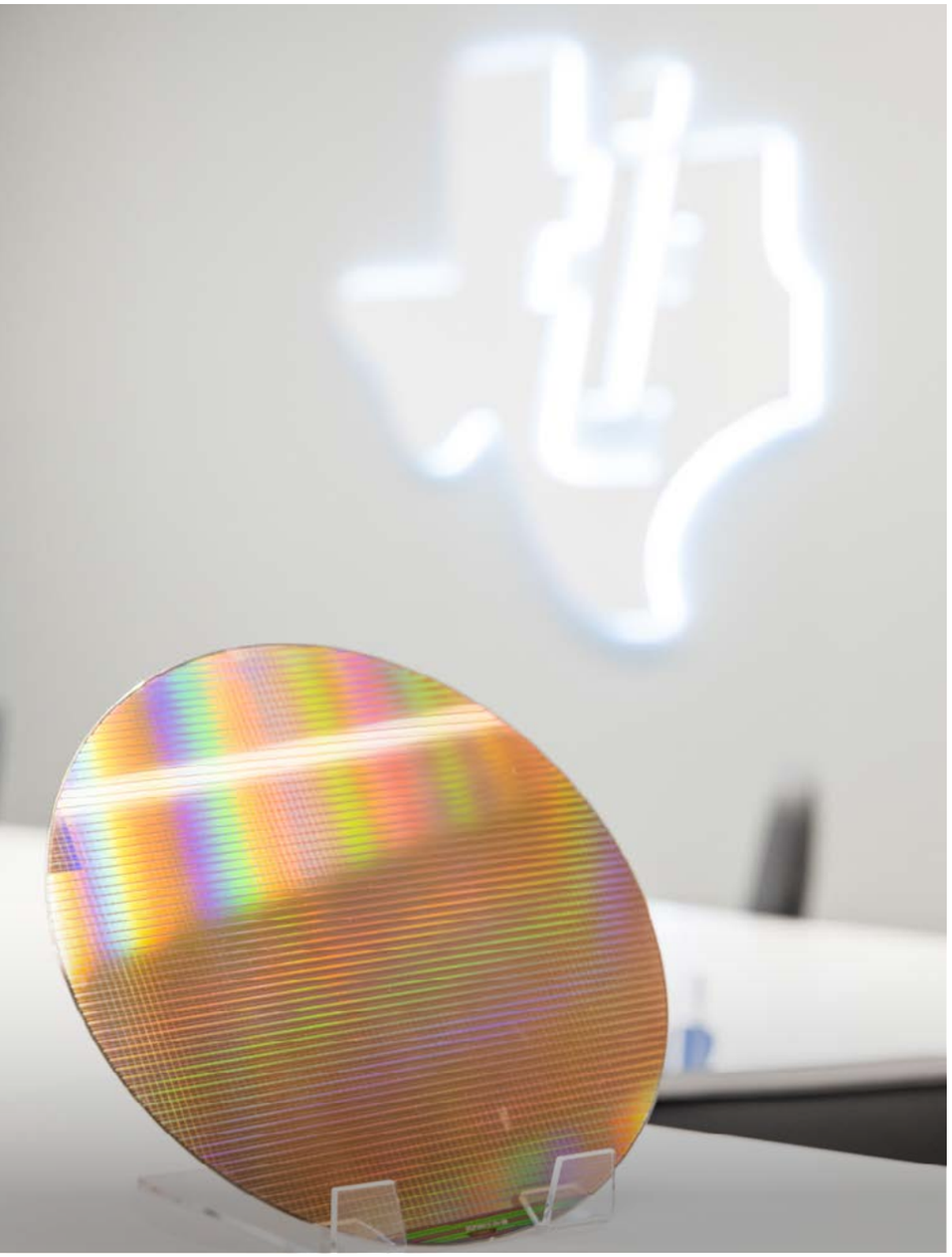


2025 Corporate Citizenship Report

Texas Instruments

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TI at a glance

Our semiconductors can be found in every type of electronic system – including electric vehicles, industrial robots, medical devices, solar panels, data centers and many other critical technologies.

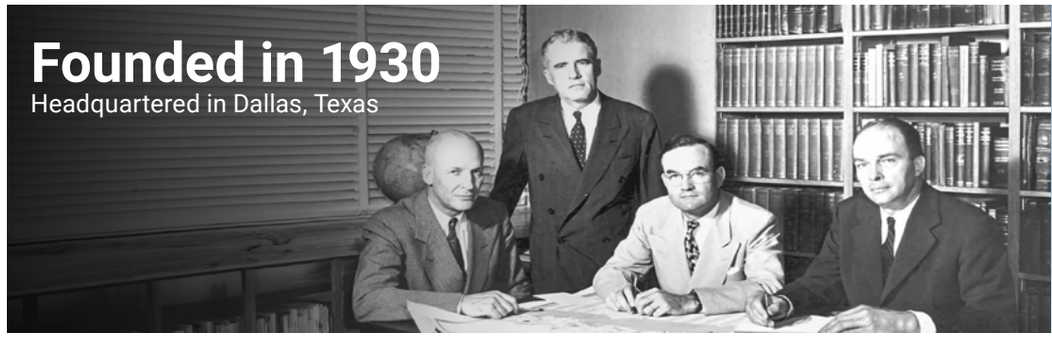


15 manufacturing sites worldwide, producing tens of billions of chips each year

About 33,000 employees
- 13,000 in the Americas
- 18,000 in Asia-Pacific
- 2,000 in Europe

Principal manufacturing and design operations[1]

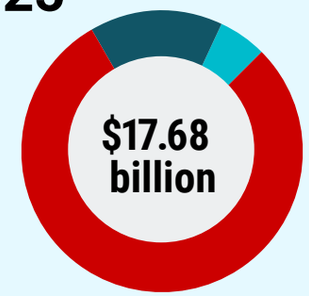
Dallas, Texas
Aguascalientes, Mexico
Aizu, Japan
Baguio, Philippines
Bangalore, India
Chengdu, China
Clark, Philippines
Freising, Germany
Houston, Texas
Kuala Lumpur, Malaysia
Lehi, Utah
Melaka, Malaysia
Miho, Japan
New Taipei City, Taiwan
Richardson, Texas
Santa Clara, California
Shanghai, China
Sherman, Texas
South Portland, Maine
Tucson, Arizona



Founded in 1930
Headquartered in Dallas, Texas

80,000 products for more than 100,000 customers

2025



$14.01 billion Analog
$2.70 billion Embedded
$979 million Other

Capital expenditures: $4.6 billion
R&D: $2.1 billion



- Automotive – 33%
- Industrial – 33%
- Personal electronics – 21%
- Data center – 9%
- Communications equipment – 3%
- Other – 1%

Publicly traded (Nasdaq: TXN)

[1] Represents the general location of our principal manufacturing and design operations, as of Dec. 31, 2025. See TI's Annual Report on Form 10-K for more information.

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.

Report overview

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

Our 2025 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).[2]
- Sustainability Accounting Standards Board's (SASB)[3] Semiconductors Standard.
- IFRS Sustainability Disclosure Standards (IFRS)[4]
- CDP.[5]

We make our disclosures available as part of this report and online at TI.com/citizenship.

Strategy and governance

We recognize that the topics addressed in this report are important to many of our stakeholders and are part of our long-standing commitment to corporate citizenship.

The board of directors, as a whole, has oversight responsibility for our strategic and operational risks. The governance and stockholder relations committee periodically reviews TI's governance practices to ensure that they remain relevant for TI and its shareholders. Where environmental-related issues may have significance for TI, these matters are reviewed with the relevant committee.

Members of our executive management team provide oversight and leadership on various matters including potential short- and long-term trends and impacts to the company's business. Additional management groups oversee the functional areas of our strategy.

TI's Corporate Citizenship Report, website and other annual disclosures detail the implementation of policies to address the risks, challenges, and opportunities relating to, among other things, climate change and greenhouse gas (GHG) emissions.

Determination of covered topics

TI engages in an annual comprehensive review process to identify relevant non-financial topics, with reference to GRI standards. This entails actively soliciting input from internal and external stakeholders, assessing geopolitical, social, labor and economic developments as well as security, water, public health and climate change risks, evaluating financial and inflationary conditions, reviewing internal and third-party sustainability assessments and benchmarking against peers.

We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report. The GRI Index in the appendix provides more detail on such non-financial topics, including environmental impact (GHGs, energy and water consumption, and wastewater management), raw material consumption, disposal and chemical management, business continuity and risk management, supply chain responsibility (including labor and human rights and responsible minerals sourcing), ethics, public policy and various other areas relevant to our workplace.

See our Annual Report on Form 10-K for more information on our business operations and risk factors.



[2] The GRI is an independent, international organization that helps businesses take responsibility for their impacts by providing them with a global common language to communicate those impacts.
[3] SASB is an organization that provides industry-specific standards for sustainability reporting to disclose material sustainability information to investors.
[4] The International Sustainability Standards Board (ISSB) is an independent standard-setting body within the IFRS Foundation. It developed the IFRS Sustainability Disclosure Standards to improve communication between investors and companies about financially material, sustainability-related impacts.
[5] The CDP is a nonprofit that runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts.

Letter from our CEO



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, with semiconductors used by a growing number of customers and markets. 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 and 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 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, renewable energy applications, medical devices and many other critical technologies.

We continue to improve how we responsibly and sustainably manufacture our products. In 2025, we further reduced our environmental impact while expanding our manufacturing capacity, and achieved our goal of 100% renewable electricity for our 300mm manufacturing operations.

I am proud of how TIers worked to ensure safe workplaces for our employees, created innovative technology and applications for our customers, expanded our manufacturing capacity to support demand, and gave their time to improve our communities.

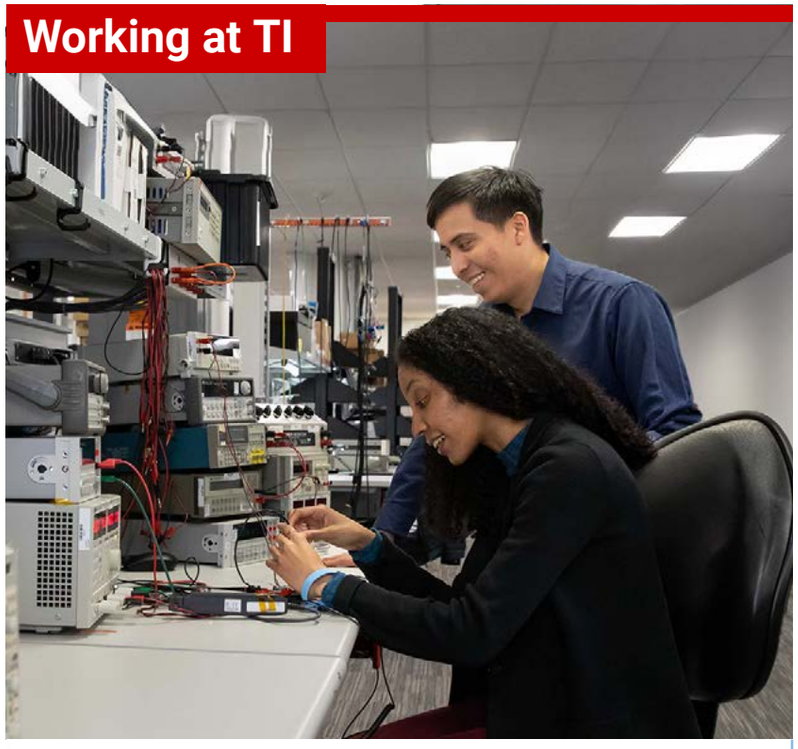
You can count on us to stay true to our ambitions: to think like owners for the long term, adapt and succeed in a world that's ever-changing, and behave in a way that makes our stakeholders proud. When we're successful, our employees, customers, communities and shareholders all win.

Haviv Ilan
Chairman, president and chief executive officer

2025 highlights

We made continued progress toward developing TIers and creating an inclusive workplace, keeping our people safe, reducing our environmental impact, and giving back to our communities.

Working at TI



We bring together 33,000 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

59+ Average learning hours per TIer

13 Employee resource groups

Creating a sustainable future



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

41% Reduction in Scope 1 and Scope 2 GHG emissions (vs. 2015)

100% Renewable electricity across all 300mm operations

92% Waste diverted from landfills

35% Total water reused, equivalent to 3.8 billion gallons

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.

$62 million
In giving by TI, the TI Foundation, employees and retirees

250,000+
Hours volunteered by employees and retirees to help others

Environmental sustainability

TI takes great pride in being a good corporate citizen and has a long-standing commitment to responsible, sustainable manufacturing. We remain committed to our long-term environmental sustainability programs of conserving water and other natural resources, reducing GHG emissions, minimizing electricity use, and diverting landfill waste.



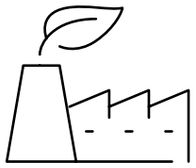
TI is working with developers in Texas and around the world to source renewable electricity from large-scale solar and wind farms.

Environmental goals and progress

For nearly two decades, our environmental sustainability strategy has aligned with our long-term manufacturing plan, as semiconductor growth in electronics – particularly in the industrial, automotive and data center markets – is expected to continue well into the future.

As a semiconductor company that manufactures tens of billions of chips per year, our primary focus is to drive efficiencies in our manufacturing processes. We set multiyear environmental sustainability goals to guide our work, aimed at reducing GHG emissions, energy and water consumption, and landfill waste.

The following summarizes the progress we are making toward our current goals.



Greenhouse gas emissions

Goal
By year-end 2025, reduce absolute Scope 1 and Scope 2 emissions by 25% from a 2015 base year.

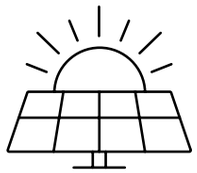
Progress by year-end 2025
Reduced GHG emissions by 41%.



Energy

Goal
By year-end 2025, reduce energy intensity per chip by 50% from a 2015 base year.

Progress by year-end 2025
Reduced energy intensity per chip by 36%.[6]



Renewable electricity

Goal
By 2030, source 100% renewable electricity across our global operations.

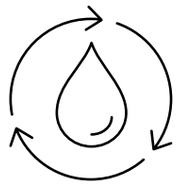
Progress by year-end 2025
Increased our use of renewable electricity globally to 52%, including 100% at all of TI's 300mm operations.



Waste

Goal
In 2025, divert 90% of waste materials generated from landfills.

Progress by year-end 2025
Diverted 92% of waste materials from landfills.



Water

Goal
In 2025, conserve the equivalent of 10.9% of the previous year's total water withdrawals.

Progress by year-end 2025
Conserved the equivalent of 16% of 2024 total water withdrawals.



TI introduces new science-based targets for 2030

With the conclusion of our latest environmental sustainability goals at the end of 2025, we are introducing new goals that will continue to guide our work through the end of the decade.

In early 2026, TI received validation from the Science Based Targets initiative (SBTi) for its GHG emissions reduction targets. Our science-based commitments include:

- Reducing absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2023 base year.
- Reducing absolute Scope 3 GHG emissions from purchased goods and services, capital goods and fuel- and energy-related activities 25% within the same timeframe.

Underpinning these targets is our current commitment to source 100% renewable electricity in the U.S. in 2027, and across all global operations by year-end 2030.

These new multi-year goals for 2030, along with our continued focus on water reuse and waste diversion, reflect our long-term commitment to responsible resource management.

[6] TI did not achieve this goal by year-end 2025 due to electricity consumed by ramp activities at new 300mm operations.

Environmental management

TI takes great pride in being a good corporate citizen and has a long-standing commitment to sustainable manufacturing and environmental stewardship. Our extensive internal manufacturing footprint gives us greater control over our supply chain, including our manufacturing processes and environmental impacts.

ESH management

TI's Environment, Safety and Health (ESH) management system aligns with the International Organization for Standardization (ISO) 14001:2015 (environmental management) and ISO 45001:2018 (occupational health and safety) standards, integrating industry best practices through programs, policies, controls and measurement tools. This framework helps mitigate risks, improve performance, and ensure compliance through such initiatives as chemical and material screening, responsible sourcing, waste profiling, emissions management, and recycling and disposal.

Our ESH Compliance and Business Continuity Program team regularly conducts ESH facility audits, supplemented by routine self-assessments to maintain accountability. Third-party auditors also evaluate select sites under ISO and the Responsible Business Alliance's (RBA) Validated Audit Program.

Each manufacturing site sets goals; tracks progress on energy use, water efficiency, and landfill diversion; and engages in continuous improvement through:

- Routine inspections and monitoring.
- Benchmarking against various standards and industry peers.
- Employee and stakeholder input and feedback.

We maintain an effective ESH system through comprehensive training, sharing best practices and driving continuous improvement. This enables our ESH teams to innovate once and implement everywhere.

Expectations

We require all employees and supplemental contractors at all sites to:

- Respect our values as well as our expectations regarding environmental management.
- Adhere to our ESH policy and standards, which guide our commitment to responsible, sustainable operations. Our policy is accessible in multiple languages, including traditional Chinese, simplified Chinese, Japanese, Malay, Spanish, German and Korean.
- Comply with our ESH management system. Personnel not directly managed by TI must follow their own management systems and meet applicable regulatory standards.

Further, TIers and contractors are empowered and expected to stop work if they detect risks to safety, health or the environment. Employees at all job levels are held accountable for compliance with ESH requirements and for achieving continual improvement objectives.

Engagement

We engage with diverse stakeholders on environmental management matters, including employees, contractors, suppliers, customers, shareholders, local communities, academia, policymakers, trade associations, regulatory agencies, nongovernmental organizations and analysts.

Our engagement strategies are tailored to meet each group's unique needs, and we take steps to foster effective communication, such as producing various materials in local languages and providing accessible channels. Internally, stakeholders can raise environmental questions or concerns through supervisors, ESH staff or the TI Ethics and Compliance Office (with an option for anonymous reporting). Externally, we provide options to reach us at TI.com/contact.

Resource management

Environmental sustainability and climate-related risks influence how TI operates today and plans for the future. Semiconductor manufacturing relies on critical resources – including minerals, water and electricity – making their responsible use essential.

We take proactive steps to minimize our environmental impact and make investments to strengthen our resilience while navigating global challenges such as water scarcity, extreme weather events, electric grid strain, and other risks with the potential to disrupt operations and the supply chain.

At the same time, we see opportunities to innovate and grow our business by developing technologies that help customers reduce their environmental impact and advance decarbonization.

Risk and opportunity assessments

To guide strategic decisions, we evaluate environmental and climate-related risks and opportunities through:

- Business continuity planning assessments that examine water and energy availability, resource costs, extreme weather events and other factors affecting operational stability.
- Audits to ensure adherence to TI standards and other compliance obligations.
- A climate scenario analysis that examines both physical and transition risks.
- Monitoring resource consumption to identify trends and improvement opportunities.

Across our supply chain, we assess sourcing risks, including material origins, labor practices and resource availability. When identifying and prioritizing risks and opportunities, TI draws on diverse expertise and insights, including:

- Industry organizations like the Semiconductor Industry Association (SIA), World Semiconductor Council (WSC), Semiconductor Equipment and Materials International (SEMI®), SEMI Climate Consortium (SCC) and the RBA.
- ISO, Greenhouse Gas Protocol, World Resources Institute's (WRI) Aqueduct Water Risk Atlas and CDP resources.
- Internal and external audits, third-party assessments and scenario analysis.
- Regulatory and compliance obligations.

For more details on our approach to enterprise risk management, see the Risk Management and Business Continuity page in this report, as well as TI's Annual Report on Form 10-K.

Climate and energy

Our commitment to reduce GHG emissions

TI has a long-standing commitment to reduce its carbon footprint and sets GHG emission and energy reduction goals to reduce negative environmental impacts and improve efficiency.

Our latest goal was to reduce absolute Scope 1 and Scope 2 GHG emissions (from a 2015 base year) by 25% by year-end 2025. We exceeded this goal, achieving a 41% reduction in these emissions.

With the conclusion of our 2025 GHG emissions goals, we are introducing new goals that will continue to guide our work through the end of the decade.

In early 2026, TI received validation from the Science Based Targets initiative (SBTi) for its GHG emissions reduction targets, which includes reducing absolute Scope 1 and 2 GHG emissions by 42% by year-end 2030 (from a 2023 base year). TI's future reporting on progress toward these new goals will be aligned to the most recent IPCC guidance and methodology.

For information about climate change-related strategies, see TI's most recent CDP response, GRI Index and IFRS S2 disclosures.

Scope 1

Our direct emissions primarily stem from chemicals and gases used in our fabrication processes. We abate gases with high global warming potential (GWP) and replace them with lower-impact alternatives when available. We also optimize chemical and gas use by tailoring production recipes to drive continuous improvement.

We are working to reduce GHG emissions from our operations by:

- Upgrading manufacturing tools and technologies to improve efficiency.
- Reducing the use of fluorinated gases and using alternative gases and chemicals.
- Installing thermal point-of-use abatement devices on tools that treat the exhaust gases resulting from in semiconductor manufacturing.

2025 Scope 1 progress

In 2025, TI's Scope 1 emissions totaled 0.88 million $MTCO_2e$, 13% fewer emissions than in 2024.[7,8] See the appendix for more Scope 1 data.

Scope 2

TI indirectly emits Scope 2 GHG emissions from electricity purchased for manufacturing or other operations. We have a multifaceted approach to source renewable electricity and reduce these emissions:

- Secure long-term agreements with renewable electricity developers to ensure reliable access to clean energy and support the growth of renewable power generation.
- Partner with local utilities to purchase renewable electricity where available, such as the Corporate Green Power Program in Malaysia.
- Install renewable energy systems such as rooftop solar panels to reduce dependence on nonrenewable grid energy. We are exploring new solar projects where conditions are favorable.

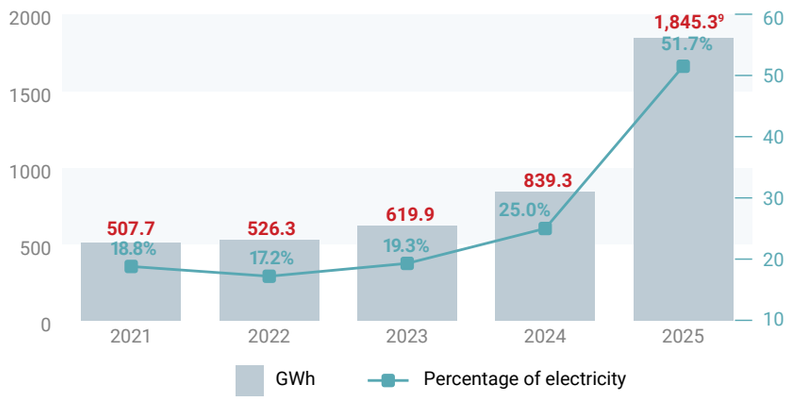
In 2025, we completed more than 200 global energy-efficiency projects that reduced emissions by optimizing controls, infrastructure, lighting and mechanical systems to increase the efficiency of our manufacturing systems and tools, saving nearly 106,215 MWh hours of electricity.

By combining these strategies, we achieved our initial milestone of 100% renewable electricity at our 300mm wafer manufacturing operations by the end of 2025. We will continue these efforts as we progress toward our goal of 100% renewable electricity across our U.S. operations by year-end 2027 and globally by year-end 2030.

2025 Scope 2 progress

In 2025, TI emitted 0.81 million $MTCO_2e$ of market-based Scope 2 GHGs, a decrease of 19.3% over 2024.[10] TI purchased 1,845,316 MWh[9] of renewable electricity, totaling 51.7% of its global electricity consumption, and completed efficiency projects that have reduced energy consumption by 362,247 MWh since 2021. See the appendix for additional Scope 2 and energy data.

Renewable electricity as a percentage of total electricity





[7] ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement.
[8] TI has not historically included emissions from fluorinated heat transfer fluids (FHTFs) in its GHG inventory. In 2025, TI reviewed available methodologies and guidance for calculating FHTF emissions to align with the 2019 IPCC refinement, while continuing to meet regulatory requirements. TI estimates that in 2025, emissions from FHTFs were approximately 7% of the total 2025 Scope 1 and Scope 2 GHG emissions.
[9] In the U.S., TI procured 1,555 GWh of renewable electricity in the compliance year 2025, retiring 1,299 GWh of renewable energy certificates (RECs). The 256 GWh surplus will be carried forward and retired in 2026.

Scope 3

To lower Scope 3 emissions, which occur upstream in our supply chain and downstream in product use and transportation, we are strengthening our measurement processes and collaborating more closely with suppliers to identify the most effective reduction opportunities.

Scope 3 Categories 1–10 and 13 are covered within TI's emissions inventory, with third-party assurance obtained for reported data. Three Categories – purchased goods and services, capital goods, and fuel and energy-related activities – account for the majority (91%) of these emissions and are informing future reduction strategies. We continue to work with suppliers to improve data accuracy and engage through industry associations to advance standardized measurement approaches that support credible, sector-wide emission reductions.

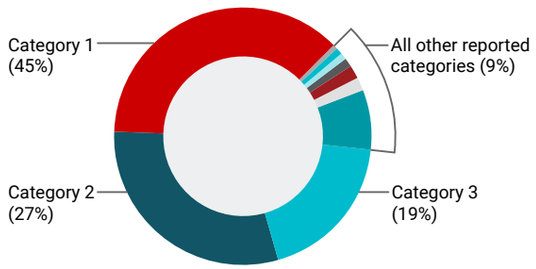
Our absolute emissions reduction strategy for these three primary categories is focused on incorporating supplier-specific and material-specific primary emissions data to improve carbon accounting accuracy, collaborating with industry associations to establish standardized Scope 3 measurement approaches, partnering with suppliers to develop and scale low-carbon materials and manufacturing processes, and increasing our use of renewable electricity.

TI recently received SBTi validation of our Scope 3 emissions-reduction goal based on sector-appropriate targets that reflect our largest emission sources. By 2030, we aim to reduce absolute Scope 3 GHG emissions from purchased goods and services, capital goods, and fuel- and energy-related activities by 25% from a 2023 base year.

TI also advanced ongoing fuel- and energy-efficiency initiatives and completed several construction projects that will contribute to lower emissions over time. In addition, we continued reducing transportation-related emissions by:

- Replacing small drums with bulk chemical systems and larger totes.
- Reducing shipment frequency and packaging waste.
- Collaborating with suppliers on container take-back programs.

Total Scope 3 emissions by category (%)



2025 Scope 3 progress

TI's Scope 3 GHG emissions were 2.26 million $MTCO_2e$[10], 7.9% lower than 2024. See the appendix for detailed Scope 3 data.

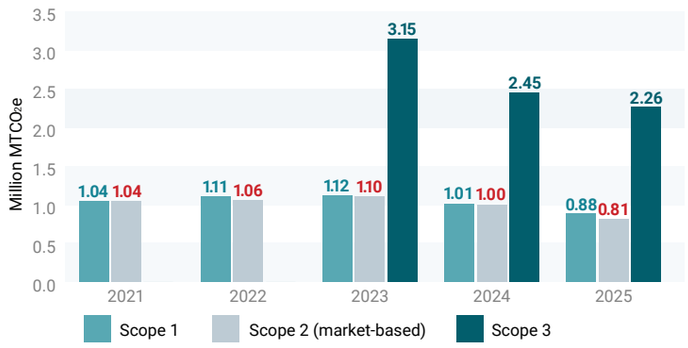
Performance

As of year-end 2025, TI emitted 3.95 million MTCO2e in total GHG emissions.10 Of these emissions, 22% are Scope 1, 21% are Scope 2, and 57% are Scope 3.

Additionally, we remain on track for our 2035 target to achieve a 50% reduction of absolute Scope 1 and Scope 2 GHG emissions (from a 2015 base year).

For additional GHG emissions and energy data, see see the appendix.

Total GHG emissions (million $MTCO_2e$)





Smarter cooling: Using AI to help reduce electrity use

Chillers are essential to semiconductor manufacturing — keeping temperature and humidity precisely controlled to protect delicate wafers. But this around-the-clock cooling comes at a cost: chiller plants can consume roughly 13% of a fab's electricity, making them a major source of both operating expense and GHG emissions.

In mid-2025, TI began piloting an artificial intelligence (AI)–based optimization system at several fabs to tackle this challenge. Instead of relying on fixed settings or manual adjustments, the system analyzes real-time data — including weather, equipment performance, production demand and more – to determine the most efficient way to run each chiller plant. Early results show nearly a 3% reduction in energy use, with the potential to reach up to 12% as the model learns seasonal patterns.

TI plans to scale the technology across its global fab network over the next few years, focusing first on sites with the highest potential impact. The project shows how even highly technical, resource-intensive processes can be transformed through innovation — turning a necessary energy load into an opportunity to operate more sustainably.

[10] ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement. For more information about the calculation of Scope 3 GHG emissions, see TI's Basis of Reporting: GHG Emissions Data.

Water

Our commitment to reduction and reuse

We are committed to using water responsibly and efficiently to ensure its long-term availability. By optimizing water use and reuse, we advance sustainable operations by reducing our environmental footprint while supporting TI priorities and manufacturing operations.

TI's water use strategy focuses on:

- Reducing overall water demand through high-impact projects, efficiency upgrades and site-level conservation efforts.
- Expanding water reuse across manufacturing sites to help offset additional municipal withdrawals.
- Investing in innovative technologies that further reduce use and increase reuse.
- Collaborating with community leaders and regulators to address emerging water availability and regulatory challenges.
- Maintaining rigorous compliance with water management regulations and standards.

Approach and actions

TI's water strategy focuses on a comprehensive, long-term global approach to water use and reuse, leveraging engineering-driven solutions to optimize water use and increase reuse at each of our sites. Our efforts go beyond short-term conservation initiatives and are driven by a culture of continuous improvement. We benchmark our performance against industry peers, track site water balances and water efficiency, identify water-intensive processes and work to optimize them, and prioritize efficiency projects.

Annually, TI implements projects to reduce overall water consumption throughout its operations and increase the amount of water that is reused to offset additional withdrawals on municipal water supplies. These include:

- Optimizing deionized water plants to improve the recovery rates of reverse-osmosis filters.
- Enhancing flow rates to reduce water use in manufacturing tools and enable reuse in other processes.
- Redirecting condensate and reuse water to cooling towers to reduce freshwater make-up demand.
- Purifying and recycling high-quality production water back to ultra-pure water systems, where possible.

Assessments

We use the WRI's Aqueduct Water Risk Atlas to assess and manage water-related risks. Currently, TI has identified sites in India, Mexico, China and the Philippines that are located in high to extremely high water-stress areas. In these regions, we implement conservation and reuse initiatives to mitigate risks and enhance both water security and operational resilience.

Site teams monitor local water regulations, restrictions and conservation efforts, and conduct impact assessments to ensure that local water supplies can support future growth while identifying potential disruptions in our supply chain or production.

Wastewater management

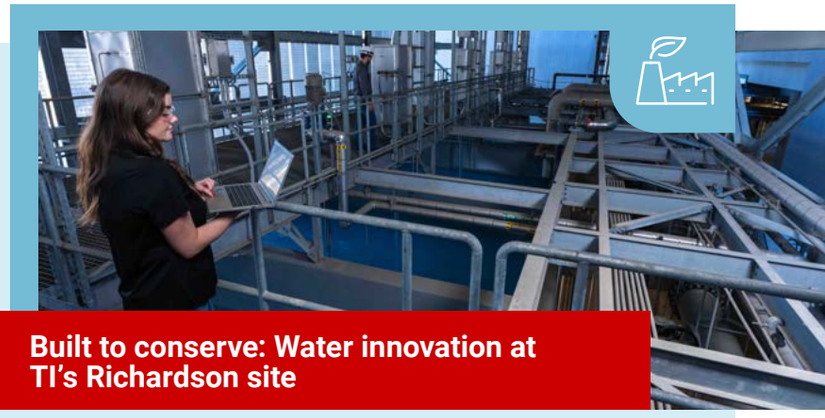
TI treats and reuses wastewater at our manufacturing facilities in accordance with internal specifications and regulatory requirements. Our water management programs set minimum requirements for wastewater discharge, stormwater pollution prevention and site-specific compliance.

All sites act in accordance with local, state and national discharge requirements, which typically include biological oxygen demand, total suspended solids, metals, pH and temperature. We also recover solvents, metals and select acids to support reuse in our manufacturing processes, and enable reclamation by other industries when economically and legally feasible.

Performance

TI's total water use was 40,878 megaliters and we reused 14,383 megaliters. Our water reduction and reuse projects implemented in 2025 saved 4,263 megaliters, the equivalent of 16% of TI's 2024 water withdrawals. Conservation efforts were nearly four times higher than in prior years, driven by ambitious water reduction goals across manufacturing in support of TI's water strategy. Global teams advanced larger-scale water-reduction and reuse projects, which also helped offset withdrawals. While the amount of water withdrawals increased due to production ramping at 300mm wafer fabs in Utah and Texas, our water reuse rate increased from 31% in 2024 to 35% in 2025 as a result of continued investments in wastewater reuse infrastructure and treatment technologies.

For additional water data, see the appendix. To learn more about our water use, reuse and effluent management strategies, see TI's most recent CDP response and the Water and Wastewater section of the GRI Index.



Built to conserve: Water innovation at TI's Richardson site

As TI expands its manufacturing footprint, water stewardship remains essential to supporting efficient and sustainable operations. At our Richardson, Texas, wafer fab site (RFAB), we've designed and implemented several initiatives to reduce water intake and increase reuse across the facility.

Each initiative is designed to scale with manufacturing growth, further amplifying reuse in abatement systems across the site.

These efforts, combined with enhanced wastewater treatment and other systemwide modifications, are expected to further increase the water reuse at the site.

Waste and material management

Our commitment to reducing landfill waste

TI manages the use and disposal of materials and chemicals to protect the environment and reduce landfill waste. Our annual goal is to divert 90% of waste materials from landfills to reduce environmental impacts.

Actions we are taking

We take a holistic approach to waste management, implementing responsible practices at every stage — from procurement to disposal. For example:

- We work with suppliers to source sustainable and reusable materials.
- We recover as much material as possible using closed-loop systems and advanced treatment technologies.
- We dispose of waste and materials that we cannot recycle or reuse according to applicable federal, state and local laws.

We also prioritize worker safety when handling chemicals and other hazardous materials through stringent controls and comprehensive training.

Manufacturing responsibly and reimagining the product life cycles help us minimize waste and conserve resources.

Examine what we need.

Upstream waste management requires understanding how semiconductors are manufactured, and how production chemicals can be recycled or reused. When purchasing materials, we consider potential waste and opportunities to reuse existing materials or select recyclable alternatives.

Reuse what we can.

We recover metals from solids, liquids, scrap wafers and other materials; repurpose or resell used chemicals, containers and equipment; and reuse wafer carriers.

Recycle what is allowed.

Our operations generate nonhazardous waste streams such as paper, cardboard, building materials and pallets, which we actively separate, reuse or recycle. Some materials are recovered for new applications.

For example, our surplus chemicals program segregates eligible solvents, acids and metals for resale to companies that convert them into fuels, environmental solutions, cleaning agents, cement and other products. Scrap silicon is sold for reuse in solar photovoltaic cells or higher-density batteries.

We also process used batteries in specialized facilities that extract valuable materials such as lithium, cobalt, nickel and manganese for reuse, reducing demand for virgin resources.

Strategic partnerships help maximize recycling and recovery for harder-to-recycle items, such as:

- Cleanroom garments
- E-waste
- Poly drums (after triple-rinsing)
- Select metals and chemicals

Managing essential substances

Wafer fabrication requires chemicals, gases and other essential materials. We assess their risks and prioritize safety and environmental responsibility by reviewing regulations, supplier disclosures and safety data sheets. If concerns arise, our internal review board evaluates scientific data to determine whether substitutes or stricter controls are needed, and any restrictions are reflected in supplier contracts.

These waste streams require specialized handling, so we rely on purpose-built treatment and disposal facilities, stringent controls and sophisticated tracking systems. We follow strict protocols for transporting, labeling, storing, using and disposing of chemicals. Employees receive comprehensive training, personal protective equipment and support from technologies such as ventilation controls, abatement systems and leak detectors.

Once chemicals are used, we manage them in compliance with applicable regulations and prioritize diversion over disposal by:

- Reusing materials onsite.
- Reselling to other industries.
- Identifying recycling and recovery options.

Only a small portion of materials that cannot be reused or recycled are neutralized, incinerated or sent to specialized landfills.

We store chemicals in bulk to enhance safety, reduce handling and lower transportation-related emissions. We also treat sludge to ensure safe recycling or disposal.

If concerns about a material arise during screening, we elevate the issue to our review board. When a material is necessary but still poses risks, manufacturing leaders may seek safer alternatives or implement stricter controls.

Reducing waste, lowering emissions

Transporting materials to and from our sites contributes to our Scope 3 GHG emissions. To reduce these impacts, we are shifting from using small drums and bottles to larger totes and bulk chemical systems, which reduces waste, shipment frequency and emissions.

We also work with suppliers on take-back programs for empty chemical containers and shipping crates, ensuring these materials are reused or recycled rather than landfilled or incinerated, where they could generate additional emissions.

Performance

In 2025, we diverted 92% of the 46,218 metric tons of waste, surplus and other materials away from landfills. We exceeded our goal by redirecting more waste to be converted into fuel instead of being incinerated. We also recycled 26,194 metric tons of materials (56%) into other industries. For additional data, see the appendix.

For more information about how TI manages materials, see the Waste section of the GRI Index.

Where innovation meets impact

At TI, we're helping create a more sustainable future — with our semiconductors playing a critical role in creating a better world and helping reduce the impact on the environment.

Meeting power demands with renewable energy sources

Renewable energy sources are helping meet rising energy demands, driven by the advent of AI data centers - but advancing those sustainable energy sources depends on our ability to efficiently generate, store, and convert power. TI's semiconductors for solar, energy storage and smart metering solutions improve power conversion and energy efficiency through real-time control, precise sensing and measurement, and innovative power technologies such as gallium nitride (GaN).

- Efficient power management solutions minimize energy waste and increase power conversion efficiency, from the grid to the core of the processors.
- Smart and connected sensing and real-time control technologies in data centers, industrial automation and energy grids help maximize system efficiency.

Driving the future of transportation

With nearly 1.5 billion vehicles on the road today, automotive efficiency and safety are more important than ever. As vehicles evolve to become more electrified, autonomous and software-defined, our semiconductors help automakers optimize performance, power density, safety and intelligence.

- Efficient power electronics reduce energy losses in HEV/EV powertrains, helping make electric cars more efficient while getting more miles from every charge.
- Advanced radar sensing and automotive processors with edge AI enable the next generation of advanced driver assistance systems (ADAS), detecting hazards that human eyes might miss and laying the groundwork for autonomous driving.



- Robust networking and 48V power management solutions redefine vehicle architectures, enabling faster data communication and more efficient power distribution while creating opportunities to add new features overtime the lifetime of the vehicle.

Enabling smarter industrial automation

Robots are revolutionizing industries, from manufacturing and logistics to healthcare and home automation. TI's chips bring precision, efficiency and intelligence to robots of all sizes, enabling them to work alongside humans and optimize operations.

- Edge AI-powered automation helps robots monitor factories for safety risks, detect product defects and streamline logistics.
- Our functional safety expertise, including our FuSa-certified devices from TÜV SÜD, help customers to more easily achieve important safety standards and enables next-generation robot designs to perform tasks seamlessly with humans.
- GaN-based motor solutions optimize size and improve the capabilities of humanoid robots and collaborative robots while maintaining energy efficiency.

At TI, we don't just envision a smarter, safer and more sustainable world — we engineer the technologies that make it possible.

Workplace

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



Employees choose TI because we offer exciting and impactful work where they can make a difference on day one.

Working at TI



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 semiconductor 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.

We ensure that our passion is a lasting reality by operating with three 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’re personally proud to be a part of and would want as our neighbor.

When we successfully achieve these ambitions, our employees, customers, communities and shareholders all win.

Our values

Our values are five principles that define who we are and how we behave. Together, they will allow us to grow our company stronger for decades to come.

Trustworthy
We start by being trustworthy. We act with integrity and do the right thing, every time. We operate in a socially responsible way. Being trustworthy is foundational for us as a company and as individuals.

Inclusive
We thrive by being inclusive. We create an environment that unlocks everyone’s potential, where we treat one another with respect, value our differences, and are encouraged to put our thoughts and ideas on the table.

Innovative
We win by being innovative. We imagine new technologies that produce compelling products, open new markets, and improve our competitiveness. We are curious, persistent and determined to overcome barriers.

Competitive
We embrace a competitive world. We hate to lose, so we continuously challenge ourselves to perform at our best. We invest in the best opportunities for sustainable growth. To stay competitive, we attract, develop and retain the best people.

Results-oriented
We are results-oriented and hold ourselves accountable. Our customers have choices, and we act with urgency and deliver on our commitments. We improve our performance every day to help our customers succeed.

We call ourselves TIers, pronounced “tee-eye-ers.” TIers are unique – reflecting different experiences, lifestyles, beliefs, skills and big ideas. This is central to our culture.

Recruitment

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.

TI is committed to taking a multifaceted approach to hiring the most qualified employees. We leverage traditional, innovative and targeted recruiting approaches to attract talent with a wide range of diverse experiences and backgrounds to drive innovation and growth.

TI remains focused on employing the very best person for the job. For example:

- We actively engage and recruit top engineering and business talent around the world for internships and full-time positions at all major sites. We achieve this through career fairs, information sessions, career preparation events and by partnering with various professional associations.
- We work with local community colleges and high schools to recruit and develop technicians and maintenance mechanics for manufacturing sites.
- We partner with universities and student organizations, such as the Society of Women Engineers (SWE) and Institute of Electrical and Electronics Engineers (IEEE).
- We also partner with veteran services offices at U.S. universities and two-year technical institutions, military bases and organizations to hire skilled veterans. Further, we participate in the SkillBridge program to provide valuable industry training and work experience opportunities for transitioning service members.

Hiring, retention and turnover

TI has processes focused on creating an effective and sustainable onboarding experience for all new hires that enables effective transition to their role, integration into TI and long-term retention.

TI's merit-based talent management approach uses objective criteria when interviewing candidates, and that extends to assessing job performance, and making compensation and advancement decisions.

Our internship programs put education into practice by creating meaningful experiences. Every year, we welcome an average of 2,000 interns who work on challenging projects, develop personally and professionally, and experience firsthand what it’s like to work at TI.

See the appendix for more detail on our workforce. For more information about TI’s hiring and recruitment programs, see the Employment and Labor and Management Relations sections in the GRI Index or careers.TI.com.

Employee engagement

We strive to provide an environment where all employees can do their best work and be part of our company’s success.

In order to help us understand where we should focus to achieve this goal, we partner with an outside firm to administer an annual employee pulse survey to hear directly from TIers about their experiences in broad areas such as teamwork, career growth and development, flexibility, work and more.

In 2025, 90% of respondents agreed that their job provides them with interesting and challenging work.

Diversity and inclusion

Our ambitions and values are the foundation of our culture. By embracing the power of diverse perspectives and experiences, we aim to foster an environment that unlocks the full potential of ours and drives innovation.

From the small day-to-day decisions to the bigger, company-impacting actions, we value every voice and encourage everyone to openly share their unique ideas. We believe that building an inclusive culture is a continuous journey that requires commitment and intentional effort from every TIer.

For more detail on our workforce representation data, see the appendix, as well as our most recent EEO-1 report.

Employee resource groups

TI’s employee resource groups (ERGs) provide a community that promotes a sense of belonging through open dialogue, education, volunteerism and well-being, while also focusing on driving positive business outcomes through professional development opportunities and company impact efforts.

Each of our 13 employee-led ERGs has goals and objectives that align with our company values and business objectives in four focus areas – career, company impact, culture and community. Each one is also supported by at least one TI executive sponsor.

Collectively, our ERGs and their local chapters worldwide serve to educate and elevate topics that matter to employees. Every network is open to all TIers.

Read more on TI.com about how TI champions inclusion and delivers meaningful programs that support professional development, mentoring, cultural awareness and volunteering in its local communities. For more information about our overall strategy and approach, see Diversity and Equal Opportunity in the GRI Index.

Awards and rankings

In 2025, TI was awarded 30-plus honors and recognitions around the world. These awards recognized our focus on workplace culture and developing our people. Each award represents our commitment to living our values and taking pride in our company.



Talent development

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.

Learning and development

As a technology and manufacturing company, our success is grounded in strong engineering talent and a reliable manufacturing workforce. We have a promote-from-within culture and offer training and development programs that provide the opportunity to quickly gain experience in different areas.

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 2025, TIers averaged 59 learning hours per employee.

Building a career at TI

Career success is defined by continually growing capabilities and impact. We provide employees with the tools and resources to facilitate professional growth and chart the course for their careers, driven by employee skills and interests. Most paths include a combination of experiences where employees may progress higher in the organization, develop a deeper expertise in a specific area, and/or gain broader experience in a variety of areas.

Early career

Recent college graduates can participate in a variety of programs, including our yearlong Career Accelerator Program, which provides intensive training on tools, processes and fundamental skills to help new graduates deliver their best performance and accelerate their career growth.

Additionally, our Early Career Pivotal Learning Role program for selected, high-performing early-career employees allows participants to learn a different role or new set of skills while working closely with leaders and technical experts from across TI.

Business leaders

A majority of our managers began their careers at TI and we have promoted most of our executive-level leaders from within.

We equip TIers to succeed in management with programs and resources to support the transition from individual contributor to manager, and to manager of managers. This includes technical and behavioral skills to understand their leadership impact, how to build relationships with stakeholders, and how to create and communicate strategy.

Technical leaders

TI has tailored development opportunities to help engineers sharpen their technical abilities, share best practices and develop leadership skills such as communication and influence. Technical leaders can pursue election to TI's prestigious Tech Ladder, which represents our top technical leaders.

Performance management

Employees should know where they stand at all times when it comes to their performance. We encourage all employees to candidly discuss their performance, development and career with their managers at dedicated times throughout the year. This provides an opportunity for employees to be recognized, feel more satisfied with their job at TI, and continue to contribute to the company's success. Additionally, this process supports a strong pipeline of individuals who are ready to take on critical roles in the future.

For more information about how TI manages employee development, see the Training and Education, Employment and Labor/Management Relations sections in the GRI Index.



Engineering a path with impact

From investing in education and reducing our environmental impact to developing our people and maintaining one of the industry's best safety records, we are strengthening our corporate citizenship impact to create a better world.

Our success relies on attracting and retaining the best talent. We strive to create an environment where employees are excited about their future, have ample growth opportunities and get to work alongside problem-solvers who are tackling the world's greatest engineering challenges.

Read more as TI engineers reflect on professional growth, problem-solving, community and building a career where innovation drives real-world change.

Compensation and benefits

Compensation and benefits play a critical role in how we attract, motivate and retain our talented people, strengthening TI's foundation for long-term success.

Compensation

Our compensation philosophy is based on pay for performance, and we deliver a combination of competitive base pay, bonus programs and long-term incentives to our employees. Both the employee's contribution to TI's success and company performance determine an individual's compensation.

Fair and equitable pay

TI's compensation philosophy reflects our long-standing commitment to paying our employees fairly. We compensate each employee based on their experience, performance, roles and responsibilities, regardless of gender, race, ethnicity or other protected characteristics.

Rewarded for performance

One of the unique aspects of TI's compensation strategy is a global profit-sharing program that ensures our employees share in TI's success – no matter their job, level or years of service.

Confidence in the future

Our employees can find a greater purpose when transitioning from an employee to a TI shareholder. TI offers long-term incentives to retain critical talent as they progress in their careers. Additionally, our Employee Stock Purchase Plan provides an opportunity for all eligible employees to buy shares in the company in amounts based on a percentage of their compensation, subject to a cap.

Benefits

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

TI's benefits programs are designed to adhere to local laws and regulations while supporting the unique needs of all TIers and their families. These benefits typically include:

- Medical, dental, vision and pharmacy plans.
- Short- and long-term disability plans.
- Employer-paid life insurance.
- Paid time off.
- Educational assistance programs.
- Retirement programs.

In the U.S., TI provides a competitive 401(k) match and contributes annually to employees' health savings accounts. More details regarding our U.S. benefits can be found in our most recent Benefits and Insurance Guide on TI.com.

Outside the U.S., our benefit programs are tailored to each local market — complementing country-specific social security systems while remaining competitive with local market standards.

Parental leave

We are proud to be a family-friendly workplace and believe in supporting our employees in all aspects of their lives, including the transition to parenthood. We offer parental leave benefits to all new parents, enabling them to take paid time off to bond with their new child and adjust to new life demands.

In the U.S., birth mothers are eligible for 12 weeks of paid time off. All other new parents are entitled to four weeks of fully paid parental leave.

Work-life resources

To help employees balance work-life responsibilities, TI offers and encourages employees to take full advantage of various programs to reduce daily stressors that can interfere with well-being, mental health, workplace satisfaction and productivity. These programs include:

- Confidential counseling sessions and tools to support well-being.
- New parent support, family formation benefits, adoption and surrogacy assistance, and parent education courses.
- Caregiving resources that support child care and elder care, including child care discounts through trusted partners.
- Concierge services for vacation planning, making reservations or other personal transactions.
- Opportunities to adjust work schedules based on individual needs.
- Education assistance for employees who want to continue their formal education.
- Financial guidance and coaching to help employees meet their short- and long-term goals.

In the U.S., our on-site concierge service helps reduce stress and boost productivity by assisting with personal and work-related tasks. Internationally, our programs vary by location, reflecting local resources and regulations. Sites in India, Malaysia and Germany also offer work-life balance initiatives. To refine work-life program offerings, we engage employees and assess our programs annually to remain competitive and improve services.

For more information about how TI manages compensation and benefits, see the Employment, Economic Performance, and Diversity and Equal Opportunity sections in the GRI Index.

Safety and health

TI integrates safe and healthy practices and controls into employees' daily routines to help prevent workplace injuries and illnesses.

Our approach

We maintain one of the industry's best safety records by implementing safety requirements and best practices globally while providing employees with a safe and healthy work environment. While regulations vary by location, we adhere to rigorous internal standards supported by a certified health and safety management system aligned with ISO 45001:2018. This internationally recognized framework drives continuous improvement through leadership oversight and employee engagement.

To foster a safe and healthy workplace, we proactively work to:

- Integrate safety principles into our Environmental, Safety & Health (ESH) policy.
- Reduce injuries and enhance the well-being of employees, contractors and visitors.
- Identify hazards, implement risk controls and prepare for emergencies.
- Track performance data to uncover trends and improvement opportunities.
- Ensure access to essential safety services and occupational health programs.

To validate our system's effectiveness, we conduct third-party audits every three years, supplemented by annual self-assessments. Our internal safety review team, which includes various health and safety experts, reviews all reported incidents, including injuries, illnesses and near misses, to maintain a high-quality documentation system. This panel also oversees the global dissemination of lessons learned, enabling us to prevent similar incidents from recurring worldwide.

Across the supply chain, we communicate our safety expectations through TI's Supplier Code of Conduct and ESH Handbook for Suppliers.

Actions we are taking

TI is committed to being the safest semiconductor manufacturer in the industry, and deploys targeted strategies to keep its work sites free from harm.

Assess risks

We use qualitative and quantitative methods to identify risks — primarily slips, awkward postures and lifting hazards. Our medical surveillance program helps detect early health changes and potential exposure to harmful substances. Our industrial hygienists monitor air quality, ergonomics, noise levels and more, ensuring the correct controls, training and personal protective equipment (PPE) are always in place.

Maintain rigorous controls

TI has built one of the industry's strongest safety records through rigorous standards, best practices and proactive measures. We prioritize safety in everything — from designing new buildings and purchasing equipment to manufacturing wafers and distributing products. To protect TIers, we:

- Implement engineering controls to prevent or reduce hazards from coming into contact with workers.
- Incorporate automation, robotics and closed-loop systems into our facilities.
- Engage suppliers to ensure equipment, tools and materials minimize risks.
- Inspect our facilities, equipment and tools to detect potential flaws.
- Provide tailored PPE and specialized training to ensure safe usage of systems, adapting competency requirements for each role.
- Offer ergonomic controls, instruction and stretching breaks to reduce ergonomics-related risks, as well as ergonomic assessments for optimal workstation setup.



Employees working at TI's site in Miho, Japan.

Medical monitoring

TI's fabs and assembly and test sites operate with complex machinery, lasers, electromagnetic equipment, and various chemicals and gases.

To ensure the safety of our workforce, our health and safety specialists continuously monitor these environments, implementing robust controls and PPE to prevent exposure to harmful substances via inhalation, ingestion, skin contact or absorption. They regularly conduct sampling and monitor noise, radiation and vapor levels to maintain a safe work environment. As part of our comprehensive surveillance programs, select employees undergo annual medical exams, which include audiograms, eye exams and testing for chemical exposure.

Should an injury or exposure occur, we ensure immediate assessments and timely, appropriate care. To maintain the effectiveness of our medical monitoring programs, TI's worldwide medical director reviews provider contracts, conducts on-site evaluations, and oversees the performance of surveillance initiatives.

Improve health

We assess health risks by analyzing health assessment data and workforce screenings. To support employee health, we offer resources such as ergonomic assessments and training, cancer screenings for early detection, and wellness programs.

Empower employees

We provide information, training, tools and resources for employees to advocate for their own health and the health of those around them. We encourage ownership by instilling a "PAUSE" mindset — asking employees to pause, assess, understand, solve and execute before moving forward — and we grant authority to employees to stop working if they perceive imminent risks to health or the environment.

Plan for unexpected events

TI's emergency preparedness and response team is dedicated to crafting, testing and refining plans to prioritize the safety of workers and the environment while minimizing production downtime during unanticipated events. Our team responds swiftly to manage medical emergencies, secure affected areas, assess hazards, and conduct thorough investigations to prevent future occurrences.

Engagement and reporting

We require all employees and contractors to report incidents, identify potential hazards, correct unsafe behaviors and adhere to safety procedures. Our standards are reinforced through shift briefings, routine meetings, signage and safety campaigns, ensuring we stay vigilant.

During the recruitment process, we clearly outline our safety expectations for our fabs and assembly sites. Candidates are informed about the physical and mental demands of these environments, helping them assess their comfort and ability to meet job requirements.

For more information about how TI manages health and safety, see the Occupational Health and Safety section of the GRI Index.

2025 progress

We made significant strides in enhancing workplace safety in 2025, including:

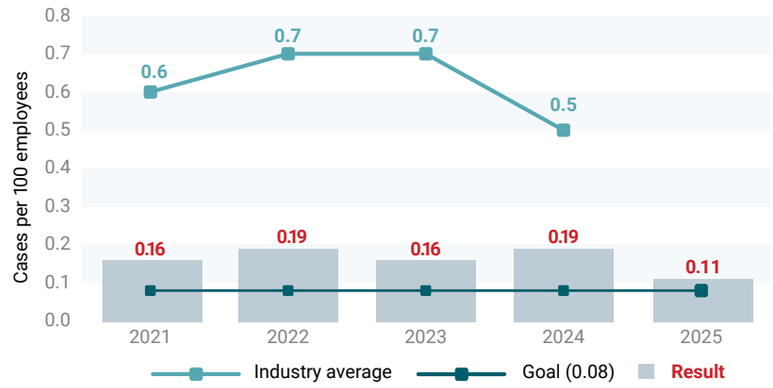
- Preparations for the launch of worldwide hazard observation program in early 2026.
- Conducted comprehensive risk assessments for automation and robotics at our sites worldwide.
- Introduced a targeted awareness campaign to help TIers identify and mitigate common workplace risks.
- Deployed online ergonomics training for new hires to promote proper workstation setups from day one.

We aim to lead the industry in safety, with bold goals to protect our employees. We've set a DART (Days Away, Restricted, or Job Transfer) case rate target of 0.08 or less — a critical measure of work-related injuries or illnesses that result in missed work or modified duties. While we ended the year with a DART rate of 0.11, our DART rate continues to be among the lowest in the U.S. semiconductor industry, according to the U.S. Occupational Health and Safety Administration and the Bureau of Labor Statistics.

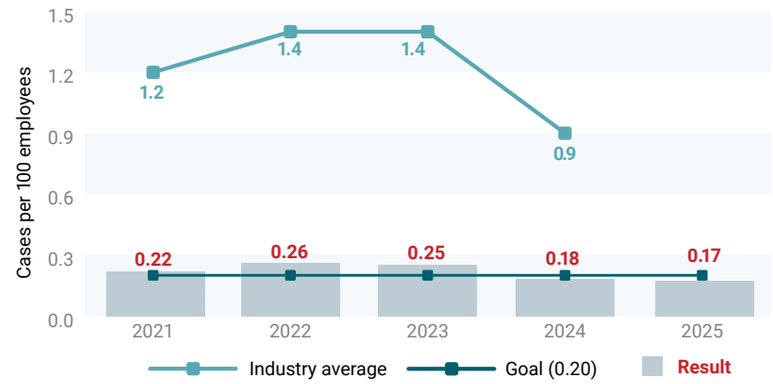
We successfully reduced our recordable case rate, which tracks the total number of work-related injuries and illnesses. We surpassed our target of 0.20 or less, achieving a rate of 0.17.

For more safety and health data, see the appendix.

Days away, restricted or job transfer (DART) rate



Recordable case rate



Responsible business practices

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

TI opened its second assembly and test factory in Melaka, Malaysia in 2025, further strengthening the company's global supply chain.

Governance

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 core values are integral to building a stronger TI, and we demonstrate responsible and ethical business practices by adhering to our stated principles.

Board of directors

TI's board of directors is dedicated to responsible and effective corporate governance and oversees the company's global business strategy. It includes three committees – the audit committee, the compensation committee, and the governance and stockholder relations committee.

At year-end 2025, TI had a unitary board system with 12 board members, including 11 independent directors, whose leadership and diverse backgrounds bring a vast amount of experience and knowledge to the company. Effective December 31, 2025, Mr. Richard Templeton retired from his role as chairman and as a member of the board. The board appointed Mr. Haviv Ilan, the company's president and chief executive officer, to serve as chair.

The directors' combined strengths assist them as they oversee the company's current and future strategy, risks, and performance, with the best interests of TI shareholders in mind.

Oversight of risks

The board of directors, as a whole, has oversight responsibility for our strategic and operational risks. The governance and stockholder relations committee periodically reviews TI's governance practices to ensure that they remain relevant for TI and its shareholders.

The audit committee reviews and discusses our risk assessment and risk management practices with members of management. Management is responsible for day-to-day assessment and management of risks. The chief financial officer reviews our global enterprise risk management program with the audit committee at least annually, which is also reported to the board.

Where environmental-related issues may have significance for TI, these matters are reviewed with the relevant committee. For example, the audit committee reviews the company's practices with respect to risk assessment and risk management, specifically including environmental-related risks.

The governance and stockholder relations committee also oversees environmental, social and governance matters in connection with its responsibility to review public issues of interest to company stakeholders. Our Vice President of Environment, Safety, Health and Environmental Sustainability has specific responsibility for environmental-related issues (inclusive of climate change) and provides regular updates to the relevant committee.

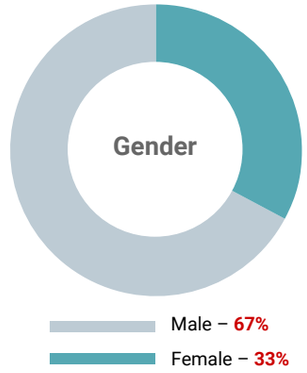
TI has a long-standing, robust global trade program that spans across its operations, and includes developing, implementing and refining policies and procedures to combat illicit diversion. Our chief financial officer and general counsel have primary oversight of TI's global trade program, and meet with the audit committee periodically to review global trade as part of the company's compliance program.

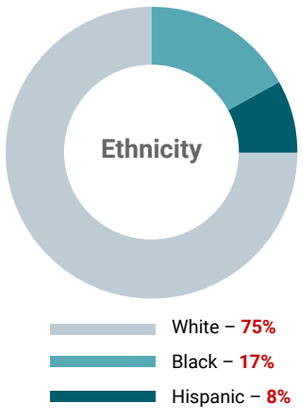
TI's governance and compliance structures are designed to assess the company's cybersecurity readiness and elevate issues relating to cybersecurity to our chief information officer and chief information security officer. Our chief information officer has primary oversight of material risks from cybersecurity threats, and meets with the audit committee periodically to review our IT systems and discuss key cybersecurity risks.

Learn more about TI's corporate governance

- Board of directors and committees
- Corporate governance documents
- Annual Report on Form 10-K
- General Disclosures section of the GRI Index

Board diversity 2025





Ethics and compliance

Our founders had the foresight to know that building a great company required a special culture to thrive for the long term. At TI, we refer to culture as Living Our Values – our ambitions, values and code of conduct, and it's how we operate daily.

Every TIer plays a critical role in upholding these principles, which we reinforce through leader involvement, employee engagement and training.

Our code of conduct

We require 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.

Our code of conduct sets forth these principles:

- Compliance with laws
- Respect and inclusion
- Appropriate behavior
- Responsible business practices
- Health and safety
- Information protection and privacy
- Avoiding conflicts of interest
- Using resources responsibly

When TIers 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

Training

We provide TIers, managers, and leaders the training and tools they need to help them make the right decisions, do business the right way, and build a stronger company for the long term.

Every employee receives ethics and compliance training. The topics may vary, but over a multi-year cycle, they include TI's code of conduct, safety and health, confidential information protection, information technology security, avoiding workplace and sexual harassment, and other compliance topics.

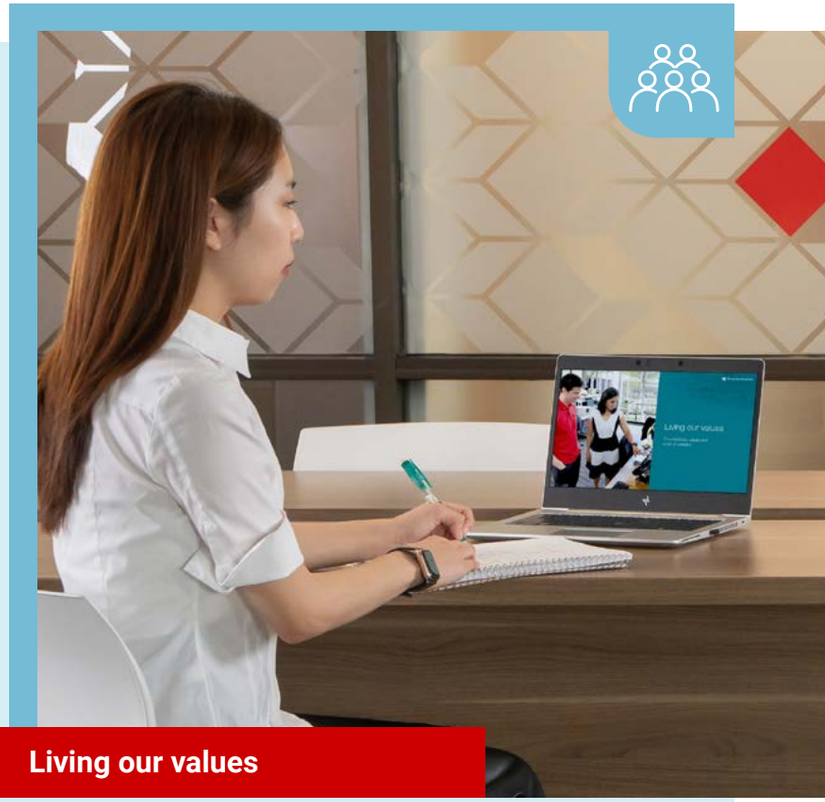
Additionally, employees in specific roles receive training in anti-corruption, export compliance, insider trading, global competition law and the Responsible Business Alliance (RBA) Code of Conduct.

We also engage managers on what it means to live our values and uphold our standards of ethical conduct by providing tools to reinforce our culture and ethics and compliance expectations within their organizations.

Suppliers

The TI 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. 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 expect all suppliers to demonstrate environmental, social and governance responsibility in all areas of their operations.

See Anti-Corruption, Anti-Competitive Behavior and Nondiscrimination Practices in the GRI Index for more information about our compliance with laws and regulations.



Living our values

Our employees receive annual ethics and compliance training, designed to reinforce our values, code of conduct and policies, as well as raise awareness of risk topics such as procurement practices, conflicts of interest, and protecting confidential information.

Product stewardship

TI integrates sustainability at every stage of the product journey — from design to delivery — to maximize customer value and minimize environmental impacts. By managing our product life cycle responsibly, we help create a better future for our customers and our communities.

Design and fabrication

Durability is at the heart of TI's product design. Our products are built to last at least a decade, reducing the need for new materials, chemicals, water and energy year after year. We also carefully screen substances used in fabrication to minimize environmental impacts when our products reach their end of life.

Quality and reliability

TI's holistic approach to quality is embedded across the supply chain — from design and manufacturing to packaging, testing and delivery. We continuously improve our products and process technologies to deliver reliable semiconductor solutions that meet stringent industry and customer standards.

To reduce environmental impact and extend product life, we optimize the quality and reliability of our technologies. We track customer returns — evaluating return rates and resolution times—to maintain strong service and product performance. More than 85% of TI products have yet to have a single customer return in three years.

We proactively identify systemic improvements by analyzing root causes of returns, and we apply rigorous quality standards — including ISO and automotive-specific certifications — to ensure reliability across markets. Our Quality System Manual, policies and reliability testing processes help us quickly resolve issues prevent failure modes and continuously improve.

Transparency on material content

We provide customers with documentation and resources that outline the measures we take to ensure product compliance with global material restrictions and regulations. These include:

- Controlled chemical and materials specifications
- TI-restricted chemicals and materials
- TI's approach to environmental and product stewardship
- Search tools to find material content; download restricted chemical test reports, or locate a product's Restriction of Hazardous Substances Directive (RoHS), Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH) and green status.
- Quality, reliability and packaging data
- Lead-free conversions
- Low halogen (green) statement
- Environmental FAQs

TI complies with information and labeling requirements across the globe, such as the European Union (EU) RoHS, 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).

Putting precision to the test

This relentless pursuit of precision applies to any application requiring more accurate measurements. Electric vehicle battery systems need precision amplifiers that can accurately measure charging current and voltages to prevent dangerous failures. Artificial intelligence (AI) chips for data centers require testing to identify the smallest defects before their deployment in servers.

Before those chips can work together, however, it's important to test and validate them for their performance and accuracy, with advanced test equipment that must be more sophisticated than the chips themselves.

TI is enabling automated test equipment with enhanced AI capabilities that predict performance and make real-time decisions, thus helping our customers to accelerate time to market.



Product diversion and misuse

TI devotes significant time and resources to developing, implementing and refining policies and procedures to combat illicit diversion and keep chips out of the hands of bad actors.

TI's global trade team screens each customer and order using export compliance-related information and certifications. Further, each time a customer places an order, we perform additional screening that incorporates third-party databases, modern risk management tools and sanctioned party lists, as part of a multi-layered process to monitor the sale and shipment of our chips. These tools and processes regularly identify and block thousands of suspicious and fraudulent orders every year. We require our distributors and customers to comply with export control laws. If there is evidence indicating diversion, we investigate and take action.

Audits and assessments are important tools that TI uses to assess the effectiveness of its global trade program. TI's corporate audit team conducts targeted internal audits of key compliance functions and processes to identify areas for improvement. TI's global trade leadership also conducts regular reviews of its local sites. When audits or assessments identify risk areas, the global trade team and relevant TI functions work to incorporate new learnings into the program's processes and procedures.

TI is committed to continually evolving its efforts. We engage with industry working groups, government agencies and non-governmental organizations to partner on the industrywide challenge of illicit chip diversion. This includes responding to trace requests and upgrading our technology to strengthen our efforts, including using modern, commercially available risk management databases with new sources of information.

Packing and packaging

TI strives to pack and ship products efficiently to assure timely distribution to customers, comply with international shipping regulations and reduce environmental impact. It starts with sourcing packing materials — like cardboard boxes from FSC-certified sources, air pillows and pallets — that are reusable, recyclable or made from renewable content. We also:

- Repurpose plastic dunnage for outbound shipments.
- Reuse shredded cardboard dunnage, bubble wrap and foam to protect products.
- Design boxes to fit customers' orders, minimizing unnecessary dunnage.
- Repurpose shipping containers, trays, plastic reels, crates, pallets and cases from scrap materials.
- Use metal containers instead of shipping boxes to eliminate plastic and cardboard waste.
- Eliminate foam peanuts, plastic wraps and outer plastic pouches from our packing processes.

Our smart packing designs also reduce mass and volume, maximizing shipping space and lowering transportation-related costs and emissions.

Logistics and distribution

Efficient and sustainable product distribution also are integral to our operations. For example, where possible, we:

- Ship materials on cargo ships, which are significantly more fuel-efficient than airplanes on a per-ton-mile basis, to lower costs and reduce Scope 3 GHG emissions. Shipping by sea also allows us to consolidate items into fewer shipments.
- Position product distribution centers near customers to streamline deliveries, reducing costs and environmental impact.
- Encourage air carriers to use sustainable aviation fuels when it is safe and economically viable.

Product longevity

TI leverages various strategies to maintain quality and reliability. To maintain product longevity and continuity of supply for our customers, we have lifecycle management policies and inventory and manufacturing strategies that enable us to sell and support products for a decade or more.

TI's product life cycles are typically 10 to 15 years and often extend longer, consistent with many customers' requirements. We are committed to product longevity for our customers and have strategies and internal policies to uphold this commitment.

End-of-life management

While our customers are responsible for managing the end-of-life disposal of electronics containing TI components, we support them through:

- Labeling and content disclosures that guide safe recycling or disposal practices to prevent harmful materials from entering the environment.
- Processes to comply with the EU's Waste Electrical and Electronic Equipment (WEEE) Directive and the Packaging and Packaging Waste Directive. These regulations ensure the responsible handling and recycling of evaluation modules and their packaging when imported into the region.

TI recycles e-waste through a U.S. calculator take-back program, as well as third-party de-manufacturing of defective products and returns, and donations of old computers to a nonprofit for reuse.

Supply chain responsibility

TI requires that suppliers share its commitment to responsible and fair business practices throughout the supply chain.

We primarily buy materials for fabrication processes, factory equipment and maintenance, logistics services, and nonproduction supplies and services from approximately 10,000 suppliers of various types and sizes. We seek suppliers that help us scale as we grow; reduce total costs and waste; improve efficiencies; and deliver innovative services, materials and product support.

Our worldwide procurement team coordinates the buying of goods and services; sets procurement strategies; identifies, vets and qualifies suppliers; negotiates terms and pricing; and determines the best fulfillment methods. We will not knowingly engage with a supplier that violates our values, code of conduct and other governing documents.

Responsible sourcing

TI invests in driving sustainable and responsible business practices throughout its supply chain to mitigate business, labor and environmental risks. For example, we:

- Collect and carefully consider a supplier's human rights practices and environmental and safety records before purchasing.
- Specify performance requirements and expectations in our policies, contracts and purchase orders.

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 is certified through:

- ISO Quality Management System 9001.
- ISO Environmental Management System 4001.
- ISO/International Automotive Task Force 16949.

We regularly conduct internal audits of our management system to identify and close gaps. Additionally, the ISO evaluates our procurement management system as part of its recertification process. We also are audited annually by an independent body to ISO and IATF standards and recertified to these standards on a regular basis.

Requirements and expectations

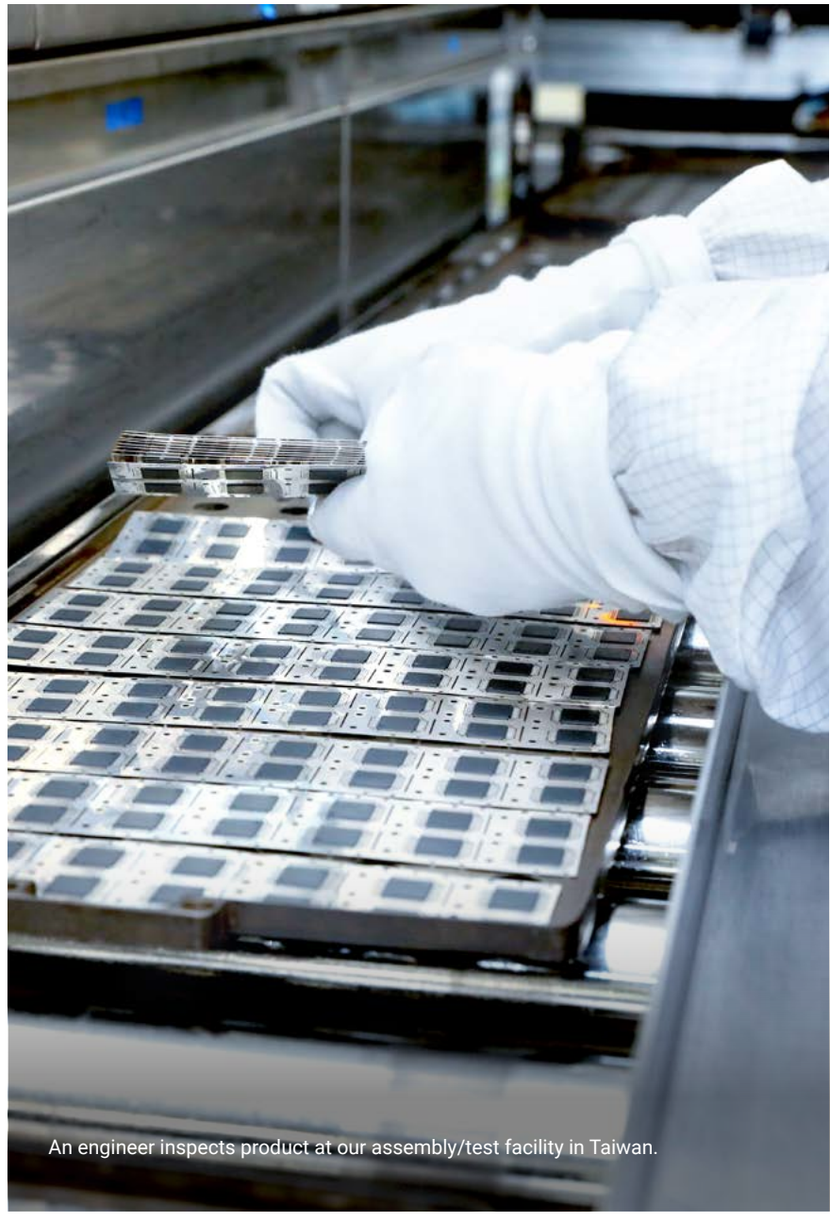
To ensure that TI adopts and applies best practices and processes to respect human rights within the company, the industry and across the supply chain, TI is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global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

We require that our suppliers demonstrate environmental and social responsibility in all areas of their operations, including robust policies and management systems to identify and control risks and prove compliance with related laws and regulations. While these vary, suppliers are responsible for monitoring local legislation and ensuring compliance.

To maintain a supply chain that can serve our needs and meet our requirements for sourcing and human rights, we require all suppliers to adhere to these governing documents:

- TI Code of Conduct
- Supplier Code of Conduct
- Anti-Human Trafficking Statement
- Responsible Minerals Policy Statement
- General Quality Guidelines
- ESH Policy and Principles

Our supplier portal includes TI's business requirements and standards for safe working conditions, labor and human rights protection, environmentally responsible operations and ethical behavior.



An engineer inspects product at our assembly/test facility in Taiwan.

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 communicate these guidelines in meetings; on our supplier portal; and in purchase orders, supplier contracts and other related documents.

We also routinely engage and 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.

Business continuity

TI continually assesses risks to its supply chain, including financial health and concentration in geographic areas, to ensure that procurement and management processes are rigorous enough to prevent or manage reputational issues, order fulfillment problems, shipping delays or increased costs. For more information about risk factors, see page 9 of our Annual Report on Form 10-K.

We require that suppliers maintain a business continuity plan in the event of a business interruption and make the contents of such plans available to us upon request. We also require that suppliers communicate with TI and implement their business continuity plan within 24 hours of a triggering incident to maintain supply continuity.

Training

We deliver in-person training on our Supplier Code of Conduct, standards and expectations. We also leverage the RBA's online training platform to help suppliers understand its code of conduct, labor risks, respecting workers' rights, hiring migrant workers and more.

Grievance mechanisms

TI has established grievance mechanisms to ensure that buyers or procurement representatives are available to meet with suppliers to address any questions or concerns. Our supply-chain team can also assist with identifying and addressing issues inconsistent with our ethics and values. If suppliers prefer, they can contact our Ethics Office to anonymously ask questions or discuss issues.

Our Supplier Code of Conduct requires that suppliers establish and maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers, unless prohibited by law. Suppliers must have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

Assessment

We prioritize the examination of suppliers based on our financial investment, criticality, the products and services they provide, their geographic location and their financial health. We also conduct regular audits to evaluate employment contracts, working hours and dormitory conditions.

TI deploys three tools to routinely evaluate production suppliers, nonproduction providers and on-site suppliers:

- **Assessments** – We investigate the risks and management systems of prioritized direct material and services suppliers using tools, such as the Integrity Next platform along with the RBA's self-assessment questionnaire (SAQ), to examine risk factors and existing facility policies against sections of the RBA code and internal labor standards. The assessments help identify ethical, environmental and social risks, including human rights and forced labor.
- **Audits** – Based on an analysis of the assessments and other risk factors, including those identified by Transparency International's Corruption Perceptions Index, we identify suppliers to audit, either by TI or independent third-party auditors, against the full or targeted sections of the RBA Code of Conduct. If auditors identify any concerns during this process, we work with the supplier to develop corrective action plans, which we track until closure.
- **Supplier performance measurement program** – For critical suppliers, we include their performance on the assessments described above in a supplier performance measurement program, which enables TI to monitor supply and quality risks and encourage continuous improvement from our suppliers.

Additionally, independent third-party auditors evaluate select TI facilities each year against the RBA's Validated Assessment Program protocol standards. We make these reports available to our customers.

For more information about our assessment processes, see our Anti-Human Trafficking Statement.

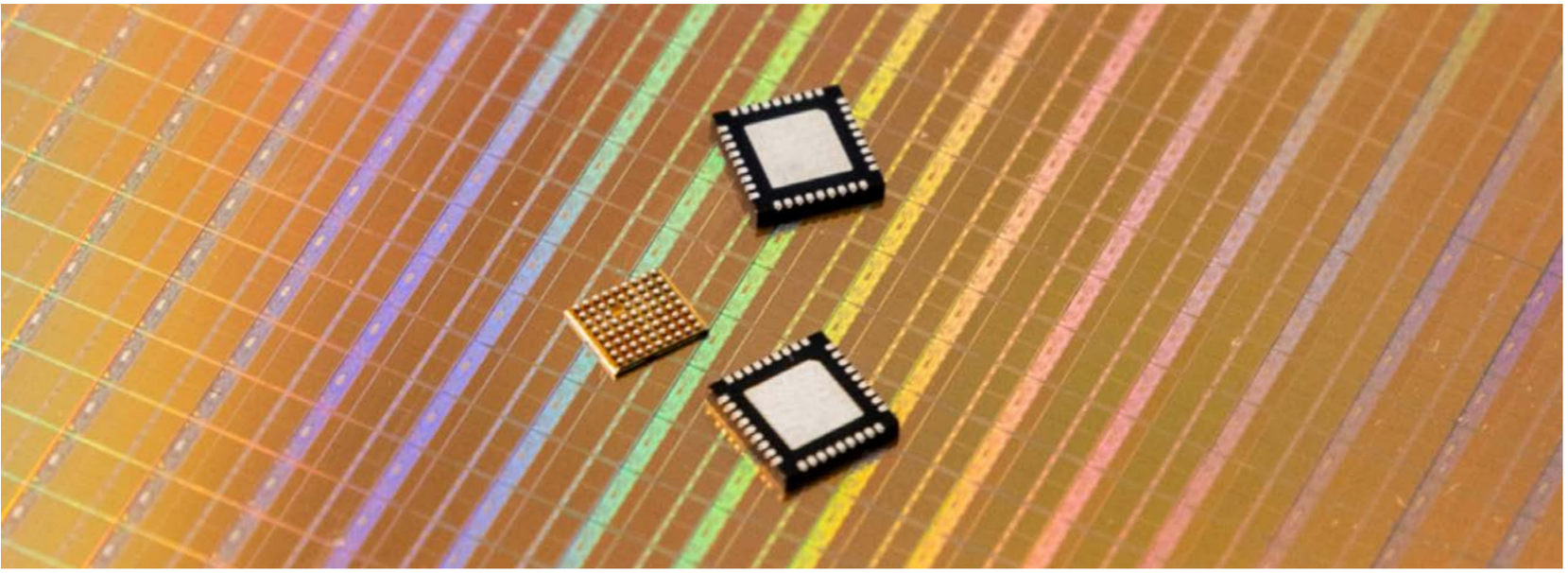
Performance

In 2025, TI received assessments from 193 suppliers, including 154 production suppliers representing 293 factories. Seven production suppliers required updated processes, policies or training.

Regardless of a supplier's respective risk rating, we require any supplier with actual or potential risks (such as those related to hiring activity, working hours, and wages and benefits) to take corrective actions. We monitor these actions through to completion.

For more information about our supply chain, see Supply Chain Responsibility on TI.com and the Procurement Practices section of the GRI Index.

Responsible minerals sourcing



TI, like many companies in the semiconductor and consumer electronic industries, uses tantalum, tin, tungsten and gold (known as “conflict minerals” and also “3TG”), cobalt and other mined minerals to manufacture semiconductor devices and consumer electronic products. Each of these metals has specific electrical properties that are necessary for the functionality of our products.

By its very nature, mining is an intensive process that carries a host of potential risks. These risks can lead to long-lasting and detrimental impacts if not managed with care. Our processes ensure that products from certain minerals, particularly those sourced from conflict-affected and high-risk regions such as the Democratic Republic of the Congo (DRC) and its neighboring countries, may be associated with serious human rights abuses, and could potentially originate from mines under the control of armed factions.

Tracing chain of custody

Understanding the origin and chain of custody of minerals in our supply chain is critical. While we do not directly procure minerals from mines, smelters or refiners, we are committed to working with our suppliers to trace newly mined minerals back to their origin to ensure responsible sourcing.

We rely primarily on the findings of the Responsible Minerals Assurance Process (RMAP), 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.

The program is overseen by the Responsible Minerals Initiative (RMI), which was established by members of the RBA and the Global e-Sustainability Initiative.

Actions we are taking

Our responsible mineral sourcing practices are aligned with the Organization for Economic Cooperation and Development’s (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This framework guides our efforts, which requires establishing policies, structures, risk management procedures, and clear communication mechanisms.

We distribute our Responsible Minerals Sourcing Policy Statement to our suppliers and expect their full and prompt response to our information requests.

Further, we actively collaborate with our supply chain, including subcontracted manufacturers, to identify and eliminate noncompliant RMI smelters and refiners.

TI is a member of the RBA and working groups participating in both the RMI and the Responsible Labor Initiative, demonstrating its commitment to industry collaboration and continuous improvement.

Performance

In 2025, our research confirmed that all 3TG minerals identified by our suppliers used in our supply chain for integrated circuits originated exclusively from RMAP-conformant smelters and smelters undergoing RMAP assessment. Further, the materials, parts and supplies essential to our business remain widely available, and we believe that such materials, parts and supplies will be available in the foreseeable future. See our Annual Report on Form 10-K for more information on risk and enterprise risk management.

For more information and to access our latest SEC Form SD filing, Conflict Minerals Reporting Template (CMRT) and Enhanced Minerals Reporting Template (EMRT), see the Responsible Minerals Sourcing on TI.com.

Labor and human rights

Our commitment to human rights

Respecting and protecting human rights are fundamental to our society's viability and our business' success. TI's principles and approach to global human rights outlines our commitment to protecting and upholding human rights and ensuring individual dignity, freedom and respect in its operations and supply chain.

We take steps to ensure that all employment is voluntary, and that work hours and pay are fair and consistent with local labor standards and laws. We forbid the use of child labor in our operations and throughout our supply chain.

Employees have the freedom to associate, the right to collective bargaining or both, as provided by local statute. We conduct annual global employee surveys as well as virtual and in-person roundtable discussions to understand site-specific work environments better.

Actions we are taking

We monitor human rights risks and eliminate violations by:

- Conducting periodic risk assessments and due diligence with suppliers using the OECD Guidelines for Multinational Enterprises.
- Completing third-party audits, on-site interviews and assessments in high-risk geographies to ensure the protection of employees' and contractors' rights.
- Assessing labor standards, delivering training and awareness-building practices, and providing incident-reporting tools.

To ensure that we are adopting and applying best practices and processes to respect human rights within our company, our industry and across our supply chain, we are a member of the RBA, the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. We use the RBA Code of Conduct as a tool to align and adopt best practices on social, environmental and ethical responsibility – and we expect our suppliers to do the same. The RBA Code provides a set of industry standards that reference international expectations for human and labor rights, including the Universal Declaration of Human Rights, ILO International Labour Standards and OECD Guidelines for Multinational Enterprises.

Our annual Anti-Human Trafficking Statement outlines the steps we have taken to combat slavery and human trafficking globally.

Social compliance standards

Our Code of Conduct establishes TI's ethical expectations, creating accountability across key issue areas. Our Supplier Code of Conduct sets similar expectations of our suppliers – and their suppliers – to commit to the same principles and to uphold human rights, ethical practices and provide a safe work environment.

Centered on our values, these standards are an extension of our expectations of our own people, driven by the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in our workplaces and the workplaces of those authorized to supply our business. We expect our suppliers to develop and implement appropriate actions to promote and confirm compliance with these standards.

How we address concerns

We train and encourage employees to speak up, express opinions, and raise questions or concerns to any manager in multiple ways. We will not tolerate threats or retaliation against employees for reporting or speaking up. When we learn of concerns, we immediately evaluate the situation and work to address it.

For more information about how TI manages human rights, see the Anti-Human Trafficking Statement and Supply Chain Responsibility on TI.com, as well as the Non-Discrimination, Child Labor, Forced or Compulsory Labor and Procurement Practices sections in the GRI Index.



TI interns at orientation week in Dallas.

Risk management and business continuity

TI continuously monitors, plans and trains for both unanticipated and emerging operational risks, such as cyberattacks, natural disasters, extreme weather events, pandemics, geopolitical issues, social unrest, terrorism, or supply-chain or product-distribution delays.

Our internally owned and regionally diverse manufacturing footprint includes wafer fabrication plants, assembly and test sites, and bump and probe facilities across multiple countries worldwide. In addition to our internal capacity, we have strong partnerships with external foundries and subcontractors to offer supply continuity.

Today, we have the capability to produce more than 85% of our manufacturing flows and technologies at more than one site, and our business continuity program allows us to immediately address unexpected changes. By 2030, we expect to source more than 95% of our wafers internally, with more than 80% on 300mm. Bringing more capacity internally gives us greater control and supports the needs of our customers, regardless of how things may shift in the market or environment.

Actions we are taking

We mitigate disruptions to our business by:

- Monitoring risks, developing and modifying plans to address those risks, and training employees on crisis response.
- Assessing changes to environmental conditions, supply continuity, and the global regulatory and political landscape.
- Operating a 24/7 year-round security communication center.
- Owning most of our manufacturing capacity to provide customers with a greater assurance of supply and geopolitically dependable capacity.
- Building and positioning inventory globally at product distribution centers that are strategically located close to customers.

Responding to emergencies

Depending on the nature and severity of an incident, we activate our emergency response system. Our emergency response team assembles to quickly identify the appropriate resources, services and infrastructure required to mitigate potential losses and coordinate response and communications.

Conducting business modeling, scenario and impact analysis to develop and refine management strategies, policies and standards, and contingency plans helps us determine:

- Critical business processes that make up our operations and the people accountable for ensuring their viability.
- Possible threats and risks, and whether controls are in place to manage them.
- Process recovery times to ensure that we respond and recover efficiently and with the right resources.
- Contingency strategies for all critical business processes that pose a high risk to people, revenue and reputation.
- Comprehensive recovery strategies to cover all aspects of response and recovery, prioritizing the continuation of products and services.

Our Readiness 2 Recover program helps us measure the effectiveness of and compliance with our business continuity management requirements. Every two years (or as needed), we conduct systemwide risk assessments to identify gaps, strengthen controls, and ensure we can maintain or quickly restore critical operations during a disruption.

Preparing for various scenarios

As a global corporation, TI faces unexpected global events that occur without warning, from earthquakes and pandemics to severe weather events. The impact of these types of incidents can be minimal or substantial. When challenges arise, we aim to prevent human, environmental, financial and reputational effects while maintaining production and distribution.

Our business continuity and emergency response planning includes creating realistic scenarios and guiding leadership teams through various exercises to learn, refine and improve our responses to actual incidents. Our business continuity management framework is modeled after the ISO 22301 business continuity management standard, which helps us plan, implement, monitor and protect against business interruptions.

To engage our leaders in enterprise risk planning, we regularly:

- Teach them how to assess and prioritize risks based on severity and potential impact on our people or products.
- Ask them to evaluate and update contingency strategies based on lessons learned from either real events or scenario-based exercises.
- Conduct site and organization drills, training and tabletop exercises to prepare for unforeseen events.

For more information, see our Annual Report on Form 10-K.

Information protection



TI works continuously to identify and eliminate potential cyber threats to its employees, customers, suppliers, IT infrastructure, proprietary technologies and confidential information. This protection is key to business growth and profitability and maintaining compliance with relevant regulations.

Reducing cybersecurity risks

Our cybersecurity risk management process is based on applicable best practice management and governance frameworks, such as the International Organization for Standardization (ISO), the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS) Controls. We leverage foundational cybersecurity principles in our program, such as security by design, defense-in-depth, least privilege and resilience-focused backups to manage risk.

Using guidance from these organizations and information collected from our assessments, we develop cybersecurity plans, policies and protocols to reduce our risks and strengthen our security posture to protect our company, technology and intellectual property (IP). Our policies include defining the acceptable use of our information assets, access requirements for specific IP or technologies, protecting personal information and privacy, and complying with regulations such as the EU General Data Protection Regulation and the China Cybersecurity Law, as applicable to TI.

Actions we are taking

Our global information security team dentifies, assesses and manages potential threats and works with our business units and support teams to implement and enhance our cybersecurity policies, procedures and strategies to reduce risk.

As part of this effort, we take these types of actions:

Enforce compliance framework

- Restrict access to data on our computers, servers, networks and other IT systems.
- Implement technical measures to protect TI's systems from external attacks, including implementing protections for ordering products online at TI.com.
- Deploy industry-standard cybersecurity protections, such as multifactor authentication, malware defenses and access review processes appropriately across TI.
- Conduct risk and compliance assessments of third parties prior to allowing access to our IT resources and information.

Detect and respond

- Monitor and limit high-risk uses of technology; for example, limiting the use of USB or thumb drives and external hard drives.
- Monitor IT systems and respond to alerts regarding potentially inappropriate activity.

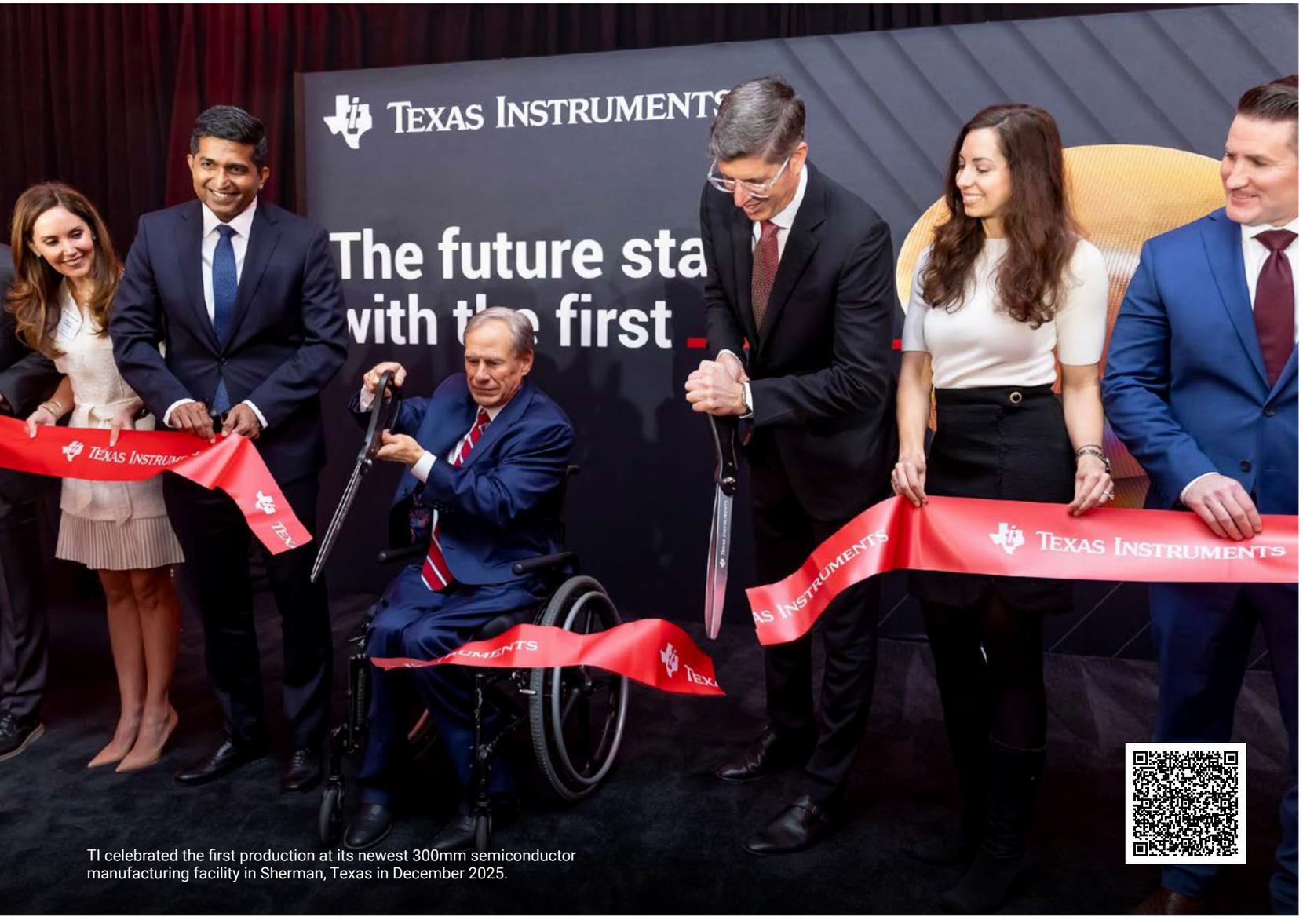
Train

- Send simulated phishing and spear-phishing emails to employees and accompanying education and awareness communications on social engineering when needed.
- Deliver cybersecurity awareness and confidential information protection training to all TIers, and specialized security training to our IT team.

Stay proactive

- Leverage third parties for annual penetration tests to validate our controls and ability.
- Conduct regular tabletop exercises to practice our response.
- Perform regular threat hunting and red team exercises.

Public policy



TI celebrated the first production at its newest 300mm semiconductor manufacturing facility in Sherman, Texas in December 2025.

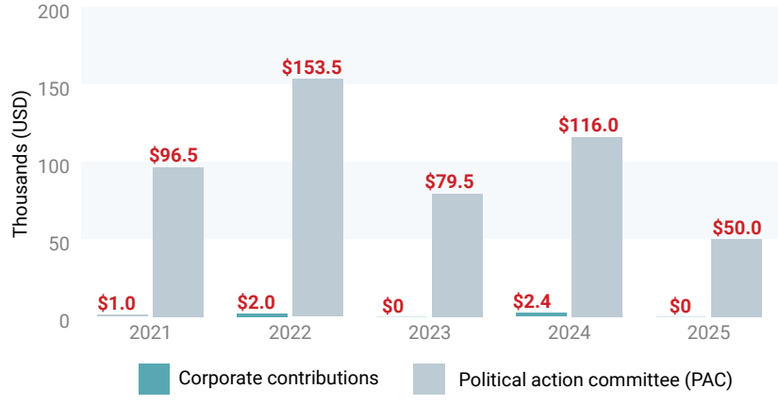
TI has well-established policies and practices that facilitate lawful participation by the company and employees in the political process. These policies and practices define the activities we engage in and the operation of our political action committee (PAC).

We advocate for policies that help us drive innovation and promote competitiveness. To these ends, we collaborate with various U.S. and international industry associations on policy objectives. We are more active in some organizations than others and may not align on all positions.

TI's PAC is 100% employee-funded, regulated, transparent and nonpartisan. The TI PAC enables certain employees to voluntarily join together to support federal, state and local political candidates whose positions align with the company's business objectives.

We provide additional information and disclosures on TI.com about the company's political activities, TI's PAC, the political activity of employees, and related policies and expectations.

Political expenditures[11]



[11] TI chose not to make any corporate contributions to local ballot initiatives in 2023 and 2025.

Community impact

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

Education has been the top philanthropic priority for the TI Foundation for decades, with nearly $69 million invested in STEM education since 2014.

Giving



"Giving back has been fundamental to who we are at TI since our founding – it's about strengthening the communities where we live and work. Each generation of leaders has embraced this commitment, and today our employees continue this tradition, dedicating their time, skills and funds to create lasting change in our communities around the world, and touching lives in ways that will ripple for years to come."

– **Andy Smith**, executive director of the TI Foundation and TI director of Giving and Volunteering

For more than 60 years, TI and the TI Foundation[12] have worked to strengthen and improve the quality of life in our global communities where we live and work, 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 – through well-considered and well-measured investments 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.

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. In 2025, the TI Foundation provided $12.9 million in matching gifts and volunteer matching.



TIers worldwide come together for Season of Impact

Every volunteer hour, every donation, every moment of service creates real change in the communities where we live and work.

In a remarkable display of heart and purpose, TIers around the world united for our annual Season of Impact, rolling up their sleeves and transforming communities, proving that being a good neighbor to build stronger communities isn't just something we say – it's something we live.

Across our global sites, TI volunteers empowered the next generation of engineers through STEM-based activities, sorted food donations at community centers, organized donation drives for local youth in need, gifted a water harvesting system and community garden to an indigenous community, held electronic design activities for children, and so much more.

This Season of Impact showcased what happens when purpose meets action, when individual acts of kindness multiply across continents to create waves of positive change that strengthen the fabric of our global community.

[12] 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.



In mid-April, United Way of Utah County celebrated the opening of its new community center in American Fork, partially funded through a grant from the TI Foundation. The center serves as a hub for classes and events, bringing American Fork neighbors together through early education, literacy and STEM classes.

2025 giving highlights

In 2025, TI and the TI Foundation awarded more than $35.6 million in grants, matching gifts and in-kind donations that reflect our decades-long focus on improving the quality of life in our global communities.

The TI Foundation invests in science, technology, engineering, and mathematics (STEM) education for all with a focus on high-quality education for students in low-income school districts. Many investments are toward programs that increase the number, effectiveness and retention of great K-12 teachers and principals who are knowledgeable, capable and passionate about leading all students to good STEM outcomes.

In 2025, $8.2 million in grants were awarded by the TI Foundation to enhance STEM education and learning opportunities across North Texas and in Utah. The grants build on years of strategic investments in programs that create great teachers and students who are excited about learning and applying STEM skills.

Multi-year grants supported STEM initiatives in three independent school districts in North Texas. Denison ISD, located near our expanding manufacturing site in Sherman, became a STEM district in the 2025-2026 school year, integrating STEM concepts across all grades and subjects. Educate Texas administers the grant, implementing problem-based learning, math supports and expanded STEM clubs. Additional grants continued STEM district work in DeSoto and Lancaster ISDs in southern Dallas County, building on successful initiatives started in Lancaster in 2012 and DeSoto in 2020.

The TI Foundation made $1.5 million in grants in 2025 to a variety of Dallas arts organizations, building on our company's long-time legacy of advocating for the arts through giving and volunteering. Grant recipients included Dallas Children's Theater; Dallas Holocaust and Human Rights Museum; Dallas Symphony Orchestra; and TACA. In addition to funding, our company also spearheaded collaboration among 30 local arts organizations to address common issues and to ensure the Dallas arts community remains strong.

We also supported our communities through $2.7 million in human services grants for neighbors in need. Grantees included the North Texas Food Bank, Resource Center and United Way of Metropolitan Dallas, all of whom are helping address key areas affecting the quality of life in North Texas.

Motivated to help close the hunger gap

For Mohammad Yunus, senior vice president for TI's Technology and Manufacturing Group, volunteering for a hunger-free world is a personal passion, particularly in North Texas, where one in six North Texans are food insecure. He and his family actively give to and volunteer with the North Texas Food Bank. It covers 9,200 square miles in 12 North Texas counties and served 106 million meals last year, and estimates it will be providing 152 million meals per year by 2030.

"Growing up in India, I saw poverty and people struggling with access to food. And I have seen those same challenges right here in North Texas," shared Yunus. "That's been a personal motivator for my family and me to spend more time volunteering and to give back more."



Volunteering

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

TI employees and retirees donated 251,331 hours in 2025, representing a value of $8.7 million.[13] In the U.S., the TI Foundation matches the value of employees' volunteer hours up to $1,000 per year, which added more than $430,000 of additional support for their favorite causes.

Highlights



TI's Shanghai employees teamed up with Stepping Stones, a nonprofit focused on supporting disadvantaged students in science and technology.



TI volunteers supported a project for schools in Bangalore, India, improving sanitation facilities and installing water purification systems to create healthier learning environments.



In North Texas, TI volunteers partnered with United Way of Metropolitan Dallas to build accommodations for the disabled, distribute food to families in need, plant trees in urban neighborhoods, and tutor elementary school students.



TIers in Oslo, Norway volunteer with Teach Kids Code to help students practice their math and science skills and stay on the cutting edge of coding, robotics and electronics.



At our Freising, Germany office, TI welcomed the next generation of innovators during MINT Camp – a program created to encourage students to explore careers in STEM.



TI volunteers in Miho, Japan work to clean up an environmentally sensitive habitat by removing trash and restoring local wetlands.

[13] The latest Independent Sector value of a volunteer hour was $34.79.

Appendices



Data

Financial and market share

Revenue and markets

Revenue by region (%)

Region	2023	2024	2025
Asia	29%	30%	32%
Europe	26%	22%	21%
Americas	33%	38%	38%
Japan	10%	8%	7%
Rest of world	2%	2%	2%

Revenue by segment (billions USD)

Segment	2023	2024	2025
Analog	$13.04	$12.16	$14.01
Embedded processing	$3.37	$2.53	$2.70
Other	$1.11	$0.95	$0.98
Total	$17.52	$15.64	$17.68

Key markets (% of revenue)

Market	2023	2024	2025
Industrial	40%	34%	33%
Automotive	34%	35%	33%
Personal electronics	15%	20%	21%
Communications equipment	5%	4%	3%
Data center	4%	5%	9%
Other (calculators, royalties and other)	2%	2%	1%

Data

Community

Giving and volunteering

Giving[1]

Total	2021	2022	2023	2024	2025
Value (millions USD)	$64.9	$52.6	$61.8	$57.3	$61.8

Volunteering

Total	2021	2022	2023	2024	2025
Hours (thousands)	119.5	256.9	277.8	304.8	251.3
Value (millions USD)	$3.6	$8.2	$8.8	$10.2	$8.7[2]

[1] Includes corporate giving, TI Foundation giving, employee/retiree giving, in-kind donations, matching gifts, the value of volunteer hours and volunteer matching.
[2] The latest Independent Sector value of a volunteer hour was $34.79.

Data

Environmental sustainability

Emissions[3]

Absolute gross greenhouse gas (GHG) emissions (metric tons of CO_2 equivalent [$MTCO_2e$])

Type	2021	2022	2023	2024	2025
Scope 1 (direct)	1,040,450	1,112,034	1,116,681	1,009,474	884,291[4]
Scope 2 (indirect, market-based)	1,042,874	1,057,198	1,096,987	999,494	806,899
Scope 2 (indirect, location-based)	-	1,385,632	1,392,638	1,419,547[5]	1,516,220
Total (Scope 1 and market-based Scope 2 only; 2015 base year = 2.83 million)	**2,083,324**	**2,169,232**	**2,213,668**	**2,008,968**	**1,691,190**

Absolute gross Scope 1 GHG emissions by type ($MTCO_2e$)

Type	2021	2022	2023	2024	2025
Carbon dioxide (CO_2)	84,904	123,542	122,339	124,436	131,441
Nitrous oxide (N_2O)	31,557	37,592	47,070	55,330	45,891
Methane (CH_4)	39	67	67	69	73
Hydrofluorocarbons (HFCs)	44,633	45,949	45,689	41,526	51,960
Perfluorocarbons (PFCs)	665,457	734,338	722,841	624,038	514,873
Sulfur hexafluoride (SF_6)	71,189	80,389	91,753	103,034	94,957
Nitrogen trifluoride (NF_3)	142,671	90,157	86,922	61,041	45,096
Total	1,040,450	1,112,034	1,116,681	1,009,474	884,291

Absolute gross Scope 2 market-based GHG emissions by type ($MTCO_2e$)

Type	2021	2022	2023	2024	2025
Carbon dioxide (CO_2)	1,041,346	1,055,620	1,095,453	998,064	803,691
Nitrous oxide (N_2O)	1,294	1,345	1,317	1,216	2,449
Methane (CH_4)	233	233	217	214	759
Total	1,042,873	1,057,198	1,096,987	999,494	806,899

Absolute gross Scope 2 location-based GHG emissions by type ($MTCO_2e$)

Type	2021	2022	2023	2024	2025
Carbon dioxide (CO_2)	-	1,379,013	1,385,944	1,413,294	1,509,489
Nitrous oxide (N_2O)	-	5,059	5,108	4,766	1,581
Methane (CH_4)	-	1,592	1,586	1,486	5,150
Total	-	1,385,663	1,392,638	1,419,547[5]	1,516,220

[3] ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement.
[4] TI has not historically included emissions from fluorinated heat transfer fluids (FHTFs) in its GHG inventory. In 2025, TI reviewed available methodologies and guidance for calculating FHTF emissions to align with the 2019 IPCC refinement, while continuing to meet regulatory requirements. TI estimates that in 2025, emissions from FHTFs were approximately 7% of the total 2025 Scope 1 and Scope 2 GHG emissions.
[5] TI initially overstated its Scope 2 (indirect, location-based) emissions. This was updated from 1.67 million $MTCO_2e$ to 1.42 million $MTCO_2e$ in September 2025.

Data

Emissions

Scope 3 GHG emissions by category ($MTCO_2e$)[6]

Scope 3 categories	2023	2024	2025
Category 1: Purchased goods and services	1,363,519	962,453	1,018,731
Category 2: Capital goods	900,027	785,061	618,154
Category 3: Fuel and energy-related activities	494,726	490,337	417,652
Category 4: Upstream transportation and distribution	215,558	56,049[7]	50,951
Category 5: Waste generated in operations	7,336	5,327	5,353
Category 6: Business travel	41,103	43,073	31,813
Category 7: Employee commuting	47,663	45,908	44,248
Category 8: Upstream leased assets	6,803	4,599	7,531
Category 9: Downstream transportation and distribution	27,228	15,195	23,985
Category 10: Processing of sold products	25,751	25,671	32,066
Category 11: Use of sold products	NI	NI	NI
Category 12: End-of-life treatment of sold products	NI	NI	NI
Category 13: Downstream leased assets	22,791	21,192	9,611
Category 14: Franchises	NR	NR	NR
Category 15: Investments	NR	NR	NR
Total Scope 3 emissions	**3,152,505**	**2,454,866**[7]	**2,260,095**

NI = Not included
NR = Not relevant

[6] ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement. For more information about the calculation of Scope 3 GHG emissions, see TI's Basis of Reporting: GHG Emissions Data.

[7] We discovered that 6,276 $MTCO_2e$ of warehouse-related emissions were inadvertently excluded from 2024 Category 4 emissions. This amount, as well as the 2024 total, have been updated accordingly.

Data

Energy

Energy use by type (MWh)[8]

Type	2021	2022	2023	2024	2025
Natural gas	414,254	606,393	592,267	598,308	629,587
Fuel oil (No. 6)	4,132	3,457	5,210	4,976	4,413
Diesel	16,905	9,481	5,268	4,570	11,637
Propane	35,646	39,457	41,013	48,821	48,567
Gasoline	723	654	131	384	135
Jet fuel (kerosene)	-	7,788	15,065	12,437	12,188
Total direct energy use	471,661	667,220	658,954	669,496	706,527
Electricity	2,698,718	3,063,940	3,217,399	3,357,576	3,569,256
District heating	15,285	15,595	15,304	14,971	15,632
On-site solar	-	-	531	522	480
Total indirect energy use	2,714,003	3,079,535	3,233,234	3,373,069	3,585,368
Total energy use	**3,185,664**	**3,746,755**	**3,892,188**	**4,042,565**	**4,291,895**

Energy savings (MWh)

Savings	2021	2022	2023	2024	2025
Total	53,165	54,582	79,454	68,831	106,215

Renewable energy (MWh)[8]

Type	2021	2022	2023	2024	2025
Total renewable electricity	507,528	526,322	619,894	839,272	1,845,316[9]
Renewable electricity as a percent of total electricity (% used)[10]	18.8%	17.2%	19.3%	25.0%	51.7%
Renewable electricity consumption by source[11]	**2021**	**2022**	**2023**	**2024**	**2025**
Solar (excluding on-site generation)	-	-	-	288,755	169,550
Wind	-	-	-	211,752	1,215,717
Other	-	-	-	338,765	460,049
Total	-	-	-	**839,272**	**1,845,316**

[8] ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement.
[9] In the U.S., TI procured 1,555 GWh of renewable electricity in the compliance year 2025, retiring 1,299 GWh of renewable energy certificates (RECs). The 256 GWh surplus will be carried forward and retired in 2026.
[10] We calculate the percentage of renewable electricity with this formula: (RECs retired + on-site solar generation) ÷ (grid electricity usage + on-site solar generation).
[11] TI began reporting consumption by source in 2024. We purchased renewable electricity through long-term agreements, local utility programs and renewable energy certificates. TI does not directly produce clean energy in the U.S.

Data

Water

Water use[12] by type (megaliters)

Type	2021	2022	2023	2024	2025
Municipal	18,132	20,516	20,327	20,818	22,710
Well	2,195	3,706	4,200	4,277	3,785
Reused	8,327	10,144	9,766	11,090	14,383
Total	**28,654**	**34,366**	**34,293**	**36,165**	**40,878**

Water savings (megaliters)

Savings	2021	2022	2023	2024	2025
Amount conserved	513	658	1,001	850	4,263[13]

Water reduction goal

% Reduction	2021	2022	2023	2024	2025
Goal	2.6%	3.4%	2.5%	2.8%	10.9%[13]
Result	2.8%	3.2%	4.1%	3.5%	16.0%

Wastewater discharges (megaliters)

By total and type	2021	2022	2023	2024	2025
Municipal sewer	15,708	17,600	18,925	18,018	19,871
Surface	1,022	1,211	1,514	1,740	1,628
Total	**16,732**	**18,800**	**20,439**	**19,758**	**21,499**

Categories	2021	2022	2023	2024	2025
Water withdrawal (megaliters)					
Surface[14]	0	0	0	0	0
Ground[14]	2,198	3,708	4,200	4,275	3,804
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third party	18,214	20,520	20,316	20,827	22,695
Fresh (≤1,000 mg/L total dissolved solids)[15]	20,412	20,520	20,316	20,827	22,695
Other (≤1,000 mg/L total dissolved solids)[15]	0	0	0	0	0
Total	**20,412**	**24,228**	**24,516**	**25,102**	**26,500**

[12] To 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. EPA methodologies.
[13] Conservation efforts were nearly four times higher than in prior years, driven by ambitious utility-reduction goals across manufacturing in support of TI's cost-leadership strategy. Global teams advanced larger-scale water-reduction and reuse projects, which also helped offset withdrawals.
[14] This 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.
[15] TI does not monitor total dissolved solids continuously at all sites.

Data

Water use (cont.)

Categories	2021	2022	2023	2024	2025
Water withdrawal, water-stressed regions (megaliters)					
Surface[15]	0	0	0	0	0
Ground[15]	27	30	2,797	197[16]	210[16]
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third party	2,490	2,741	4,289	4,453[17]	4,918[17]
Total	**2,518**	**2,771**	**7,086**	**4,650**	**5,128**
Water discharge (megaliters)					
Surface[15]	1,039	1,212	1,518	1,728	1,620
Ground[15]	0	0	0	0	0
Sea	0	0	0	0	0
Third party	15,711	17,613	18,927	18,006	19,858
Total	**16,750**	**18,824**	**20,445**	**19,734**	**21,478**
Water discharge, water-stressed areas (megaliters)					
Total	**2,132**	**2,097**	**6,008**	**4,062[18]**	**4,381[18]**
Water consumption (megaliters)					
Water consumption (total)[19]	3,662	5,403	4,071	5,368	5,022
Water consumption (water-stressed areas)	386	674	1,078	588	747

[16] In 2024 and 2025, groundwater withdrawals from water-stressed sites occurred in Baguio, Philippines.
[17] In 2024 and 2025, third-party water withdrawals from water-stressed areas occurred in Aguascalientes, Mexico; Tucson, Arizona; Chengdu, China; Bangalore, India; and Baguio and Clark, Philippines.
[18] In 2024 and 2025, discharges from water-stressed areas occurred in Aguascalientes, Mexico; Tucson, Arizona; Chengdu, China; and Baguio and Clark, Philippines.
[19] TI calculates consumption as water withdrawn minus water discharged.

Data

Materials and waste

Waste by composition (metric tons)

	2021	2022	2023	2024	2025
Hazardous waste					
Waste generated	14,142	12,201	12,899	12,628	12,549
Waste diverted from disposal	11,250	9,012	8,875	10,127[20]	11,388
Waste directed to disposal	2,892	3,189	4,024[20]	2,501[20]	1,161[21]
Nonhazardous waste[22]					
Waste generated	29,675	36,710	36,208	33,240	33,669
Waste diverted from disposal	28,025	35,299	32,384	30,121	31,201
Waste directed to disposal	1,650	2,128	3,849	3,119	2,468

Hazardous waste diverted from disposal, by recovery operations (metric tons)

	2021	2022	2023	2024	2025
Preparation for reuse					
On-site	4,000	1,015	1,064	1,393	979
Off-site	2,285	1,698	3,040	3,338	3,045
Total	6,285	2,713	4,104	4,731	4,024
Recycling					
On-site	0	0	0	0	0
Off-site	2,323	2,439	1,986	1,795	1,836
Total	2,323	2,439	1,986	1,795	1,836
Other					
On-site	0	0	0	0	0
Off-site	2,642	3,859	2,785	3,601	5,528
Total	2,642	3,859	2,785	3,601	5,528[21]
Waste prevented (landfill diversion)	**11,250**	**9,012**	**8,875**	**10,127**	**11,388**

[20] Some of TI's fabs increased the reuse of chemicals such as sulfuric acid on-site, as well as reduced output of waste streams like hydrofluoric acid. These efforts contributed to diverting more waste from disposal and increasing reuse.
[21] TI's fab in Richardson, Texas, now diverts its used solvent to be blended into fuel instead of disposing of it by incineration.
[22] Previously reported on-site and off-site "other waste categories" are now consolidated into the nonhazardous waste category to prevent double-counting.

Data

Nonhazardous waste diverted from disposal, by recovery operations (metric tons)

	2021	2022	2023	2024	2025
Preparation for reuse					
On-site	826	3,999	4,425	5,388[23]	5,646
Off-site	263	1,242	91	563	318
Total	1,089	5,241	4,516	5,951	5,964
Recycling					
On-site	0	0	0	0	0
Off-site	28,013	30,707	27,576	23,652	24,358
Total	28,013	30,707	27,576	23,652	24,358
Other					
On-site	0	0	0	0	0
Off-site	783	395	267	518	879
Total	783	395	267	518	879
Waste prevented (landfill diversion)	**29,884**	**36,344**	**32,359**	**30,121**	**31,201**

Hazardous waste directed to disposal, by disposal operations (metric tons)

	2021	2022	2023	2024	2025
Incineration (with energy recovery)					
On-site	0	0	0	0	0
Off-site	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**
Incineration (without energy recovery)					
On-site	0	0	0	0	0
Off-site	2,803	3,103	3,920	2,401	933
Total	**2,803**	**3,103**	**3,920**	**2,401**	**933**
Landfill (solid waste disposal)					
On-site	0	0	0	0	0
Off-site	89	87	104	100	228
Total	**89**	**87**	**104**	**100**	**228**
Other disposal operations					
On-site	0	0	0	0	0
Off-site	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**

[23] TI's fab in Richardson, Texas, began reclaiming oxide slurry through new processes, enabling on-site reuse instead of being diverted to landfills.

Data

Nonhazardous waste directed to disposal, by disposal operations (metric tons)

	2021	2022	2023	2024	2025
Incineration (with energy recovery)					
On-site	0	0	0	0	0
Off-site	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**
Incineration (without energy recovery)					
On-site	0	0	0	0	0
Off-site	102	178	122	116	158
Total	**102**	**178**	**122**	**116**	**158**
Landfill (solid waste disposal)					
On-site	0	0	0	0	0
Off-site	1,548	1,949	3,727	3,003	2,310
Total	**1,548**	**1,949**	**3,727**	**3,003**	**2,310**
Other disposal operations					
On-site	**0**	**0**	**0**	**0**	**0**
Off-site	**0**	**0**	**0**	**0**	**0**
Total	**0**	**0**	**0**	**0**	**0**

Data

Workplace

Workforce by region and gender	Female	Male	Overall
Americas	3,039	9,518	12,560
Asia	7,720	9,484	17,205
Europe, Middle East and Africa (EMEA)	400	1,447	1,847
Japan	136	981	1,117
Total	11,295	21,430	32,729

Global workforce roles by gender (%)	Technical	Managers	Overall
Female	19.1%	24.1%	34.5%
Male	80.9%	75.9%	65.5%

Employee voluntary turnover by region	%
Americas	8.8%
Asia	7.7%
Europe, Middle East and Africa (EMEA)	4.9%
Japan	5.1%
Total	7.9%

Tenure by service bands	%
<10 years	56.6%
10-20 years	21.8%
>20 years	21.6%

Training and development	Hours
Average hours per employee	59

Data

Workplace

Safety and health (cases per 100 employees)

Recordable case rate	2021	2022	2023	2024	2025
Goal	0.20	0.20	0.20	0.20	0.20
Result	0.24	0.26	0.25	0.19	0.17
Days away, restricted or job transfer rate (DART)	**2021**	**2022**	**2023**	**2024**	**2025**
Goal	0.08	0.08	0.08	0.08	0.08
Result	0.16	0.19	0.16	0.19	0.11

Employee and supplemental contractor safety and health data

Description	2021	2022	2023	2024	2025
Recordable cases (employees)	0.22 (63 cases)	0.26 (81 cases)	0.24 (76 cases)	0.18 (58 cases)	0.16 (53 cases)
Recordable cases (contractors)[24]	0.71 (11 cases)	0.38 (5 cases)	0.58 (5 cases)	0.43 (3 cases)	0.53 (3 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)[25]	0.007 (2 cases)	0.009 (3 cases)	0.016 (5 cases)	0.01 (4 cases)	0.003 (1 case)
High-consequence injuries (contractors)	0	0	0	0	0
Hours worked (employees)[26]	58,550,515	62,832,813	64,214,599	63,385,632	65,374,074
Hours worked (contractors)	3,092,457	2,652,204	1,734,856	1,411,746	1,135,990
Recordable cases from work-related illness (employees)	10	30	4	2	4
Recordable cases from work-related illness (contractors)	4	0	0	0	0

[24] Refers to supplemental contractors, who receive daily work instruction from TI managers.

[25] The 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. In 2023, we updated the number of injuries from 2019 through 2022.

[26] Hours reported are worldwide. TI employees do not include turnkey or supplemental contractors. In 2023, we updated the number of hours worked data from 2019 to 2022.

Data

Responsible business practices

Public policy

Political expenditures (USD)

Description	2021	2022	2023	2024	2025
Corporate contributions	$1,000	$2,000	$0[27]	$2,400	$0[27]
Political action committee	$96,500	$153,500	$79,500	$116,000	$50,000

Supply-chain management

Assessment goals (%)

Goals and results	2021	2022	2023	2024	2025
Production suppliers rated as low risk for all facilities on environmental and social responsibility self-assessment questionnaire evaluations	99%	98%	99%	97%[28]	98%

Responsible minerals

3TG[29] smelters potentially in the supply chain for TI's integrated circuits (%)

Description	2021	2022	2023	2024	2025
RMAP[30] conformant	99.6%	100%	100%	99%	99%
Under RMAP assessment	0.4%	0%	0%	1%	1%

[27] TI chose not to make any corporate contributions to local ballot initiatives during these years.
[28] The slight decrease is due to updated risk algorithms in the RBA Risk SAQ questionnaire.
[29] 3TG refers to tin, tantalum, tungsten and gold.
[30] 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 all of the materials it processed originated from conformant sources.

Global Reporting Initiative (GRI) content index

Statement of use Texas Instruments has reported the information cited in this GRI content index for the period Jan. 1, 2025, to Dec. 31, 2025, with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI 2: General disclosures

Indicator		Page	Response
2-1	Organizational details	3	Texas Instruments Incorporated (NASDAQ: TXN). 12500 TI Blvd., Dallas, TX 75243. See the company's most recent Annual Report on Form 10-K for information regarding TI's ownership structure and its primary countries of operation.
2-2	Entities included in the organization's sustainability reporting	3	See the Annual Report on Form 10-K, Part I, Item 1, pages 2-4 for TI's reportable segments (analog and embedded processing) and other business activities. TI's Corporate Citizenship Report covers relevant and material topics for all TI-owned entities and facilities included in financial statements.
2-3	Reporting period, frequency and contact point	4	TI produces its Corporate Citizenship Report annually based on the previous calendar year, which aligns with financial reporting. TI published its 2024 report in June 2025. For questions, email citizenshipfeedback@list.ti.com.
2-4	Restatements of information		TI includes restatements and any associated impacts in the footnotes of its 2025 Corporate Citizenship Report and in the appendix.
2-5	External assurance	74	ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement. ERM CVS provides a management report after its assurance process that TI leaders consider for implementation. Other nonfinancial data is not independently assured except for the TI Foundation's financial records, which Ernst & Young audits annually.
2-6	Activities, value chain and other business relationships	3, 27	TI is a publicly traded company in the semiconductor and education technology sectors. See the company's most recent Annual Report on Form 10-K Part I for a description of TI's markets, upstream and downstream activities, products and sales, and supply chain. Additionally, more information about TI's value chain and business relationships can be found on the Supply Chain Responsibility page in TI's 2025 Corporate Citizenship Report, as well as the Supplier webpage and Education Technology pages on TI.com. We spend about 85% of procurement dollars with 241 suppliers, of which 186 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 wafer manufacturing or product assembly and testing.
2-7	Employees	49	See the appendix of the 2025 Corporate Citizenship Report for employee data and calculation methodologies. In 2025, TI classified 35 employees as temporary (mostly student workers) and classified 229 as part time.
2-9	Governance structure and composition	23	See the Governance section in TI's 2025 Corporate Citizenship Report as well as the Governance page on TI.com, the company's most recent Annual Report on Form 10-K (Part III) and TI's Corporate Governance Guidelines for information on TI's governance structure, roles and responsibilities.
2-10	Nomination and selection of the highest governance body	23	See TI's Governance Guidelines, 2026 Proxy Statement and Investor Relations FAQs for information about TI's director nomination and selection process, diversity, training, board independence and role requirements.
2-11	Chair of the highest governance body	23	See the Board of Directors & Committees and Governance Guidelines for the roles and responsibilities of TI's chairman.
2-12	Role of highest governance body in overseeing the management of impacts	4, 23	See the Approach to Corporate Citizenship and Governance sections of TI's 2025 Corporate Citizenship Report for TI's governance oversight of ESG impacts.
2-13	Delegation of responsibility for managing impacts	4, 23	See the Board of Directors & Committees, Governance Guidelines and the Governance section of the 2025 Corporate Citizenship Report for delegation responsibilities.
2-14	Role of the highest governance body in sustainability reporting	4, 23	See the Approach to Corporate Citizenship and Governance sections of TI's 2025 Corporate Citizenship Report for information about reporting oversight.
2-15	Conflicts of interest	24	See the Governance Guidelines and 2025 Annual Report on Form 10-K for information about managing conflicts of interest.

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2-16	Communication of critical concerns	24	See the Governance Guidelines as well as the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report for how board members and employees can report concerns. We encourage TIers to raise questions or concerns about conduct and will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates is subject to disciplinary action, including termination.
2-17	Collective knowledge of the highest governance body		See the Governance Guidelines. TI's Governance and Stockholder Relations committee maintains the right balance of knowledge, experience, background and capability on key ESG matters.
2-18	Evaluation of the performance of the highest governance body		See the Governance Guidelines and page 17 of the 2026 Proxy Statement for TI's board evaluation process.
2-19	Remuneration policies		See the Governance Guidelines, pages 25-29 of the 2026 Proxy Statement and Recoupment of Executive Compensation Policy for TI's remuneration policies for directors and executive officers.
2-20	Process to determine remuneration		See pages 23-26 of the 2026 Proxy Statement, Executive Compensation Consultants Policy and Recoupment of Executive Compensation Policy for TI's remuneration policies for directors and executive officers.
2-21	Annual total compensation ratio		See page 48 of the 2026 Proxy Statement for compensation pay ratios.
2-22	Statement on sustainable development strategy	4	See the Letter from the CEO in TI's 2025 Corporate Citizenship Report for the company's commitment to citizenship and sustainability.
2-23	Policy commitments	9, 23-33	See Living our values – TI's ambitions, values and code of conduct, Supplier Code of Conduct, Anti-human Trafficking Statement, Responsible Minerals Sourcing Policy Statement, Environmental, Safety & Health (ESH) Policy, Governance Documents and the Governance section of TI's 2025 Corporate Citizenship Report for policies related to responsible business conduct.
2-24	Embedding policy commitments	23-24	See the Ethics and Compliance and Governance sections of TI's 2025 Corporate Citizenship Report, Supplier Code of Conduct, and Governance Documents for how TI embeds policy commitments.
2-25	Processes to remediate negative impacts	7, 20, 24, 27, 30-32	See the Environmental Sustainability, Ethics and Compliance, Labor and Human Rights, Safety and Health, Risk Management and Business Continuity, Information Protection and Supply-Chain Responsibility sections of TI's 2025 Corporate Citizenship Report to learn how TI identifies and remediates negative impacts. We investigate and work to resolve all inquiries and take appropriate remedial measures.
2-26	Mechanisms for seeking advice and concerns	24	See the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report for how employees can report concerns. 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	24	TI did not receive material fines or nonmonetary sanctions related to social, economic and environmental issues in 2025.
2-28	Membership associations	33	See industry associations for organizations where TI collaborates on various policy objectives. We are more active in some organizations than others, do not work on all association issues, and may not align on all positions. We also collaborate with other external groups and coalitions, such as the Responsible Business Alliance (RBA) and Semiconductor Industry Association, to advance our public policy priorities.
2-29	Approach to stakeholder engagement	17, 27	We regularly engage with stakeholders who directly influence or are interested in our operations (that is, employees, prospective employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, and retirees). On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. Our engagement strategies are tailored to meet each group's unique needs, and we take steps to foster effective communication, such as producing various materials in local languages and providing accessible channels. Internally, stakeholders can raise environmental questions or concerns through supervisors, ESH staff or the TI Ethics Office (with an option for anonymous reporting). Externally, we provide options to reach us at TI.com/contact, email (citizenshipfeedback@list.ti.com) and social media channels.
2-30	Collective bargaining agreements	30	We do not track the percentage of employees covered by collective bargaining agreements. Employees at our global operations have the freedom to associate and the right to collectively bargain as provided by local statutes.

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GRI 3: Material topics

Indicator		Page	Response
3-1	Process to determine material topics	4	TI engages in an annual comprehensive review process to identify relevant topics. This entails actively soliciting input from internal and external stakeholders, assessing geopolitical, social, labor and economic tensions as well as security, water, public health and climate change risks, evaluating financial and inflationary conditions, reviewing internal and third-party sustainability assessments and benchmarking against peers. We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report.
3-2	List of material topics	4	TI's relevant topics for this report include environmental impact (GHGs, energy and water consumption, and wastewater management), raw material consumption and disposal and chemical management, business continuity and risk management, supply chain responsibility (including labor and human rights and responsible minerals sourcing), ethics, public policy, and various areas relevant to our workplace. Additional important topics to TI and its stakeholders include giving and volunteering.
3-3	Management of material topics		See indicator 3-3 throughout this index. See relevant pages in TI's 2025 Corporate Citizenship Report for information about how TI manages each material topic.

GRI 102: Climate Change 2025

Indicator		Page	Response
3-3	Management of material topics	10	See the Climate and Energy section of TI's 2025 Corporate Citizenship Report, Climate Change Impact Analysis, and the most recent CDP response to learn more about how we manage GHGs. 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. EPA to comply with mandatory reporting requirements. The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride [SF_6], perfluorocarbons [PFCs] and hydrochlorofluorocarbons), as well as GHG emissions from combustion sources. We also report our GHG emissions to the Taiwan government and voluntarily report data to the World Semiconductor Council (as part of the U.S. industry report), the CDP and our annual Corporate Citizenship Report. For more information on TI's approach to GHG emissions boundaries, calculation methodologies and reporting, see the Basis of Reporting: GHG Emissions Data.
102-4	GHG emissions reduction targets and progress	8	See the Environmental Goals and Progress and the Climate and Energy sections of TI's 2025 Corporate Citizenship Report for progress against GHG reduction targets, which do not include biogenic CO_2 emissions. For more information on TI's approach to emissions calculation, see the Basis of Reporting: GHG Emissions Data.
102-5	Direct (Scope 1) GHG emissions	10, 41-43	See the Climate and Energy section and theappendix of TI's 2025 Corporate Citizenship Report for Scope 1 data by gas type. For more information on TI's approach to Scope 1 emissions boundaries, calculation methodologies and reporting, see the Basis of Reporting: GHG Emissions Data. In 2025, we made no significant changes that triggered base-year emissions recalculations.
102-6	Indirect (Scope 2) GHG emissions	10, 41-43	See the Climate and Energy section and the appendix of TI's 2025 Corporate Citizenship Report for Scope 2 market- and location-based data by gas type. In 2025, we made no significant changes that triggered base-year emissions recalculations. For more information on TI's approach to Scope 2 emissions boundaries, calculation methodologies and reporting, see the Basis of Reporting: GHG Emissions Data.
102-7	Scope 3 GHG emissions	11, 42	See the Climate and Energy section and the appendix of TI's 2025 Corporate Citizenship Report for Scope 3 emissions data by Category. For more information on TI's approach to Scope 3 emissions boundaries, calculation methodologies and reporting, see TI's Basis of Reporting: GHG Emissions Data. In 2025, we made no significant changes that triggered base-year emissions recalculations.
102-8	GHG emissions intensity		TI's normalized GHG market-based emissions intensity ratio in 2025 was 0.16. The ratio equals the emissions intensity in 2025 divided by the emissions intensity in 2005. We calculate intensity as the sum of Scope 1 and Scope 2 emissions divided by the number of chips produced within TI.
102-10	Carbon credits		Not applicable. TI does not rely on carbon credits to meet its GHG reduction goals.

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GRI 103: Energy 2025

Indicator		Page	Response
3-3	Management	10	Energy consumption is fundamental to semiconductor manufacturing and a key contributor to TI's environmental footprint. While our operations require significant electricity, we are focused on improving efficiency, increasing renewable sourcing and reducing emissions intensity. At the same time, our products contribute to broader electrification and energy efficiency across the global economy. We continue to assess and manage both the risks and opportunities associated with energy consumption to support long-term environmental stewardship, economic resilience and respect for human rights. See the Climate and Energy section of TI's 2025 Corporate Citizenship Report for more information.
103-1	Energy policies and commitments	10, 43	Our long-standing commitment to responsible, sustainable manufacturing extends to everything we do – from materials sourcing to manufacturing to product distribution. We remain committed to our long-term environmental sustainability programs and take practical steps to minimize electricity use. TI has set near-term science-based targets covering all GHG emission Scopes starting in 2026.
103-2	Energy consumption and self-generation within the organization	10, 41-43	See the Climate and Energy section and appendix of TI's 2025 Corporate Citizenship Report for energy data from renewable and non-renewable sources.
103-3	Upstream and downstream energy consumption		See the Climate and Energy section and appendix of TI's 2025 Corporate Citizenship Report for significant energy consumption data in the company's upstream and downstream value chain by Category. For more information on TI's approach to Scope 3 emissions boundaries, calculation methodologies and reporting, see TI's Basis of Reporting: GHG Emissions Data.
103-4	Energy intensity		TI's 2025 energy intensity ratio was 0.29. When calculating energy intensity, we divide the total energy consumption by the number of 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.
103-5	Reduction in energy consumption	43	See the appendix of TI's 2025 Corporate Citizenship Report for energy reduction data.

GRI 201: Economic performance

Indicator		Page	Response
3-3	Management of material topics	3	See TI's 2026 Proxy Statement and its Annual Report on Form 10-K for information about how the company facilitates economic growth and manages financial performance.
201-1	Direct economic value generated and distributed	35-37, 39-40	See TI's 2026 Proxy Statement and the Annual Report on Form 10-K for economic value generated and distributed. See the Giving and Volunteering section and the appendix of TI's 2025 Corporate Citizenship Report for philanthropic contributions.
201-2	Financial implications and other risks and opportunities due to climate change		TI evaluates risks related to the changing environment, such as severe weather, water availability, flooding and other threats. Each site and region evaluate 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. 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. See the Annual Report on Form 10-K and the latest CDP response for additional information.
201-3	Defined benefit plan obligations and other retirement plans		TI has various employee retirement plans, including defined contribution, defined benefit and retiree health care benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. See the Annual Report on Form 10-K, Part II, Item 8, Note 7, pages 40-48: Postretirement Benefit Plans. For all U.S. employees who 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% for employees who continue to accrue a benefit in our pension plan. For qualifying employees, we offer deferred compensation arrangements. 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.
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 the Annual Report on Form 10-K for details about government incentives, awards, grants, royalties, tax relief and other financial incentives.

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GRI 202: Market presence

Indicator		Page	Response
3-3	Management of material topics	17, 19	See the Compensation and Benefits and Recruitment sections of TI's 2025 Corporate Citizenship Report, and GRI 401: Employment and GRI 406: Anti-Discrimination for additional information.
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage		TI does not maintain a standard entry-level wage for every country. TI has processes designed to ensure that TI pays at least the locally applicable minimum wage in locations where 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 community		TI recruits senior management from across the 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		Page	Response
3-3	Management of material topics	27-29	See the Supply-Chain Responsibility and Responsible Minerals Sourcing sections of TI's 2025 Corporate Citizenship Report and TI's Supplier portal to learn about how TI manages its supply chain. TI is expanding fabrication sites in the U.S. to gain greater control of its supply chain. We source materials, parts and supplies from a diverse set of suppliers globally. Those essential to our business are generally available and we believe that they will be available in the foreseeable future.
204-1	Proportion of spending on local suppliers		TI does not currently report global supplier spending by individual markets.

GRI 205: Anti-corruption

Indicator		Page	Response
3-3	Management of material topics	24	See the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct for how we prevent 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	24	TI's anti-corruption compliance program assesses worldwide operations and suppliers for corruption risks. While TI operates in countries that are considered at higher risk for corruption, the semiconductor industry experiences relatively low risk compared to other industries that require considerable interaction with government officials. We have policies in place and deliver focused training for certain high-risk countries and functions to mitigate these risks.
205-2	Communication and training about anti-corruption policies and procedures	24	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 advance continuous compliance improvement. The Code of Ethics for TI CEO and Senior Finance Officers outlines the expectations of executives.
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.

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GRI 206: Anti-competitive behavior

Indicator		Page	Response
3-3	Management of material topics	24	See the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct to learn about the company's management approach to anti-competitive behavior.
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices		See the Annual Report on Form 10-K page 17 for material legal proceedings involving TI.

GRI 207: Tax

Indicator		Page	Response
3-3	Management of material topics		See TI's Global Tax Policy.
207-1	Approach to tax		See TI's Global Tax Policy.
207-2	Tax governance, control and risk management		See TI's Global Tax Policy.
207-3	Stakeholder engagement and management of concerns related to tax		See TI's Global Tax Policy. We support local, national and international tax policies that recognize the semiconductor industry as global, capital-intensive and R&D-focused. Worldwide, we seek to ensure that our tax policies are competitive, predictable and transparent.
207-4	Country-by-country reporting		We report tax obligations in accordance with country-specific requirements.

GRI 300: Environmental management

Indicator		Page	Response
3-3	Management of material topics	9, 20	See the Environmental Management and Health and Safety sections of TI's 2025 Corporate Citizenship Report for more information about how TI manages ESH risks. **Policies** We require employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to our ESH Policy and Principles. It is available in multiple languages: traditional Chinese, simplified Chinese, Japanese, Malay, Spanish, German and Korean. Living our values – TI's ambitions, values and code of conduct also contains environmental management expectations. **Community assessments** We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments.

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GRI 303: Water

Indicator		Page	Response
3-3	Management of material topics	9, 12	See the Water and Environmental Management of TI's 2025 Corporate Citizenship Report and our most recent CDP response to learn more about water management. TI's ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we: • Visually inspect our on-site wastewater treatment plants regularly to ensure that 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. 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. Water sources Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water: • 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.
303-1	Interactions with water as a shared resource	12	No water impacts are directly attributable to discharges and runoff at any TI site. We have processes and standards in place to comply with discharge limits, and ensure that sites follow good housekeeping practices while actively collaborating to continuously improve and minimize exposure to water pathways. See the Water section of TI's 2025 Corporate Citizenship Report and TI's most recent CDP response for how TI interacts with water and collaborates with stakeholders regarding this shared resource.
303-2	Management of water discharge-related impacts	12	Our internal water management standard includes guidelines that support 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. See the Water section of TI's 2025 Corporate Citizenship Report and the most recent CDP 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.
303-3	Water withdrawal	44-45	See the appendix of TI's 2025 Corporate Citizenship Report for water withdrawal data. Municipal sources and groundwater supply our water. We calculate withdrawal from sites TI fully controls larger than 50,000 square feet.
303-4	Water discharge	44-45	Federal, state or local regulators create wastewater permits that define and determine priority substances that must meet discharge limits. We treat water in on-site treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See the appendix of TI's 2025 Corporate Citizenship Report for water discharge data.
303-5	Water consumption	12, 44	See the Water section and the appendix of TI's 2025 Corporate Citizenship Report for water 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.

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GRI 306: Waste

Indicator		Page	Response
3-3	Management of material topics	9, 13	See the Waste and Material Management and Environmental Management sections of TI's 2025 Corporate Citizenship Report to learn more about waste management.
306-1	Waste generation and significant waste-related impacts	13, 46-48	See the Waste and Material Management section and the appendix of TI's 2025 Corporate Citizenship Report for information and data on waste-stream activities.
306-2	Management of significant waste-related impacts	13	See the Waste and Material Management section of TI's 2025 Corporate Citizenship Report for information on our waste diversion goal and activities. We 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	46-48	See the appendix of TI's 2025 Corporate Citizenship Report for waste-related data.
306-4	Waste diverted from disposal	46-48	See the appendix of TI's 2025 Corporate Citizenship Report for waste-related data.
306-5	Waste directed to disposal	46-48	See the appendix of TI's 2025 Corporate Citizenship Report for waste-related data.

GRI 308: Supplier environmental assessment

Indicator		Page	Response
3-3	Management of material topics	9	See the Environmental Management section of TI's 2025 Corporate Citizenship Report, Supplier Code of Conduct, and ESH Handbook for Suppliers for TI's approach to supply-chain environmental management.
308-1	Percentage of new suppliers that were screened using environmental criteria		We screen 100% of new suppliers using environmental criteria if they are considered critical or provide on-site services to our factories.
308-2	Negative environmental impacts in the supply chain and actions taken		TI works with thousands of suppliers worldwide and communicates expectations for responsible environmental performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the Supplier Code of Conduct. We received assessments from 193 suppliers in 2025, including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions around training, policy and processes, but none were related to environmental impacts. As a result, we did not terminate any relationship.

GRI 400: Workplace management

Indicator		Page	Response
3-3	Management of material topics	15	See the Workplace section of TI's 2025 Corporate Citizenship Report to learn more about how we manage workplace issues. Grievance channels We offer several channels through which TIers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, human resources representative or anonymously through the TI Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.

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GRI 401: Employment

Indicator		Page	Response
3-3	Management of material topics	15	See the Workplace section of TI's 2025 Corporate Citizenship Report, Workplace Management in this index and TI's Equal Employment Opportunity Policy for how TI manages employment matters. We regularly monitor our employment processes and focus on reducing bias within them.
401-1	New employee hires and employee turnover		We aim to ensure that our recruiting efforts and workforce reflect the available talent pool. TI hired 6,115 employees (including exempt, nonexempt and interns) in 2025. 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 roles. We use data analytics to track turnover by region to tailor programs for improvement. In 2025, voluntary turnover was 7.9%, up from 7.7% in 2024.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	19	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, retirement, leaves, employee stock purchase plan, and income protection benefits such as life insurance and disability. Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.
401-3	Parental leave	19	TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In the U.S., new birth parents are eligible for 12 weeks of paid time off. All other new parents are entitled to four weeks of fully paid parental leave, regardless of gender, sexual orientation or family structure. In 2025, 378 U.S. employees used parental leave. For our employees outside of the U.S., we offer varying programs according to local market practices and regulations.

GRI 402: Labor and management relations

Indicator		Page	Response
3-3	Management of material topics	15, 59	See the Workplace section of TI's 2025 Corporate Citizenship Report and Workplace Management in this index for 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 and more inclusive and ensure that we operate in accordance with TI values.
402-1	Minimum notice periods regarding operational changes		TI has processes in place to support compliance 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 at least 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.

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GRI 403: Occupational health and safety

Indicator		Page	Response
3-3	Management of material topics	9, 20-21	See the Safety and Health and Environmental Management sections of TI's 2025 Corporate Citizenship Report to learn more about our management approach. Our management responsibilities include having: • 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 and 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 complete applicable training and keeping their work environments safe. Policies • TI's Threat-Free Work Environment Policy describes our expectations. • TI's Supplier Code of Conduct requires that suppliers ensure their working conditions are safe and workers complete applicable training. • TI's ESH Handbook for Suppliers summarizes standards, policies, guidelines and general practices.
403-1	Occupational health and safety management system	20-21	TI implemented a formal health and safety management system long before regulations required it. While legal obligations differ across jurisdictions, our system is voluntarily certified to the ISO 45001:2018 standard, reflecting its rigor and effectiveness. It: • Integrates interrelated elements to establish our ESH policy, principles, and objectives. • Actively reduces occupational injuries and diseases while promoting physical and mental well-being for employees, contractors, customers, and visitors. • Tracks performance, identifies risks and weaknesses, and addresses potential hazards. • Ensures high-quality safety and occupational health services for workers. All employees and supplemental contractors at TI's manufacturing and assembly and test sites are required to adhere to these management system requirements, ensuring consistent safety practices across our global operations. Personnel not directly managed by TI must adhere to our ESH policies, their companies' ESH management procedures and local regulations. In addition, all TI sites follow a stringent internal safety standard that provides clear guidelines for maintaining safe work environments. It also helps mitigate risks in regions with less robust regulatory frameworks.
403-2	Hazard identification, risk assessment and incident investigation	20-21	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. All workers are responsible for and receive periodic training and communications on reporting 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. See the Safety and Health section of TI's 2025 Corporate Citizenship Report to learn more about our assessment process.

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Indicator	Page	Response
403-3 Occupational health services	20-21	All TI sites: • Use an industrial hygiene program to identify, evaluate and control potential workplace hazards. • Collect employee health data to design custom health-improvement programs. • Manage all personal health-related information as confidential according to all legal requirements and our confidentiality classification expectations. TI ensures the quality of occupational health services through: • On-site and/or near-site clinics staffed by medical practitioners who hold recognized qualifications. • Its worldwide medical director, who reviews statements of work for medical providers and conducts on-site reviews as needed. • Medical surveillance oversight and monitoring of occupational health examinations.
403-4 Worker participation, consultation and communication on occupational health and safety		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.
403-5 Worker training on occupational health and safety	20-21	To reinforce TI's commitment to employee safety, we: • Train employees to prioritize safety, speak up about potential hazards, 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. 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.
403-6 Promotion of worker health	20-21	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. In the U.S., our Well-Being Steering committee increases awareness of TI's wellness benefits and programs. U.S. employees also can access on-demand stretching breaks and fitness classes, and a preventive provider who works with musculoskeletal discomfort. See the Safety and Health and Compensation and Benefits sections of TI's 2025 Corporate Citizenship Report to learn more about how we promote worker health.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		See the Supplier Code of Conduct for supplier health and safety expectations. See our response to GRI 403-1 and GRI 403-3 in this index for 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.)
403-9 Work-related injuries	51	See the appendix of TI's 2025 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), falls, slips, trips, and loss of balance.
403-10 Work-related ill health	51	See the appendix of TI's 2025 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.

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GRI 404: Training and education

Indicator		Page	Response
3-3	Management of material topics	18	See the Talent Development section of TI's 2025 Corporate Citizenship Report and Workplace Management in this index to learn more about how TI manages employee development. To strengthen development programs, we: • 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. TI's needs and regulatory requirements determine competency requirements specific to job functions.
404-1	Average hours of training per year per employee		Employees globally received, on average, 59 hours of training in 2025.
404-2	Programs for upgrading employee skills and transition assistance programs	18	See the Talent Development section of TI's 2025 Corporate Citizenship Report for various development opportunities offered to employees throughout their careers. 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.
404-3	Percentage of employees receiving regular performance and career development reviews	18	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. 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.

GRI 405: Diversity and equal opportunity

Indicator		Page	Response
3-3	Management of material topics	17	See the Workplace section of TI's 2025 Corporate Citizenship Report and Workplace Management in this index to learn more about our management approach. We also benchmark our strategy and programs against our peers, and monitor reported concerns or grievances.
405-1	Diversity of governance body and employees	23, 49	See the Governance section of TI's 2025 Corporate Citizenship Report for board diversity data and the appendix for workforce data. Globally, women held 19.1% of technical positions, 24.1% of manager roles and represented 34.5% of the overall workforce in 2025. Globally, men held 80.9% of technical positions, 75.9% of manager roles and represented 65.5% of the overall workforce in 2025.
405-2	Ratio of basic salary and remuneration of women to men	19	We have a long-standing practice of paying 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 that we achieve them. Globally, after accounting for job type, job level, and country, women made $1.013 for every $1.000 men earned in 2025.

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GRI 406: Non-discrimination

Indicator		Page	Response
3-3	Management of material topics	59	See Workplace Management in this index, Living our values – TI's ambitions, values and code of conduct, and our Equal Employment Opportunity Policy to learn about nondiscrimination standards. We: • Take measures to ensure that recruiting efforts and employment decisions are based on skills required and not any protected characteristic. • Ensure participation in diversity and inclusion initiatives are voluntary and open to all employees. • Monitor concerns or grievances reported. • Benchmark programs and strategies against our peers.
406-1	Incidents of discrimination and 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 such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

GRI 407: Freedom of association and collective bargaining

Indicator		Page	Response
3-3	Management of material topics	30, 59	See Workplace Management in this index and the Labor and Human Rights section of TI's 2025 Corporate Citizenship Report for information about how TI manages freedom of association and collective bargaining.
407-1	Operations and suppliers in which the freedom of association and collective bargaining may be at risk	30	Employees have the freedom to associate, the right to collective bargaining or both, as provided by local statute. We regularly conduct global employee surveys and virtual and in-person roundtable discussions to understand site-specific work environments better. Further, our Supplier Code of Conduct sets the same expectations of our suppliers and their suppliers to commit to the same principles, uphold human rights and ethical practices, and provide a safe work environment.

GRI 408: Child labor

Indicator		Page	Response
3-3	Management of material topics	27-30	TI forbids the use of child labor in any area of its business. The Supplier Code of Conduct and Anti-human Trafficking Statement also forbid child labor in any stage of manufacturing. See the Labor and Human Rights and Supply-Chain Responsibility sections of TI's 2025 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, and membership in organizations such as the RBA as reference points for our approach to managing human rights issues. **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. **Policies and practices** TI has: • Nondiscrimination, workplace safety, anti-human trafficking, working hours, minimum wage, 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 employee, supplier and contractor 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 child labor		TI's Ethics Office is responsible for investigating all child labor allegations at its sites as well as its suppliers, and for taking corrective actions if needed. It did not identify child labor concerns at TI operations in 2025. We also received assessments from 193 suppliers in 2025, including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions in training, policy and processes, but none were related to child labor. As a result, we did not terminate any relationship.

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GRI 409: Forced and compulsory labor

Indicator		Page	Response
3-3	Management of material topics	27-30	TI forbids forced or compulsory labor in any area of its business. 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 forced or compulsory labor		TI's Ethics Office is responsible for investigating all forced or compulsory labor allegations at its sites as well as its suppliers, and for taking corrective actions if needed. It did not identify any forced labor concerns at TI operations in 2025. We also received assessments from 193 suppliers in 2025 including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions in training, policy and processes, but none were related to forced labor. As a result, we did not terminate any relationship.

GRI 410: Security practices

Indicator		Page	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 and 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		Page	Response
3-3	Management of material topics	9, 13, 14, 16, 18-20, 22-24, 27, 36, 38-40	TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteering. 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. TI has stringent standards, policies and processes to ensure that our local operations are safe, 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.
413-1	Operations with local community engagement, impact assessments and development programs	9, 20, 36, 38-40	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 assess the extent of qualified workers available to hire. We maintain these relationships and discussions and monitor our collective needs. 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 are currently in industrial areas and do not negatively impact biodiversity or vulnerable populations directly. Additionally, we engage with community leaders and nonprofits that align with our giving priorities so that we may support them through corporate, TI Foundation, employee and retiree donations, disaster relief funding, or volunteering. 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.
413-2	Operations with significant potential or actual negative impacts		None of TI's sites experienced negative community impacts in 2025.

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GRI 414: Supplier social assessment

Indicator		Page	Response
3-3	Management of material topics	27-28	See the Supply-Chain Responsibility section of TI's 2025 Corporate Citizenship Report, Anti-human Trafficking Statement, and the Supplier portal for how we manage suppliers' social risks.
414-1	Percentage of new suppliers that were screened using social criteria		We screen 100% of new suppliers using social criteria if they are considered critical or provide on-site services to our factories.
414-2	Negative social impacts in the supply chain and actions taken		TI works with thousands of suppliers worldwide and communicates expectations for responsible social performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the Supplier Code of Conduct. We also received assessments from 193 suppliers in 2025, including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions in training, policy and processes, and none were related to social impacts.

GRI 415: Public policy

Indicator		Page	Response
3-3	Management of material topics	33	TI advocates for government policies that help us attract talent, drive innovation, and promote competitiveness. We conduct public policy activities transparently, ethically and in compliance with relevant laws, and disclose our membership in industry associations and all political expenditures. We openly describe the role of TI's political action committee. 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 reviews these actions annually to confirm their consistency with company policies. Across the globe, we engage with policymakers, government authorities, and industry organizations to discuss and identify solutions to shared challenges. If any concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. See the Public Policy section of TI's 2025 Corporate Citizenship Report and TI's Public Policy website for more information.
415-1	Political contributions	33	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		Page	Response
3-3	Management of material topics	25	TI meets regulatory and customer requirements for material content contained in its labels and packing materials. Information about how we manage restricted chemicals and product labeling is on TI.com.
417-1	Requirements for products or service information and labeling	25	We aim 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: • Use TI standard labels and create semi-custom labels if customers require them. • Share information about 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. Our Restricted Chemicals and Materials program requires that material suppliers and external manufacturers provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.

GRI content index

417-2	Incidents of non-compliance concerning production 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 2025, TI had zero noncompliance incidents with regulated and voluntary codes.
417-3	Incidents of non-compliance concerning marketing communications		TI had zero incidents of noncompliance related to product marketing communications in 2025.

GRI 418: Customer privacy

Indicator		Page	Additional response
3-3	Management of material topics	32	See the Annual Report on Form 10-K, page 14, for information about cybersecurity risk management, and the Information Protection section of TI's 2025 Corporate Citizenship Report to learn more about privacy and data security. 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 about threats, best practices and trends. Assessment We 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 and address any identified deficiencies. Grievance channels If employees identify potential threats or have questions or concerns about IT security, we have internal channels to assist them. Customers and suppliers can contact us directly through their account managers and other channels.
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		Page	Additional response
3-3	Management of material topics	31	See the Annual Report on Form 10-K and the Risk Management and Business Continuity section of TI's 2025 Corporate Citizenship Report to learn more about TI's enterprise risk management strategy. TI is a member of the BCP Conference Board, a consortium of business stakeholders who discuss and share best practices on ways to anticipate, mitigate and avoid risks.

Sustainability Accounting Standards Board (SASB)

Semiconductors Sustainability Accounting Standard

TI uses the Sustainability Accounting Standards Board (SASB) Standards on topics deemed significant to semiconductor companies. This index includes information that may not be material to TI, but may be considered important to TI and our stakeholders.

Subtopic	Indicator	Description	Response
Greenhouse gas emissions	TC-SC-110a.1	Gross global Scope 1 greenhouse gas (GHG) emissions and the amount of total emissions from perfluorinated compounds.	See the Climate and Energy section and appendix of TI's 2025 Corporate Citizenship Report and the most recent CDP response for Scope 1 emissions data by type.
Strategy for managing Scope 1 emissions	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 the Environmental Goals and Progress and Climate and Energy sections of TI's 2025 Corporate Citizenship Report and the most recent CDP response for information on the Scope 1 emissions management strategy. TI has set near-term science-based targets validated by the Science Based Targets initiative and is investing in the projects and mitigation measures needed to reduce Scope 1 and 2 emissions 42% by 2030, from a 2023 base year. At this time, none of our emissions reduction strategies, plans or targets are related to, or associated with, emissions-limiting programs or regulations. We must report U.S. GHG emissions to the U.S. EPA and Taiwan government to comply with mandatory reporting requirements.
Energy management in manufacturing	TC-SC-130a.1	Total energy consumed, percentage grid electricity and percentage renewable energy.	In 2025, TI consumed 15,443,557 gigajoules of energy, of which 83% was sourced from the electrical grid. Of that electricity, approximately 51.7% was attributed to renewable sources. TI achieved its goal of using 100% renewable energy in its advanced 300mm wafer manufacturing operations. See the Climate and Energy section and appendix of TI's 2025 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.	For water data and regions experiencing stress, see the Water section and appendix of TI's 2025 Corporate Citizenship Report.
Waste management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled.	TI generated 12,549 metrics tons of hazardous waste in 2025. Of this, 1,836 metric tons (15%), were recycled. See the Waste and Material Management section as well as the appendix of TI's 2025 Corporate Citizenship Report for additional waste-related data. TI uses the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and its disposal framework for waste definitions.
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 2025 Corporate Citizenship Report and GRI 403: Occupational Health and Safety section of the GRI index for risk-reduction strategies.
	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 2025.
Recruiting and managing a global and skilled workforce	TC-SC-330a.1	Percentage of employees that require a work visa.	TI does not disclose this information. We follow all applicable laws relating to hiring, employment and reporting, and our worldwide employment policies and procedures ensure overall compliance with these obligations.
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 Sourcing section of TI's 2025 Corporate Citizenship Report, TI's Responsible Minerals Sourcing Policy Statement, and Form SD for more information about material sourcing.
Intellectual property protection	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	TI was not subject to any monetary losses from legal proceedings associated with anticompetitive behavior regulations in 2025.

IFRS® Sustainability Disclosure Standards

S2: Climate-related Disclosures

This report partially applies the IFRS Sustainability Disclosure Standards S2 issued by the International Sustainability Standards Board (ISSB) to improve and increase reporting of climate-related financial information until such time sufficient sustainability data becomes available. This disclosure integrates the company's prior Task Force on Climate-related Financial Disclosures (TCFD), and may include information that is not material to TI but may be considered important to TI and its stakeholders.

Governance

Indicator	Description	Response
IFRS S2-6(a)	Climate-related governance structure	The board of directors has oversight responsibility for climate-related risks. See the Governance section of TI's 2025 Corporate Citizenship Report and the most recent CDP response for more information about climate-related oversight.
	Climate-related governance mandates and roles	See the Governance section of TI's 2025 Corporate Citizenship Report and the most recent CDP response for information about climate-related governance roles and policies.
	Climate-related skills and competencies	See TI's most recent CDP response for information about climate-related skills and competencies.
	Climate-related communication process	Processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities are discussed in the Governance and Climate and Energy sections of TI's 2025 Corporate Citizenship Report, along with the Climate Change Impact Analysis and the most recent CDP response.
	Governance oversight of climate risks, opportunities, and trade-offs	See TI's most recent CDP response and Annual Report on Form 10-K for information about oversight of risks and opportunities.
	Oversight of climate-related targets	See the Commitment to Corporate Citizenship section of TI's 2025 Corporate Citizenship Report as well as the company's most recent CDP response for information about oversight of climate-related targets.
IFRS S2-6(b)	Management's role in climate-related oversight	See the most recent CDP response for information about management's role in climate-related oversight.

Strategy

Indicator	Description	Additional response
IFRS S2-9(a)	Climate-related risks that could reasonably affect business prospects	See TI's most recent Annual Report on Form 10-K for a discussion of risk factors related to our business and industry.
IFRS S2-9(b)	Current and anticipated climate-related risks and opportunities on business model and value chain	See the Climate Change Impact Analysis as well as the company's most recent Annual Report on Form 10-K and CDP response for information about current and anticipated climate-related impacts.
IFRS S2-9(c)	Information about climate-related transition plan	See TI's Climate Change Impact Analysis and the Climate and Energy section of TI's 2025 Corporate Citizenship Report for more information on actions that TI is taking to strengthen climate resiliency.
IFRS S2-9(d)	Impact of climate-related risks and opportunities on financial position	TI did not explicitly quantify the financial impacts of climate-related risks and opportunities in 2025. See the company's most recent Annual Report on Form 10-K for the results of our operations.
IFRS S2-9(e)	Resilience of climate strategy	See TI's Climate Change Impact Analysis and the Climate and Energy section of TI's 2025 Corporate Citizenship Report for more information on actions that TI is taking to strengthen climate resiliency.

IFRS® Sustainability Disclosure Standards

S2: Climate-related Disclosures

Climate-related risks and opportunities

Indicator	Description	Additional response
IFRS S2-10(a)	Climate-related opportunities that could reasonably affect business prospects	Semiconductors enable energy efficiency, optimize battery management and charging systems, advance powertrains, and support solar photovoltaics and energy storage. See TI's Climate Change Impact Analysis and most recent CDP response for information about climate-related opportunities.
IFRS S2-10(b)	Climate-related physical and transition risks	See TI's Climate Change Impact Analysis as well as the most recent CDP response for information about physical and transition climate risks.
IFRS S2-10(c)	Timeframe of climate-related impacts	See TI's Climate Change Impact Analysis as well as the most recent CDP response for more information about the timeframe of various climate-related impacts.
IFRS S2-10(d)	Definition of time horizons for strategic decision-making	See TI's Climate Change Impact Analysis as well as the most recent CDP response for timeframe definitions.

Business model and value chain

Indicator	Description	Additional response
IFRS S2-13(a)	Capacity to adapt to climate-related impacts on business and value chain	See TI's Climate Change Impact Analysis as well as the most recent Annual Report on Form 10-K for discussion of climate-related risks and opportunities.
IFRS S2-13(b)	Location of climate-related impacts	See the company's Climate Change Impact Analysis for information about where climate-related risks and opportunities are concentrated.

Strategy and decision making

Indicator	Description	Additional response
IFRS S2-14(a)	Strategic response to climate risks and opportunities	See TI's Climate Change Impact Analysis as well as the most recent Annual Report on Form 10-K and CDP response for current and anticipated direct and indirect mitigation and adaptation efforts and discussion on our response to climate-related risks and opportunities. At this time, TI anticipates no material changes to its business model based on climate risks and opportunities.
IFRS S2-14(b)	How the company will resource climate action	TI invests to strengthen its long-term resilience against climate and environmental risks. Each year, we allocate capital to energy-efficiency and GHG-emissions-reduction projects, prioritizing them based on environmental impact, operational needs, cost, and return on investment. Senior management reviews these projects quarterly. Recent investments include installing new factory equipment with state-of-the-art emissions reduction technology, retrofitting existing factory equipment with advanced abatement technology, using alternative gases and increasing the use of renewable electricity. See TI's Climate Change Impact Analysis as well as the company's most recent Annual Report on Form 10-K for additional information.
IFRS S2-14(c)	Progress of climate transition plans	See TI's Climate Change Impact Analysis and the Climate and Energy section of TI's 2025 Corporate Citizenship Report for more information on TI's progress.

IFRS® Sustainability Disclosure Standards

S2: Climate-related Disclosures

Financial position, financial performance and cash flows

Indicator	Description	Additional response
IFRS S2-15(a)	Climate-related effects on financial performance	TI did not explicitly quantify the financial impacts of climate-related risks and opportunities in 2025. See the company's most recent Annual Report on Form 10-K for information on how the results of our operations could be affected by sustainability-related risks and opportunities.
IFRS S2-15(b)	Forecasted financial effects	TI did not explicitly forecast the financial impacts of climate-related risks and opportunities. See the company's most recent Annual Report on Form 10-K for information on how the results of our operations could be affected by climate-related risks and opportunities.
IFRS S2-16(b)	Description of material financial adjustments	TI made no material financial adjustments in 2025 due to climate-related risks and opportunities.
IFRS S2-16(c)	Projected financial impact of climate-related investments	TI did not explicitly quantify the projected financial impacts of climate-related investments in 2025.
IFRS S2-16(d)	Expected financial performance shifts from climate-related strategy	TI did not explicitly quantify the financial impacts of its climate-related strategies in 2025. See the company's most recent Annual Report on Form 10-K for information on how results could be affected by sustainability-related risks and opportunities.

Climate resilience

Indicator	Description	Additional response
IFRS S2-22	Resiliency of climate-related strategy	TI assesses climate resilience by evaluating key uncertainties impacting operations, supply chains, and sustainability strategies. These include evolving regulations, extreme weather risks, renewable electricity availability, supply chain disruptions, and shifts in technology and market demand. See the company's Climate Change Impact Analysis for more information about TI's assessment approach, inputs, and key assumptions to its climate strategy.

Risk management

Indicator	Description	Additional response
IFRS S2-25(a)	Climate-related risk assessment policies and processes	See the company's Climate Change Impact Analysis as well as the most recent CDP response for information on our climate-related processes.
IFRS S2-25(b)	Assessing climate-related opportunities	See the company's Climate Change Impact Analysis as well as the most recent CDP response for discussion of TI's approach to identify, assess, prioritize and monitor climate-related opportunities related to our business and industry.
IFRS S2-25(c)	Integration of climate considerations into enterprise risk management	See the company's Climate Change Impact Analysis, Risk Management and Business Continuity sections of TI's 2025 Corporate Citizenship Report as well as the most recent Annual Report on Form 10-K for information about TI's approach to enterprise risk management.

IFRS® Sustainability Disclosure Standards

S2: Climate-related Disclosures

Metrics and targets

Indicator	Description	Additional response
IFRS S2-29(a)	Absolute GHG emissions by Scope	See the appendix of TI's 2025 Corporate Citizenship Report for a summary of GHG emissions data by Scope.
	GHG measurement approach	See TI's Basis of Reporting: GHG Emissions Data and most recent CDP response for information about GHG measurement.
	Disaggregation of GHG emissions by accounting group and investees	TI applies the financial control approach to define its organizational boundary for reporting GHG emissions. None of TI's GHG emissions accounting includes data from associates, joint ventures, or unconsolidated subsidiaries.
	Location-based Scope 2 GHGs	See the appendix of 2025 Corporate Citizenship Report.
	Scope 3 emission categories	See the appendix of 2025 Corporate Citizenship Report. ERM CVS provided limited assurance of TI's 2025 total Scope 3 GHG emissions and each of the individual Scope 3 Categories. See the Assurance Statement.
IFRS S2-29(b)	Assets or business activities vulnerable to climate-related transition risks	See the company's Climate Change Impact Analysis for discussion of climate-related transition risks.
IFRS S2-29(c)	Assets or business activities vulnerable to climate-related physical risks	See the company's Climate Change Impact Analysis for discussion of climate-related physical risks.
IFRS S2-29(d)	Assets or business activities aligned with climate-related opportunities	TI did not explicitly quantify the amount or percentage of assets or business activities aligned with climate-related opportunities in 2025.
IFRS S2-29(e)	Capital expenditure, financing or investment deployed toward climate-related risks and opportunities	TI did not explicitly quantify information about the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities in 2025. See the Manufacturing section of our most recent Annual Report on Form 10-K for information about the company's investments.
IFRS S2-29(f)	Use of carbon pricing in decision-making	TI does not apply a carbon price in decision-making.
IFRS S2-29(g)	Climate-related executive remuneration	TI does not factor climate-related considerations into executive remuneration. The Board's Compensation Committee has determined not to use formulas, thresholds or multiples in its compensation program. The Committee believes this approach, which assesses the company's relative performance in hindsight after year-end, gives it the insight to most effectively and critically judge results, encourages executives to pursue strategies that serve the long-term interest of the company, promotes accuracy in its assessment and comparison to competition, and eliminates the need for adjustments to formulas, targets or thresholds. In addition, the Committee considers strategic progress by reviewing company and strategic positioning (including ESG), operating performance, and revenue growth, including TI competitiveness in key markets with core products and technologies and the strength of relationships with customers.
IFRS S2-33	Required targets	TI is not required by law or regulation to meet GHG reduction goals. See the Environmental Goals and Progress section of TI's 2025 Corporate Citizenship Report for a summary of the current sustainability-related targets set by the company.
IFRS S2-33(a)	Metric used to set targets	See the Environmental Goals and Progress section of TI's 2025 Corporate Citizenship Report as well as the company's most recent CDP response for information regarding the metric used to set targets.
IFRS S2-33(b)	Target objectives	See the Environmental Goals and Progress section of TI's 2025 Corporate Citizenship Report as well as the company's most recent CDP response for information about target objectives.
IFRS S2-33(c)	Target boundaries	See the Basis of Reporting: GHG Emissions Data for information regarding our scope of reporting and boundaries.

IFRS® Sustainability Disclosure Standards

S2: Climate-related Disclosures

Metrics and targets (cont.)

Indicator	Description	Additional response
IFRS S2-33(d)	Period over which targets apply	See the Environmental Goals and Progress section of TI's 2025 Corporate Citizenship Report for the time period that each climate-related target applies.
IFRS S2-33(e)	Base periods from which targets apply	See the Environmental Goals and Progress section of TI's 2025 Corporate Citizenship Report for the base period from which progress is measured for various climate-related goals.
IFRS S2-33(f)	Milestones and interim targets	See the Environmental Goals and Progress and Climate and Energy sections of TI's 2025 Corporate Citizenship Report for milestones related to its renewable electricity goals. The company does not have specific milestones or interim targets for other sustainability goals.
IFRS S2-33(g)	Targets are absolute or intensity	TI sets absolute GHG reduction targets. See the Environmental Goals and Progress section of TI's 2025 Corporate Citizenship Report as well as the company's most recent CDP response for discussion of our GHG targets.
IFRS S2-33(h)	Impact of international climate agreements on target setting	TI is not required by law or regulation to meet GHG reduction goals. The company voluntarily committed to the SBTi in 2025 and has established a near-term science-based target for Scope 1, 2 and 3 GHG emissions.
IFRS S2-34	Approach to setting and reviewing each target and monitoring progress	TI's ESH team collaborates closely with subject matter experts, engineers, and leaders to assess processes, evaluate projects, and forecast outcomes. These insights inform regular updates to executive leadership, who review projections, consider capital investments, and shape the company's environmental sustainability strategy.
IFRS S2-34(a)	Independent validation of targets	TI works with ERM CVS, an independent certification and verification body, to validate its Scope 1, Scope 2, and Scope 3 GHG emissions, energy consumption and renewable electricity data. ERM CVS conducts limited assurance in line with the International Standard on Assurance Engagements ISAE 3000 (Revised), providing additional confidence in our reporting. See the Assurance Statement for additional information.
IFRS S2-34(c)	The metrics used to monitor progress toward reaching the target	See the Climate and Energy section and appendix of TI's 2025 Corporate Citizenship Report as well as the company's most recent CDP response for a discussion of metrics used to monitor progress of GHG targets.
IFRS S2-34(d)	Revisions to the target and an explanation for those revisions	TI did not revise its GHG targets in 2025.
IFRS S2-35	Progress and trends	See the Environmental Goals and Progress section and the appendix of TI's 2025 Corporate Citizenship Report for progress and trends for climate-related goals.
IFRS S2-36(a)	Disclose specific GHG emissions the target covers	By year-end 2025, reduce absolute Scope 1 and Scope 2 emissions by 25% from a 2015 base year. See the Climate and Energy section of TI's 2025 Corporate Citizenship Report for a discussion of our GHG targets.
IFRS S2-36(b)	Disclose whether Scope 1, 2 or 3 GHG emissions are covered by the target	Absolute Scope 1, Scope 2 and Scope 3 GHG emissions from purchased goods and services, capital goods, and fuel- and energy-related activities are covered by the target.
IFRS S2-36(c)	Gross and net targets	TI reports gross GHG emissions, and its Scope 1 and 2 reduction goal is an absolute target based on these emissions. TI achieved its 2025 goal without relying on carbon offsets or credits.
IFRS S2-36(d)	Whether the GHG emissions targets were derived using a sectoral decarbonization approach	TI's GHG emissions targets are not based on sector-specific SBTi or industry factors, as no standardized benchmarks currently exist.
IFRS S2-36(e)	Role of carbon credits in achieving targets	TI did not use carbon credits to achieve the GHG emissions reductions disclosed and assured within its 2025 Corporate Citizenship Report.

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Texas Instruments Incorporated ("Texas Instruments") to provide limited assurance in relation to the Selected Information set out below and presented in the Texas Instruments 2025 Corporate Citizenship Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for 2025, as indicated is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.

Selected Information	• Total Scope 1 GHG emissions [metric tonnes CO2e]
	• Total Scope 2 GHG emissions (location-based) [metric tonnes CO2e]
	• Total Scope 2 GHG emissions (market-based) [metric tonnes CO2e]
	• Scope 3 GHG Emissions by category [metric tonnes CO2e]:
	  ○ Category 1: Purchased Goods and Services
	  ○ Category 2: Capital Goods
	  ○ Category 3: Fuel- and Energy Related Activities
	  ○ Category 4: Upstream Transportation and Distribution
	  ○ Category 5: Waste Generated in Operations
	  ○ Category 6: Business Travel
	  ○ Category 7: Employee Commuting
	  ○ Category 8: Upstream Leased Assets
	  ○ Category 9: Downstream Transportation and Distribution
	  ○ Category 10: Processing of Sold Products
	  ○ Category 13: Downstream Leased Assets
	• Total Energy Consumption [MWH]
	• Total Energy Renewable Energy [MWH]

Reporting period	1st January 2025 to 31st December 2025
Reporting criteria	• Texas Instruments' Basis of Reporting • The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol) • The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions • United States Environmental Protection Agency (US EPA), Greenhouse Gas Reporting Program (GHGRP), Subpart I –Electronics Manufacturing
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'

	The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Texas Instruments is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information. ERM CVS' responsibility is to provide a conclusion to Texas Instruments on the agreed assurance scope based on our engagement terms with Texas Instruments, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for 2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

EMPHASIS OF MATTER

Without affecting our conclusion, we draw attention to the explanatory notes provided by Texas Instruments relating to the data on page 10 of the Report and on page 3 in the Performance data section of the Report, in particular the limitations relating to the exclusion of Fluorinated Heat Transfer Fluids from Scope 1 GHG emissions reported.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting site visits to three Texas Instruments facilities in Texas (USA), Kuala Lumpur (Malaysia) and Baguio (Philippines) to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

ERMCVS

May, 5 2026
Malvern, PA

ERM Certification & Verification Services Incorporated
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THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Texas Instruments in any respect.

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 2026 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.

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