



 **TEXAS INSTRUMENTS**

**2024 Corporate Citizenship Report
Executive Summary**

2024 highlights



Working at TI

We bring together 34,000 of the world's smartest people to create a better world by making electronics more affordable through semiconductors.

- 30+** Honors for talent development and workforce programs
- 43+** Average learning hours per Tler
- 13** Employee resource groups



Creating a sustainable future

We continued to invest in our manufacturing operations to reduce energy, material and water consumption, and greenhouse gas (GHG) emissions.

- 29%** Reduction in Scope 1 and Scope 2 GHG emissions (vs. 2015)
- 25%** Renewable electricity purchased
- 88%** Waste diverted from landfills
- 31%** Water reused
- SBTi** Commitment by TI to set near-term GHG reduction targets aligned with climate science



Building stronger communities

Our ambition to be a company that we are personally proud to be a part of and would want as our neighbor guides our work to build stronger communities.

- \$57 million** In giving by TI, the TI Foundation, employees and retirees
- ~305,000** Hours volunteered by employees and retirees to help others

Our commitment to corporate citizenship



For decades, Texas Instruments has operated with a passion to create a better world by making electronics more affordable through semiconductors. With each generation, semiconductor technology has become more reliable, more affordable and lower in power consumption, making it possible for semiconductors to go into electronics everywhere. Our passion continues to be alive today, as we help customers develop electronics and new applications that are contributing to a more sustainable future.

Our founders had the foresight to know that passion alone was not enough, and that building a great company required a special culture to thrive for the long term. For years, we have run our business with three overarching ambitions in mind:

- We will act like owners who will own the company for decades.
- We will adapt and succeed in a world that is ever-changing.
- We will be a company that we are personally proud to be a part of and that we would want as our neighbor.

With these ambitions guiding our decision-making for the long term and our products helping create a better world, we are confident that our collective efforts will be impactful and long lasting.

We take great pride in our commitment to being a good corporate citizen, which impacts our communities and the world in two ways.

First, our ambitions guide how we run our business and are foundational to ensuring that we operate in a sustainable, socially thoughtful and environmentally responsible manner. Central to these ambitions is a belief that for all stakeholders to benefit, the company must grow stronger over the long term.

Second, semiconductors will play a critical role in creating a better world and helping reduce the impact on the environment.

As engineers, we are fortunate to work on exciting technology that helps our customers innovate to create a better world. Technology is the foundation of our company, and our semiconductor products are core to the development of electric vehicles, energy storage systems, renewable energy applications and many other sustainable technologies.

We continue to improve how we responsibly and sustainably manufacture our products. In 2024, we further reduced our environmental impact while expanding our manufacturing capacity, and committed to set near-term, company-wide greenhouse gas emissions reductions aligned with climate science, supported by our goal to use 100% renewable electricity across our global operations by 2030.

I am proud of how TIers performed in 2024. We ensured safe workplaces for our employees, delivered innovative technology and applications, expanded our manufacturing capacity to support customer demand, and gave back to our communities.

You can count on us to stay true to our ambitions: to think like owners for the long term, adapt and succeed in a world that's ever-changing, and behave in a way that makes our stakeholders proud. When we're successful, our employees, customers, communities and shareholders all win.

Haviv Ilan
President and CEO

Our approach to corporate citizenship

We take great pride in being a good corporate citizen, and the foundation of our approach to corporate citizenship is a belief that for all stakeholders to benefit, the company must grow stronger over the long term.

Since 2006, TI has published program information, goals, progress on goals and relevant data in its annual Corporate Citizenship Report, focusing on our workplace, environmental sustainability, business practices and community impact as part of its commitment to being a good corporate citizen.

Our 2024 Corporate Citizenship Report provides insight into how we think about – and how we perform – in various areas relevant to our business. Our reporting aligns with globally recognized reporting standards and frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board's (SASB) Semiconductors Standard and CDP.

This year, we are reporting information and data using the International Financial Reporting Standard's (IFRS) Sustainability Disclosure Standards. These standards incorporate requirements previously developed by the Task Force on Climate-Related Financial Disclosures (TCFD).

TI is currently taking steps to ensure readiness to report against new and emerging disclosure regulations around the world. We make our disclosures available online at [TI.com/citizenship](https://www.ti.com/citizenship).

Workplace

We bring together 34,000 of the world's smartest people – problem-solvers known simply as Tlers – who are committed to shaping the future of electronics.

Our passion is to create a better world by making electronics more affordable through semiconductors.

We were pioneers in the world's transition from vacuum tubes to transistors and then to integrated circuits (ICs) – and we've been advancing IC technology and the ability to reliably produce ICs in high volumes for decades.

Each generation of innovation builds upon the last to make technology smaller, more efficient, more reliable and more affordable. Our innovations are at work all around you in everyday things, from connected cars to intelligent homes to medical devices and smartphones.

Our values

Our values - trustworthy, inclusive, innovative, competitive and results oriented - define **who we are** and how we behave. Together, they will allow us to grow our company stronger.

Working at TI

TI's ability to grow and thrive depends on recruiting and retaining the best talent in the industry with the ability, ingenuity and drive to win.

Employees choose TI because we offer:

- Exciting and impactful work where they can make a difference on day one.
- The opportunity to collaborate with problem-solvers who are committed to shaping the future.
- Inclusive culture where everyone can bring thoughts and ideas to the table.

Building a career at TI

At TI, we invest in our people's potential. We help employees build long-term, successful careers with flexible and personalized paths driven by their skills and interests.

TI offers formal learning and development opportunities at all levels to help every Tler – new and experienced – increase their impact and demonstrate a continuous learning mindset. Employees can access our internal hiring and learning platforms at any time to explore careers, chart development paths, or complete mandatory training and other learning modules. In 2024, Tlers averaged 43 learning hours.

In 2024, TI was awarded 30-plus honors and recognitions around the world. These awards recognized our focus on workplace culture and building careers. Each award represents our commitment to living our values and taking pride in our company.

Impactful benefits

We strive to provide the best portfolio of benefits, programs and services to Tlers and their families.

TI's benefits programs are designed to adhere to local laws and regulations while supporting the unique needs of all Tlers. More details regarding our U.S. benefits can be found in our most recent [Benefits and Insurance Guide](#) on TI.com.



Shaping the future together

Nearly every electronic device you depend on – from your thermostat and vehicle, to your phone and the satellites and data centers with which they communicate – is powered by chips. In order to make these essential chips, it takes a team of talented people working together to push the boundaries of technology forward.

So, what does that look like at a global semiconductor company like TI? Three employees share the inside story of their journey and how they are making an impact at our company.



Environmental sustainability

We take great pride in being a good corporate citizen, with a long-standing commitment to sustainable manufacturing and environmental stewardship.

For nearly a decade, we have aligned our [environmental sustainability](#) strategy with our long-term capacity planning to meet growing demand, especially as semiconductor use continues to expand.

As a semiconductor company that manufactures tens of billions of chips per year, our primary focus is to drive efficiencies in our fabrication process. We set multiyear sustainability goals that guide our efforts to balance innovation with environmental stewardship.

Our commitment to sustainability

TI is engineering a future where technology and sustainability go hand in hand. Every year, we invest in projects across our global manufacturing footprint to reduce environmental impacts.

In the U.S., we're building momentum with new cutting-edge 300mm wafer fabs under construction or ramping up production. These state-of-the-art facilities enable us to produce more chips per wafer, conserving raw materials, energy, and water.

In 2024, we committed to use [100% renewable electricity](#) across our global footprint by 2030, and took action to begin assessment of the product carbon footprint of TI's semiconductor portfolio to track GHG emissions from raw materials extraction through to product distribution.

These actions are some of the comprehensive steps to further reduce global energy consumption and GHG emissions in our operations, shipping and distribution channels, and throughout our supply chain.

Key program highlights in 2024:

- Conducted hundreds of efficiency projects across the company. Simple acts such as swapping fluorescent bulbs with energy-efficient LEDs saves 66,000 megawatt hours (MWh) of energy annually, avoids \$5.3 million in utility costs, and keeps 27,000 metric tons of CO₂e from being emitted. The U.S. Department of Energy recognized TI's leadership and innovation in energy management with its prestigious [Better Practice Award](#).
- Deployed advanced technologies and reuse infrastructure helped to reclaim and reuse 29% of water in other applications, and further conserve 264 million gallons of water, equal to 3.5% of our 2023 total water usage.
- Diverted 88% of materials from landfills into comprehensive recycling and reuse programs.
- Retained third-party experts to establish a baseline inventory of relevant Scope 3 GHG emissions, enabling us to understand and address value chain impacts.
- Secured long-term agreements with renewable electricity developers to ensure reliable access to clean energy in support of our goals for renewable electricity use.



These programs have helped TI reduce absolute Scope 1 and 2 greenhouse gas emissions by 29%¹, conserve nearly 1 billion gallons of water, and divert nearly 210,000 metric tons of waste away from landfills over the past five years.

Through these efforts, TI continues to innovate, invest, and lead the way toward a more sustainable future.



The road to 100% renewable electricity

In 2024, we announced new environmental sustainability targets with the goal of claiming 100% renewable electricity for our 300mm manufacturing operations by 2025, and 100% of our global operations by 2030.

Our ESH employees provide a behind-the-scenes look at how our company is expanding the use of renewable electricity to create a sustainable future.



¹ In 2020, TI set a goal to reduce absolute Scope 1 and Scope 2 GHG emissions by 25% from a 2015 base year.

Responsible business practices

Our ambitions and values are integral to building a stronger company, and every Tler plays a critical role in upholding these principles and driving sustainable and responsible business practices throughout our supply chain.

At TI, we believe good corporate governance is important to our long-term success. We've had written [governance guidelines](#) since 1973, refining them over the years to meet company and shareholders' needs.

Our ambitions and values are integral to building TI stronger, and we demonstrate responsible and ethical business practices by adhering to our stated principles. At TI, we refer to this as [Living Our Values](#) – our ambitions, values and code of conduct, and it's how we operate daily.

Every Tler plays a critical role in upholding these principles, which we reinforce through leader involvement, employee engagement and training. We expect each TI employee to understand our code of conduct, which translates our ambitions and values into the standards we must uphold and provides clarity about the behaviors we will not tolerate.



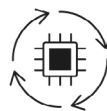
Further, we invest in driving responsible and ethical practices across our operations and [global supply chain](#). This includes addressing business, labor, human rights, and environmental risks, as well as ensuring that minerals used in our products are ethically sourced.

Quality and reliability

TI's holistic approach to quality permeates every aspect of the company's supply chain, from process technology and design through manufacturing, packaging, testing and delivery. We continuously improve our products and process technologies to deliver high-quality, reliable semiconductor solutions that meet our customers' needs.

These high standards for quality help TI to be certified in numerous [ISO and quality management certifications](#), including ISO 9001, ISO 14001, ISO 45001, International Standard for Automotive Quality Management Systems 16949 and the Underwriters Laboratories rating.

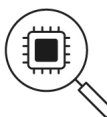
Supply chain responsibility



TI requires that suppliers share its commitment to responsible and fair business practices throughout the supply chain. Our [Supplier Code of Conduct](#) establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

To ensure that TI adopts and applies best practices and processes to respect human rights within the company, the industry and across the supply chain, TI is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. TI has adopted the [RBA Code of Conduct](#) and regards it as a total supply-chain initiative.

Risk management



To ensure business continuity, growth, and profitability, we proactively monitor and prepare for emerging risks, such as cyberattacks, natural disasters, geopolitical challenges, and supply chain disruptions. This disciplined approach enables us to navigate complexities while maintaining dependable customer supply.

Our cybersecurity risk-management process is based on best practice management and governance frameworks, such as the ISO, the National Institute of Standards and Technology and the Center for Internet Security Controls. We extend this commitment to our [product security](#) as well, helping our customers build secure end equipment that meets various regulations and standards.

Reporting



When Tlers see behaviors inconsistent with our ambitions, values, code of conduct or policies, it is their responsibility to speak up. They can do so by talking to a manager or human resources, or by contacting the TI Ethics department directly or anonymously.

Direct contact:

- Email ethics@ti.com
- Write to P.O. Box 830801, Richardson, TX 75083-0801

Anonymous helpline:

- Online at ti.com/tiethicshelpline
- Call U.S. toll-free: 1-888-590-5465

Community Impact

For decades, TI and the TI Foundation have been committed to building stronger communities where we live and work around the world.

TI and the TI Foundation² work to strengthen and improve the quality of life in our global communities through well-considered and well-measured investments, and to engage TI employees through giving and volunteering programs.

Building stronger communities

One of our three ambitions is to be a company that we're personally proud to be a part of and would want as our neighbor. We believe that when we combine monetary investments with employee involvement, we make the greatest impact.

Through the TI Foundation, we aim to improve the quality of life – primarily near TI's headquarters – in areas critical to a thriving and fair community, with a primary focus on education. We favor programs with proven results but consider innovative ideas when there is a potential for big impact. We assess and measure all investments for effective results and take steps to ensure that the programs we fund are fair and inclusive.

In 2024, the TI Foundation awarded more than \$32.5 million in grants, matching gifts and in-kind donations to organizations that reflect our decades-long focus on improving the quality of life in our communities.

Education has been the top philanthropic priority for the TI Foundation since it was founded in 1964, including grants to support North Texas school districts where STEM learning needs are significant, but opportunities are low. This funding has provided transformational opportunities to train teachers and develop students' skills in mathematical and scientific reasoning through the teaching, learning and application of STEM concepts.

Last year, the TI Foundation made \$8 million in education grants to create equitable learning opportunities, including an investment to help an all-girls STEM-focused public middle school expand into high school grades and join the Young Women's Preparatory Network, which helps girls overcome adversities through academic and leadership programs.

Other grants in 2024 included ongoing support for STEM programs in southern Dallas County public school districts; an investment to help the Girl Scouts of Northeast Texas grow STEM confidence through robotics; and funding to nurture the STEM teacher talent pipeline in Dallas schools.

Matching gifts

We encourage community engagement through giving and volunteering opportunities worldwide. In the U.S., the TI Foundation honors the generosity of our employees and retirees by matching their gifts of time and dollars. Contributions to eligible organizations are matched up to \$30,000 on a dollar-for-dollar basis and the value of their volunteer hours up to \$1,000 per year.

Volunteering

Our employees are passionate about giving back and improving the quality of life in their communities. TI has more than 20 employee-led global community involvement teams and other civic-minded employees who work to solve local needs.

In 2024, our employees and retirees donated nearly 305,000 hours at a value of \$10.2 million.³



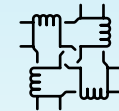
The TI Foundation: 60 years of building stronger communities

TI Founders Cecil Green, J. Erik Jonsson, Eugene McDermott and Pat Haggerty sought to improve the quality of life in our company's hometown of Dallas. They established the TI Foundation on December 2, 1964 as a way to ensure perpetual corporate giving and setting an early tone for our global "good neighbor" ambition.

With more than \$360 million in total giving since 1964, the TI Foundation continues to build on a legacy of sustained impact.



\$130 million
toward education



\$81 million to
United Way



\$103 million through
matching gifts

² The TI Foundation is our company's 501(c)(3) philanthropic organization. It makes grants only in the U.S., primarily near TI's headquarters.

³ The latest [Independent Sector](#) value of a volunteer hour was \$33.49.

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, including statements regarding expectations for the achievability and impact of the company's environmental sustainability goals. These forward-looking statements generally can be identified by phrases such as TI or its management "will," "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 2025 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.