

TI Corporate Citizenship Topic Brief

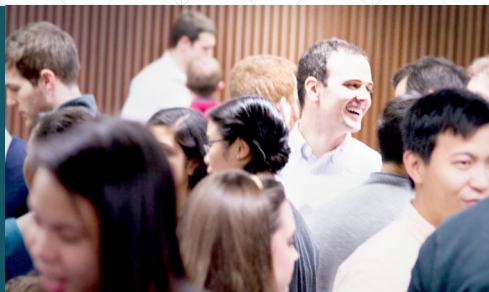


Employee engagement

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Why it matters

Our employees make us a stronger company and our products better. Their vision, ingenuity, hard work and integrity are essential to our success.



See Our employees to learn about TI's human resources:

- Management strategies
- Evaluation mechanisms
- Policies
- Governance and accountability

Our long-term sustainability depends on our ability to engage Tiers so they feel connected, valued, and understand how their work contributes to our priorities and business strategy. Effective employee engagement is essential for improving performance, productivity, retention, and for driving growth and innovation.

Our approach

We use a variety of communications tools and platforms to facilitate open dialogue, share consistent and accurate information, and reinforce our expectations that employees must work ethically and responsibly at all of our sites. Our managers are the first to engage Tiers, so we invest in their development and training to help them be stronger and foster a mentality that “we are in this together.” Our managers are responsible for:

- Keeping employees informed of our strategic priorities and how they can personally contribute to business growth
- Creating opportunities for executive visibility and interaction, and enhance leader communication and effectiveness
- Cultivating employee involvement and provide avenues for feedback
- Showcasing our innovation, values and ethics to instill employee pride
- Empowering employees to engage with company leaders and collaborate effectively with their colleagues

Engagement channels

We routinely use multiple communication channels to impart information and gather feedback. Examples of these channels include:

• Continuous engagement

Infolink, our intranet features:

- Timely company news and information
- CEO page with speeches, videos, interviews and presentations
- Business priorities
- Robust leadership resources
- Information on employee resource and diversity groups
- Volunteerism opportunities
- One site for all employee benefits and HR-related information

• Weekly engagement

- Updated news on digital signage and our intranet
- Global employee newsletter, News to Use

• Quarterly/Semiannually engagement

- Open exchanges, where employees engage with our CEO and other leaders
- CEO Broadcast address to share earnings and priorities
- Business unit meetings
- Roundtable discussions

For questions or concerns about employee engagement

Our open-door policy encourages Tiers to bring questions or concerns directly to their managers – and to take their concerns higher if they don't believe they have been sufficiently heard. Each business unit also has its own human resources team, whose members are available for advice or support. The TI Ethics Office also provides a way for Tiers to share their concerns or report something anonymously.