TEXAS INSTRUMENTS
SUPPLIER CODE OF CONDUCT

At Texas Instruments (TI), we are determined to do business the right way and build a stronger company for the long term. For decades, we've run our business and invested in our people and communities with three overarching ambitions in mind. First, we will act like owners who will own the company for decades. Second, we will adapt and succeed in a world that is ever-changing. And third, we will be a company that we're personally proud to be a part of and would want as our neighbor.

TI expects our suppliers to exemplify these ambitions, as well as uphold our values of being trustworthy, inclusive, innovative, competitive and results oriented. Suppliers should also demonstrate environmental, social and governance responsibility in all areas of their operations – how they run their business matters to us.

To ensure that we (TI) are adopting and applying best practices and processes to respect human rights within our company, our industry and across our supply chain, TI is a member of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains.

TI has adopted the RBA Code of Conduct (RBA Code), which provides a set of industry standards that reference international expectations for human and labor rights, and we use the RBA Code as the foundation for the TI Supplier Code of Conduct.

If a supplier, distributor or customer has reason to believe that there has been a violation of a law, a statutory regulation, the TI Supplier Code of Conduct or a corporate policy, they are expected to report the suspected violation to a TI representative or to the TI Ethics Office online or at 1-888-590-5465.

Overview

The TI Supplier Code of Conduct (Code) establishes standards to ensure that working conditions are safe, that workers are treated with respect and dignity, and that business operations are environmentally responsible and conducted ethically.

TI requires all of our suppliers to adhere to our standards, understand their business and operate in full compliance with the laws, rules and regulations of the countries in which they operate[1]. When differences arise between standards and legal requirements, the stricter standard shall apply, in compliance with applicable law.

The Code is made up of five sections.

A. Labor
B. Health and Safety
C. Environment
D. Ethics
E. Management systems

The Code must be regarded as a total supply chain initiative and suppliers, especially our first-tier suppliers, will be assessed according to the standards set forth.

A copy of this Code and other TI policies can be found at TI's supplier portal.

[1] The Code is not intended to create new and additional third-party rights, including for workers.

A. LABOR

Suppliers are expected to uphold the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are as follows:

1. Prohibition of Forced Labor

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There must be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers' dormitories or living quarters.

As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there must be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers' contracts. Suppliers shall maintain documentation on all leaving workers.

Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents.

Workers must not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees must be repaid to the worker.

2. Child Labor

Child labor must not be used in any stage of manufacturing. The term "child" refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Suppliers shall implement an appropriate mechanism to verify the age of workers. If child labor is identified, remediation assistance shall be provided.

3. Young Workers

Workers under the age of 18 (Young Workers) must not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers must ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Suppliers must provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices must be at least the same wage rate as other entry-level workers performing equal or similar tasks.

4. Working Hours

Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers must be allowed at least one day off every seven days.

5. Wages and Benefits

Compensation paid to workers must comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers must be compensated for overtime at pay rates greater than regular hourly rates.

Deductions from wages as a disciplinary measure are not permitted. For each pay period, workers must be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor must be within the limits of the local law.

6. Non-Discrimination/Non-Harassment/Humane Treatment

TI does not tolerate any harassment or discrimination. Workplaces must operate free of harassment and unlawful discrimination. There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment.

Companies must not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information, protected medical condition, marital status or other characteristics protected by applicable law in hiring and employment practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements must be clearly defined and communicated to workers.

Workers should be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

7. Freedom of Association and Collective Bargaining

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, Suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

B. HEALTH AND SAFETY

Suppliers will take actions, as necessary, to minimize the incidence of work-related injuries and illnesses, and ensure a safe and healthy working environment.

The health and safety standards are as follows:

1. Occupational Health and Safety

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) are to be identified and assessed, mitigated using the Hierarchy of Controls. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards.

Gender-responsive measures must be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and reasonable accommodations for nursing mothers must be provided. These accommodations should include a private or semi-private space to express milk, other than a bathroom, and a safe place to store milk until the end of their shift.

2. Emergency Preparedness

Potential emergency situations and events are to be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.

Emergency drills must be executed at least annually or as required by local law, whichever is more stringent. Emergency plans should also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures must focus on minimizing harm to life, the environment, and property.

3. Occupational Injury and Illness

Procedures and systems are to be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated.

4. Industrial Hygiene

Worker exposure to chemical, biological, and physical agents is to be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers are to be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Suppliers shall provide workers with safe and healthy working environments, which must be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers must provide occupational health monitoring to routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs must be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

5. Physically Demanding Work

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

6. Machine Safeguarding

Production and other machinery must be evaluated for safety hazards. Physical guards, interlocks, and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.

7. Sanitation, Food, and Housing

Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the Supplier or a labor agent are to be maintained, to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

8. Health and Safety Communication

Suppliers must provide workers with appropriate workplace health and safety information and training

in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information must be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training should include content on specific risks to relevant demographics, such as gender and age, if applicable. Training must be provided to all workers prior to the beginning of work and regularly thereafter. Workers should be encouraged to raise any health and safety concerns without retaliation.

C. ENVIRONMENT

Across all business functions, Suppliers should recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

The environmental standards are as follows (and should be applied when applicable):

1. Environmental Permits and Reporting
   All required environmental permits (e.g. discharge monitoring), approvals, and registrations are to be obtained, maintained, and kept current and their operational and reporting requirements are to be followed.

2. Pollution Prevention and Resource Conservation
   Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, are to be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

3. Hazardous Substances
   Chemicals, waste, and other materials posing a hazard to humans or the environment are to be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data must be tracked and documented. Appropriate training should be conducted to ensure the safe handling and disposal of hazardous substances.

4. Solid Waste
   Suppliers should implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data should be tracked and documented.

5. Air Emissions
   Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations are to be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone- depleting substances are to be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers should conduct routine monitoring of the performance of its air emission control systems.

6. Materials Restrictions
   Suppliers are to adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

7. Water Management
   Suppliers should implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls

channels of contamination. All wastewater is to be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers should conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

8. Energy Consumption and Greenhouse Gas Emissions
   Suppliers are to establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions should be tracked, documented, and publicly reported. Suppliers are to look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

D. ETHICS

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents are to uphold the highest standards of ethics including the following:

1. Business Integrity
   The highest standards of integrity are to be upheld in all business interactions. Suppliers must have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

2. No Improper Advantage
   Bribes or other means of obtaining undue or improper advantage are not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures should be implemented to ensure compliance with anti-corruption laws.

3. Disclosure of Information
   All business dealings should be transparently performed and accurately reflected on the Participant's business books and records. Information regarding participant's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

4. Intellectual Property
   Intellectual property rights must be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information is to be safeguarded.

5. Fair Business, Advertising and Competition
   Standards of fair business, advertising, and competition are to be upheld.

6. Protection of Identity and Non-Retaliation
   Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers[2] are to be maintained, unless prohibited by law. Suppliers should have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

7. Responsible Sourcing of Minerals
   In accordance with the Texas Instruments Responsible Mineral Policy Statement, all Suppliers must adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced

[2] Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.

in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

8. Privacy
   Suppliers are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

E. MANAGEMENT SYSTEMS

Suppliers must adopt or establish a management system with a scope that is related to the content of this Code. The management system should be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the participant's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It should also facilitate continual improvement.

The management system should contain the following elements:

1. Company Commitment
   Corporate human rights, health and safety, environmental and ethics policy statements affirming your company's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements should be made public and communicated to workers in a language they understand via accessible channels.

2. Management Accountability and Responsibility
   Documentation identifying senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management must review the status of the management systems on a regular basis.

3. Legal and Customer Requirements
   A process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

4. Risk Assessment and Risk Management
   A process to identify the legal compliance, environmental, health and safety[3], labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with your operations. Supplier should determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

5. Improvement Objectives
   Written performance objectives, targets and implementation plans to improve your company's social, environmental, and health and safety performance, including a periodic assessment of your company's performance in achieving those objectives.

6. Training
   A program for training managers and workers to implement policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

[3] Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.

7. Communication
   A process for communicating clear and accurate information about your company's or TI's policies, practices, expectations, and performance to workers, suppliers, and customers.

8. Worker/Stakeholder Engagement and Access to Remedy
   Ongoing processes for two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process should aim to obtain feedback on operational practices and conditions covered by this Code, and to foster continuous improvement. Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation. An option to report grievances anonymously is preferred, but not required.

9. Audits and Assessments
   A process to perform periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

10. Corrective Action Process
    A process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

11. Documentation and Records
    A process to create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

12. Supplier Responsibility
    A process to communicate Code requirements to your suppliers and to monitor supplier compliance to this Code.

REFERENCES

The following references were used in preparing this Code and may be useful sources of additional information.

Standards and Conventions:

- ILO Fundamental Conventions
  - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No.87)
  - Right to Organize and Collective Bargaining Convention, 1949 (No.98)
  - Forced Labour Convention, 1930 (No.29)
  - Abolition of Forced Labour Convention, 1957 (No.105)
  - Minimum Age Convention, 1973 (No.138)
  - Worst Forms of Child Labour Convention, 1999 (No.182)
  - Equal Remuneration Convention, 1999 (No.100)
  - Discrimination (Employment and Occupation) Convention, 1958 (No.111)
  - Occupational Safety and Health Convention, 1981 (No.155), and the Promotional Framework, 2006 (No.187)

- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- OECD Guidelines for Multinational Enterprises
- United Nations (UN) Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- United Nations Convention Against Corruption
- United Nations Convention on the Rights of the Child
- United Nations Convention on the Elimination of All Forms of Discrimination Against Women
- United Nations Global Compact

Other Useful References:

- Dodd-Frank Wall Street Reform and Consumer Protection Act
- Eco Management & Audit System
- Ethical Trading Initiative
- ILO Code of Practice in Safety and Health
- ISO 14001 and related standards – Environmental management
- ISO 45001:2018 - Occupational health and safety management systems
- National Fire Protection Association
- Social Accountability International (SAI)
  - SA 8000
- United States Federal Acquisition Regulation