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# Global Reporting Initiative Index



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**Statement of use** Texas Instruments has reported the information cited in this GRI content index for the period Jan. 1, 2022, to Dec. 31, 2022, with reference to the GRI Standards.  
**GRI 1 used** GRI 1: Foundation 2021

**GRI 2: General disclosures**

Indicator	Description	Response
2-1	Organizational details	<p>Our company name is Texas Instruments Incorporated (NASDAQ: TXN), and our headquarters are located at 12500 TI Blvd., Dallas, TX 75243. See the global map on the <a href="#">TI at a Glance</a> section of our website for other countries of operation.</p> <p>For information about TI's ownership structure, see <a href="#">SEC Form 10-K</a>, Part I.</p>
2-2	Entities included in the organization's sustainability reporting	<p>TI has two reportable segments: analog and embedded processing. We report the results of our remaining business activities in Other (see <a href="#">SEC Form 10-K</a>, Part I, Item 1, pages 2-4).</p> <p>TI's Corporate Citizenship Report covers environmental, social and governance (ESG) topics for all TI-owned entities and facilities included in financial statements.</p>
2-3	Reporting period, frequency and contact point	<p>TI has produced its Corporate Citizenship Report annually since 2006, with a reporting period that covers the previous calendar year (2022, unless otherwise stated). This period aligns with the company's financial reporting period. TI published its 2022 report in June 2023. For questions about the information contained within this report, email <a href="mailto:citizenshipfeedback@list.ti.com">citizenshipfeedback@list.ti.com</a>.</p>
2-4	Restatements of information	<p>We include restatements of data and information in the footnotes of TI's 2022 Corporate Citizenship Report and Performance Data Appendix.</p>
2-5	External assurance	<p>TI performs extensive internal due diligence to ensure the accuracy of the information and data presented in this report. In 2023, ERM Certification and Verification Services conducted limited assurance of scope 1 and scope 2 greenhouse gas emissions (GHG) data for 2022 (see the Assurance Statement).</p> <p>We currently do not seek independent assurance of any additional nonfinancial data; however, Ernst &amp; Young audits the TI Foundation's financial records annually.</p>
2-6	Activities, value chain and other business relationships	<p>For information about the markets TI serves, see <a href="#">SEC Form 10-K</a>, Part I, pages 5-6.</p> <p>We market and sell our products through direct sales channels, including our website and broad sales and marketing team, and, to a lesser extent, through distributors. Over the past several years, we have been investing in new capabilities to build closer direct customer relationships. As a result, in 2022 about 70% of our revenue was direct, which includes TI.com, as customers valued the convenience of purchasing online. Closer direct relationships with our customers help to strengthen our reach of market channel advantage and give us access to more customers and more of their design projects, leading to opportunities to sell more of our products into each design. Additionally, broader and deeper access gives us better insight and knowledge of customer needs.</p> <p>Our investments in new and improved capabilities to directly support our customers include website and e-commerce enhancements as well as inventory consignment programs and order fulfillment services. Our TI.com e-commerce channel offers a localized online experience in many countries, with convenience features such as immediate availability, local currency, payment methods, invoicing and importer of record. Our new application programming interfaces (APIs) give customers the ability to directly access real-time inventory information about TI products from their own systems, enabling them to purchase available chips immediately to better support their supply needs, reducing cost and delays. For more information, see <a href="#">SEC Form 10-K</a>, Part I, Item 1, pages 6-7.</p> <p>In 2022, TI brought two new 300-mm factories online in Richardson, Texas, and Lehi, Utah. The company is building additional fabs in Sherman, Texas and Lehi, Utah, which will further expand TI's production capacity.</p>

GRI 2: General disclosures (cont’d)

Indicator	Description	Response
2-6	Activities, value chain and other business relationships (cont’d)	We spend roughly 80% of procurement dollars with approximately 300 suppliers, of which about 180 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 the manufacturing of wafers or product assembly and testing. For more information about our supply chain, see the Supply Chain Responsibility section in TI’s 2022 Corporate Citizenship Report.
2-7	Employees	See the Workforce Representation section in TI’s 2022 Corporate Citizenship Report and the Performance Data Appendix for employee data. In 2022, TI classified 23 employees as temporary (mostly student workers) and classified about 200 as part time.
2-9	Governance structure and composition	Read about TI’s governance structure, roles and responsibilities on the <a href="#">governance</a> webpage and <a href="#">Board Oversight of ESG Matters</a> . See the governance section of TI’s 2022 Corporate Citizenship Report for board diversity data.
2-10	Nomination and selection of the highest governance body	Read about TI’s director nomination and selection process on the <a href="#">Investor Relations FAQs</a> webpage and in TI's <a href="#">2023 Proxy Statement</a> .
2-11	Chair of the highest governance body	Read about TI’s governance structure, roles and responsibilities on the <a href="#">governance</a> webpage, <a href="#">Investor Relations FAQs</a> and TI's <a href="#">2023 Proxy Statement</a> .
2-12	Role of the highest governance body in overseeing the management of impacts	Read about TI’s governance structure, roles and responsibilities on the <a href="#">governance</a> and <a href="#">Board Oversight of ESG Matters</a> .
2-13	Delegation of responsibility for managing impacts	Read about TI’s governance structure, roles and responsibilities on the <a href="#">governance</a> webpage and <a href="#">Board Oversight of ESG Matters</a> .
2-14	Role of the highest governance body in sustainability reporting	See <a href="#">Board Oversight of ESG Matters</a> .
2-15	Conflicts of interest	Read about TI's conflict of interest and related person transactions policies in TI's <a href="#">2023 Proxy Statement</a> .
2-16	Communication of critical concerns	See the Ethics and Compliance section of TI’s 2022 Corporate Citizenship Report for how employees can report concerns. The company encourages TIers to raise questions or concerns about conduct that may be inconsistent with Living our values. 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.
2-17	Collective knowledge of the highest governance body	TI’s board of directors has established that its Governance and Stockholder Relations committee should maintain the right balance of knowledge, experience, background and capability, which includes key ESG matters. See <a href="#">Board Oversight of ESG Matters</a> .
2-18	Evaluation of the performance of the highest governance body	Read about TI's board evaluation process in TI's 2023 Proxy Statement, page 17.

GRI 2: General disclosures (cont’d)

Indicator	Description	Response
2-19	Remuneration policies	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement, pages 22-25.
2-20	Process to determine remuneration	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement, pages 22-25.
2-21	Annual total compensation ratio	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement, pages 22-25.
2-22	Statement on sustainable development strategy	See the Letter from the CEO in TI's 2022 Corporate Citizenship Report to read about the company's commitment to citizenship and sustainability.
2-23	Policy commitments	TI's <a href="#">Living our values – TI's ambitions, values and code of conduct</a> addresses responsible business conduct, human rights and the methods for reporting any concerns for all employees globally.
2-24	Embedding policy commitments	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship report and the company's <a href="#">Supplier Code of Conduct</a> .
2-25	Processes to remediate negative impacts	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees and others can report concerns. TIers and others are encouraged to raise questions or concerns about conduct that may be inconsistent with Living our values. We investigate and work to resolve all inquiries and take appropriate remedial measures.
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees can report concerns. We encourage TIers to raise questions or concerns about conduct that may be inconsistent with Living our values. 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	TI did not receive material fines or nonmonetary sanctions related to social, economic and environmental issues in 2022.
2-28	Membership associations	TI belongs to many <a href="#">associations</a> with which it works on various policy objectives. We are more active in some organizations than others and do not work on all association issues. We may not align on all positions. We also collaborate with other outside groups and coalitions, such as the Responsible Business Alliance and Semiconductor Industry Association, to advance policies that drive growth; promote competitiveness; and support our shareholders, customers, employees and the communities in which we operate.
2-29	Approach to stakeholder engagement	<p>We engage with stakeholders who directly influence or are interested in our operations. TI's stakeholders include employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, TI retirees and potential employees.</p> <p>We tailor our engagement strategies and communications to the unique interests of the people and organizations that directly influence or have an interest in our operations. On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. Our senior leaders regularly share stakeholder feedback on ESG matters with the executive team and board of directors.</p>

GRI 2: General disclosures (cont’d)

Indicator	Description	Response
		Engagement mechanisms generally include meetings, calls and emails and vary in frequency. Stakeholders can ask questions or share opinions through our website (TI.com), email (citizenshipfeedback@list.ti.com) and social media channels. We have an accounting and audit hotline for addressing accounting- and audit-related topics and relate all inquiries received on the hotline to the Audit Committee chair of our board of directors.
2-30	Collective bargaining agreements	Employees at our global operations have always had the freedom to associate and the right to collective bargaining as provided by local statutes; therefore, we do not track the percentage of employees covered by such agreements.

GRI 3: Material topics

Indicator	Description	Response
3-1	Process to determine material topics	TI solicits input from internal and external stakeholders throughout the year through regular engagement. We also examine third-party sustainability assessments and benchmark disclosure trends and best practices. 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	<p>The input collected in 2021 continues to inform our reporting topics, while incorporating feedback from various stakeholder engagements in 2022. These topics may include additional disclosures not related to material topics in some instances:</p> <ul style="list-style-type: none"><li>• Business continuity and risk management</li><li>• Environmental impact (greenhouse gas emissions, energy consumption and the use of renewable sources, and water and wastewater)</li><li>• Materials and chemical management</li><li>• Workplace (diversity and inclusion, recruitment and retention, development, compensation and employee health and safety)</li><li>• Supply chain responsibility (including labor and human rights and conflict minerals)</li><li>• Ethics</li><li>• Public policy</li><li>• Giving and volunteering</li></ul>
3-3	Management of material topics	<p>Information about how TI manages material topics can be found in indicators 3-3 within this index and our 2022 Corporate Citizenship Report. These include:</p> <ul style="list-style-type: none"><li>• <a href="#">Risk Management and Business Continuity</a> in the report and at the end of this index.</li><li>• <a href="#">Environmental Sustainability</a> in the report and GRI 302 through GRI 306 in this index.</li><li>• <a href="#">Workplace</a> in the report and GRI 201-3, GRI 202, and GRI 401 through GRI 406 in this index.</li><li>• <a href="#">Supply Chain Responsibility</a> in the report and GRI 204 in this index.</li><li>• Ethics and Compliance in the report and GRI 2-16; GRI 2-23 through 2-27; and GRI 205, 206, 402 and 406 in this index.</li><li>• <a href="#">Public Policy</a> in the report and GRI 415 in this index.</li><li>• Giving and Volunteering in the report.</li></ul>



GRI 201: Economic performance

Indicator	Description	Response
3-3	Management of material topics	Learn more about TI's financial oversight in the <a href="#">2022 Annual Report</a> , <a href="#">Proxy Statement</a> and <a href="#">SEC Form 10-K</a> .
201-1	Direct economic value generated and distributed	Our 2022 Annual Report provides information about our financial performance. See the Giving and Volunteering section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for philanthropic contributions.
201-2	Financial implications and other risks and opportunities due to climate change	<p>TI evaluates risks related to the changing environment, such as severe weather, water availability, flooding and other threats. Each site and region evaluates 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.</p> <p>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.</p>
201-3	Defined benefit plan obligations and other retirement plans	<p>TI has various employee retirement plans, including defined contribution, defined benefit and retiree healthcare benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. For more information, see <a href="#">SEC Form 10-K</a>, Part II, Item 8, Note 7, pages 43-48: Postretirement benefit plans.</p> <p>For all U.S. employees who choose to 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% percent for employees who continue to accrue a benefit in our pension plan. For qualifying employees, we offer deferred compensation arrangements.</p> <p>We offer a global profit-sharing program that rewards all eligible Tlers 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.</p>
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 <a href="#">SEC Form 10-K</a> , Part II, Item 8, Note 2, pages 33-34 and Note 4, pages 37-40 for additional details.

GRI 202: Market presence

Indicator	Description	Response
3-3	Management of material topics	See the Compensation and Benefits and Recruitment sections of TI's 2022 Corporate Citizenship Report and our responses to <a href="#">GRI 401: Employment</a> and <a href="#">GRI 406: Anti-Discrimination</a> in this index for more information about how we manage market presence.
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	TI does not maintain a standard entry wage for every country. However, we verified that we are paying employees above the local minimum wage in every country in which 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 local community	TI recruits senior management across 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	Description	Response
3-3	Management of material topics	See the Supply Chain Responsibility section of TI's 2022 Corporate Citizenship Report and TI's <a href="#">Suppliers website</a> to learn more about how TI manages its supply chain.
		<b>Governance</b> TI's vice president of worldwide procurement and logistics, who reports directly to the chief financial officer, leads supply chain management. Together, they oversee supply chain policies, performance and risk management. TI's director of supply chain responsibility oversees supplier social and environmental responsibility and manages supplier diversity.
		<b>Codes of conduct</b> TI suppliers must adhere to TI's <a href="#">Supplier Code of Conduct</a> , which uses the Responsible Business Alliance's (RBA) code of conduct as its foundation and includes environmental standards specifically applicable to TI's suppliers.
		<b>Management system</b> 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 meets the certification requirements of the International Organization for Standardization (ISO) Quality Management System 9001, ISO/Technical Specification 16949 and International Automotive Task Force 16949. The ISO annually evaluates the system as part of its recertification process.
		<b>Engagement</b> 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 routinely communicate these guidelines in meetings; on our supplier website; and in purchase orders, supplier contracts and other related documents. We also routinely 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.
		<b>Training</b> We deliver online and in-person training on our Supplier Code of Conduct, standards and expectations. We also leverage RBA's training programs to help suppliers understand the alliance's code of conduct, labor risks, respecting workers' rights, hiring migrant workers and more.
		<b>Responsible minerals</b> TI is an early member of the Responsible Minerals Initiative, created by RBA and Global E-Sustainability Initiative members, which works to advance effective policies that address conflict mineral concerns. TI works diligently with its supply chain, including subcontracted manufacturers, to identify and eliminate non-compliant sources of material.
		<b>Grievance mechanisms</b> TI has established grievance mechanisms to ensure that its buyers or procurement representatives meet with suppliers to address any questions or concerns. If suppliers (or employees or contractors of suppliers) prefer, they can contact our Ethics Office to ask questions or discuss issues anonymously. Our Supply Chain Management team can also assist with identifying and addressing issues inconsistent with our ethics and values.
		Our Supplier Code of Conduct requires our suppliers to establish and maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers unless prohibited by law. Suppliers must have a communication process for their personnel to raise concerns without fear of retaliation.
		<b>Resources</b> TI allocates extensive financial, human, training, information and engagement resources to help suppliers understand its policies and expectations, roles and responsibilities, performance and ethics expectations, and environmental, safety and health (ESH) and labor protections.

GRI 204: Procurement practices (cont’d)

Indicator	Description	Response
204-1	Proportion of spending on local suppliers	TI does not currently report supplier spending by individual markets.

GRI 205: Anti-corruption

Indicator	Description	Response
3-3	Management of material topics	See the Ethics and Compliance section of TI’s 2022 Corporate Citizenship Report and <a href="#">Living our values – TI’s ambitions, values and code of conduct</a> to learn more about our management approach to anti-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	TI’s anti-corruption compliance program assesses its worldwide operations and suppliers for risks related to corruption. TI does operate in countries that are considered at higher risk for corruption. However, the semiconductor industry is relatively low risk compared to construction, extractive or other industries where conducting business requires considerable interaction with government officials. We have policies in place and conduct focused training for certain high-risk countries and functions to address and mitigate these risks.
205-2	Communication and training about anti-corruption policies and procedures	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 support continuous compliance improvement.
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.

GRI 206: Anti-competitive behavior

Indicator	Description	Response
3-3	Management of material topics	See the Ethics and Compliance section of TI’s 2022 Corporate Citizenship Report and <a href="#">Living our values – TI’s ambitions, values and code of conduct</a> to learn more about the company’s management approach to anti-competitive behavior. Our code of conduct sets forth these principles: <ul style="list-style-type: none"><li>• We compete fairly.</li><li>• We follow the laws, rules, and regulations where we operate and require our suppliers to do the same.</li><li>• We are committed to win, but we’ll never break the rules in order to win.</li><li>• We promise to respect all regulations and laws that promote fair competition.</li></ul>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See <a href="#">SEC Form 10-K</a> for material legal proceedings involving TI.



GRI 207: Tax

Indicator	Description	Response
3-3	Management of material topics	See TI's <a href="#">Global Tax Policy</a> on TI.com.
207-1	Approach to tax	See TI's <a href="#">Global Tax Policy</a> on TI.com.
207-2	Tax governance, control, and risk management	See TI's <a href="#">Global Tax Policy</a> on TI.com.
207-3	Stakeholder engagement and management of concerns related to tax	See TI's <a href="#">Global Tax Policy</a> on TI.com.
207-4	Country-by-country reporting	We report tax obligations in accordance with country-specific requirements.

GRI 302: Energy

Indicator	Description	Response
		<p>Note: The following applies to TI's overall environmental, safety and health (ESH) management, which includes energy, emissions, materials and water.</p> <p><b>Governance</b> See <a href="#">Board Oversight of ESG Matters</a>.</p> <p><b>Management system</b> Our ESH management system facilitates the planning, execution, evaluation and management oversight of activities and strategies. It meets certification requirements set by the International Organization for Standardization (ISO) 14001 (environmental management system criteria) and ISO 45001 (occupational health and safety management system criteria). Our management system also contains programs, policies, controls, processes and measurement tools based on industry best practices and international standards. It helps us mitigate risks, improve our performance, fulfill compliance obligations and achieve our objectives.</p> <p>Programs include extensive chemical and material screening, material sourcing, waste profiling, emissions management, and responsible recycling and disposal. We require 100% of our employees and supplemental contractors at all TI manufacturing and assembly/test sites to adhere to management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements.</p> <p>To ensure that our internal management system is effective, the Worldwide ESH Compliance Support team and independent third parties perform audits at each facility every three years; in interim years, the facilities perform self-assessments. They examine compliance with legal and TI standards and training effectiveness. Additionally, we:</p> <ul style="list-style-type: none"><li>• Survey employees and external stakeholders.</li><li>• Conduct legally required inspections and monitor incident rates.</li><li>• Benchmark against the RBA's self-assessment disclosure and its code of conduct and against peers and members of the Semiconductor Industry Association.</li><li>• Have select sites third-party audited under the RBA's Validated Audit Program.</li></ul>
3-3	Management of material ESH topics	

GRI 302: Energy (cont’d)

Indicator	Description	Response
3-3	Management of material ESH topics cont’d	<p>We communicate gaps and best practices to other sites to avoid similar issues. Each manufacturing site also reports performance using a scorecard that measures energy use, water efficiency and landfill diversion. We share scorecards internally for transparency and best-practice awareness and as an accountability mechanism. We have not had to make significant adjustments to our corporate-level ESH management system because of audit findings.</p> <p><b>Goals</b> TI implements programs to reduce energy intensity, material and water consumption, and GHG emissions. We track and report the effectiveness of these initiatives to senior leaders quarterly.</p> <p><b>Policies</b> TI’s ESH policy is available in multiple languages: <a href="#">English</a>, <a href="#">traditional Chinese</a>, <a href="#">Simplified Chinese</a>, <a href="#">Japanese</a>, <a href="#">Malay</a>, <a href="#">Spanish</a>, <a href="#">German</a> and <a href="#">Korean</a>. TI’s <a href="#">Living our values – TI’s ambitions, values and code of conduct</a> also includes sections on protecting human health and the environment.</p> <p><b>Engagement</b> We evaluate a proposed project’s potential positive and negative impacts on a community by conducting environmental impact assessments before site selection.</p> <p><b>Grievance channels</b> We offer several channels through which internal and external stakeholders can submit ESH questions, concerns or grievances. All employees and supplemental contractors have “stop work” authority to remove themselves from work situations that they believe could cause injury, illness or environmental harm. They can also anonymously contact their supervisor, site ESH staff or the TI Ethics Office. Customers can contact <a href="#">ti.com/support</a> or email all other ESH-related inquiries to <a href="#">citizenshipfeedback@list.ti.com</a>.</p> <p><b>Boundaries</b> Our organizational boundary includes TI manufacturing sites, larger non-manufacturing sites and support facilities subject to contracts considered embedded leases by TI for financial accounting purposes. Our operational boundary includes scope 1 and 2 emissions and water and wastewater from these sites and facilities, as applicable. More information on TI’s approach to GHG emissions reporting can be found in the <a href="#">TI GHG Emissions Inventory and Management Plan</a>.</p> <p><b>Resources</b> TI allocates extensive financial, human, training and communication resources to help Tiers monitor and control potential ESH impacts, protect employee health and safety, understand specific ESH roles and responsibilities and drive improvements. We provide our ESH team with extensive training and tools to implement appropriate industry best practices and comply with regulatory requirements. To guide these efforts, we require employees and supplemental contractors at all manufacturing and assembly/test sites to adhere to our <a href="#">ESH Policy and Principles</a>.</p>
3-3	Management of energy	See the Energy section of TI’s 2022 Corporate Citizenship Report and <a href="#">GRI: 302 ESH Disclosure of Management Approach</a> in this index to learn more about how we manage energy consumption.
302-1	Energy consumption within the organization	See the Energy section of TI’s 2022 Corporate Citizenship Report and the Performance Data Appendix to learn more about the energy consumed from renewable and non-renewable sources.
302-2	Energy consumption outside the organization	For details on energy consumed outside of TI, see our <a href="#">CDP Climate Change response</a> .
302-3	Energy intensity	TI’s 2022 energy intensity ratio was 0.33. When calculating energy intensity, we divide the total energy consumption by the number of wafer 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.

GRI 302: Energy (cont’d)

Indicator	Description	Response
302-4	Reduction of energy consumption	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for energy reduction data.
302-5	Reductions in energy requirements of products and services	TI does not have data collection processes to track, record and report this information exactly this way.

GRI 303: Water and effluents

Indicator	Description	Response
		See the Water section of TI's 2022 Corporate Citizenship Report and TI's <a href="#">2023 CDP Water Security response</a> to learn more about water management. The TI ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we: <ul style="list-style-type: none"><li>• Visually inspect our onsite wastewater treatment plants regularly to ensure they operate properly and do not leak.</li><li>• Periodically clean the plants and inspect the treatment basins for integrity.</li><li>• Hire trained or certified operators as required.</li></ul>
3-3	Management of material topics	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.  <b>Water sources</b> Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water: <ul style="list-style-type: none"><li>• Nonmanufacturing – used in restrooms, irrigation, drinking fountains and cafeterias.</li><li>• Manufacturing – used to rinse wafers after chemical processing or for other fabrication processes.</li><li>• Manufacturing support – used in exhaust abatement and cooling systems.</li></ul>
		There are no water impacts directly attributable to discharges and runoff at any TI site. We sustain this by maintaining compliance with discharge limits in our permits, following TI standards, and ensuring that sites follow good housekeeping practices while actively collaborating to continuously improve and minimize exposure to water pathways.
303-1	Interactions with water as a shared resource	See the Water section of TI's 2022 Corporate Citizenship Report and TI's <a href="#">2023 CDP Water Security response</a> to learn more about how TI interacts with water and collaborates with stakeholders regarding this shared resource.  All of TI's main manufacturing and assembly/test facilities set annual water conservation goals based on projects they identified as part of the company's ongoing energy and water reduction strategy. Sites develop and complete water conservation projects based on various factors, including process system reliability, economic feasibility and sustainability targets. Public policy and water stress also factor into these decisions, influencing the availability and cost of water, which drive water reduction and reclaim efforts to ensure system reliability and business continuity.



GRI 303: Water and effluents (cont’d)

Indicator	Description	Response
303-2	Management of water discharge-related impacts	<p>See the Water section of TI's 2022 Corporate Citizenship Report and TI's <a href="#">2023 CDP Water Security response</a> 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.</p> <p>Our internal water-management standard includes guidelines that ensure 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.</p>
303-3	Water withdrawal	<p>See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for water withdrawal data. Municipal sources and groundwater supply our water. We calculate consumption from sites TI fully controls larger than 50,000 square feet.</p>
303-4	Water discharge	<p>Federal, state or local regulators create wastewater permits that define and determine priority substances that must meet discharge limits. We comply with these limits by treating water in onsite treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for discharge data.</p>
303-5	Water consumption	<p>See the Water section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for 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.</p>

GRI 305: Emissions

Indicator	Description	Response
3-3	Management of material topics	<p>See the Greenhouse Gas Emissions section of TI's 2022 Corporate Citizenship Report, <a href="#">GRI: 302 ESH Disclosure of Management Approach</a> in this index and TI's <a href="#">2023 CDP Climate Change response</a> to learn more about how we manage emissions. 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. Environmental Protection Agency (EPA) to comply with its mandatory reporting requirements.</p> <p>The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride, perfluorocarbons [PFCs] and hydrochlorofluorocarbons), as well as GHG emissions from combustion sources. We also voluntarily report our GHG emissions data to the World Semiconductor Council (as part of the U.S. industry report), the CDP and in our annual Corporate Citizenship Report.</p> <p>TI reports U.S. air emissions data to federal and state regulators. We also report chemical releases and pollution prevention activities to the EPA's Toxic Release Inventory.</p>

GRI 305: Emissions (cont’d)

Indicator	Description	Response
3-3	Management of material topics cont’d	<b>Boundaries</b> Our organizational boundary includes TI manufacturing sites, larger non-manufacturing sites, and support facilities subject to contracts considered embedded leases by TI for financial accounting purposes. Our operational boundary includes scope 1 and 2 emissions from these sites and facilities, as applicable.
305-1	Direct (scope 1) GHG emissions	<p>See the Performance Data Appendix for scope 1 data. The gases included in our data calculations include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrochlorofluorocarbons (HFCs), PFCs, sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).</p> <p>We calculate scope 1 GHG emissions using relevant guidelines from the Intergovernmental Panel on Climate Change (IPCC), the EPA's Mandatory Reporting Rule and published emission factors. Our methodology includes accepted quantification methods, emission factors and global warming potential. For more information, see TI's <a href="#">2023 CDP Climate Change response</a>.</p>
305-2	Energy indirect (scope 2) GHG emissions	<p>See the Performance Data Appendix for scope 2 market- and location-based data and our response to indicator 305-1. The gases included in our market- and location-based data calculations include CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. In 2022, we made no significant emissions changes that triggered base-year emissions recalculations.</p> <p>The EPA's GHG Mandatory Monitoring and Reporting Requirements (MRR) Final Rule is our source of emissions factors and global warming potential rates. Scope 2 location-based electricity emission factors are from the U.S. EPA eGRID for U.S. sites and the International Energy Agency for all international sites. Scope 2 market-based factors are the Green E residual mix for U.S. locations and AIB Residual mix for our Freising, Germany location. All calculations for scope 2 emissions follow either U.S. EPA MMR or IPCC Tier 2 requirements. For more information, see TI's <a href="#">2023 CDP Climate Change response</a>.</p>
305-3	Other indirect (scope 3) GHG emissions	For details on scope 3 GHG emissions, see TI's <a href="#">CDP Climate Change response</a> .
305-4	GHG emissions intensity	TI's normalized GHG market-based emissions intensity ratio in 2022 was 0.27. The ratio equals the emissions intensity in 2022 divided by the emissions intensity in 2005. We calculate the intensity using both scope 1 and scope 2 emissions, with CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> and NF <sub>3</sub> as the numerator and the number of chips produced within TI as the denominator.
305-5	Reduction of GHG emissions	TI's scope 1 and 2 absolute emissions were down 23% from 2015 to 2022. See the Performance Data Appendix and TI's <a href="#">2023 CDP Climate Change response</a> for more information about emission reductions.
305-6	Emissions of ozone-depleting substances (ODS)	TI does not allow the use of Class I and II ODSs, except in closed-loop refrigeration systems if the refrigeration system equipment was purchased or acquired before the ODS refrigerant's elimination date. We do store some refrigerant gases for maintaining refrigeration systems for our chillers.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for U.S. air emissions data.

GRI 306: Waste

Indicator	Description	Response
3-3	Management of material topics	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report and <a href="#">GRI: 302 ESH Disclosure of Management Approach</a> in this index to learn more about how we manage material use.
306-1	Waste generation and significant waste-related impacts	See the <a href="#">Waste and Material Management</a> section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for information and data on waste stream activities.
306-2	Management of significant waste-related impacts	<p>See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report for information on our waste diversion goal and activities. TI applies a three-step approach to waste and material management: examine what we need, reuse what we can and recycle what is allowed. Most of the materials we need are for fabricating semiconductors. When purchasing materials and chemicals, we consider the resulting waste and whether an opportunity exists to reuse existing materials, purchase recycled materials or use environmentally friendly items instead.</p> <p>We also 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.</p>
306-3	Waste generated	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste-generated data.
306-4	Waste diverted from disposal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste diverted from disposal data.
306-5	Waste directed to disposal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste directed to disposal data.

308: Supplier environmental assessment

Indicator	Description	Response
3-3	Management of material topics	See <a href="#">GRI 302: Management of Material ESH Topics</a> to learn more about TI's approach to environmental management. We outline additional expectations and requirements in our <a href="#">Supplier Code of Conduct</a> , <a href="#">Supplier Environmental and Social Responsibility Policy</a> and <a href="#">ESH Handbook for Suppliers</a> .
308-1	Percentage of new suppliers that were screened using environmental criteria	We do not have a process to track the percentage of new suppliers screened. However, we screen any new supplier deemed critical or one that provides on-site services to our factories.



308: Supplier Environmental Assessment (cont’d)

Indicator	Description	Response
308-2	Negative environmental impacts in the supply chain and actions taken	<p>TI works with thousands of suppliers worldwide and communicates company expectations for responsible environmental performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the RBA code of conduct.</p> <p>In 2022, we assessed 160 production suppliers that support our manufacturing operations with 335 factory locations; 98% met our expectations. The remaining 2% required corrective actions, including additional training and enhanced policies. Our findings revealed no significant negative environmental impacts or concerns. As a result, we did not terminate any relationship.</p>

GRI 401: Employment

Indicator	Description	Response
3-3	Management of material topics	<p>See the Workplace section of TI’s 2022 Corporate Citizenship Report to learn more about how we manage employment.</p> <p><b>Governance</b></p> <ul style="list-style-type: none"><li>• TI's senior vice president (SVP) of Human Resources (HR) establishes and maintains strategic direction, effective communication and reports to the CEO.</li><li>• Our HR leaders are responsible for developing strategies, programs, protocols and processes essential for effective productivity. This oversight ensures compliance with relevant regulations.</li><li>• The SVP of HR and head of diversity and inclusion oversee our diversity and inclusion programs.</li><li>• The SVP of HR and the head of talent development and acquisition oversee our development programs and workforce recruitment efforts.</li><li>• The SVP of HR and the head of compensation oversee employee compensation.</li><li>• The SVP of HR and the head of benefits oversee employee physical, mental and financial well-being benefits.</li><li>• Managers, with the support of HR, are responsible for employee retention. In addition, site teams are responsible for implementing multifaceted and tailored retention programs and complying with site-specific employment laws.</li><li>• The Compensation Committee of TI’s board of directors oversees compensation practices relating to executive personnel.</li></ul> <p><b>Policies and commitments</b></p> <p>TI’s commitment to equal employment opportunity extends to recruiting, hiring, training, promotions, transfers, compensation, benefits, termination, and all other terms and conditions of employment. We administer employment decisions in a nondiscriminatory 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 conditions, pregnancy, military and veteran status, or any other characteristic protected by applicable law. TI does not tolerate any harassment, retaliation, intimidation or violence. We also have policies on flexible work, conduct, privacy protection, wages, workforce reductions and performance improvement.</p> <p><b>Grievance channels</b></p> <p>We offer several channels through which TIers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, HR representative or anonymously through the Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.</p>

GRI 401: Employment (cont’d)

Indicator	Description	Response
3-3	Management of material topics cont’d	<p><b>Assessment</b> We regularly monitor our employment processes and are focused on reducing bias within them. This includes conducting in-depth analyses of our compensation system to look for any unexplained pay discrepancies and the reasons behind the. If we find disparities, we explore whether factors such as market pay ranges, performance or experience support the difference; and if unjustified, we adjust.</p> <p><b>Resources</b> We allocate extensive financial, human, training and communication resources to help employees understand our vision and expectations, their roles and responsibilities, learning opportunities, health and safety protections and other labor-related needs.</p>
401-1	New employee hires and employee turnover	<p>We aim to ensure that our recruiting efforts and workforce reflect the available talent pool. TI hired more than 10,200 employees (including exempt, non-exempt and interns) in 2022. 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 or senior roles. We use data analytics to track turnover by region to tailor programs for improvement.</p> <p>In 2022, total turnover was 12.2%, up from 9.8% in 2021. As an indication of the longevity of our workforce, in 2022, 23% of our employees had worked at TI for more than 20 years.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	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 and income protection. Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.
401-3	Parental leave	TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In 2022, 285 U.S. employees utilized parental leave. We do not track return-to-work and retention rates after parental leave. For our employees outside of the U.S., we offer varying programs according to local regulations and market practice.

GRI 402: Labor and management relations

Indicator	Description	Response
3-3	Management of material topics	See the Workplace section of TI’s 2022 Corporate Citizenship Report and <a href="#">GRI 401: Employment</a> to learn more about 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 Tlers, so we invest in their development and training to help them be stronger, more inclusive and to ensure that we operate in accordance with TI values.
402-1	Minimum notice periods regarding operational changes	TI complies 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 a minimum of 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.

GRI 403: Occupational health and safety

Indicator	Description	Response
3-3	Management of material topics	<p>See the Safety and Health section of TI's 2022 Corporate Citizenship Report and <a href="#">GRI 302: Management of Material ESH Topics</a> to learn more about the company's management approach. The Audit committee of TI's board of directors oversees health and safety management for employees, supplemental contractors and workplace visitors. Our management approach includes several different elements:</p> <ul style="list-style-type: none"><li>• 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.</li><li>• Manufacturing and assembly/test safety councils, comprising ESH and ergonomics representatives, drive a safety-focused manufacturing culture within our facilities.</li><li>• Leaders at all levels support and reinforce consistent safety practices, including training and reporting.</li><li>• Employees must complete applicable training and keep their work environments safe.</li></ul> <p><b>Policies</b></p> <p>TI is committed to giving employees a non-threatening work environment and does not tolerate any act or threat of violence or harassment. Our:</p> <ul style="list-style-type: none"><li>• Threat-Free Work Environment Policy describes our expectations.</li><li>• <a href="#">Supplier Code of Conduct</a> requires that suppliers ensure that working conditions are safe.</li><li>• <a href="#">Supplier Environmental and Social Responsibility Policy</a> outlines our expectations for health and safety.</li><li>• <a href="#">ESH Handbook for Suppliers</a> summarizes TI's standards, policies, guidelines and general practices.</li></ul>
403-1	Occupational health and safety management system	<p>TI's health and safety management system is voluntarily third-party certified to ISO 45001:2018. This management system:</p> <ul style="list-style-type: none"><li>• Comprises interrelated and interacting elements used to establish our ESH policy and principles and objectives.</li><li>• Drives a reduction of occupational injuries and diseases and promotes and protects the physical and mental health of employees, contractors, customers and visitors.</li><li>• Records performance data; identifies trends, weaknesses and hazards; and remedies flaws.</li><li>• Ensures the quality of and facilitates workers' access to safety and occupational health services.</li></ul> <p>We require 100% of our employees and supplemental contractors at all manufacturing and assembly/test sites to adhere to the management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements.</p>
403-2	Hazard identification, risk assessment, and incident investigation	<p>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. In accordance with internal standards, all workers are responsible for and receive periodic training and communications on how to report 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.</p> <p><b>Assessments</b></p> <p>Through routine programs, facility self-assessments and audits, work area sampling and health and safety surveys, we assess potential safety and health risks by:</p> <ul style="list-style-type: none"><li>• Identifying, assessing and documenting potential workplace hazards and risks using qualitative and quantitative methods, and implementing appropriate controls to mitigate risks and ensure a safe workplace.</li><li>• Using the results of these assessments to identify annual goals to drive risk reduction projects in accordance with ISO 45001:2018 continually.</li><li>• Performing a thorough investigation after all incidents and near misses to analyze the root cause and take corrective and preventive actions.</li><li>• Communicating lessons learned and corrective action plans to other sites and groups to avoid similar issues.</li><li>• Documenting all incidents for review by a central recordkeeping review panel, which ensures the quality and accuracy of each injury investigation and its associated documentation.</li><li>• Conducting 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.</li></ul>



GRI 403: Occupational health and safety (cont’d)

Indicator	Description	Response
403-3	Occupational health services	<p>See the Safety and Health section of TI’s 2022 Corporate Citizenship Report to learn more about occupational health services. TI ensures the quality of occupational health services through:</p> <ul style="list-style-type: none"><li>• Onsite clinics staffed by medical practitioners who hold recognized qualifications.</li><li>• TI’s worldwide medical director , who reviews a statement of work for medical providers and conducts on-site reviews as needed.</li><li>• Medical surveillance oversight and tracking for occupational health examinations.</li></ul> <p>In addition, all TI sites:</p> <ul style="list-style-type: none"><li>• Use an industrial hygiene program to identify, evaluate and control potential workplace hazards.</li><li>• Collect employee health data to design custom health-improvement programs, depending on Tl’sers’ unique needs.</li><li>• Manage all personal health-related information as confidential according to all legal requirements and our confidentiality classification expectations.</li></ul>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>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.</p>
403-5	Worker training on occupational health and safety	<p>To reinforce TI’s commitment to its employees’ safety, we:</p> <ul style="list-style-type: none"><li>• Train employees to prioritize safety and speak up about any potential hazards, how to correct or report unsafe behaviors and conditions, follow procedures and policies and use personal protective equipment.</li><li>• Deliver occupational health and safety training to 100% of our employees and supplemental contractors.</li><li>• Tailor training to each role to reinforce our commitment to compliance, resilient ESH standards and customers’ performance expectations.</li><li>• Reinforce expectations regularly through safety campaigns, articles, meetings, posters and reminder emails.</li></ul> <p>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.</p>
403-6	Promotion of worker health	<p>TI has implemented many programs aimed at improving employees’ health. See the Safety and Health section of TI’s 2022 Corporate Citizenship Report to learn more about occupational health services. For ergonomics risk, we:</p> <ul style="list-style-type: none"><li>• Implement high- and medium-risk-reduction projects that help sites identify and reduce musculoskeletal disorder risks.</li><li>• Engage workers to assess safety and ergonomics risks and reinforce solutions.</li><li>• Offer a health care plan that includes a preventive health care provider who works with musculoskeletal discomfort.</li><li>• Implement a hearing conservation program and controls, which we continuously monitor according to our medical surveillance program.</li><li>• Created a website to help at-home employees conduct ergonomic assessments.</li></ul> <p>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.</p> <p>U.S. employees also have access to on-demand stretching breaks and fitness classes. In the U.S., our Well-Being Steering committee increases awareness of TI’s wellness benefits and programs. TI’s Safety Panel reviews all reported injury/illness cases. We share lessons learned with employees to increase risk awareness and deliver monthly safety topics to reinforce safe practices.</p>

GRI 403: Occupational health and safety (cont’d)

Indicator	Description	Response
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our <a href="#">Supplier Code of Conduct</a> requires that our suppliers ensure that working conditions are safe; our <a href="#">Supplier Environmental and Social Responsibility Policy</a> outlines our expectations for ESH protection. See TI’s response to indicators 403-1 and 403-3 for more 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). To ensure the effectiveness of our management system, the Worldwide ESH Compliance support team and independent third parties audit each facility every three years; in interim years, the facilities perform self-assessments.
403-9	Work-related injuries	See the Performance Data Appendix of TI’s 2022 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); and falls, slips, trips and losses of balance.
403-10	Work-related ill health	See the Performance Data Appendix of TI’s 2022 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.

GRI 404: Training and education

Indicator	Description	Response
3-3	Management of material topics	<p>See the Talent Development section of TI’s 2022 Corporate Citizenship Report and <a href="#">GRI 401: Employment</a> to learn more about how TI manages employee development.</p> <p><b>Assessment</b> To strengthen our programs, we:</p> <ul style="list-style-type: none"><li>• Track attendance in mandatory training programs to ensure compliance.</li><li>• 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.</li><li>• Benchmark with training providers and other companies to ensure the effectiveness of our learning modalities.</li><li>• Conduct internal and external audits to verify the quality and effectiveness of our processes.</li></ul> <p>TI’s needs and regulatory requirements determine competency requirements specific to job functions.</p>
404-1	Average hours of training per year per employee	Employees globally received, on average, approximately 50.7 hours of training in 2022.
404-2	Programs for upgrading employee skills and transition assistance programs	Employees take part in various development opportunities throughout their careers, which are summarized in the Talent Development section of TI’s 2022 Corporate Citizenship Report. 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.

GRI 404: Training and education (cont'd)

Indicator	Description	Response
404-3	Percentage of employees receiving regular performance and career development reviews	<p>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.</p> <p>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.</p>

GRI 405: Diversity and equal opportunity

Indicator	Description	Response
3-3	Management of material topics	See the Diversity and Inclusion section of TI's 2022 Corporate Citizenship Report and Employment management of material topics in this index to learn more about the company's management approach. To assess our diversity strategy's effectiveness, we evaluate the outcomes of our various diversity, equity and inclusion efforts to determine any necessary adjustments. We also benchmark our strategy, programs and outcomes against our peers, and monitor reported concerns or grievances.
405-1	Diversity of governance bodies and employees	See the Workforce Representation section and Performance Data Appendix in TI's 2022 Corporate Citizenship Report for diversity data.
405-2	Ratio of basic salary and remuneration of women to men	<p>We have a long-standing practice to pay 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 we achieve them.</p> <p>In 2022, TI retained a third party to conduct a separate compensation analysis examining gender and race pay parity (including base, and bonus pay and equity) that considered job type, job level and country. Our analysis confirmed that within the U.S. and worldwide, TI pays women as much as men. In the U.S., TI pays minorities as much as non-minorities. Globally, women make \$1.015 for every \$1.000 men earn. In the U.S., women make \$1.002 for every \$1.000 men earn, and minorities make \$1.002 for every \$1.000 non-minorities earn.</p>

GRI 406: Non-discrimination

Indicator	Description	Response
3-3	Management of material topics	<p>See <a href="#">GRI 401: Employment, Living our values – TI's ambitions, values and code of conduct</a> and our <a href="#">Equal Employment Opportunity Policy</a> in this index to learn more about our nondiscrimination standards. We:</p> <ul style="list-style-type: none"><li>• Take measures to ensure that our recruiting efforts and workforce reflect the available talent pool.</li><li>• Measure participation in our diversity initiatives.</li><li>• Monitor concerns or grievances reported.</li><li>• Benchmark our programs and strategies against our peers.</li></ul>



GRI 406: Non-discrimination (cont’d)

Indicator	Description	Response
406-1	Incidents of discrimination and corrective 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 any such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

GRI 408: Child labor

Indicator	Description	Response
3-3	Management of material topics	<p>TI forbids the use of child labor in any area of our business and our <a href="#">Supplier Code of Conduct</a> forbids child labor in any stage of manufacturing. See the <a href="#">Labor and Human Rights</a> and <a href="#">Supply Chain Management</a> sections of TI’s 2022 Corporate Citizenship Report to learn more about our policies, reporting and assessment mechanisms. We use our <a href="#">Living our values, TI’s ambitions, values and code of conduct</a>; <a href="#">Business Practices Statement</a>; and our membership in organizations such as the RBA as reference points for our approach to managing human rights issues.</p>
		<p><b>Governance</b> The Audit committee of our board of directors oversees human and labor rights-related efforts and receives annual updates. If a serious violation occurs, we promptly notify the committee chair.</p>
		<p><b>Assessment</b> 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.</p> <p><b>Policies and practices</b> TI has:</p> <ul style="list-style-type: none"><li>• Nondiscrimination, workplace safety, anti-human trafficking, working hours, minimum wages, and data privacy policies. Additional policies guide our actions in specific areas, such as supply chain, environmental protection, health and safety and privacy.</li><li>• Several operating procedures to safeguard employees and suppliers’ and contractors’ rights, including labor standards, training and awareness-building practices, freedom to associate and incident reporting tools.</li></ul>
408-1	Operations and suppliers at significant risk for incidents of child labor	TI’s Ethics Office is responsible for investigating all child labor allegations and taking corrective actions if needed. TI assessed nearly 230 suppliers for child labor and other human rights risks; findings revealed no significant negative impacts or concerns.

GRI 409: Forced or compulsory labor

Indicator	Description	Response
3-3	Management of material topics	TI forbids forced or compulsory labor in any area of its business and the <a href="#">Supplier Code of Conduct</a> also forbids forced or compulsory labor. See <a href="#">GRI 408: Child Labor</a> for more information on how TI manages human and labor rights.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	TI’s Ethics Office is responsible for investigating all forced or compulsory labor allegations and taking corrective actions if needed. TI assessed nearly 230 suppliers for forced or compulsory labor and other human rights risks; findings revealed no significant negative impacts or concerns.

GRI 410: Security practices

Indicator	Description	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 or 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	Description	Response
3-3	Management of material topics	<p>TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteerism. Worldwide, our <a href="#">devices</a> 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.</p> <p>TI has stringent standards, policies and processes to ensure that our local operations are safe, and 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.</p>

GRI 413: Local communities (cont’d)

Indicator	Description	Response
413-1	Operations with local community engagement, impact assessments, and development programs	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 the extent of qualified workers 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 currently are 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 and employee/retiree donations, disaster relief funding or through volunteerism.
		Stakeholders with questions or concerns about our community, philanthropy and volunteering programs can email <a href="mailto:citizenshipfeedback@list.ti.com">citizenshipfeedback@list.ti.com</a> or contact the TI Ethics Office anonymously.
413-2	Operations with significant actual and potential negative impacts	TI broke ground on a new 300-mm semiconductor wafer fabrication plant in <a href="#">Sherman, Texas</a> . The potential \$30 billion investment includes plans for four fabs to meet demand over time, supporting as many as 3,000 direct jobs. We also began production at our new 300-mm fabs in <a href="#">Richardson, Texas</a> and <a href="#">Lehi, Utah</a> , a site that TI acquired in 2021. These sites will also create new jobs and generate billions in economic growth. Conversely, none of TI's sites experienced negative impacts in 2022.

GRI 414: Supplier social assessment

Indicator	Description	Response
3-3	Management of material topics	See the Supply Chain Responsibility section of TI's 2022 Corporate Citizenship Report, <a href="#">Anti-Human Trafficking Statement</a> and <a href="#">Suppliers website</a> to learn more about how we manage suppliers’ social risks.
414-1	Percentage of new suppliers that were screened using social criteria	We do not have a process to track the percentage of new suppliers screened. However, we screen any new supplier deemed critical or one that provides on-site services to our factories.
414-2	Negative social impacts in the supply chain and actions taken	In 2022, TI assessed nearly 230 suppliers and the findings revealed no significant negative impacts or concerns. As a result, we did not terminate any relationships.

GRI 415: Public policy

Indicator	Description	Response
3-3	Management of material topics	TI's innovations facilitate economic growth in the global communities where we operate. Our affordable technologies make homes and automobiles safer; reduce energy consumption; and expand access to light, power and electronics. To protect our ability to engineer progress, we advocate for <a href="#">government policies</a> that help us attract talent, drive innovation and promote competitiveness.

GRI 415: Public policy (cont’d)

Indicator	Description	Response
3-3	Management of material topics cont’d	<p>We conduct <a href="#">public policy activities</a> transparently, ethically and in compliance with relevant laws. We are forthright in how we <a href="#">govern</a> our actions, and disclose our membership in <a href="#">lobbying associations</a> and <a href="#">political expenditures</a>. We openly describe the role and limitations of TI’s <a href="#">political action committee</a> and our <a href="#">employees’ rights</a> in the political process. 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 review these actions annually to confirm their consistency with company policies.</p> <p>Across the globe, we engage with policymakers, government authorities, industry organizations and our peers to discuss and identify solutions to shared challenges. We assess the effectiveness of this collaboration by our ability to compete fairly and transparently. If concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. For more information, see the <a href="#">Public Policy</a> section of TI’s 2022 Corporate Citizenship Report and <a href="#">TI’s Public Policy website</a>.</p>
415-1	Political contributions	TI’s <a href="#">political activities and contributions</a> reflect U.S. activity only. We do not make political contributions outside the U.S.

GRI 417: Marketing and labeling

Indicator	Description	Response
3-3	Management of material topics	TI meets regulatory and customer requirements for material content contained in its labels and <a href="#">packing materials</a> . We have published information about how we manage <a href="#">restricted chemicals</a> and <a href="#">product labeling</a> on TI.com.
417-1	Requirements for product and service information and labeling	<p>Our ongoing objective is 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:</p> <ul style="list-style-type: none"><li>• Use TI standard labels and create semi-custom labels if customers require them.</li><li>• Share information about our products’ possible environmental and social impacts on our <a href="#">Eco-Info</a> page and material content <a href="#">search tool</a>.</li><li>• Provide applicable safety information in product literature.</li><li>• Assess and indicate the compliance status of all regulatory and industry requirements for integrated circuit components on our labels and website.</li></ul> <p>Our Restricted Chemicals and Materials program requires material suppliers and external manufacturing to provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.</p>
417-2	Incidents of non-compliance concerning product 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 2022, TI had zero noncompliance incidents with regulated and voluntary codes.
417-3	Incidents of non-compliance concerning marketing communications	TI had zero incidents of non-compliance related to product marketing communications in 2022.



GRI 418: Customer privacy

Indicator	Description	Response
3-3	Management of material topics	<p>See the Information Protection section of TI's 2022 Corporate Citizenship Report to learn more about the company's management approach. 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 to exchange information about threats, best practices and trends.</p> <p><b>Governance</b></p> <ul style="list-style-type: none"><li>• Our chief information officer oversees information protection, and we have governance and compliance structures in place to address or elevate issues if needed.</li><li>• Senior leaders from major business units and support entities review cybersecurity threats, prioritize security actions, and help build awareness and support within their organizations.</li><li>• Our Confidential Information Protection Council ensures that we appropriately classify and protect confidential information and trade secrets.</li><li>• Our Privacy committee, comprising cross-organizational representatives, helps protect Tlers', customers' and business partners' personally identifiable information.</li></ul> <p><b>Assessment</b></p> <p>We:</p> <ul style="list-style-type: none"><li>• Regularly review and test controls to ensure that protections function as they should.</li><li>• Conduct external penetration tests, internal vulnerability assessments, and audits at the site and business level.</li><li>• Evaluate our practices against industry standards and vet with external experts.</li><li>• Address any identified deficiencies.</li></ul> <p><b>Grievance channels</b></p> <p>If employees identify potential threats or have questions or concerns about IT security, we have internal channels to assist them. Customers and suppliers can also contact us directly through their account managers and other channels.</p> <p><b>Resources</b></p> <p>TI allocates extensive financial, human and information protection resources to protect intellectual property and employee and customer information.</p>
		<p>418-1</p> <p>Substantiated complaints concerning breaches of customer privacy and losses of customer data</p> <p>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.</p>

Business continuity and risk management

Indicator	Description	Response
3-3	Management of material topics	<p>See the Risk Management and Business Continuity section of TI's 2022 Corporate Citizenship Report to learn more about how TI manages these programs. TI is a member of the business continuity planning (BCP) Conference Board, a consortium of business stakeholders who discuss and share best practices on ways to anticipate, mitigate and avoid risks.</p>

# Task Force on Climate-Related Financial Disclosures

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information. This index includes information that is not material to TI, but may be considered important to TI and our stakeholders.

## Governance

Subtopic	Description	Response
Board oversight	Describe the board’s oversight of climate-related risks and opportunities.	See <a href="#">Board Oversight of Environmental, Social and Governance (ESG) Matters</a> and TI's <a href="#">2023 CDP Climate Change response</a> .
Management’s role	Describe management’s role in assessing and managing climate-related risks and opportunities.	See <a href="#">Board Oversight of ESG Matters</a> and TI’s <a href="#">2023 CDP Climate Change response</a> .

## Strategy

Subtopic	Description	Response
Risks and opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	See TI’s <a href="#">2023 CDP Climate Change response</a> .
Impact on organization	Describe the impact of climate-related risks and opportunities on the organization’s business, strategy and financial planning.	See TI’s <a href="#">2023 CDP Climate Change response</a> .
Resilience of strategy	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See TI’s <a href="#">2023 CDP Climate Change response</a> .

## Risk management

Subtopic	Description	Response
Risk assessment processes	Describe the organization’s processes for identifying and assessing climate-related risks.	See TI’s <a href="#">2023 CDP Climate Change response</a> .
Risk-management processes	Describe the organization’s processes for managing climate-related risks.	See TI’s <a href="#">2023 CDP Climate Change response</a> .
Resilience of strategy	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	See TI’s <a href="#">2023 CDP Climate Change response</a> .
Integration into overall risk management	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	See TI’s <a href="#">2023 CDP Climate Change response</a> .

## Metrics and targets

Subtopic	Description	Response
Climate-related metrics	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	TI has not defined metrics to assess climate-related risks at this time.
Scope 1, 2 and 3 GHG emissions	Disclose scope 1, scope 2, and if appropriate, scope 3 GHG emissions and the related risks.	See the Greenhouse Gas Emissions section of TI’s 2022 Corporate Citizenship Report and TI's <a href="#">2023 CDP Climate Change response</a> .
Climate-related targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	See the Greenhouse Gas Emissions section of TI’s 2022 Corporate Citizenship Report and TI's <a href="#">2023 CDP Climate Change response</a> .