Supplier Ethics Expectations

TI's core values of being trustworthy, inclusive, competitive, innovative and results oriented define how we evaluate our decisions and actions and how we conduct business. TI does not tolerate unethical behavior from our employees and suppliers. We believe in always doing business the right way and we expect every employee and supplier to support us in those efforts.

TI expects its suppliers to comply with:

1. All applicable **laws and government regulations**

2. TI's core values, as set forth in TI's Code of Conduct and Supplier Code of Conduct

3. TI's requirements on **Gifts, Meals and Entertainment**

   - TI suppliers should not offer the following to TI employees, their family members, and any third party acting on behalf of TI: any gifts (with the exception of promotional or marketing items of nominal value), monies, rebates, loans, commissions, services, favors, travel costs, tickets to sporting events/concerts or remuneration of any kind.
   - Any meals or entertainment must relate directly to conducting TI business and should be of nominal value. Meals should be on a reciprocal basis. Excessive or adult entertainment of any sort is prohibited
   - Meals and entertainment should not be conducted during an active bid for a project or negotiation of an agreement
   - Suppliers shall not offer to pay for travel expenses, such as airfare or hotel, when a TI employee is visiting a supplier site or attending a conference or seminar.
   - In some TI locations, all supplier meals and entertainment are prohibited. Check with your local procurement rep for guidance.

4. TI's requirements on **Conflict of Interest**

   - Any supplier preferred pricing for personal purchases should be made available to all TI employees, their family members, and any third party acting on behalf of TI
   - Supplier shall not engage in a joint investment or other non-public investment opportunity with TI employees, their family members, and any third party acting on behalf of TI
   - Supplier cannot make offers of internships or employment to a spouse, children, or close family members of a TI employee unless approved in advance by a TI Procurement Director.

5. TI's requirement on **Former TI employees**

   - Supplier's employees that are former TI employees may not communicate with any current TI employees regarding purchases and business dealings between the parties for a period of one (1) year from the date of termination of employment. This applies to, but is not limited to, consultants, sales representatives, technical representatives, or any other positions that can influence the sale of products and/or services to TI.
   - TI must be notified when Supplier assigns a former TI employee to support the TI account if such employee has left TI's employment within one (1) year of such assignment.

6. TI's requirements on **Supplier Publicity**

   - TI Suppliers shall not use the Texas Instruments name or logo, a quote from a TI employee, or photos of a TI location in news releases (issued by Supplier), on websites, in social media, or on any type of publication that is distributed externally by the supplier company.

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7. TI Business Partner Information Security Requirements_ Cybersecurity

- TI suppliers are sometimes allowed access into TI's networks to perform project-related work, support TI systems etc. It is the responsibility of each supplier to protect **TI confidential information** and comply with TI's security policies.
- Please be sure to review our full information security policy

8. TI's requirements on **Equal Employment Opportunity/Affirmative Action**

- As part of TI's compliance with federal Equal Employment Opportunity and Affirmative Action regulations, TI hereby notifies Supplier that TI is an equal opportunity employer that makes employment decisions without regard to race, religion, color, national origin, citizenship, sex, gender identity, sexual orientation, veteran's status, age or disability status and that TI takes affirmative steps to employ and advance in employment qualified protected veterans and qualified individuals with disabilities. TI further notifies Supplier that, as an entity supplying goods and/or services to TI, Supplier may be subject to affirmative action laws and regulations**,** requiring appropriate action by Supplier if applicable.

Any exceptions to the above requirements must be approved in advance by a TI Procurement Director or Vice President.

To report a concern or violation contact the TI Ethics office online or at 1-888-590-5465.