The Internal Revenue Service (IRS) requires Texas Instruments (TI) to provide you, a participant in the TI Contribution and 401(k) Savings Plan (the Plan), with plan information that explains your deferral opportunities and describes TI's contributions. This notice is intended to fulfill requirements for "Safe Harbor" plans and plans that have "qualified default investment arrangements". It is also intended to help you better understand certain of the Plan's features so you can take advantage of all the Plan has to offer.

Detailed information about the Plan can be found in the Summary Plan Description (SPD). The SPD is available on the Fidelity NetBenefits® website and HR Connect. See information about accessing NetBenefits below. You may also speak with a representative from the TI Benefits Center at Fidelity, using the contact information provided below.

More about the Plan

1. Your Pre-tax and/or Post-tax (Roth) Contribution: If you were a U.S. TI employee hired, re-hired or transferred to U.S. payroll between Jan. 1, 2004, and Jan. 4, 2009 with no contribution election on file, you were automatically enrolled in the Plan with a pre-tax contribution rate of two percent (2%). If hired, re-hired or transferred to U.S. payroll on or after Jan. 5, 2009 with no contribution election on file (including an election to have no contributions made) within 30 days of your hire, you were automatically enrolled in the Plan at a pre-tax contribution rate of four percent (4%). You may change your contribution rate at any time. You may elect to contribute up to 50% of your eligible earnings (subject to IRS limits) from each paycheck on a pre-tax and/or post-tax (Roth) basis by electing a contribution rate on NetBenefits or to have no contributions made on your behalf. In 2025, IRS regulations limit your contributions to $23,500, and the amount of annual compensation from which deductions can be taken to $350,000. If by Dec. 31, 2025, you will be age 50 or older, you may contribute additional amounts above the $23,500 by making "catch-up" contributions. You may make "catch-up" contributions at any time during 2025, as long as you meet the minimum age requirement by the end of the year, but must make a separate election with the Plan in order for TI to deduct these contributions from your pay. The maximum annual "catch-up" contribution for 2025 is $7,500. You are always 100% vested in your pre-tax, post-tax (Roth) and "catch-up" contributions.

2. TI Matching Contribution: TI will match the amount you contribute, dollar for dollar, up to four percent (4%) of your annual eligible earnings. You are immediately eligible for, and always 100% vested in, TI matching contributions.

Investments: You decide how to invest your pre-tax and/or post-tax (Roth) contribution and the TI matching contribution among the core investment funds offered by the Plan. You may also open a self-directed brokerage account and move a portion of your money into this account. $2,500 is required to open a brokerage account and 10% of your account balance at the time of transfer must remain in the core investment funds.

You also have the option to enroll for a fee in a managed account service offered by Fidelity, referred to as Fidelity® Personalized Planning & Advice (FPPA). Fidelity professionals work with participants who elect this service to create an investment strategy and retirement plan aligned with their personal goals and risk profile. FPPA allocates the participant's account balance among the Plan's available investment alternatives. The fee for this service is automatically deducted from your account each quarter. The fee depends on the value of your quarterly managed account balance (excluding investments made under the self-directed brokerage account and investments in the TI Stock Fund) as determined in accordance with the following fee table:

Account balance	Annual charge
First $20,000	0 basis points (0.00%)
For assets between $20,001 and $149,999	25 basis points (0.25%)
For assets between $150,000 and $350,000	19 basis points (0.19%)
Above $350,000	15 basis points (0.15%)

For more information about FPPA, speak with a representative from the TI Benefits Center at Fidelity at 866-811-6041, from 8:30 a.m. to 8:30 p.m. Eastern time Monday through Friday, on days the New York Stock Exchange is open. You can cancel your participation in the service, with no penalty, at any time. No expenses or fees are incurred after cancellation.

Your Default Investment

If you were automatically enrolled in the Plan and did not elect how your contributions should be invested, your contributions were defaulted into the Lifestyle Fund with a target retirement year closest to when you would reach an age 65 retirement date (date is treated as when you are expecting to retire and start withdrawing your money) as follows:

Year you were born	Lifestyle Fund	Year you plan to retire
In or between 1963–1967	Lifestyle 2030 Fund	In or between 2028–2032
In or between 1968–1972	Lifestyle 2035 Fund	In or between 2033–2037
In or between 1973–1977	Lifestyle 2040 Fund	In or between 2038–2042
In or between 1978–1982	Lifestyle 2045 Fund	In or between 2043–2047
In or between 1983–1987	Lifestyle 2050 Fund	In or between 2048–2052
In or between 1988–1992	Lifestyle 2055 Fund	In or between 2053-2057
In or between1993 - 1997	Lifestyle 2060 Fund	In or between 2058 - 2062
In or after 1998	Lifestyle 2065 Fund	In or after 2063

Lifestyle Funds: Lifestyle investment portfolios are designed to be comprehensive investment strategies for individual investors. The portfolios are diversified among stocks, bonds and other investments that automatically become more conservative as the fund approaches its target retirement date and beyond. This is done by gradually shifting the investment mix from a greater concentration of higher-risk investments, such as stocks, to a greater concentration of lower-risk investments, such as bonds and cash. The Lifestyle Retirement Fund is managed for participants who are close to retirement or already retired. The Lifestyle Funds invest in a combination of large, small and mid-capitalization U.S. stocks, international stocks, real estate investment trusts, nominal bonds, inflation-linked bonds and cash. The number, as in Lifestyle 2030, represents the approximate year when investors plan to start withdrawing their money. Fees are assessed daily based on a tiered structure which charges fees at a blended rate between 7 (0.07%) and 5 basis points (0.05%), with fees decreasing as total lifestyle fund assets increase. You can transfer your money out of the Lifestyle Funds and into one or more of the Plan's other investment alternatives at any time and without any restrictions, fees or expenses. As with any Plan investment option, you should carefully review whether a Lifestyle Fund is appropriate for your personal retirement needs and goals.

For more information about the Plan's investment options 1) see Investment Performance and Research under Quick Links on the NetBenefits website or 2) speak with a representative from the TI Benefits Center at Fidelity 888-660-1411 (option 1). Additional information regarding Plan investment and administrative fees is also available in the "Required Disclosure Information" provided under Quick Links, Plan Information and Documents on the NetBenefits website.

Access to Plan Contributions

1. Loans: If you are an active employee, or are on a paid leave of absence, you may initiate either a General Purpose or Primary Residence loan from the Plan at any time. You may not have more than two (2) outstanding loans, one General Purpose and one Primary Residence loan. The following 401(k) loan rules apply:
   - You may borrow up to 50% of your vested Plan balance, not to exceed $50,000, reduced by the excess (if any) of: (i) the highest outstanding loan balance of your loans outstanding during the immediately prior twelve (12) month period ending the day before a new loan is granted, less (ii) the total of all of your outstanding loans the day the new loan is granted.
   - The minimum amount you may borrow is $500 for a General Purpose loan and $5,000 for a Primary Residence loan.
   - The term of a General Purpose loan cannot exceed five years and a Primary Residence loan cannot exceed ten years.
   - There is a 21-day waiting period after paying off a loan before a new loan can be requested.
   - Loan repayment deductions from your paycheck will start no sooner than 14 days after you take out the loan.
   - The interest rate for a loan is one point above the prime interest rate. The quarterly interest rate in effect when you request your loan is the rate that will apply for the term of your loan. The prime interest rate is determined by using the prime interest

rate as reported by Reuters and published in the Wall Street Journal on the last business day of the quarter prior to the quarter in which you request the loan.

- If you are unable to repay your loan through TI's payroll system due to termination or unpaid leave of absence, loans can be repaid through the Automated Clearing House (ACH) service, cashier's check, certified check or money order made payable as required by Fidelity. To make repayment arrangements, call the TI Benefits Center at Fidelity at 888-660-1411 (option 1).
- There is a $35 loan application fee and a $3.75 quarterly loan maintenance fee for any loan. These fees are automatically deducted from your account.

2. Withdrawals: The Plan offers the following withdrawal features (subject to certain limitations if you have current outstanding loans). You will be charged a $20 fee for each Plan withdrawal. Withdrawals may be subject to the IRS 10% early withdrawal penalty. You should consult a tax adviser for further information.
   - Age 59½ Withdrawal: If you are age 59½ or older, you may withdraw at any time up to 100% of the total vested balance of your pre-tax and/or post-tax (Roth) contributions, TI matching contributions, and rollover contributions. You must withdraw a minimum of $500 or your current balance in your account if it is less than $500.
   - Disability Withdrawal: If you have a medically determinable physical or mental impairment that causes you to qualify for long-term disability benefits under the Disability Benefit Plan of Texas Instruments Incorporated, you may withdraw while still employed by TI up to 100% of the total vested balance of your pre-tax and/or post-tax (Roth) contributions, TI matching contributions, and rollover contributions. You must withdraw a minimum of $500 or your entire Plan account if it is less than $500.
   - Withdrawal from Profit Sharing and/or Stock Bonus: If you are a participant who has prior profit sharing and/or stock bonus contributions, you may withdraw at any time up to 100% of your current balance in these contributions. You must withdraw a minimum of $500 or the entire profit sharing and/or stock bonus balance if less than $500.
   - Withdrawal from Fairchild 1988 Rollover or Prior Rollover (related to former National Semiconductor Company (NSC) employees): If you are a participant who has Fairchild 1988 Rollover and/or Prior Rollover contributions from the NSC 401(k) Plan, you may withdraw at any time up to 100% of these contributions. You must withdraw a minimum of $500 or the entire Fairchild 1988 Rollover or Prior Rollover balance if less than $500.
   - Withdrawal from Voluntary Employee Contributions (VEC): You may withdraw at any time up to 100% of your VEC account balance (if applicable). You must withdraw a minimum of $500 or your current VEC account if the balance is less than $500.

3. Distributions following Termination: After you terminate from TI, you may elect to receive a distribution of all or part of your vested account balance, or have all or part of your vested account balance rolled over to another eligible plan or individual retirement account (IRA). If your vested account balance is at least $1,000, you may wait to receive a distribution until a later time. If your vested account balance is less than $1,000, you have 90 days to request your distribution or have your vested account balance rolled-over to another eligible plan or IRA. If you do not request a distribution within this 90-day window, your vested account balance will automatically be distributed to you in cash, including any funds in the TI Stock Fund. If you are no longer actively employed, you must begin receiving your benefits no later than December 31 of the calendar year in which you attain age 73, or the age required by law. With respect to amounts distributed to you in cash, TI will withhold 20% for federal income taxes and, if appropriate, required state and local income taxes. You may be subject to a 10% penalty tax for early distributions (generally before age 59½ for in-service distributions, or before age 55 if after termination). You should consult a tax adviser for further information.

Accessing Your Account

To access your account, you will need your account identifier (username and password). If you have not established an account identifier, you will be prompted to enter your Social Security number and then given instructions on how to set up your TI plan account login information.

1. Internet: The NetBenefits website is available 24 hours a day, seven (7) days a week. The NetBenefits website provides you with the ability to manage your account online. You can: check account balances, make a fund exchange or rebalance funds, change future investment elections, change the time and/or form of a Plan distribution, request a withdrawal, distribution or rollover form, set up loan repayments, obtain a copy of the SPD, view important Plan information, and get independent professional investment help.

   You can access the NetBenefits website at http://netbenefits/ti using your account identifier (username and password).

2. Voice Response System (VRS): You can call the TI Benefits Center at Fidelity at 888-660-1411 (option 1). The VRS is available 24 hours a day, seven (7) days a week. You must provide your account identifier (username and password) to access your account. You may check your balance through the VRS.

3. TI Benefits Center Representative (at Fidelity): To speak with a representative, call the TI Benefits Center at Fidelity at 888-660-1411 (option 1). You will then need to enter your account identifier. Representatives are available 8:30 a.m. to 8:30 p.m. U.S. Eastern time Monday through Friday, on days the New York Stock Exchange is open.

Regards,
TI Financial Benefits