



2025 Corporate Citizenship Report Executive Summary

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 Tler
- 13** Employee resource groups

Creating a sustainable future



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

Our commitment to corporate citizenship



For decades, Texas Instruments has operated with a passion to create a better world by making electronics more affordable through semiconductors. With each generation, semiconductor technology has become more reliable, more affordable and lower in power, 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

Our approach to corporate citizenship

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

Since 2006, TI has published program information, goals, progress on goals and relevant data in its annual Corporate Citizenship Report, focusing on the 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), Sustainability Accounting Standards Board's (SASB) Semiconductors Standard, International Financial Reporting Standard's (IFRS) Sustainability Disclosure Standards, and CDP.

We make our disclosures available online at [TI.com/citizenship](https://ti.com/citizenship).

Workplace

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



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

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

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

Our values

Our values – trustworthy, inclusive, innovative, competitive and results oriented – define [who we are](#) and how we behave. Together, they will allow us to grow our company stronger.

Working at TI

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

Employees choose TI because we offer:

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

Building a career at TI

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

TI offers formal learning and development opportunities at all levels to help every Tier – new and experienced – increase their impact and demonstrate a continuous learning mindset. Employees can access our internal hiring and learning platforms at any time to explore careers, chart development paths, or complete mandatory training and other learning modules. In 2025, Tiers averaged 59 learning hours.

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.

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.

Impactful 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. More details regarding our U.S. benefits can be found in our most recent [Benefits and Insurance Guide](#) on TI.com.



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.



Environmental sustainability

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

For nearly two decades, we have aligned our **environmental sustainability** strategy with our long-term capacity planning to meet growing demand, especially as semiconductor use continues to expand.

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

Our commitment to sustainability

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

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

TI purchased 1,845,316 MWh of renewable electricity in 2025, an increase of 120% from 2024. This helped us meet our goal of using 100% renewable electricity at our 300mm wafer fabs and progressed 52% toward our goal of using 100% renewable energy globally by year-end 2030.

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

Resource management

Environmental sustainability and climate-related risks influence how TI operates today and plans for the future. Semiconductor

manufacturing relies on critical resources – 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.

Key program highlights in 2025:

- Completed efficiency projects at global sites, saving 106,215 MWh of energy.
- Conserved nearly four times more water by advancing large-scale water reuse and reduction projects. We saved 112.6 billion gallons, equivalent to 16% of our 2024 water withdrawals. We also increased our water-reuse rate to 35% through continued investments in wastewater reuse infrastructure and treatment technologies.
- Diverted 92% of materials from landfills into comprehensive recycling and reuse programs. We also recycled 26,216 metric tons of materials (56%) in other industries.
- Secured long-term agreements with renewable electricity developers to ensure reliable access to clean energy in support of our goals for renewable electricity use.

These programs have helped TI reduce absolute Scope 1 and 2 greenhouse gas emissions by 41%¹, conserve 113.4 billion gallons of water, and divert nearly 245,732 metric tons of waste away from landfills over the past five years.

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



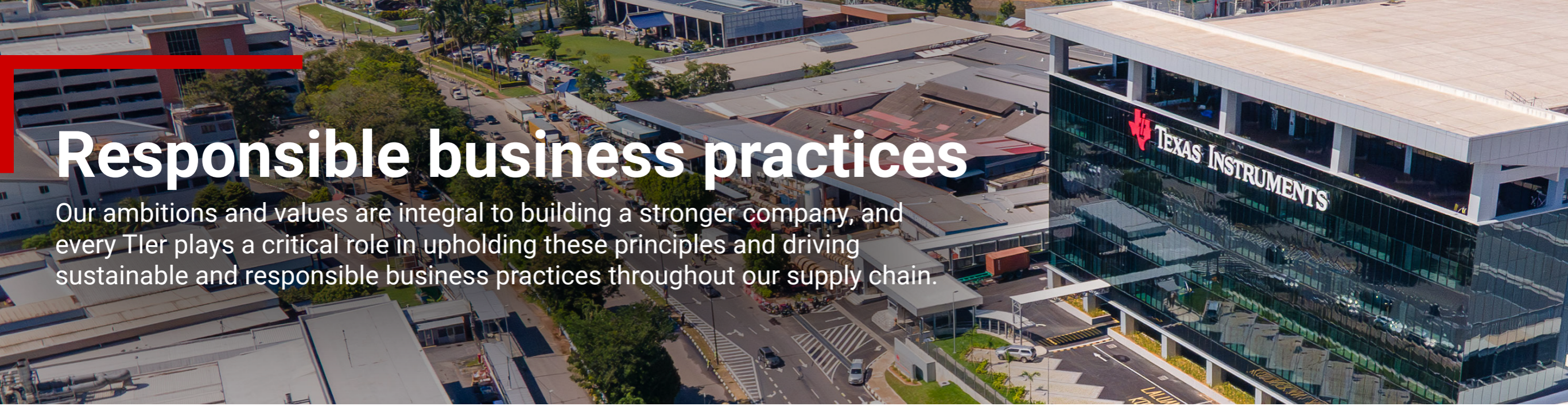
TI introduces new science-based targets for 2030

With the conclusion of our latest environmental sustainability goals at the end of 2025, we are introducing ambitious 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 year-end 2030 from a 2023 base year; and 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 across all global operations by year-end 2030.

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



Responsible business practices

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

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

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

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



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

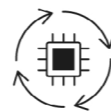
Quality and reliability

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

These high standards for quality help TI to be certified in numerous [ISO and quality management certifications](#), including

ISO 9001, ISO 14001, ISO 45001, International Standard for Automotive Quality Management Systems 16949 and the Underwriters Laboratories rating.

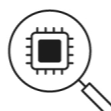
Supply chain responsibility



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

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

Risk management



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

Our 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.

Information protection



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

Ethics and compliance reporting

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

Direct contact:

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

Anonymous helpline:

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

Community impact

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



For more than 60 years, TI and the TI Foundation² have worked to strengthen and improve the quality of life in our global communities through well-considered and well-measured investments, and to engage TI employees through giving and volunteering programs.

Building stronger communities

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

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

In 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.

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

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.

Other grants in 2025 included \$1.5 million in grants to a variety of Dallas arts organizations, building on our long-time legacy of advocating for the arts, as well as \$2.7 million in grants to help our neighbors in need, including the North Texas Food Bank, Resource Center and United Way of Metropolitan Dallas, helping address key areas affecting the quality of life in North Texas.

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.

Volunteering

Our employees are passionate about giving back and improving the quality of life in their communities. TI has more than 20 employee-led community involvement teams around the world.

In 2025, our employees and retirees donated more than 251,000 hours at a value of \$8.7 million.³



Tiers worldwide come together in 2025 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.

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.



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

³ The latest [Independent Sector](#) value of a volunteer hour was \$34.79.

Notice regarding forward-looking statements

This communication includes forward-looking statements intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995, including statements regarding expectations for the achievability and impact of the company's environmental sustainability goals. These forward-looking statements generally can be identified by phrases such as TI or its management "will," "believes," "expects," "anticipates," "foresees," "forecasts," "estimates" or other words or phrases of similar import. Similarly, statements herein that describe TI's business strategy, outlook, objectives, plans, intentions or goals are forward-looking statements. All such forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those in forward-looking statements. For a more detailed discussion of these factors, see the risk factors discussion in the first quarter of 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.