TI Corporate Citizenship
Topic Brief

Employee health and safety

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Why it matters

TI has one of the best safety records in the semiconductor industry, but simply being one of the best isn't good enough. We design our programs for employees to work safely and without fear of illness so that we provide peace of mind, comply with occupational standards and regulations, reduce medical costs and absenteeism, and increase employee productivity.

Our approach

Our health and safety measures are rooted in our safety-oriented culture and extend beyond rules and standards. We believe every workplace injury or illness is preventable, which is why we invest in and incorporate safe practices and procedures in our employees' daily routines. From building awareness to delivering specialized training and putting health and safety controls in place, we implement programs worldwide to reduce risk and the potential for injury or illness. We also invest in health and wellness programs that are designed to keep our employees healthy and happy.

Our goals

Globally, we aim to achieve zero work-related injuries and illnesses. We also set specific safety goals, which include:

- Days away, restricted or job transfer case rate of 0.08 or less
- Recordable case rate of 0.20 or less

Oversight

The Audit Committee of TI's board of directors oversees the health and safety of our employees, supplemental contractors and visitors to our workplace. We also have formal environmental, safety and health (ESH) committees at our manufacturing sites, which include managers, ESH specialists and TIers.

Site managers, working in concert with health and safety committees, oversee our management systems. They meet

regularly to discuss and help close any gaps, and reinforce the rules and importance of working safely. Every employee is responsible to complete applicable training and does their part to keep their work environment healthy and safe.

How we manage

TI designed its safety and health management system – which is third-party certified by Occupational Health and Safety Assessment Series (OHSAS) 18001 – to identify and control hazards and risks, comply with applicable laws and regulations, investigate incidents and track actions through closure. The management system provides programs, policies and tools that keep our workplace safe.

> See Environment, safety and health to learn about TI's health and safety:
> – Management system
> – Policies
> – Grievance mechanisms
> – Governance and accountability

We use the management system to record performance data; identify trends, weaknesses and hazards; and take steps to remedy flaws. It also ensures the quality of safety and occupational health services and facilitates workers' access to them.

Through routine programs, facility self-assessments and audits, we regularly assess potential safety and health risks

and make corrections and improvements in accordance with our management system's processes, risk assessments and activities. All incidents are documented in an electronic incident management system and are reviewed by a central recordkeeping review panel that is tasked with ensuring the quality and accuracy of each injury investigation and its associated documentation.

TI is in the process of transitioning to ISO 45001:2018, the occupational health and safety management system that is replacing OHSAS 18001.

Safety

Our safety measures extend beyond rules and standards. We consider every aspect of our workday to ensure safe practices, including the ergonomics of our workspaces, the design and operations of our facilities and campuses as well as the equipment and chemicals we use. We nurture a safety-oriented culture and implement safety practices globally to ensure that employees can work freely without fear of an occupational illness or injury.

In our quest to have our industry's best record for safe operations, including zero work-related injuries and illnesses, we:

- Comply with applicable ESH laws and regulations
- Create and operate safe work sites
- Maintain proper safety protocols and controls
- Design and build inherently safe buildings, and engineer out equipment risks
- Deliver relevant and required ESH training
- Inspect and audit our processes to assess compliance with all legal requirements, as well as our own stringent standards

Additional strategies include:
Engagement
An engaged workforce is critical to achieving outstanding safety performance, which is why leadership at all levels of the company support and reinforce consistent safety practices, including training and reporting. Our management teams deliver meaningful safety messages that encourage employees to prioritize safety and speak up about any potential hazards.

We also reinforce expectations about maintaining a strong

safety culture through various safety campaigns, ongoing articles, posters and reminder emails. Our Manufacturing and Assembly/Test Safety Councils comprise ESH and ergonomics representatives from all manufacturing sites. They help drive a safety-focused manufacturing culture within our facilities. Council members are responsible for:

- Improving safety performance
- Developing a unified and collaborative management approach across sites
- Proactively communicating with manufacturing employees about safety incidents and expected safe behaviors
- Deploying a manufacturing safety real-time reporting system

Additionally, we consult with employees and supplemental contractors on various management system programs, training courses and hazard/risk assessments to encourage their input on ways we can address gaps, improve performance and proactively manage risks.

Training
We deliver occupational health and safety training in accordance with our management system to 100 percent of our employees and supplemental contractors. We tailor training that is specific to each individual's role and always reinforce our commitment to compliance, our robust ESH standards and our customers' performance expectations.

Turnkey suppliers are expected to provide health and safety training to their own workers. They are responsible for following their companies' procedures as well as applicable regulatory requirements. TI provides guidance as needed.

We teach our employees and workers how to:

- Correct or report unsafe behaviors and conditions
- Timely report all injuries, discomfort and near-misses
- Act safely, follow procedures and wear required personal protective equipment
- Properly operate equipment and not bypass safety systems or machine guards
- Only perform tasks for which they are trained
- Share lessons learned and best practices to prevent future incidents
- Recognize and reinforce safe behavior

Reporting

We promote a strong culture of ethics and have multiple avenues for employees and supplemental contractors to report work-related injuries, illnesses, hazards and risks to their supervisors. They also can anonymously report safety concerns or violations by contacting the TI Ethics Office.

Following all investigations, site ESH leaders communicate lessons learned and corrective action plans to other sites and groups so others can avoid similar issues. These reporting and communication activities further enhance our progress toward zero work-related illnesses and injuries.

Ergonomics

At TI, where innovation, planning and development happen at our employees' desks and workstations, we proactively identify and eliminate potential risks before they occur. We do this by establishing optimal working conditions. Our ergonomics program focuses on three key areas:

- Employee comfort and productivity – Trained professionals evaluate individual workspaces, develop and implement corrective actions, and provide ergonomics training for employees. To reduce the risk of ergonomics-related injuries, new employees assigned to offices at many sites receive an ergonomic assessment following orientation to have their computer workstations set up correctly. All employees can request an ergonomic assessment at any time using an online form. This approach has reduced employee injuries and saved us money.

- Material handling – We analyze material-handling tasks in manufacturing and supporting areas to identify the best way to perform certain tasks, reduce risks and prevent problems. We share our best practices among sites worldwide.

- Equipment design – We review new equipment and work with suppliers to meet performance expectations. We have helped shape ergonomic and safety design guidelines for new equipment and materials through the Semiconductor Equipment Materials International Association. Although some of our internal design requirements go beyond these guidelines, this industry-wide effort improves global working conditions and equipment safety. As our mobile workforce has increased, we have provided ergonomic solutions for the use of notebook computers, home offices and even smartphones. We also provide employees with brochures, web resources, online ergonomics training and access to specialists who can give related advice.

- Facility and campus – We monitor and take extensive measures to protect the safety and security of our people and property.

Equipment

The design of manufacturing equipment continues to include more safety-conscious features. We confirm that interlocks and automatic shutdown systems are functioning properly to reduce the possibility of accidents. When we purchase new wafer-manufacturing equipment, we require suppliers to submit an independent safety and ergonomics evaluation. If the report indicates the potential for moderate to high risks, we will not accept the shipment. If we receive notice of equipment malfunctions or product safety issues, we share this information with our sites and track corrective actions.

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Chemicals

We evaluate, screen and control the chemicals we use in manufacturing to ensure the health and safety of employees and the environment, as well as compliance with local regulations and customer expectations.

Occupational health

Our company has a comprehensive occupational health system that tracks potential workplace hazards and their severity, which helps increase our understanding of possible issues. All TI sites are covered by an industrial hygiene program that is designed to identify, evaluate and control potential workplace hazards. We periodically conduct surveys and sampling of work areas, analyze and track this data to identify hazards and determine the risk of injury or illness.

To reduce exposure to occupational health risks, we:

- Eliminate potentially harmful materials or use less hazardous substitutes

- Design and implement engineering controls, such as ventilation or isolation, to eliminate or reduce exposure to acceptable levels
- Develop procedures for TIers and supplemental contractors to follow that reduce risks
- Distribute personal protective equipment, such as respirators or earplugs, to protect workers from potential hazards

We manage TIers' mental and physical health holistically and create monitoring plans to assess progress. Collecting health data also helps us tailor interventions depending on our employees' unique needs. Additionally, we provide integrated disability case management associated with short- and long-term disability, workers' compensation, leave under the U.S. Family & Medical Leave Act and for any work- or non-work-related health concerns.

Wellness

To enhance employee well-being, we promote healthy lifestyles both at work and at home. Our health and wellness strategy includes:

- Building awareness about employees' health status and educating them about healthy behaviors
- Engaging employees through assessment, prevention and improvement programs and tools
- Inviting employees' spouses, partners and children to participate, as family members influence each other's behavior

We encourage all employees to exercise and adopt a healthy lifestyle through a variety of tools and programs, including proactive health activities, wellness information access, preventive screenings, health advocacy, immunizations and pandemic preparedness. These measures help to reduce absenteeism, increase productivity and boost morale.

The resources we provide TIers to take control of their health include free on-site immunization and preventive screening programs, fitness and nutrition programs, employee assistance programs, and counseling and education services. These provide immediate feedback to help TIers understand any lifestyle changes that are needed to improve their health. We support this effort at work through walking, weight management and smoking-cessation clubs, and our

cafeterias offer healthy food choices. We want to make it easy for our employees to make a healthy choice.

> **Through a third-party provider, TIers can access resources on a wide range of support and services to help with life's everyday challenges through all stages of life, including:**
> – **Childcare and parenting**
> – **Adult care and aging**
> – **Travel**
> – **Pets**
> – **Education**
> – **Daily and special needs**
> – **Safety**
> – **Pregnancy**
> – **Working mothers**

Our individual health management service provides coaching and oversight to improve employee wellbeing. It is offered to TIers who have experienced a significant medical event, have extended work absences, or who are dealing with multiple diagnoses, treatments and providers. Our benefit advocacy service helps estimate the costs of medical procedures and locate affordable and quality health providers as well.

Pandemic preparedness

While none of our sites are in regions considered high risk for infectious disease or pandemics, we prepare for that possibility since the toll on employees, communities and our business could be significant. As part of our pandemic preparedness plan, we engage physicians and nurses. In the event of an outbreak, we may provide TIers and supplemental contractors with alternate work options, medical or family leave if they cannot come to work because they or a family member are ill.