TI Corporate Citizenship
Topic Brief

Diversity and inclusion

TEXAS INSTRUMENTS

Diversity and inclusion

Why it matters

We respect and celebrate the many different cultures and viewpoints in our workforce, and believe our rich diversity makes our culture more inclusive, our company stronger and our products more innovative.

Valuing diversity in our workforce is at the core of our values. We expect the highest levels of performance and integrity from ourselves and each other.

Our inclusive culture creates a space for all of us to be heard, contribute and make a difference. The contributions from our employees of different backgrounds, experiences and perspectives are recognized and valued.

Our goals

Our goal is to provide an environment at TI where every person can thrive and our employees – no matter their backgrounds, work styles, ideas or differences – can be who they are and do their best work. Our mission is to equip and empower our employees to advance inclusion globally and inspire innovation at every level.

Our approach

We strive to create a workplace in which:

- Each person can succeed
- Ideas are respected and encouraged, and people feel they can build a successful, long-term career
- Leaders play a vital role in shaping an inclusive environment and are held accountable to build strong, diverse teams
- We proactively seek to remove barriers, whether real or perceived, and foster an open dialogue about diversity and inclusion

We don't back away from tackling tough issues because we believe discussion leads to understanding, and understanding helps break down barriers.

Oversight

TI's Diversity and Inclusion director, who reports to the vice president of Talent Management, oversees our inclusion programs. The senior vice president of Human Resources has overall responsibility for the program.

Our commitment to diversity is reflected in our global Equal Employment Opportunity policy, which reads:

"TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment.

Employment decisions at TI will be administered in a non-discriminatory manner without regard to race, color, religion, sex, gender, gender identity and expression, sexual orientation, marital status, national origin, ancestry, age, disability, genetic information, protected medical condition, pregnancy, military and veteran status, or any other characteristic protected by applicable law (collectively, 'protected characteristics')."

Our strategy

Inclusion is standard among our human resources processes – from recruitment, training and development, succession planning, and compensation to marketing, procurement and community affairs. Our inclusion strategy includes the following elements:

• Leadership guidance and commitment

• Equal employment opportunity

• Worldwide alignment

• Employee engagement

• Manager and employee development and connection

• Outreach

• Accountability

See Our employees to learn more about how we manage Tlers.

Building awareness

Our diversity and inclusion director makes it her job to listen, learn, expose issues and inform Tlers. She keeps up with real issues by doing "listening rounds" and engages employees through an internal blog, which openly addresses issues such as gender and racial differences, religion in the workplace, organizational dynamics, workplace bullying and more.

Additionally, senior company leaders participate in periodic leadership development sessions to learn important lessons on diversity that they, in turn, can share with the organizations they represent. Customized for specific business units, the sessions focus on building trust and collaboration, as well as fostering open communication.

If employees have questions or concerns related to diversity and inclusion, they may contact their supervisor, local human resources manager or anonymously contact the TI Ethics Office.

TI Diversity Network

In addition to fostering open dialogue, we encourage employees to take advantage of a broad portfolio of activities and resources to increase awareness and capability to help create an inclusive environment. The TI Diversity Network (TIDN) brings together 15 grassroots, employee-led diversity initiatives with a mission to champion the full participation of people at all levels.

Open to all Tlers, each initiative encourages employees to share ideas, discuss challenges and develop educational programs, and provides career development, community involvement, recognition and mentoring support. Each diversity initiative's vision, goals and objectives are to be aligned with and support TI's business objectives, ethics and the intent of our EEO policy, Core Values and Diversity Statement.

More information about our programs can be found in our Diversity and Inclusion eBook.

Evaluating our effectiveness

We assess inclusion and diversity at TI in a variety of ways. These include:

• Ensuring our recruiting efforts and workforce reflects the available pool of talent

• Participation in our diversity initiatives

• The number of concerns or grievances reported

• Benchmarking our programs and strategies against our peers

• Soliciting feedback from Tlers and diversity organizations to determine where refinements are needed

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