
204-1	Proportion of spending on local suppliers	TI does not currently report supplier spending by individual markets.

GRI 205: Anti-corruption

Indicator	Description	Response
3-3	Management of material topics	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct to learn more about our management approach to anti-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 its worldwide operations and suppliers for risks related to corruption. TI does operate in countries that are considered at higher risk for corruption. However, the semiconductor industry is relatively low risk compared to construction, extractive or other industries where conducting business requires considerable interaction with government officials. We have policies in place and conduct focused training for certain high-risk countries and functions to address and mitigate these risks.
205-2	Communication and training about anti-corruption policies and procedures	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 support continuous compliance improvement.
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.

GRI 206: Anti-competitive behavior

Indicator	Description	Response
3-3	Management of material topics	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct to learn more about the company's management approach to anti-competitive behavior. Our code of conduct sets forth these principles: <ul style="list-style-type: none"> • We compete fairly. • We follow the laws, rules, and regulations where we operate and require our suppliers to do the same. • We are committed to win, but we'll never break the rules in order to win. • We promise to respect all regulations and laws that promote fair competition.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See SEC Form 10-K for material legal proceedings involving TI.

GRI 207: Tax

Indicator	Description	Response
3-3	Management of material topics	See TI's Global Tax Policy on TI.com.
207-1	Approach to tax	See TI's Global Tax Policy on TI.com.
207-2	Tax governance, control, and risk management	See TI's Global Tax Policy on TI.com.
207-3	Stakeholder engagement and management of concerns related to tax	See TI's Global Tax Policy on TI.com.
207-4	Country-by-country reporting	We report tax obligations in accordance with country-specific requirements.

GRI 302: Energy

Indicator	Description	Response
		<p>Note: The following applies to TI's overall environmental, safety and health (ESH) management, which includes energy, emissions, materials and water.</p> <p>Governance See Board Oversight of ESG Matters.</p> <p>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.</p>
3-3	Management of material ESH topics	<p>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 TI manufacturing and assembly/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.</p> <p>To ensure that our internal management system is effective, the 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:</p> <ul style="list-style-type: none"> • Survey employees and external stakeholders. • Conduct legally required inspections and monitor incident rates. • Benchmark against the RBA's self-assessment disclosure and its code of conduct and against peers and members of the Semiconductor Industry Association. • Have select sites third-party audited under the RBA's Validated Audit Program.

GRI 302: Energy (cont'd)

Indicator	Description	Response
3-3	Management of material ESH topics cont'd	<p>We communicate gaps and best practices to other sites to avoid similar issues. Each manufacturing site also reports performance using a scorecard that measures energy use, water efficiency and landfill diversion. We share scorecards internally for transparency and best-practice awareness and as an accountability mechanism. We have not had to make significant adjustments to our corporate-level ESH management system because of audit findings.</p> <p>Goals TI implements programs to reduce energy intensity, material and water consumption, and GHG emissions. We track and report the effectiveness of these initiatives to senior leaders quarterly.</p> <p>Policies TI's ESH policy is available in multiple languages: English, traditional Chinese, Simplified Chinese, Japanese, Malay, Spanish, German and Korean. TI's Living our values – TI's ambitions, values and code of conduct also includes sections on protecting human health and the environment.</p> <p>Engagement We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments before site selection.</p> <p>Grievance channels We offer several channels through which internal and external stakeholders can submit ESH questions, concerns or grievances. 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.</p> <p>Boundaries Our organizational boundary includes TI manufacturing sites, larger non-manufacturing 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 and water and wastewater from these sites and facilities, as applicable. More information on TI's approach to GHG emissions reporting can be found in the TI GHG Emissions Inventory and Management Plan.</p> <p>Resources TI allocates extensive financial, human, training and communication resources to help Tiers monitor and control potential ESH impacts, protect employee health and safety, understand specific ESH roles and responsibilities and drive improvements. We provide our ESH team with extensive training and tools to implement appropriate industry best practices and comply with regulatory requirements. To guide these efforts, we require employees and supplemental contractors at all manufacturing and assembly/test sites to adhere to our ESH Policy and Principles.</p>
3-3	Management of energy	See the Energy section of TI's 2022 Corporate Citizenship Report and GRI: 302 ESH Disclosure of Management Approach in this index to learn more about how we manage energy consumption.
302-1	Energy consumption within the organization	See the Energy section of TI's 2022 Corporate Citizenship Report and the Performance Data Appendix to learn more about the energy consumed from renewable and non-renewable sources.
302-2	Energy consumption outside the organization	For details on energy consumed outside of TI, see our CDP Climate Change response .
302-3	Energy intensity	TI's 2022 energy intensity ratio was 0.33. 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.

GRI 302: Energy (cont'd)

Indicator	Description	Response
302-4	Reduction of energy consumption	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for energy reduction data.
302-5	Reductions in energy requirements of products and services	TI does not have data collection processes to track, record and report this information exactly this way.

GRI 303: Water and effluents

Indicator	Description	Response
		See the Water section of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security response to learn more about water management. The TI ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we: <ul style="list-style-type: none"> • Visually inspect our onsite wastewater treatment plants regularly to ensure 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.
3-3	Management of material topics	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. <p>Water sources</p> Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water: <ul style="list-style-type: none"> • 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.
		There are no water impacts 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.
303-1	Interactions with water as a shared resource	See the Water section of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security response to learn more about how TI interacts with water and collaborates with stakeholders regarding this shared resource. <p>All of TI's main manufacturing and assembly/test facilities set annual water conservation goals based on projects they identified as part of the company's ongoing energy and 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.</p>

GRI 303: Water and effluents (cont'd)

Indicator	Description	Response
303-2	Management of water discharge-related impacts	<p>See the Water section of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security 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.</p> <p>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.</p>
303-3	Water withdrawal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for water withdrawal data. Municipal sources and groundwater supply our water. We calculate consumption from sites TI fully controls larger than 50,000 square feet.
303-4	Water discharge	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 onsite treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for discharge data.
303-5	Water consumption	See the Water section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for 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 305: Emissions

Indicator	Description	Response
3-3	Management of material topics	<p>See the Greenhouse Gas Emissions section of TI's 2022 Corporate Citizenship Report, GRI: 302 ESH Disclosure of Management Approach in this index and TI's 2023 CDP Climate Change response to learn more about how we manage emissions. 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. Environmental Protection Agency (EPA) to comply with its mandatory reporting requirements.</p> <p>The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride, 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 in our annual Corporate Citizenship Report.</p> <p>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.</p>

GRI 305: Emissions (cont'd)

Indicator	Description	Response
3-3	Management of material topics cont'd	<p>Boundaries Our organizational boundary includes TI manufacturing sites, larger non-manufacturing 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.</p>
305-1	Direct (scope 1) GHG emissions	<p>See the Performance Data Appendix for scope 1 data. The gases included in our data calculations include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrochlorofluorocarbons (HFCs), PFCs, sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).</p> <p>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 2023 CDP Climate Change response.</p>
305-2	Energy indirect (scope 2) GHG emissions	<p>See the Performance Data Appendix for scope 2 market- and location-based data and our response to indicator 305-1. The gases included in our market- and location-based data calculations include CO₂, CH₄ and N₂O. In 2022, we made no significant emissions changes that triggered base-year emissions recalculations.</p> <p>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 AIB Residual mix for our Freising, Germany location. All calculations for scope 2 emissions follow either U.S. EPA MMR or IPCC Tier 2 requirements. For more information, see TI's 2023 CDP Climate Change response.</p>
305-3	Other indirect (scope 3) GHG emissions	For details on scope 3 GHG emissions, see TI's CDP Climate Change response .
305-4	GHG emissions intensity	TI's normalized GHG market-based emissions intensity ratio in 2022 was 0.27. The ratio equals the emissions intensity in 2022 divided by the emissions intensity in 2005. We calculate the intensity using both scope 1 and scope 2 emissions, with CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ and NF ₃ as the numerator and the number of chips produced within TI as the denominator.
305-5	Reduction of GHG emissions	TI's scope 1 and 2 absolute emissions were down 23% from 2015 to 2022. See the Performance Data Appendix and TI's 2023 CDP Climate Change response for more information about emission reductions.
305-6	Emissions of ozone-depleting substances (ODS)	TI does not allow the use of Class I and II ODSs, except in closed-loop refrigeration systems if the refrigeration system equipment was purchased or acquired before the ODS refrigerant's elimination date. We do store some refrigerant gases for maintaining refrigeration systems for our chillers.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for U.S. air emissions data.

GRI 306: Waste

Indicator	Description	Response
3-3	Management of material topics	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report and GRI: 302 ESH Disclosure of Management Approach in this index to learn more about how we manage material use.
306-1	Waste generation and significant waste-related impacts	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for information and data on waste stream activities.
306-2	Management of significant waste-related impacts	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report for information on our waste diversion goal and activities. TI applies a three-step approach to waste and material management: examine what we need, reuse what we can and recycle what is allowed. Most of the materials we need are for fabricating semiconductors. When purchasing materials and chemicals, we consider the resulting waste and whether an opportunity exists to reuse existing materials, purchase recycled materials or use environmentally friendly items instead. We also 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	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste-generated data.
306-4	Waste diverted from disposal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste diverted from disposal data.
306-5	Waste directed to disposal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste directed to disposal data.

308: Supplier environmental assessment

Indicator	Description	Response
3-3	Management of material topics	See GRI 302: Management of Material ESH Topics to learn more about TI's approach to environmental management. We outline additional expectations and requirements in our Supplier Code of Conduct , Supplier Environmental and Social Responsibility Policy and ESH Handbook for Suppliers .
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: Supplier Environmental Assessment (cont'd)

Indicator	Description	Response
308-2	Negative environmental impacts in the supply chain and actions taken	<p>TI works with thousands of suppliers worldwide and communicates company expectations for responsible environmental performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the RBA code of conduct.</p> <p>In 2022, we assessed 160 production suppliers that support our manufacturing operations with 335 factory locations; 98% met our expectations. The remaining 2% required corrective actions, including additional training and enhanced policies. Our findings revealed no significant negative environmental impacts or concerns. As a result, we did not terminate any relationship.</p>

GRI 401: Employment

Indicator	Description	Response
3-3	Management of material topics	<p>See the Workplace section of TI's 2022 Corporate Citizenship Report to learn more about how we manage employment.</p> <p>Governance</p> <ul style="list-style-type: none"> • TI's senior vice president (SVP) of Human Resources (HR) establishes and maintains strategic direction, effective communication and reports to the CEO. • Our HR leaders are responsible for developing strategies, programs, protocols and processes essential for effective productivity. This oversight ensures compliance with relevant regulations. • The SVP of HR and head of diversity and inclusion oversee our diversity and inclusion programs. • The SVP of HR and the head of talent development and acquisition oversee our development programs and workforce recruitment efforts. • The SVP of HR and the head of compensation oversee employee compensation. • The SVP of HR and the head of benefits oversee employee physical, mental and financial well-being benefits. • Managers, with the support of HR, are responsible for employee retention. In addition, site teams are responsible for implementing multifaceted and tailored retention programs and complying with site-specific employment laws. • The Compensation Committee of TI's board of directors oversees compensation practices relating to executive personnel. <p>Policies and commitments</p> <p>TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotions, transfers, compensation, benefits, termination, and all other terms and conditions of employment. We administer employment decisions in a nondiscriminatory manner without regard to race, color, religion, sex, gender, gender identity and expression, sexual orientation, marital status, national origin, ancestry, age, disability, genetic information, protected medical conditions, pregnancy, military and veteran status, or any other characteristic protected by applicable law. TI does not tolerate any harassment, retaliation, intimidation or violence. We also have policies on flexible work, conduct, privacy protection, wages, workforce reductions and performance improvement.</p> <p>Grievance channels</p> <p>We offer several channels through which TIers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, HR representative or anonymously through the Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.</p>

GRI 401: Employment (cont'd)

Indicator	Description	Response
3-3	Management of material topics cont'd	<p>Assessment We regularly monitor our employment processes and are focused on reducing bias within them. This includes conducting in-depth analyses of our compensation system to look for any unexplained pay discrepancies and the reasons behind the. If we find disparities, we explore whether factors such as market pay ranges, performance or experience support the difference; and if unjustified, we adjust.</p> <p>Resources We allocate extensive financial, human, training and communication resources to help employees understand our vision and expectations, their roles and responsibilities, learning opportunities, health and safety protections and other labor-related needs.</p>
401-1	New employee hires and employee turnover	<p>We aim to ensure that our recruiting efforts and workforce reflect the available talent pool. TI hired more than 10,200 employees (including exempt, non-exempt and interns) in 2022. 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 or senior roles. We use data analytics to track turnover by region to tailor programs for improvement.</p> <p>In 2022, total turnover was 12.2%, up from 9.8% in 2021. As an indication of the longevity of our workforce, in 2022, 23% of our employees had worked at TI for more than 20 years.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	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 and income protection. Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.
401-3	Parental leave	TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In 2022, 285 U.S. employees utilized parental leave. We do not track return-to-work and retention rates after parental leave. For our employees outside of the U.S., we offer varying programs according to local regulations and market practice.

GRI 402: Labor and management relations

Indicator	Description	Response
3-3	Management of material topics	See the Workplace section of TI's 2022 Corporate Citizenship Report and GRI 401: Employment to learn more about 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 to 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 a minimum of 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 403: Occupational health and safety

Indicator	Description	Response
3-3	Management of material topics	<p>See the Safety and Health section of TI's 2022 Corporate Citizenship Report and GRI 302: Management of Material ESH Topics to learn more about the company's management approach. The Audit committee of TI's board of directors oversees health and safety management for employees, supplemental contractors and workplace visitors. Our management approach includes several different elements:</p> <ul style="list-style-type: none"> • 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/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 must complete applicable training and keep their work environments safe. <p>Policies TI is committed to giving employees a non-threatening work environment and does not tolerate any act or threat of violence or harassment. Our:</p> <ul style="list-style-type: none"> • Threat-Free Work Environment Policy describes our expectations. • Supplier Code of Conduct requires that suppliers ensure that working conditions are safe. • Supplier Environmental and Social Responsibility Policy outlines our expectations for health and safety. • ESH Handbook for Suppliers summarizes TI's standards, policies, guidelines and general practices.
403-1	Occupational health and safety management system	<p>TI's health and safety management system is voluntarily third-party certified to ISO 45001:2018. This management system:</p> <ul style="list-style-type: none"> • Comprises interrelated and interacting elements used to establish our ESH policy and 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. <p>We require 100% of our employees and supplemental contractors at all manufacturing and assembly/test sites to adhere to the management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements.</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>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. In accordance with internal standards, all workers are responsible for and receive periodic training and communications on how to report 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.</p> <p>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:</p> <ul style="list-style-type: none"> • Identifying, assessing and documenting potential workplace hazards and risks using qualitative and quantitative methods, and implementing appropriate controls to mitigate risks and ensure a safe workplace. • Using the results of these assessments to identify annual goals to drive risk reduction projects in accordance with ISO 45001:2018 continually. • Performing a thorough investigation after 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 403: Occupational health and safety (cont'd)

Indicator	Description	Response
403-3	Occupational health services	<p>See the Safety and Health section of TI's 2022 Corporate Citizenship Report to learn more about occupational health services. TI ensures the quality of occupational health services through:</p> <ul style="list-style-type: none"> • Onsite clinics staffed by medical practitioners who hold recognized qualifications. • TI's worldwide medical director , who reviews a statement of work for medical providers and conducts on-site reviews as needed. • Medical surveillance oversight and tracking for occupational health examinations. <p>In addition, all TI sites:</p> <ul style="list-style-type: none"> • Use an industrial hygiene program to identify, evaluate and control potential workplace hazards. • Collect employee health data to design custom health-improvement programs, depending on Tiers' unique needs. • 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	<p>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.</p>
403-5	Worker training on occupational health and safety	<p>To reinforce TI's commitment to its employees' safety, we:</p> <ul style="list-style-type: none"> • Train employees to prioritize safety and speak up about any potential hazards, how to 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. <p>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.</p>
403-6	Promotion of worker health	<p>TI has implemented many programs aimed at improving employees' health. See the Safety and Health section of TI's 2022 Corporate Citizenship Report to learn more about occupational health services. For ergonomics risk, we:</p> <ul style="list-style-type: none"> • 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. • Offer a health care plan that includes a preventive health care provider who works with musculoskeletal discomfort. • 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. <p>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.</p> <p>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/illness cases. We share lessons learned with employees to increase risk awareness and deliver monthly safety topics to reinforce safe practices.</p>

GRI 403: Occupational health and safety (cont'd)

Indicator	Description	Response
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Supplier Code of Conduct requires that our suppliers ensure that working conditions are safe; our Supplier Environmental and Social Responsibility Policy outlines our expectations for ESH protection. See TI's response to indicators 403-1 and 403-3 for more 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	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report 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); and falls, slips, trips and losses of balance.
403-10	Work-related ill health	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report 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.

GRI 404: Training and education

Indicator	Description	Response
3-3	Management of material topics	<p>See the Talent Development section of TI's 2022 Corporate Citizenship Report and GRI 401: Employment to learn more about how TI manages employee development.</p> <p>Assessment To strengthen our programs, we:</p> <ul style="list-style-type: none"> • 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. <p>TI's needs and regulatory requirements determine competency requirements specific to job functions.</p>
404-1	Average hours of training per year per employee	Employees globally received, on average, approximately 50.7 hours of training in 2022.
404-2	Programs for upgrading employee skills and transition assistance programs	Employees take part in various development opportunities throughout their careers, which are summarized in the Talent Development section of TI's 2022 Corporate Citizenship Report. 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 404: Training and education (cont'd)

Indicator	Description	Response
404-3	Percentage of employees receiving regular performance and career development reviews	<p>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.</p> <p>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.</p>

GRI 405: Diversity and equal opportunity

Indicator	Description	Response
3-3	Management of material topics	See the Diversity and Inclusion section of TI's 2022 Corporate Citizenship Report and Employment management of material topics in this index to learn more about the company's 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 bodies and employees	See the Workforce Representation section and Performance Data Appendix in TI's 2022 Corporate Citizenship Report for diversity data.
405-2	Ratio of basic salary and remuneration of women to men	<p>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 we achieve them.</p> <p>In 2022, TI retained a third party to conduct a separate compensation analysis examining gender and race pay parity (including base, and bonus pay and equity) that considered job type, job level and country. Our 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 non-minorities. Globally, women make \$1.015 for every \$1.000 men earn. In the U.S., women make \$1.002 for every \$1.000 men earn, and minorities make \$1.002 for every \$1.000 non-minorities earn.</p>

GRI 406: Non-discrimination

Indicator	Description	Response
3-3	Management of material topics	<p>See GRI 401: Employment, Living our values – TI's ambitions, values and code of conduct and our Equal Employment Opportunity Policy in this index to learn more about our nondiscrimination standards. We:</p> <ul style="list-style-type: none"> • Take measures to ensure that our recruiting efforts and workforce reflect the available talent pool. • Measure participation in our diversity initiatives. • Monitor concerns or grievances reported. • Benchmark our programs and strategies against our peers.

GRI 406: Non-discrimination (cont'd)

Indicator	Description	Response
406-1	Incidents of discrimination and corrective 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 any such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

GRI 408: Child labor

Indicator	Description	Response
3-3	Management of material topics	<p>TI forbids the use of child labor in any area of our business and our Supplier Code of Conduct forbids child labor in any stage of manufacturing. See the Labor and Human Rights and Supply Chain Management sections of TI's 2022 Corporate Citizenship Report 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 our membership in organizations such as the RBA as reference points for our approach to managing human rights issues.</p> <p>Governance The Audit committee of our board of directors oversees human and labor rights-related efforts and receives annual updates. If a serious violation occurs, we promptly notify the committee chair.</p> <p>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.</p> <p>Policies and practices TI has:</p> <ul style="list-style-type: none"> • Nondiscrimination, workplace safety, anti-human trafficking, working hours, minimum wages, 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 employees and suppliers' and contractors' 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 incidents of child labor	TI's Ethics Office is responsible for investigating all child labor allegations and taking corrective actions if needed. TI assessed nearly 230 suppliers for child labor and other human rights risks; findings revealed no significant negative impacts or concerns.

GRI 409: Forced or compulsory labor

Indicator	Description	Response
3-3	Management of material topics	TI forbids forced or compulsory labor in any area of its business and the Supplier Code of Conduct also forbids forced or compulsory labor. 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 incidents of forced or compulsory labor	TI's Ethics Office is responsible for investigating all forced or compulsory labor allegations and taking corrective actions if needed. TI assessed nearly 230 suppliers for forced or compulsory labor and other human rights risks; findings revealed no significant negative impacts or concerns.

GRI 410: Security practices

Indicator	Description	Response
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 or procedures	TI delivers targeted training that includes ethics, compliance and human rights components to 100% of its security personnel, including third-party security contractors.

GRI 413: Local communities

Indicator	Description	Response
3-3	Management of material topics	<p>TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteerism. 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.</p> <p>TI has stringent standards, policies and processes to ensure that our local operations are safe, and 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.</p>

GRI 413: Local communities (cont'd)

Indicator	Description	Response
413-1	Operations with local community engagement, impact assessments, and development programs	<p>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.</p> <p>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 currently are in industrial areas and do not negatively impact biodiversity or vulnerable populations directly.</p> <p>Additionally, we engage with community leaders and nonprofits that align with our giving priorities so that we may support them through corporate, TI Foundation and employee/retiree donations, disaster relief funding or through volunteerism.</p> <p>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.</p>
413-2	Operations with significant actual and potential negative impacts	<p>TI broke ground on a new 300-mm semiconductor wafer fabrication plant in Sherman, Texas. The potential \$30 billion investment includes plans for four fabs to meet demand over time, supporting as many as 3,000 direct jobs. We also began production at our new 300-mm fabs in Richardson, Texas and Lehi, Utah, a site that TI acquired in 2021. These sites will also create new jobs and generate billions in economic growth. Conversely, none of TI's sites experienced negative impacts in 2022.</p>

GRI 414: Supplier social assessment

Indicator	Description	Response
3-3	Management of material topics	See the Supply Chain Responsibility section of TI's 2022 Corporate Citizenship Report, Anti-Human Trafficking Statement and Suppliers website to learn more about 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	In 2022, TI assessed nearly 230 suppliers and the findings revealed no significant negative impacts or concerns. As a result, we did not terminate any relationships.

GRI 415: Public policy

Indicator	Description	Response
3-3	Management of material topics	TI's innovations facilitate economic growth in the global communities where we operate. Our affordable technologies make homes and automobiles safer; reduce energy consumption; and expand access to light, power and electronics. To protect our ability to engineer progress, we advocate for government policies that help us attract talent, drive innovation and promote competitiveness.

GRI 415: Public policy (cont'd)

Indicator	Description	Response
3-3	Management of material topics cont'd	<p>We conduct public policy activities transparently, ethically and in compliance with relevant laws. We are forthright in how we govern our actions, and disclose our membership in lobbying associations and political expenditures. We openly describe the role and limitations of TI's political action committee and our employees' rights in the political process. 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 review these actions annually to confirm their consistency with company policies.</p> <p>Across the globe, we engage with policymakers, government authorities, industry organizations and our 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 concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. For more information, see the Public Policy section of TI's 2022 Corporate Citizenship Report and TI's Public Policy website.</p>
415-1	Political contributions	TI's political activities and contributions reflect U.S. activity only. We do not make political contributions outside the U.S.

GRI 417: Marketing and labeling

Indicator	Description	Response
3-3	Management of material topics	TI meets regulatory and customer requirements for material content contained in its labels and packing materials . We have published information about how we manage restricted chemicals and product labeling on TI.com.
417-1	Requirements for product and service information and labeling	<p>Our ongoing objective is 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:</p> <ul style="list-style-type: none"> • Use TI standard labels and create semi-custom labels if customers require them. • Share information about our 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. <p>Our Restricted Chemicals and Materials program requires material suppliers and external manufacturing to provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.</p>
417-2	Incidents of non-compliance concerning product 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 2022, TI had zero noncompliance incidents with regulated and voluntary codes.
417-3	Incidents of non-compliance concerning marketing communications	TI had zero incidents of non-compliance related to product marketing communications in 2022.

GRI 418: Customer privacy

Indicator	Description	Response
3-3	Management of material topics	<p>See the Information Protection section of TI's 2022 Corporate Citizenship Report to learn more about the company's management approach. 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 to exchange information about threats, best practices and trends.</p> <p>Governance</p> <ul style="list-style-type: none"> • Our chief information officer oversees information protection, and we have governance and compliance structures in place to address or elevate issues if needed. • Senior leaders from major business units and support entities review cybersecurity threats, prioritize security actions, and help build awareness and support within their organizations. • Our Confidential Information Protection Council ensures that we appropriately classify and protect confidential information and trade secrets. • Our Privacy committee, comprising cross-organizational representatives, helps protect TIers', customers' and business partners' personally identifiable information. <p>Assessment</p> <p>We:</p> <ul style="list-style-type: none"> • 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. <p>Grievance channels</p> <p>If employees identify potential threats or have questions or concerns about IT security, we have internal channels to assist them. Customers and suppliers can also contact us directly through their account managers and other channels.</p> <p>Resources</p> <p>TI allocates extensive financial, human and information protection resources to protect intellectual property and employee and customer information.</p>
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

Indicator	Description	Response
3-3	Management of material topics	See the Risk Management and Business Continuity section of TI's 2022 Corporate Citizenship Report to learn more about how TI manages these programs. TI is a member of the business continuity planning (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 our stakeholders.

Governance

Subtopic	Description	Response
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 2023 CDP Climate Change 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 2023 CDP Climate Change response .

Strategy

Subtopic	Description	Response
Risks and opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	See TI's 2023 CDP Climate Change 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 2023 CDP Climate Change 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 2023 CDP Climate Change response .

Risk management

Subtopic	Description	Response
Risk assessment processes	Describe the organization's processes for identifying and assessing climate-related risks.	See TI's 2023 CDP Climate Change response .
Risk-management processes	Describe the organization's processes for managing climate-related risks.	See TI's 2023 CDP Climate Change 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 2023 CDP Climate Change 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 2023 CDP Climate Change response .

Metrics and targets

Subtopic	Description	Response
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 2022 Corporate Citizenship Report and TI's 2023 CDP Climate Change 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 2022 Corporate Citizenship Report and TI's 2023 CDP Climate Change 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
GHG emissions	TC-SC-110a.1	Gross global scope 1 greenhouse gas (GHG) emissions and the amount of total emissions from perfluorinated compounds.	See the Greenhouse Gas Emissions section of TI's 2022 Corporate Citizenship Report or TI's 2023 CDP Climate Change response for GHG data.
	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 2023 CDP Climate Change response .
Energy management in manufacturing	TC-SC-130a.1	Total energy consumed, percentage grid electricity and percentage renewable energy.	In 2022, TI consumed 13,488,318 gigajoules of energy. See the Performance Data Appendix of TI's 2022 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 2022, TI consumed 5,393 thousand cubic meters of water and withdrew 24,217 thousand cubic meters. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security response for additional water data.
Waste management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled.	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste data.
Employee health and safety	TC-SC-320a.1	Description of efforts to assess, monitor and reduce employees' exposure to human health hazards.	See the Safety and Health section of TI's 2022 Corporate Citizenship Report and the Occupational Health and Safety section of the GRI Index.
	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 2022.
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 the Performance Data Appendix of TI's 2022 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 section of TI's 2022 Corporate Citizenship Report and TI's Conflict Minerals Policy .
Intellectual property protection	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	TI was not subject to any monetary losses from legal proceedings associated with anti-competitive behavior regulations in 2022.

Notice regarding forward-looking statements

This communication includes forward-looking statements intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements generally can be identified by phrases such as TI or its management “believes,” “expects,” “anticipates,” “foresees,” “forecasts,” “estimates” or other words or phrases of similar import. Similarly, statements herein that describe TI’s business strategy, outlook, objectives, plans, intentions or goals are forward-looking statements. All such forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those in forward-looking statements. For a more detailed discussion of these factors, see the risk factors discussion in the first quarter of 2023 form 10-Q, filed with the SEC. The forward-looking statements included in this communication are made only as of the date of this communication. We undertake no obligation to update the forward-looking statements to reflect subsequent events or circumstances.