

# TI Corporate Citizenship Topic Brief



Our employees

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## Why it matters

Our employees have been redefining what's possible for decades. They drive our success and deliver the products our customers need. We implement strategies to help us attract, develop and retain top innovators who are critical to helping our company create shareholder value and achieve long-term sustainability.



### Workplace recognitions:

- World's Most Admired Companies
- 50 Happiest Companies in America
- World's Most Ethical Companies®
- 50 Best Places to Work
- America's Best Employers
- Human Rights Corporate Equality Index
- Top 50 Employer for Workforce Diversity
- Top 50 Companies for People with Disabilities
- Top Companies for Executive Women
- 100 Best Companies for Working Mothers

## Our approach

Competition for talent is fierce, especially in scientific and technical positions required for innovation and quality. It is critical that we provide a collaborative, inclusive and innovative work environment, competitive compensation, career advancement opportunities and recognition to give our employees the opportunity to flourish.

## Our goals

We voluntarily establish organization- or location-specific human resources (HR) goals depending on our unique needs. We do not report these publicly because we consider this information confidential.

## How we manage

We have established programs, policies and tools to help Tlers and their managers comply with legal and other standards related to fair labor, occupational health and safety, workers' compensation, retirement income, whistleblower protection, freedom of association and other requirements depending on where we operate.

The expectations and specific behaviors we expect from every employee worldwide are outlined in our [Code of Conduct](#) and in such policies as Equal Employment Opportunity, Anti-Discrimination and Anti-Harassment. These guide our ethical behaviors and our commitment to operating responsibly.

## Accountability

Our human resources leaders are responsible for developing the programs, protocols and processes that are essential for effective employee engagement and productivity. They regularly assess and refine HR strategies to help Tlers' perform at their best and contribute to our company's success.

### Core values

Our [core values](#) of integrity, innovation and commitment are the foundation for our culture and the heart of who we are and how we behave.

Our HR governance structure includes:

**Compensation Committee, board of directors**

Oversees our compensation practices relating to key personnel

**Senior vice president, Human Resources**

Establishes and maintains HR leadership, strategic direction and effective communication

**Vice president, Talent Management**

Leads global talent management and works to ensure TI attracts and develops a diverse, capable workforce

**Freedom of expression and association**

TI adheres to country-specific laws as it relates to workers' rights to exercise freedom of association or expression. None of our operations are at significant risk for violating these principles. Tiers also have the freedom to associate and have the right to collective bargaining as provided by local statutes.

**Evaluating our progress**

We regularly track HR dashboards so that we can identify hiring, performance and productivity trends. This also helps us identify and close gaps before issues escalate. Every year, our leadership team reviews key outcomes of the organization – such as recruitment, retention, diversity and employee survey data – to determine areas of focus and opportunities for improvement.

**For questions or concerns**

We offer several channels through which Tiers can submit questions, concerns or grievances without fear of retaliation, including their supervisor, HR representative or anonymously through the Ethics Office.