

# TI Corporate Citizenship Topic Brief

A photograph of two women in business attire smiling and talking outdoors. The woman on the left is wearing a pink button-down shirt, and the woman on the right is wearing an orange button-down shirt and holding a white mug. They are standing in front of a white wall and greenery.

Employee recognition

# Employee recognition

## Why it matters

Our employees pioneer technological breakthroughs that change the world. Recognizing their innovations and contributions helps our company retain the industry's top talent.



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

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



We make significant investments to identify, recruit, develop, and retain vital employees. We believe that when we acknowledge their value, commitment and unique experiences and ideas, employees are better connected and engaged.

## Our approach

We are committed to recognizing great performance with great rewards, and encourage our managers globally to acknowledge their team's successes. Managers have the flexibility to tailor recognition programs and strategies to align with specific business outcomes.

## Our goals

Our Rewards and Recognition program is designed to drive the great performance needed to achieve business success and reinforce our company culture. The program helps managers select the appropriate way to reward employees, ranging from gift cards to customized merchandise, all available through the program vendor.

## Oversight

Our vice president of Compensation & Benefits and senior vice president of Human Resources oversee employee recognition. This oversight ensures compliance to relevant regulations, and that awards are consistent with our values and tailored to the markets in which we operate.

## Recognition strategies

We have a global strategy in place to drive employee recognition at all levels of the company. Recognition can be formal or informal, and may take the form of:

- Financial, i.e., cash rewards based on company performance
- Individual and group recognition, such as gift cards, logo merchandise or a heartfelt "thank you"
- A service anniversary or external recognition

Recognizing employees' Integrity, Innovation and Commitment supports our core values and company culture.

## Evaluating our progress

Our recognition vendors benchmark against other companies periodically and share best practices to keep our program competitive. We review U.S. and global program usage and other metrics twice a year, and may revise catalog offerings or change manager communication as a result. Additionally, we track recognition spending each month and review other results quarterly.