

Global Reporting Initiative (GRI) content index

Statement of use Texas Instruments has reported the information cited in this GRI content index for the period Jan. 1, 2025, to Dec. 31, 2025, with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI 2: General disclosures

Indicator	Page	Response
2-1 Organizational details	3	Texas Instruments Incorporated (NASDAQ: TXN). 12500 TI Blvd., Dallas, TX 75243. See the company's most recent Annual Report on Form 10-K for information regarding TI's ownership structure and its primary countries of operation.
2-2 Entities included in the organization's sustainability reporting	3	See the Annual Report on Form 10-K , Part I, Item 1, pages 2-4 for TI's reportable segments (analog and embedded processing) and other business activities. TI's Corporate Citizenship Report covers relevant and material topics for all TI-owned entities and facilities included in financial statements.
2-3 Reporting period, frequency and contact point	4	TI produces its Corporate Citizenship Report annually based on the previous calendar year, which aligns with financial reporting. TI published its 2024 report in June 2025. For questions, email citizenshipfeedback@list.ti.com .
2-4 Restatements of information		TI includes restatements and any associated impacts in the footnotes of its 2025 Corporate Citizenship Report and in the appendix.
2-5 External assurance	74	ERM Certification and Verification Services (ERM CVS), an independent certification and verification body, has provided limited assurance of TI's 2025 energy, renewable energy and Scope 1, Scope 2 and Scope 3 emissions data. See the Assurance Statement . ERM CVS provides a management report after its assurance process that TI leaders consider for implementation. Other nonfinancial data is not independently assured except for the TI Foundation's financial records, which Ernst & Young audits annually.
2-6 Activities, value chain and other business relationships	3, 27	<p>TI is a publicly traded company in the semiconductor and education technology sectors. See the company's most recent Annual Report on Form 10-K Part I for a description of TI's markets, upstream and downstream activities, products and sales, and supply chain.</p> <p>Additionally, more information about TI's value chain and business relationships can be found on the Supply Chain Responsibility page in TI's 2025 Corporate Citizenship Report, as well as the Supplier webpage and Education Technology pages on TI.com.</p> <p>We spend about 85% of procurement dollars with 241 suppliers, of which 186 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 wafer manufacturing or product assembly and testing.</p>
2-7 Employees	49	See the appendix of the 2025 Corporate Citizenship Report for employee data and calculation methodologies. In 2025, TI classified 35 employees as temporary (mostly student workers) and classified 229 as part time.
2-9 Governance structure and composition	23	See the Governance section in TI's 2025 Corporate Citizenship Report as well as the Governance page on TI.com, the company's most recent Annual Report on Form 10-K (Part III) and TI's Corporate Governance Guidelines for information on TI's governance structure, roles and responsibilities.
2-10 Nomination and selection of the highest governance body	23	See TI's Governance Guidelines , 2026 Proxy Statement and Investor Relations FAQs for information about TI's director nomination and selection process, diversity, training, board independence and role requirements.
2-11 Chair of the highest governance body	23	See the Board of Directors & Committees and Governance Guidelines for the roles and responsibilities of TI's chairman.
2-12 Role of highest governance body in overseeing the management of impacts	4, 23	See the Approach to Corporate Citizenship and Governance sections of TI's 2025 Corporate Citizenship Report for TI's governance oversight of ESG impacts.
2-13 Delegation of responsibility for managing impacts	4, 23	See the Board of Directors & Committees , Governance Guidelines and the Governance section of the 2025 Corporate Citizenship Report for delegation responsibilities.
2-14 Role of the highest governance body in sustainability reporting	4, 23	See the Approach to Corporate Citizenship and Governance sections of TI's 2025 Corporate Citizenship Report for information about reporting oversight.
2-15 Conflicts of interest	24	See the Governance Guidelines and 2025 Annual Report on Form 10-K for information about managing conflicts of interest.

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2-16	Communication of critical concerns	24	See the Governance Guidelines as well as the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report for how board members and employees can report concerns. We encourage Tiers to raise questions or concerns about conduct and will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates is subject to disciplinary action, including termination.
2-17	Collective knowledge of the highest governance body		See the Governance Guidelines . TI's Governance and Stockholder Relations committee maintains the right balance of knowledge, experience, background and capability on key ESG matters.
2-18	Evaluation of the performance of the highest governance body		See the Governance Guidelines and page 17 of the 2026 Proxy Statement for TI's board evaluation process.
2-19	Remuneration policies		See the Governance Guidelines , pages 25-29 of the 2026 Proxy Statement and Recoupment of Executive Compensation Policy for TI's remuneration policies for directors and executive officers.
2-20	Process to determine remuneration		See pages 23-26 of the 2026 Proxy Statement , Executive Compensation Consultants Policy and Recoupment of Executive Compensation Policy for TI's remuneration policies for directors and executive officers.
2-21	Annual total compensation ratio		See page 48 of the 2026 Proxy Statement for compensation pay ratios.
2-22	Statement on sustainable development strategy	4	See the Letter from the CEO in TI's 2025 Corporate Citizenship Report for the company's commitment to citizenship and sustainability.
2-23	Policy commitments	9, 23-33	See Living our values – TI's ambitions, values and code of conduct , Supplier Code of Conduct , Anti-human Trafficking Statement , Responsible Minerals Sourcing Policy Statement , Environmental, Safety & Health (ESH) Policy , Governance Documents and the Governance section of TI's 2025 Corporate Citizenship Report for policies related to responsible business conduct.
2-24	Embedding policy commitments	23-24	See the Ethics and Compliance and Governance sections of TI's 2025 Corporate Citizenship Report , Supplier Code of Conduct , and Governance Documents for how TI embeds policy commitments.
2-25	Processes to remediate negative impacts	7, 20, 24, 27, 30-32	See the Environmental Sustainability, Ethics and Compliance, Labor and Human Rights, Safety and Health, Risk Management and Business Continuity, Information Protection and Supply-Chain Responsibility sections of TI's 2025 Corporate Citizenship Report to learn how TI identifies and remediates negative impacts. We investigate and work to resolve all inquiries and take appropriate remedial measures.
2-26	Mechanisms for seeking advice and concerns	24	See the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report for how employees can report concerns. 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	24	TI did not receive material fines or nonmonetary sanctions related to social, economic and environmental issues in 2025.
2-28	Membership associations	33	See industry associations for organizations where TI collaborates on various policy objectives. We are more active in some organizations than others, do not work on all association issues, and may not align on all positions. We also collaborate with other external groups and coalitions, such as the Responsible Business Alliance (RBA) and Semiconductor Industry Association, to advance our public policy priorities.
2-29	Approach to stakeholder engagement	17, 27	We regularly engage with stakeholders who directly influence or are interested in our operations (that is, employees, prospective employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, and retirees). On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. Our engagement strategies are tailored to meet each group's unique needs, and we take steps to foster effective communication, such as producing various materials in local languages and providing accessible channels. Internally, stakeholders can raise environmental questions or concerns through supervisors, ESH staff or the TI Ethics Office (with an option for anonymous reporting). Externally, we provide options to reach us at TI.com/contact , email (citizenshipfeedback@list.ti.com) and social media channels.
2-30	Collective bargaining agreements	30	We do not track the percentage of employees covered by collective bargaining agreements. Employees at our global operations have the freedom to associate and the right to collectively bargain as provided by local statutes.

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GRI 3: Material topics

Indicator	Page	Response
3-1 Process to determine material topics	4	TI engages in an annual comprehensive review process to identify relevant topics. This entails actively soliciting input from internal and external stakeholders, assessing geopolitical, social, labor and economic tensions as well as security, water, public health and climate change risks, evaluating financial and inflationary conditions, reviewing internal and third-party sustainability assessments and benchmarking against peers. 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	4	TI's relevant topics for this report include environmental impact (GHGs, energy and water consumption, and wastewater management), raw material consumption and disposal and chemical management, business continuity and risk management, supply chain responsibility (including labor and human rights and responsible minerals sourcing), ethics, public policy, and various areas relevant to our workplace. Additional important topics to TI and its stakeholders include giving and volunteering.
3-3 Management of material topics		See indicator 3-3 throughout this index. See relevant pages in TI's 2025 Corporate Citizenship Report for information about how TI manages each material topic.

GRI 102: Climate Change 2025

Indicator	Page	Response
3-3 Management of material topics	10	See the Climate and Energy section of TI's 2025 Corporate Citizenship Report , Climate Change Impact Analysis , and the most recent CDP response to learn more about how we manage GHGs. 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. EPA to comply with mandatory reporting requirements. The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride [SF ₆], perfluorocarbons [PFCs] and hydrochlorofluorocarbons), as well as GHG emissions from combustion sources. We also report our GHG emissions to the Taiwan government and voluntarily report data to the World Semiconductor Council (as part of the U.S. industry report), the CDP and our annual Corporate Citizenship Report. For more information on TI's approach to GHG emissions boundaries, calculation methodologies and reporting, see the Basis of Reporting: GHG Emissions Data .
102-4 GHG emissions reduction targets and progress	8	See the Environmental Goals and Progress and the Climate and Energy sections of TI's 2025 Corporate Citizenship Report for progress against GHG reduction targets, which do not include biogenic CO ₂ emissions. For more information on TI's approach to emissions calculation, see the Basis of Reporting: GHG Emissions Data .
102-5 Direct (Scope 1) GHG emissions	10, 41-43	See the Climate and Energy section and the appendix of TI's 2025 Corporate Citizenship Report for Scope 1 data by gas type. For more information on TI's approach to Scope 1 emissions boundaries, calculation methodologies and reporting, see the Basis of Reporting: GHG Emissions Data . In 2025, we made no significant changes that triggered base-year emissions recalculations.
102-6 Indirect (Scope 2) GHG emissions	10, 41-43	See the Climate and Energy section and the appendix of TI's 2025 Corporate Citizenship Report for Scope 2 market- and location-based data by gas type. In 2025, we made no significant changes that triggered base-year emissions recalculations. For more information on TI's approach to Scope 2 emissions boundaries, calculation methodologies and reporting, see the Basis of Reporting: GHG Emissions Data .
102-7 Scope 3 GHG emissions	11, 42	See the Climate and Energy section and the appendix of TI's 2025 Corporate Citizenship Report for Scope 3 emissions data by Category. For more information on TI's approach to Scope 3 emissions boundaries, calculation methodologies and reporting, see TI's Basis of Reporting: GHG Emissions Data . In 2025, we made no significant changes that triggered base-year emissions recalculations.
102-8 GHG emissions intensity		TI's normalized GHG market-based emissions intensity ratio in 2025 was 0.16. The ratio equals the emissions intensity in 2025 divided by the emissions intensity in 2005. We calculate intensity as the sum of Scope 1 and Scope 2 emissions divided by the number of chips produced within TI.
102-10 Carbon credits		Not applicable. TI does not rely on carbon credits to meet its GHG reduction goals.

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GRI 103: Energy 2025

Indicator	Page	Response
3-3 Management	10	Energy consumption is fundamental to semiconductor manufacturing and a key contributor to TI's environmental footprint. While our operations require significant electricity, we are focused on improving efficiency, increasing renewable sourcing and reducing emissions intensity. At the same time, our products contribute to broader electrification and energy efficiency across the global economy. We continue to assess and manage both the risks and opportunities associated with energy consumption to support long-term environmental stewardship, economic resilience and respect for human rights. See the Climate and Energy section of TI's 2025 Corporate Citizenship Report for more information.
103-1 Energy policies and commitments	10, 43	Our long-standing commitment to responsible, sustainable manufacturing extends to everything we do – from materials sourcing to manufacturing to product distribution. We remain committed to our long-term environmental sustainability programs and take practical steps to minimize electricity use. TI has set near-term science-based targets covering all GHG emission Scopes starting in 2026.
103-2 Energy consumption and self-generation within the organization	10, 41-43	See the Climate and Energy section and appendix of TI's 2025 Corporate Citizenship Report for energy data from renewable and non-renewable sources.
103-3 Upstream and downstream energy consumption		See the Climate and Energy section and appendix of TI's 2025 Corporate Citizenship Report for significant energy consumption data in the company's upstream and downstream value chain by Category. For more information on TI's approach to Scope 3 emissions boundaries, calculation methodologies and reporting, see TI's Basis of Reporting: GHG Emissions Data .
103-4 Energy intensity		TI's 2025 energy intensity ratio was 0.29. When calculating energy intensity, we divide the total energy consumption by the number of 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.
103-5 Reduction in energy consumption	43	See the appendix of TI's 2025 Corporate Citizenship Report for energy reduction data.

GRI 201: Economic performance

Indicator	Page	Response
3-3 Management of material topics	3	See TI's 2026 Proxy Statement and its Annual Report on Form 10-K for information about how the company facilitates economic growth and manages financial performance.
201-1 Direct economic value generated and distributed	35-37, 39-40	See TI's 2026 Proxy Statement and the Annual Report on Form 10-K for economic value generated and distributed. See the Giving and Volunteering section and the appendix of TI's 2025 Corporate Citizenship Report for philanthropic contributions.
201-2 Financial implications and other risks and opportunities due to climate change		TI evaluates risks related to the changing environment, such as severe weather, water availability, flooding and other threats. Each site and region evaluate 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. 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. See the Annual Report on Form 10-K and the latest CDP response for additional information.
201-3 Defined benefit plan obligations and other retirement plans		TI has various employee retirement plans, including defined contribution, defined benefit and retiree health care benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. See the Annual Report on Form 10-K , Part II, Item 8, Note 7, pages 40-48: Postretirement Benefit Plans. For all U.S. employees who 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% for employees who continue to accrue a benefit in our pension plan. For qualifying employees, we offer deferred compensation arrangements. We offer a global profit-sharing program that rewards all eligible Tiers 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.
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 the Annual Report on Form 10-K for details about government incentives, awards, grants, royalties, tax relief and other financial incentives.

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GRI 202: Market presence

Indicator	Page	Response
3-3 Management of material topics	17, 19	See the Compensation and Benefits and Recruitment sections of TI's 2025 Corporate Citizenship Report , and GRI 401: Employment and GRI 406: Anti-Discrimination for additional information.
202-1 Ratios of standard entry-level wage by gender compared to local minimum wage		TI does not maintain a standard entry-level wage for every country. TI has processes designed to ensure that TI pays at least the locally applicable minimum wage in locations where 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 community		TI recruits senior management from across the 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	Page	Response
3-3 Management of material topics	27-29	See the Supply-Chain Responsibility and Responsible Minerals Sourcing sections of TI's 2025 Corporate Citizenship Report and TI's Supplier portal to learn about how TI manages its supply chain. TI is expanding fabrication sites in the U.S. to gain greater control of its supply chain. We source materials, parts and supplies from a diverse set of suppliers globally. Those essential to our business are generally available and we believe that they will be available in the foreseeable future.
204-1 Proportion of spending on local suppliers		TI does not currently report global supplier spending by individual markets.

GRI 205: Anti-corruption

Indicator	Page	Response
3-3 Management of material topics	24	See the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct for how we prevent 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	24	TI's anti-corruption compliance program assesses worldwide operations and suppliers for corruption risks. While TI operates in countries that are considered at higher risk for corruption, the semiconductor industry experiences relatively low risk compared to other industries that require considerable interaction with government officials. We have policies in place and deliver focused training for certain high-risk countries and functions to mitigate these risks.
205-2 Communication and training about anti-corruption policies and procedures	24	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 advance continuous compliance improvement. The Code of Ethics for TI CEO and Senior Finance Officers outlines the expectations of executives.
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.

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GRI 206: Anti-competitive behavior

Indicator	Page	Response
3-3 Management of material topics	24	See the Ethics and Compliance section of TI's 2025 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct to learn about the company's management approach to anti-competitive behavior.
206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices		See the Annual Report on Form 10-K page 17 for material legal proceedings involving TI.

GRI 207: Tax

Indicator	Page	Response
3-3 Management of material topics		See TI's Global Tax Policy .
207-1 Approach to tax		See TI's Global Tax Policy .
207-2 Tax governance, control and risk management		See TI's Global Tax Policy .
207-3 Stakeholder engagement and management of concerns related to tax		See TI's Global Tax Policy . We support local, national and international tax policies that recognize the semiconductor industry as global, capital-intensive and R&D-focused. Worldwide, we seek to ensure that our tax policies are competitive, predictable and transparent.
207-4 Country-by-country reporting		We report tax obligations in accordance with country-specific requirements.

GRI 300: Environmental management

Indicator	Page	Response
3-3 Management of material topics	9, 20	<p>See the Environmental Management and Health and Safety sections of TI's 2025 Corporate Citizenship Report for more information about how TI manages ESH risks.</p> <p>Policies We require employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to our ESH Policy and Principles. It is available in multiple languages: traditional Chinese, simplified Chinese, Japanese, Malay, Spanish, German and Korean. Living our values – TI's ambitions, values and code of conduct also contains environmental management expectations.</p> <p>Community assessments We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments.</p>

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GRI 303: Water

Indicator	Page	Response
3-3 Management of material topics	9, 12	<p>See the Water and Environmental Management of TI's 2025 Corporate Citizenship Report and our most recent CDP response to learn more about water management. TI's ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we:</p> <ul style="list-style-type: none"> • Visually inspect our on-site wastewater treatment plants regularly to ensure that they operate properly and do not leak. • Periodically clean the plants and inspect the treatment basins for integrity. • Hire trained or certified operators as required. <p>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.</p> <p>Water sources Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water:</p> <ul style="list-style-type: none"> • Nonmanufacturing – used in restrooms, irrigation, drinking fountains and cafeterias. • Manufacturing – used to rinse wafers after chemical processing or for other fabrication processes. • Manufacturing support – used in exhaust abatement and cooling systems.
303-1 Interactions with water as a shared resource	12	<p>No water impacts are directly attributable to discharges and runoff at any TI site. We have processes and standards in place to comply with discharge limits, and ensure that sites follow good housekeeping practices while actively collaborating to continuously improve and minimize exposure to water pathways.</p> <p>See the Water section of TI's 2025 Corporate Citizenship Report and TI's most recent CDP response for how TI interacts with water and collaborates with stakeholders regarding this shared resource.</p>
303-2 Management of water discharge-related impacts	12	<p>Our internal water management standard includes guidelines that support 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> <p>See the Water section of TI's 2025 Corporate Citizenship Report and the most recent CDP response 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>
303-3 Water withdrawal	44-45	<p>See the appendix of TI's 2025 Corporate Citizenship Report for water withdrawal data. Municipal sources and groundwater supply our water. We calculate withdrawal from sites TI fully controls larger than 50,000 square feet.</p>
303-4 Water discharge	44-45	<p>Federal, state or local regulators create wastewater permits that define and determine priority substances that must meet discharge limits. We treat water in on-site treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See the appendix of TI's 2025 Corporate Citizenship Report for water discharge data.</p>
303-5 Water consumption	12, 44	<p>See the Water section and the appendix of TI's 2025 Corporate Citizenship Report for water 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>

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GRI 306: Waste

Indicator	Page	Response
3-3 Management of material topics	9, 13	See the Waste and Material Management and Environmental Management sections of TI's 2025 Corporate Citizenship Report to learn more about waste management.
306-1 Waste generation and significant waste-related impacts	13, 46-48	See the Waste and Material Management section and the appendix of TI's 2025 Corporate Citizenship Report for information and data on waste-stream activities.
306-2 Management of significant waste-related impacts	13	See the Waste and Material Management section of TI's 2025 Corporate Citizenship Report for information on our waste diversion goal and activities. We 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.
306-3 Waste generated	46-48	See the appendix of TI's 2025 Corporate Citizenship Report for waste-related data.
306-4 Waste diverted from disposal	46-48	See the appendix of TI's 2025 Corporate Citizenship Report for waste-related data.
306-5 Waste directed to disposal	46-48	See the appendix of TI's 2025 Corporate Citizenship Report for waste-related data.

GRI 308: Supplier environmental assessment

Indicator	Page	Response
3-3 Management of material topics	9	See the Environmental Management section of TI's 2025 Corporate Citizenship Report , Supplier Code of Conduct , and ESH Handbook for Suppliers for TI's approach to supply-chain environmental management.
308-1 Percentage of new suppliers that were screened using environmental criteria		We screen 100% of new suppliers using environmental criteria if they are considered critical or provide on-site services to our factories.
308-2 Negative environmental impacts in the supply chain and actions taken		TI works with thousands of suppliers worldwide and communicates expectations for responsible environmental performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the Supplier Code of Conduct. We received assessments from 193 suppliers in 2025, including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions around training, policy and processes, but none were related to environmental impacts. As a result, we did not terminate any relationship.

GRI 400: Workplace management

Indicator	Page	Response
3-3 Management of material topics	15	See the Workplace section of TI's 2025 Corporate Citizenship Report to learn more about how we manage workplace issues. Grievance channels We offer several channels through which Tiers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, human resources representative or anonymously through the TI Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.

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GRI 401: Employment

Indicator	Page	Response
3-3 Management of material topics	15	See the Workplace section of TI's 2025 Corporate Citizenship Report, Workplace Management in this index and TI's Equal Employment Opportunity Policy for how TI manages employment matters. We regularly monitor our employment processes and focus on reducing bias within them.
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 6,115 employees (including exempt, nonexempt and interns) in 2025. 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 roles.</p> <p>We use data analytics to track turnover by region to tailor programs for improvement. In 2025, voluntary turnover was 7.9%, up from 7.7% in 2024.</p>
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	19	<p>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, retirement, leaves, employee stock purchase plan, and income protection benefits such as life insurance and disability.</p> <p>Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.</p>
401-3 Parental leave	19	<p>TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In the U.S., new birth parents are eligible for 12 weeks of paid time off. All other new parents are entitled to four weeks of fully paid parental leave, regardless of gender, sexual orientation or family structure. In 2025, 378 U.S. employees used parental leave.</p> <p>For our employees outside of the U.S., we offer varying programs according to local market practices and regulations.</p>

GRI 402: Labor and management relations

Indicator	Page	Response
3-3 Management of material topics	15, 59	See the Workplace section of TI's 2025 Corporate Citizenship Report and Workplace Management in this index for 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 Tiers, so we invest in their development and training to help them be stronger and more inclusive and ensure that we operate in accordance with TI values.
402-1 Minimum notice periods regarding operational changes		TI has processes in place to support compliance 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 at least 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.

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GRI 403: Occupational health and safety

Indicator	Page	Response
3-3 Management of material topics	9, 20-21	<p>See the Safety and Health and Environmental Management sections of TI's 2025 Corporate Citizenship Report to learn more about our management approach. Our management responsibilities include having:</p> <ul style="list-style-type: none"> • 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. • Manufacturing and assembly and test safety councils, comprising ESH and ergonomics representatives, drive a safety-focused manufacturing culture within our facilities. • Leaders at all levels support and reinforce consistent safety practices, including training and reporting. • Employees complete applicable training and keeping their work environments safe. <p>Policies</p> <ul style="list-style-type: none"> • TI's Threat-Free Work Environment Policy describes our expectations. • TI's Supplier Code of Conduct requires that suppliers ensure their working conditions are safe and workers complete applicable training. • TI's ESH Handbook for Suppliers summarizes standards, policies, guidelines and general practices.
403-1 Occupational health and safety management system	20-21	<p>TI implemented a formal health and safety management system long before regulations required it. While legal obligations differ across jurisdictions, our system is voluntarily certified to the ISO 45001:2018 standard, reflecting its rigor and effectiveness. It:</p> <ul style="list-style-type: none"> • Integrates interrelated elements to establish our ESH policy, principles, and objectives. • Actively reduces occupational injuries and diseases while promoting physical and mental well-being for employees, contractors, customers, and visitors. • Tracks performance, identifies risks and weaknesses, and addresses potential hazards. • Ensures high-quality safety and occupational health services for workers. <p>All employees and supplemental contractors at TI's manufacturing and assembly and test sites are required to adhere to these management system requirements, ensuring consistent safety practices across our global operations. Personnel not directly managed by TI must adhere to our ESH policies, their companies' ESH management procedures and local regulations.</p> <p>In addition, all TI sites follow a stringent internal safety standard that provides clear guidelines for maintaining safe work environments. It also helps mitigate risks in regions with less robust regulatory frameworks.</p>
403-2 Hazard identification, risk assessment and incident investigation	20-21	<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.</p> <p>All workers are responsible for and receive periodic training and communications on reporting 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>See the Safety and Health section of TI's 2025 Corporate Citizenship Report to learn more about our assessment process.</p>

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403-3 Occupational health services	20-21	<p>All TI sites:</p> <ul style="list-style-type: none"> • Use an industrial hygiene program to identify, evaluate and control potential workplace hazards. • Collect employee health data to design custom health-improvement programs. • Manage all personal health-related information as confidential according to all legal requirements and our confidentiality classification expectations. <p>TI ensures the quality of occupational health services through:</p> <ul style="list-style-type: none"> • On-site and/or near-site clinics staffed by medical practitioners who hold recognized qualifications. • Its worldwide medical director, who reviews statements of work for medical providers and conducts on-site reviews as needed. • Medical surveillance oversight and monitoring of occupational health examinations.
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.</p> <p>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	20-21	<p>To reinforce TI's commitment to employee safety, we:</p> <ul style="list-style-type: none"> • Train employees to prioritize safety, speak up about potential hazards, correct or report unsafe behaviors and conditions, follow procedures and policies, and use personal protective equipment. • Deliver occupational health and safety training to 100% of our employees and supplemental contractors. • Tailor training to each role to reinforce our commitment to compliance, resilient ESH standards and customers' performance expectations. • Reinforce expectations regularly through safety campaigns, articles, meetings, posters and reminder emails. <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	20-21	<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>In the U.S., our Well-Being Steering committee increases awareness of TI's wellness benefits and programs. U.S. employees also can access on-demand stretching breaks and fitness classes, and a preventive provider who works with musculoskeletal discomfort.</p> <p>See the Safety and Health and Compensation and Benefits sections of TI's 2025 Corporate Citizenship Report to learn more about how we promote worker health.</p>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		<p>See the Supplier Code of Conduct for supplier health and safety expectations. See our response to GRI 403-1 and GRI 403-3 in this index for information about mitigating health and safety impacts.</p>
403-8 Workers covered by an occupational health and safety management system		<p>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.)</p>
403-9 Work-related injuries	51	<p>See the appendix of TI's 2025 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), falls, slips, trips, and loss of balance.</p>
403-10 Work-related ill health	51	<p>See the appendix of TI's 2025 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.</p>

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GRI 404: Training and education

Indicator	Page	Response
3-3 Management of material topics	18	<p>See the Talent Development section of TI's 2025 Corporate Citizenship Report and Workplace Management in this index to learn more about how TI manages employee development. To strengthen development programs, we:</p> <ul style="list-style-type: none"> • Track attendance in mandatory training programs to ensure compliance. • 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. • Benchmark with training providers and other companies to ensure the effectiveness of our learning modalities. • Conduct internal and external audits to verify the quality and effectiveness of our processes. <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, 59 hours of training in 2025.
404-2 Programs for upgrading employee skills and transition assistance programs	18	See the Talent Development section of TI's 2025 Corporate Citizenship Report for various development opportunities offered to employees throughout their careers. 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.
404-3 Percentage of employees receiving regular performance and career development reviews	18	<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	Page	Response
3-3 Management of material topics	17	See the Workplace section of TI's 2025 Corporate Citizenship Report and Workplace Management in this index to learn more about our management approach. We also benchmark our strategy and programs against our peers, and monitor reported concerns or grievances.
405-1 Diversity of governance body and employees	23, 49	See the Governance section of TI's 2025 Corporate Citizenship Report for board diversity data and the appendix for workforce data. Globally, women held 19.1% of technical positions, 24.1% of manager roles and represented 34.5% of the overall workforce in 2025. Globally, men held 80.9% of technical positions, 75.9% of manager roles and represented 65.5% of the overall workforce in 2025.
405-2 Ratio of basic salary and remuneration of women to men	19	We have a long-standing practice of paying 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 that we achieve them. Globally, after accounting for job type, job level, and country, women made \$1.013 for every \$1.000 men earned in 2025.

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GRI 406: Non-discrimination

Indicator	Page	Response
3-3 Management of material topics	59	See Workplace Management in this index, Living our values – TI’s ambitions, values and code of conduct , and our Equal Employment Opportunity Policy to learn about nondiscrimination standards. We: <ul style="list-style-type: none"> • Take measures to ensure that recruiting efforts and employment decisions are based on skills required and not any protected characteristic. • Ensure participation in diversity and inclusion initiatives are voluntary and open to all employees. • Monitor concerns or grievances reported. • Benchmark programs and strategies against our peers.
406-1 Incidents of discrimination and 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 such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

GRI 407: Freedom of association and collective bargaining

Indicator	Page	Response
3-3 Management of material topics	30, 59	See Workplace Management in this index and the Labor and Human Rights section of TI’s 2025 Corporate Citizenship Report for information about how TI manages freedom of association and collective bargaining.
407-1 Operations and suppliers in which the freedom of association and collective bargaining may be at risk	30	Employees have the freedom to associate, the right to collective bargaining or both, as provided by local statute. We regularly conduct global employee surveys and virtual and in-person roundtable discussions to understand site-specific work environments better. Further, our Supplier Code of Conduct sets the same expectations of our suppliers and their suppliers to commit to the same principles, uphold human rights and ethical practices, and provide a safe work environment.

GRI 408: Child labor

Indicator	Page	Response
3-3 Management of material topics	27-30	TI forbids the use of child labor in any area of its business. The Supplier Code of Conduct and Anti-human Trafficking Statement also forbid child labor in any stage of manufacturing. See the Labor and Human Rights and Supply-Chain Responsibility sections of TI’s 2025 Corporate Citizenship Report to learn more about our policies, reporting and assessment mechanisms. We use our Living our values, TI’s ambitions, values and code of conduct , and membership in organizations such as the RBA as reference points for our approach to managing human rights issues. <p>Assessment 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>Policies and practices TI has: <ul style="list-style-type: none"> • Nondiscrimination, workplace safety, anti-human trafficking, working hours, minimum wage, and data privacy policies. Additional policies guide our actions in specific areas, such as supply chain, environmental protection, health and safety, and privacy. • Several operating procedures to safeguard employee, supplier and contractor rights, including labor standards, training and awareness-building practices, freedom to associate, and incident reporting tools. </p>
408-1 Operations and suppliers at significant risk for child labor		TI’s Ethics Office is responsible for investigating all child labor allegations at its sites as well as its suppliers, and for taking corrective actions if needed. It did not identify child labor concerns at TI operations in 2025. <p>We also received assessments from 193 suppliers in 2025, including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions in training, policy and processes, but none were related to child labor. As a result, we did not terminate any relationship.</p>

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GRI 409: Forced and compulsory labor

Indicator	Page	Response
3-3 Management of material topics	27-30	TI forbids forced or compulsory labor in any area of its business. See GRI 408: Child Labor for more information on how TI manages human and labor rights.
409-1 Operations and suppliers at significant risk for forced or compulsory labor		<p>TI's Ethics Office is responsible for investigating all forced or compulsory labor allegations at its sites as well as its suppliers, and for taking corrective actions if needed. It did not identify any forced labor concerns at TI operations in 2025.</p> <p>We also received assessments from 193 suppliers in 2025 including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions in training, policy and processes, but none were related to forced labor. As a result, we did not terminate any relationship.</p>

GRI 410: Security practices

Indicator	Page	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 and 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	Page	Response
3-3 Management of material topics	9, 13, 14, 16, 18-20, 22-24, 27, 36, 38-40	<p>TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteering. Worldwide, our devices 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.</p> <p>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, 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>
413-1 Operations with local community engagement, impact assessments and development programs	9, 20, 36, 38-40	<p>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 assess the extent of qualified workers available to hire. We maintain these relationships and discussions and monitor our collective needs.</p> <p>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 are currently in industrial areas and do not negatively impact biodiversity or vulnerable populations directly.</p> <p>Additionally, we engage with community leaders and nonprofits that align with our giving priorities so that we may support them through corporate, TI Foundation, employee and retiree donations, disaster relief funding, or volunteering.</p> <p>Stakeholders with questions or concerns about our community, philanthropy and volunteering programs can email citizenshipfeedback@list.ti.com or contact the TI Ethics Office anonymously.</p>
413-2 Operations with significant potential or actual negative impacts		None of TI's sites experienced negative community impacts in 2025.

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GRI 414: Supplier social assessment

Indicator	Page	Response
3-3 Management of material topics	27-28	See the Supply-Chain Responsibility section of TI's 2025 Corporate Citizenship Report , Anti-human Trafficking Statement , and the Supplier portal for how we manage suppliers' social risks.
414-1 Percentage of new suppliers that were screened using social criteria		We screen 100% of new suppliers using social criteria if they are considered critical or provide on-site services to our factories.
414-2 Negative social impacts in the supply chain and actions taken		TI works with thousands of suppliers worldwide and communicates expectations for responsible social performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the Supplier Code of Conduct . We also received assessments from 193 suppliers in 2025, including 154 production suppliers representing 293 factories. Of these, only seven production suppliers necessitated corrective actions in training, policy and processes, and none were related to social impacts.

GRI 415: Public policy

Indicator	Page	Response
3-3 Management of material topics	33	TI advocates for government policies that help us attract talent, drive innovation, and promote competitiveness. We conduct public policy activities transparently, ethically and in compliance with relevant laws, and disclose our membership in industry associations and all political expenditures . We openly describe the role of TI's political action committee . 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 reviews these actions annually to confirm their consistency with company policies. Across the globe, we engage with policymakers, government authorities, and industry organizations to discuss and identify solutions to shared challenges. If any concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. See the Public Policy section of TI's 2025 Corporate Citizenship Report and TI's Public Policy website for more information.
415-1 Political contributions	33	TI's political activities and contributions reflect U.S. activity only. We do not make political contributions outside the U.S.

GRI 417: Marketing and labeling

Indicator	Page	Response
3-3 Management of material topics	25	TI meets regulatory and customer requirements for material content contained in its labels and packing materials . Information about how we manage restricted chemicals and product labeling is on TI.com.
417-1 Requirements for products or service information and labeling	25	We aim 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: <ul style="list-style-type: none"> • Use TI standard labels and create semi-custom labels if customers require them. • Share information about products' possible environmental and social impacts on our Eco-Info page and material content search tool. • Provide applicable safety information in product literature. • Assess and indicate the compliance status of all regulatory and industry requirements for integrated circuit components on our labels and website. <p>Our Restricted Chemicals and Materials program requires that material suppliers and external manufacturers provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.</p>

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417-2	Incidents of non-compliance concerning production 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 2025, TI had zero noncompliance incidents with regulated and voluntary codes.
417-3	Incidents of non-compliance concerning marketing communications	TI had zero incidents of noncompliance related to product marketing communications in 2025.

GRI 418: Customer privacy

Indicator	Page	Additional response
3-3	Management of material topics	32
		<p>See the Annual Report on Form 10-K, page 14, for information about cybersecurity risk management, and the Information Protection section of TI's 2025 Corporate Citizenship Report to learn more about privacy and data security. 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 about threats, best practices and trends.</p> <p>Assessment We regularly review and test controls to ensure that protections function as they should, conduct external penetration tests, internal vulnerability assessments, and audits at the site and business level, evaluate our practices against industry standards and vet with external experts and address any identified deficiencies.</p> <p>Grievance channels If employees identify potential threats or have questions or concerns about IT security, we have internal channels to assist them. Customers and suppliers can contact us directly through their account managers and other channels.</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	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.

Business continuity and risk management

Indicator	Page	Additional response
3-3	Management of material topics	31
		See the Annual Report on Form 10-K and the Risk Management and Business Continuity section of TI's 2025 Corporate Citizenship Report to learn more about TI's enterprise risk management strategy. TI is a member of the BCP Conference Board, a consortium of business stakeholders who discuss and share best practices on ways to anticipate, mitigate and avoid risks.

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. These forward-looking statements generally can be identified by phrases such as TI or its management “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.