2022年
企业公民责任报告

Texas Instruments

目录

前瞻性陈述声明

此内容包含前瞻性声明，旨在符合 1995 年《私人证券诉讼改革法案》建立的免责安全港的要求。这些前瞻性声明通常可以通过一些词语加以识别，例如德州仪器或其管理层“相信”、“预料”、“预计”、“预测”、“预期”、“估计”或其他类似字词。同样，此处提出的描述德州仪器业务策略、前景、目标、计划、意向或目的的声明也是前瞻性声明。所有此类前瞻性声明都存在着一定的风险和不确定性，这可能会导致实际结果与前瞻性声明中的语句存在相当大的差异。有关这些因素的详细讨论，请参阅 2023 年第一季度提交给 SEC 的 10-Q 表格中的“风险因素”讨论。本文包含的前瞻性声明仅在本文发布之日作出，我们没有任何责任更新前瞻性声明来反映后续事件或情况。

德州仪器概览

- 成立于 1930 年
- 总部位于德克萨斯州达拉斯
- 公开交易 (NASDAQ 代码：TXN)
- Haviv Ilan 担任总裁及首席执行官
- 大约 33,000 名员工
  - 美洲地区：约 14,000 名员工
  - 亚太地区：约 17,000 名员工
  - 欧洲地区：约 2,000 名员工
- 在全球有 15 个生产基地，每年生产数百亿颗芯片
- 为超过 100,000 名客户提供约 80,000 种产品
- 工业和汽车市场是我们极具优势的市场，收入占我们 2022 年收入的 65%

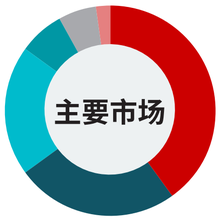
2022 年收入

$15.36	$3.26	$1.41
模拟	嵌入式	其他

（以十亿美元为单位）

资本支出：28 亿美元
研发：17 亿美元

按市场划分的收入



- 工业 - 40%
- 汽车 - 25%
- 个人电子产品 - 20%
- 通讯设备 - 7%
- 企业系统 - 6%
- 其他 - 2%

全球制造工厂地点[1]

主要制造和设计业务所在地

德克萨斯州，达拉斯
墨西哥，阿瓜斯卡连特斯
日本，会津
菲律宾，碧瑶
印度，班加罗尔
中国，成都
菲律宾，克拉克
德国，弗莱辛
德克萨斯州，休斯顿
马来西亚，吉隆坡
犹他州，李海
马来西亚，马六甲
日本，美蒲
中国台湾，新北市
德克萨斯州，理查德森
加利福尼亚州，圣克拉拉
中国，上海
德克萨斯州，谢尔曼
缅因州南，波特兰
亚利桑那州，图森

德州仪器总部 - 德克萨斯州达拉斯

[1]德州仪器对主要运营地点（重要经营机构）的定义是，截至 2022 年 12 月 31 日面积达到或超过约4645平方米或员工总数超过 100 的所有制造工厂以及设计和销售分公司。

来自 CEO 的一封信

一直以来，我们初心未改，致力于通过半导体技术让电子产品更经济实用，让世界更美好。随着技术的一代代进步，半导体技术变得更小巧、更高效、更经济实用。如今，我们的产品正在帮助客户开发电子产品和新应用，为更可持续的未来做出贡献。

我们的创始人卓有远见，知道创建一家伟大的公司，需要建立自己独特的文化才能实现长期发展。多年来，我们秉承这三个理想开展运营：

- 第一，我们要发挥主人翁意识，长久运营公司。
- 第二，我们要适应不断变化的世界并取得成功。
- 第三，我们要把德州仪器建设成为一家让我们自己引以为荣、希望比邻而居的企业。

这些理想指导我们做出长期的决策，让我们的产品帮助我们创造更美好的世界。我们相信，我们共同的努力会产生长久而深远的影响。我们以致力于成为良好的企业公民为荣，这对我们社区和世界的影响体现在两个方面：

首先，我们的理想指导我们如何经营企业，而且，它们还是确保我们按照可持续、关怀社会和对环境负责的方式运营的基石。公司必须保持长期成长并变得更强大，才能惠及所有利益相关方。

其次，在创建更加美好的世界和帮助降低环境影响方面，半导体将发挥关键的作用。

作为工程师，我们很荣幸能够从事令人振奋的技术工作，帮助我们的客户进行创新，让世界更美好。我们的半导体产品在全球范围内推动着例如电动汽车和可再生能源应用等可持续技术的发展，并以更多方式发挥积极的影响力。

2022 年，尽管受到新冠肺炎疫情和与此相关的供应链中断影响，德州仪器仍然不遗余力地确保员工安全、保持工厂运转、增加产能以满足客户需求，并在社区需要我们的时候挺身而出。

对于德州仪器员工在 2022 年的良好适应能力和优异表现，我深感自豪。几十年来，我们认识到，在这个充满挑战的年份，我们的理想对指导决策至关重要。这也是德州仪器员工奋起迎接挑战的时刻。

我们将不负信赖，坚持理想：发挥主人翁意识，着眼长期发展；适应不断变化的世界并取得成功；成为一家让利益相关者引以为荣的企业。当我们做到这些时，我们的员工、客户、社区，以及其他利益相关者都会因此而受益。

Haviv Ilan
总裁及首席执行官

报告概览

自 2006 年以来，作为德州仪器企业公民责任的一部分，我们持续发布计划信息、目标、目标进展和相关数据，包括专注于环境、社会和治理 (ESG) 以及可持续发展要务。

正如往年一样，我们的《2022 年企业公民责任报告》使用这些广为接受的报告框架，来提供我们在业务相关 ESG 领域中的思路和实际表现：

- 全球报告倡议组织 (GRI)[2]
- 气候相关财务信息披露工作组 (TCFD)[3]
- 可持续会计准则委员会 (SASB)[4]

此外，我们还参与了 CDP[5] 气候变化和水资源安全问卷调查并在 TI.com/ccr 中提供了相关内容。

为了完善我们的报告，我们全年都会征集内部和外部利益相关者的意见，还会研究第三方可持续发展评估、评价标准变化趋势和优秀做法。然后将这些意见与公司业务重点进行比较，确定在年度企业公民责任报告中包含的主题和信息。

我们对企业公民责任的承诺

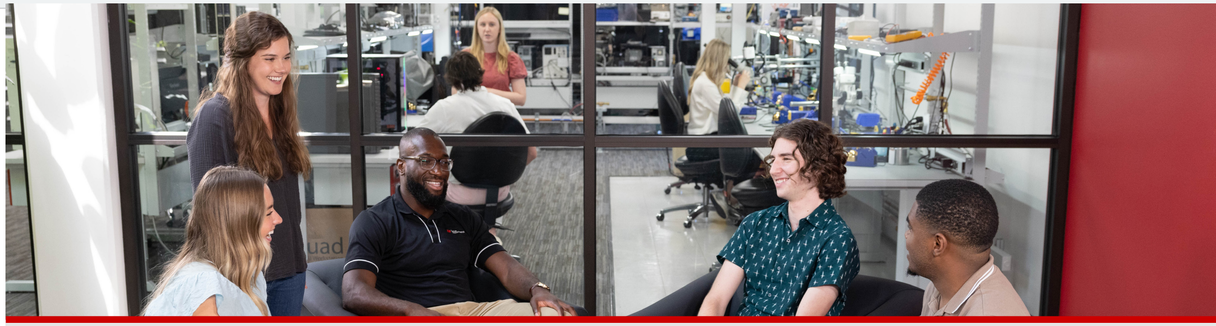
我们以成为良好的企业公民为荣，这对我们社区和世界的影响体现在两个方面：

- 首先，我们的理想指导我们如何经营企业，而且，它们还是确保我们按照可持续、关怀社会和对环境负责的方式运营的基石。公司必须保持长期成长并变得更强大，才能惠及所有利益相关方。
- 其次，在创建更加美好的世界和帮助降低环境影响方面，半导体将发挥关键的作用。

[2]GRI 是一个独立的国际组织，它为企业提供了一种全球通用的话语体系来传达他们所带来的影响，使得企业对这些影响承担相应的责任。
[3]金融稳定委员会组建了 TCFD，负责对如何进行更有效的气候相关信息披露提出建设性的建议，以便制定更明智的投资、信贷和保险承保决策。
[4]SASB 是一个独立的非营利组织，负责制定相关标准，指导公司向其投资者披露可持续发展信息。
[5]CDP 是一个非营利组织，它运行着一个全球信息公开系统，供投资者、公司、城市、国家和地区来管控他们对环境造成的影响。

2022 年重要事件

我们以成为良好的企业公民为荣，并长期致力于实现负责任、可持续的制造。



创造可持续发展的未来

2022 年德州仪器继续专注于提高其制造工艺和设备的效率，旨在降低能耗、材料消耗、水资源消耗以及温室气体 (GHG) 排放*。

23%
1 类和 2 类 GHG 排放减少比率（与 2015 年相比）

28%
每颗芯片的能耗降低比率（与 2015 年相比）

3.2%
用水量减少比率

90%
填埋物变废为宝比率

在德州仪器工作

我们公司汇集了 33,000 名全球精英，致力于通过半导体技术让电子产品更经济实用，让世界更美好。

30+
多元化与包容性 (D&I) 和人才发展的荣誉

15
个员工资源团队

50.7
德州仪器人的平均学习时长达 50.7 小时

建设更强大的社区

我们的理想是成为一家让我们自己引以为荣、希望比邻而居的企业，这一理想指导着我们为建立更强大的社区而努力。

5,260 万美元
德州仪器、德州仪器基金会、在职员工和退休员工为公益事业捐赠了 5,260 万美元

257,000 小时
德州仪器在职员工和退休员工志愿服务时长累计达 257,000 小时

*德州仪器的年度企业公民责任报告中介绍了公司的目标和承诺。

环境可持续性

减少对环境的影响

德州仪器以成为良好的企业公民为荣，并长期致力于实现负责任、可持续的制造。我们于 2006 年发布了第一份企业公民责任报告，并持续致力于环境可持续发展计划，旨在保护自然资源、减少温室气体 (GHG) 排放以及减缓气候变化。

作为一家每年生产数百亿颗芯片的半导体公司，我们认为提高制造效率至关重要。多年来，在可持续发展目标的指导下（见下一页），我们努力提高芯片制造的效率，以降低能耗、减少温室气体 GHG 排放、节约用水并实现填埋废弃物的有效利用。

在帮助降低环境影响方面，德州仪器的半导体产品正在并将继续发挥关键作用。我们的半导体产品正在帮助客户开发更小巧、更高效、更经济实用的技术，让电气化、可再生能源和储能解决方案成为可能。

德州仪器取得的进展

在过去几年中，德州仪器在节约能源和水资源、降低单位芯片能耗、减少填埋废弃物以及实现长期目标（即在 2025 年之前将 1 类和 2 类 GHG 排放量绝对值与 2015 基准年相比减少 25%）方面取得了一定进展。

2022 年，由于德州仪器产量的增加，我们的消耗和排放量同比略有增长。这是因为全年客户需求持续增长，以及在德克萨斯州理查森和犹他州李海新建了两家 12 英寸晶圆厂。

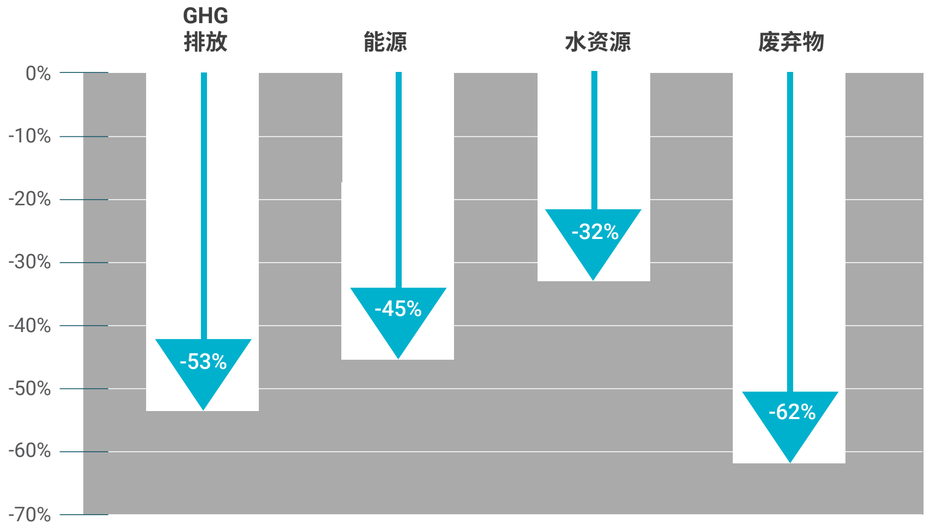
尽管业务在增长，我们仍然致力于减轻对环境的影响。我们每年投资数百个旨在减轻对环境影响的项目，例如：采用先进的制造机台和技术；在德克萨斯州签署长期的太阳能和风能合同，用可再生能源提供电力；以及在印度班加罗尔的工厂安装太阳能屋顶。

2022 年每颗芯片能效得到提高

为减轻对环境的影响，十多年来，德州仪器一直在提高制造工艺和设备的效率。我们测量并跟踪 GHG 排放、能源、水资源和材料消耗的标准化数据或每颗芯片的数据，将其作为评估芯片制造工艺整体资源利用效率的一种方式。

通过比较标准化数据，我们可以评估与制造每颗芯片的相关的资源利用和排放情况，以便我们了解这些如何随着时间推移而改善。通过比较我们 2010 年至 2022 年每颗芯片的数据可以发现，我们大幅降低了与制造相关的不利影响和资源消耗。

2010 年 - 2022 年：每颗芯片的能效提高



德州仪器的环保承诺

实施了降低能耗、材料消耗、减少水资源消耗以及温室气体排放 (GHG) 的计划。下方表格总结了我们在实现相关目标方面取得的进展。

	我们关注的重点	目标值	截至 2022 年底取得的进展
温室气体 (GHG) 排放	**德州仪器的减排行动：** • 使用全球变暖潜能值较低的替代气体和化学品。 • 安装减排装置。 • 购买可再生能源产生的电力。 • 优化产品制造、运输和配送流程。 • 避免不必要的商务旅行，为某些工厂的员工提供通勤补助。	**到 2025 年底：** 25% 将1 类和 2 类排放量绝对值与 2015 基准年相比减少25%[6]。	23% GHG 排放减少23%。
能源	**德州仪器的节能行动：** • 以提升效率为目标来设计和运营办公大楼及制造工厂，并让所有新的建筑物都获得能源与环境设计先锋 (LEED) 认证[7]。 • 升级和改造机台与设备。 • 使用传感器和其他自动化控制措施。 • 实施日常节能项目。	**到 2025 年底：** 50% 每颗芯片的能耗与 2015 基准年相比降低50%。	28% 每颗芯片的能耗降低28%。
节约水资源	**德州仪器的节水行动：** • 通过采取优化反渗透过滤器回收率等措施来提高我们去离子水设备的效率。 • 通过优化流量来减少制造机台的用水量。 • 应用可在其他工艺中重复利用水资源的制造机台。 • 扩大微滤器和超滤器的使用规模以回收更多废水。	**在 2022 年，我们节约了：** 3.4%的用水量，相当于 2021 年总用水量的3.4%。	3.2% 用水量减少3.2%。
废弃物和材料管理	**德州仪器采用三步法来管理废弃物和材料：** • 研究我们需要什么材料。 • 尽量重复使用材料。 • 在允许范围内回收材料。	**在 2022 年，变废为宝：** 90% 有效利用废弃物填埋场产生的固体废料总量高达90%。	90% 的材料由填埋物转化而来。

[6]德州仪器在“2021 年企业公民责任报告”中将其 2015 年 GHG 排放基准从 2,471,357 调整为 2,832,709 $MTCO_2e$，旨在反映运营的结构性变化，确保符合 WBCSD/WRI 的温室气体议定书：企业会计和报告标准提供的指导原则。
[7]LEED 是全球广泛使用的绿色建筑评价体系。

温室气体排放

我们致力于减少 GHG 排放

为降低对环境的影响并提高效率，德州仪器设定了温室气体（GHG）排放和节能目标。到 2025 年，德州仪器的目标是将 1 类和 2 类 GHG 排放量绝对值与 [8] 基准年相比，减少 25%。

我们的组织包括德州仪器生产基地、大型非生产基地以及合同制支持机构（在财务会计中被视为嵌入式租赁）。我们的经营排放包括这些工厂和机构的 1 类和 2 类排放（如适用）。

德州仪器采取的措施

多年来，德州仪器不断采取措施减少公司经营、运输和配送以及整个供应链中的 GHG 排放。

1 类温室气体

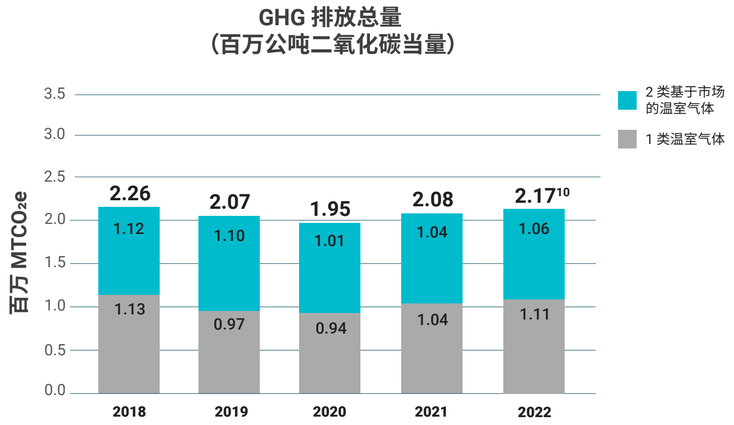
德州仪器排放的 1 类 GHG 直接来源于制造过程中使用的气体和现场消耗的燃料（例如天然气和柴油）[9]。我们正在努力通过以下方式减少这些排放：

- 应用更新、效率更高的制造机台和技术。
- 减少非必要的氟化气体使用，使用替代气体和化学品。
- 在半导体制造过程中，在排放的废气的机台上安装热减排设备。

2 类温室气体

德州仪器排放的 2 类 GHG 间接来源于用于制造或其他经营活动而购买的电力。我们正在努力通过以下方式减少这些排放：

- 在世界各地采购和获得可再生能源。
- 提高制造系统、工厂设施和机台的能效。



德州仪器的单位产量在 2022 年增长了 25%。这些为基于市场的温室气体 GHG 总量。

3 类温室气体

德州仪器的供应链、员工差旅和通勤以及产品配送网络会产生 3 类 GHG 排放。我们通过以下方式减少这些影响：

- 鼓励供应商优化其生产和运营效率。
- 从各区域的分拨中心批量发货，以减少运输次数和运输相关的排放。
- 限制商务旅行并提供视频会议功能。
- 在工作地点安排电动汽车充电站、班车和自行车基础设施。
- 为特定工厂的员工提供公共交通和拼车补助。

我们持续根据企业价值链（范围 3）会计和报告标准（GHG 议定书：企业会计和报告标准的补充）估算与德州仪器最相关的价值链排放量。

监控潜在风险

德州仪器面临着与气候变化相关的潜在风险和机遇；德州仪器 2023 年 CDP 气候变化应对措施中对此进行了详细说明。我们的 CDP 应对措施、GRI 索引的排放部分以及我们的 TCFD 索引也包含有关我们气候变化相关治理和管理战略的信息。

成效

截至 2022 年底，德州仪器的 1 类和 2 类排放量绝对值比 2015 年下降了 23%。如需了解其他 GHG 数据，请参阅我们的“成效数据”附录。

[8]德州仪器的 2015 年 GHG 排放基准在“2021 年企业公民责任报告”中进行了调整，旨在反映我们运营的结构性变化，包括出售苏格兰的晶圆制造厂和收购位于犹他州的12英寸晶圆制造厂。2015 年排放基准已从 2,471,357 调整为 2,832,709 $MTCO_2e$，确保符合 WBCSD/WRI 的温室气体议定书：企业会计和报告标准提供的指导原则。

[9]因为计算方法和指导原则各不相同，在德州仪器此前的企业公民责任报告中未包括氟化导热油 (FHTF)。根据当前的世界半导体理事会（简称 WSC，这是一个跟踪半导体排放的协会）报告指导原则，没有要求跟踪和报告 FHTF。但最近出台的美国环境保护署 (EPA) 披露规则中包括了 FHTF，因此我们也遵守了这一要求。最近，WSC 已统一确保未来将遵循 2019 年政府间气候变化专门委员会 (IPCC) 指导原则，其中包括对氟化导热油排放数据的追踪。德州仪器正在考量过渡到采用 2019 年 IPCC 指导原则的时机，并将同步纳入 FHTF 排放。

[10]ERM 认证和验证服务 (CVS) 为 TI 的 2022 年 1 类和 2 类 GHG 排放提供了有限保证证明。

能源

德州仪器致力于降低每颗芯片的能耗

通过设定年度减排目标和实施节能项目，德州仪器的全球运营、设计、晶圆制造和测试工厂专注于降低能耗及相关温室气体的排放。德州仪器设定了一个目标，即到 2025 年底，将全球制造工厂每颗芯片的能耗[11] 与 2015 基准年相比降低 50%。截至 2022 年底，我们实现每颗芯片的能耗降低 28%，[12]朝着这一目标迈进了坚实的一步。

德州仪器采取的措施

为了降低整个运营过程中的能耗，德州仪器每年实施超过 200 个节能项目。在过去五年中，这些项目在产能增加了25%的情况下，帮助我们节省了近 320 兆瓦时 (GWh) 的能源。

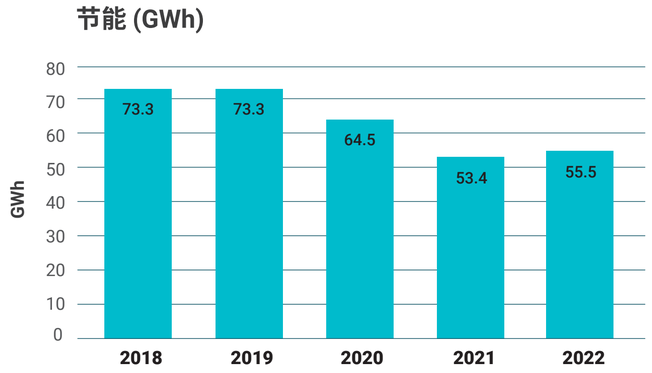
我们将大部分精力集中于制造运营，因为它们占我们总能耗的 90% 以上。德州仪器采取的其他节能方法包括：

- 以提升效率为目标来设计和运营办公大楼和制造工厂，并取得 LEED 认证为目标。
- 升级和改造机台与设备。
- 使用传感器和其他自动化控制措施。
- 改善我们冷冻水设备的控制并优化其设定点。
- 为我们的空气处理系统安装节能的 LED 照明、风扇和驱动机制。

成效

由于产量增加，德州仪器在 2022 年消耗了 3.75 太瓦时（TWh）的能源，高于 2021 年的 3.19太瓦时（TWh）。如需了解其他能源数据，请参阅我们的“成效数据”附录。

更多有关德州仪器如何管理能源消耗的信息，请参阅 GRI 索引的能源部分。

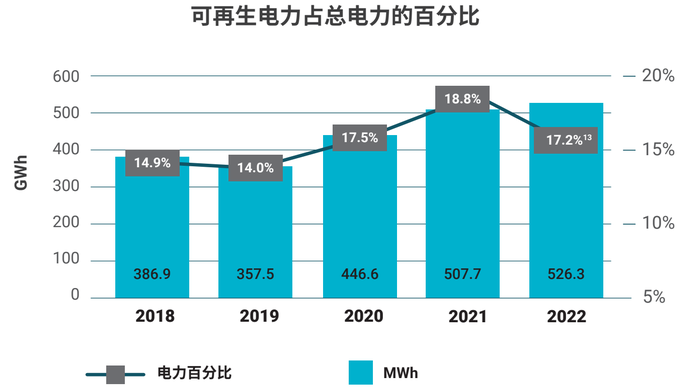


可再生能源

作为温室气体减排目标的一部分，德州仪器致力于在未来几年增加可再生能源的使用。德州仪器致力于获取可靠的能源供应，包括在可行的情况下采用可再生资源，这些资源具有成本效益并与业务需求和目标相一致。

2022 年底，德州仪器开始：

- 通过一个为期15年的合同，为北德克萨斯州的业务提供 47 兆瓦 (MW) 的太阳能。2023 年初，我们通过一份为期 11 年的合同增加了18兆瓦 (MW)的额外风电。
- 在印度班加罗尔启动首个大型屋顶太阳能系统。



[11]我们测量每颗芯片输出的能耗，以评估我们制造工艺的整体能效。
[12]ERM CVS 为德州仪器2022 年能源和可再生电力消耗提供了有限保证证明。
[13]虽然北德克萨斯州项目已于 2022 年 12 月上线，但当月产生的可再生能源未包括在 2022 年可再生能源总量中。尽管可再生能源的采购和使用在 2022 年有所增加，但由于新工厂上线增加了产能，因此可再生电力占总电力的百分比有所下降。

水资源

德州仪器致力于节约水资源

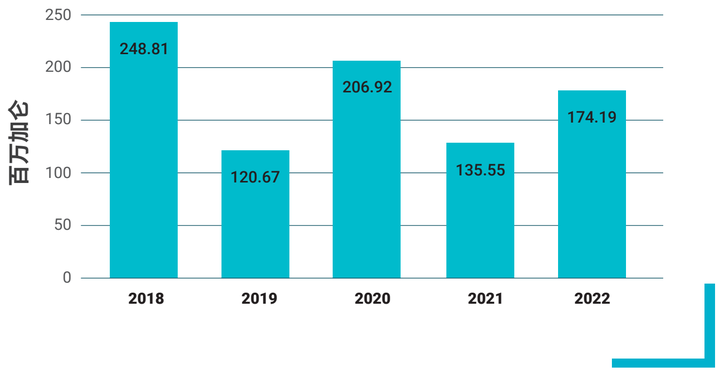
德州仪器特别注重以负责任的方式高效利用水资源。通过节约生产用水和饮用水，以及处理和回收利用废水，我们能够降低成本、保护水质并促进长期可用性。我们会维护和优化废水处理系统，确保遵守法规并符合排放限值。

2022 年，我们实施了节水项目，年节水量相当于我们 2021 年用水量的 3.2%，略低于 3.4% 的目标。

节约用水

在过去五年中，我们节约了将近 8.861 亿加仑水。

节约用水量



德州仪器采取的措施

每年，德州仪器都会实施一些项目，旨在减少整个运营过程中的总体用水量。为了提高用水效率，德州仪器：

- 投资减排、回收和再利用项目。
- 提高我们去离子水设备的效率，提高反渗透过滤器的回收率。
- 通过优化流量和识别可重复用水的情形，减少制造机台的用水量。
- 增加微滤器和超滤器的使用以回收更多废水。
- 充分增加导向冷却塔的冷凝水和微滤水量。
- 净化并回收高品质生产用水，使之重新成为超纯水设备的进水。

监测水质

我们定期监测制造工厂的循环水水质量，并定期进行测试以确保符合内部标准。我们的生产工厂也会跟踪监测排水质量是否符合标准出水参数。

废水管理

德州仪器设立了内部标准、计划和程序，以确保所有工厂产生的废水符合当地、省/自治区/直辖市和国家（地区）的排放要求。每个工厂评估的参数是半导体行业的标准参数，通常包括生物需氧量、总悬浮固体、金属、pH 值和温度。此外，我们还：

- 减少或去除废水中的金属、有毒有机化合物、硝酸盐和硫化物等物质，然后再进行排放。
- 收集含有溶剂、浓缩金属或酸溶液的废水污泥，并根据监管要求在场外进行处理。在某些情况下，我们把这些化合物送往回收设施，以便其他行业再次利用。
- 进行必要的废水取样，确保经营活动符合排放限值。

成效

尽管我们为了支持业务增长而增加了产能，让总用水量相较于 2021 年增加了 19%，但我们还是实现节水量超过 1.74 亿加仑。其中，重复用水占到总用水量的 25%，近 22 亿加仑。如需了解其他用水数据，请参阅我们的“成效数据”附录。

要详细了解我们的用水和污水管理战略，请参阅 德州仪器2022 年 CDP 水资源安全响应以及 GRI 索引的水资源和废水部分。

废弃物和材料管理

我们致力于减少填埋废弃物

德州仪器以负责任的方式管理材料和化学品的使用和处置，从而保护环境并减少废弃物填埋。德州仪器的目标是将 90% 的填埋废弃物变废为宝，以减轻对环境的影响。

德州仪器采取的措施

对于无法回收或重复使用的废弃物和材料，我们会根据适用的国家/地区、省/自治区/直辖市和地方法律进行妥善处置，并尽一切努力：

第 1 步：研究我们需要什么材料。

我们需要的大多数材料都是用于制造半导体。在购买材料和化学品时，我们会考虑所产生的废弃物，以及是否有机会重复使用现有材料、购买再生材料或使用环境友好的材料来替代。

第 2 步：尽量重复使用材料。

我们通过以下方式来重复使用材料和化学品：

- 从固体、液体、报废晶圆和其他材料中回收金属。
- 重新利用和转售使用过和剩余的化学品、化学容器和旧的制造设备。
- 重复使用晶圆承载盘和餐具。

第 3 步：在允许范围内回收材料。

我们可进行回收的材料和化学品主要来源于我们的分公司和生产基地。根据当地的要求，我们对这些进行不同的管理和监管。

化学品管理和气体使用

制造半导体需要使用危险和非危险的化学品和气体，因此德州仪器的产品管理系统实施了严格的控制措施。我们不断：

- 在经营中发现并使用最安全、最低风险的材料，保护所在社区员工和消费者。在可能的情况下，我们在特定清洁应用中使用高压水代替化学品，或将化学品更换为环保替代品。
- 对所有进厂材料和化学品进行筛选，然后再用于半导体制造，以便符合监管和客户要求。我们还将化学品限制和标准纳入到供应商合同中。
- 在新的科学知识出现和新的法规实施时，评估材料潜在的环境、安全和健康 (ESH) 影响。
- 遵循关于负责任购买、运输、追踪和安全处置化学品的严格标准和协议。
- 为化学品或有害物质的使用、标记、储存和处置提供针对性程序和培训，包括正确使用个人防护设备。
- 运用通风控制、减排系统、泄露探测器和合适的处理技术。

如果在筛选过程中对某种化学品或材料感到担忧，我们会将问题提交给由内部主题专家组成的审查委员会。如果某种材料或化学品是制造过程所必需的，但容易引发担忧，我们的制造主管将审查该情况，必要时寻求更安全的替代方案或实施更严格的使用控制。

材料成分透明度

我们为客户提供文档和工具，概述我们为确保产品符合全球材料限制和法规而采取的措施。其中包括：

- 受控化学品及材料规范。
- 德州仪器限用化学品和材料。
- 德州仪器的环境和产品保护方法。
- 搜索工具，可查找材料含量、下载限用化学品测试报告或找到产品 RoHS、REACH 和绿色环保状态。
- 质量、可靠性和封装数据。
- 无铅化转换。
- 低卤 (绿色) 声明。
- 环境方面常见问题解答。

成效

在 2022 年产生的 50,673 公吨废弃和剩余材料中，我们将其中 90% 的填埋废弃物变废为宝，实现了我们的目标。

我们通过以下措施来实现该目标：在可行的情况下重复使用和回收化学品；销售剩余化学品；回收某些废弃物以用于能源回收；循环使用废材、纸张、玻璃、金属和有机材料。如需了解其他数据，请参阅我们的“成效数据”附录。

更多有关德州仪器如何管理材料的信息，请参阅 GRI 索引的材料部分。

产品质量

德州仪器对产品质量和支持的承诺

德州仪器的整体质量方针贯穿于公司供应链的各个环节，从工艺技术和设计一直到制造、封装、测试和交付。我们不断改进我们的产品和工艺流程，以提供满足客户需求的高质量、可靠的半导体解决方案。

为了减轻对环境的影响并延长产品寿命，我们优化了产品质量和技术可靠性。我们会评估客户退货情况，该指标用于评估我们这两个方面的表现：问题解决周期和每十亿颗产品的退货率。这些评估有助于保持高水平的客户服务以及产品质量和可靠性。

为了推动持续改进，我们会对每次退货进行评估、分类和原因进行汇总，从中发现系统性改进机会。德州仪器超过 85% 的产品在三年内不曾有客户退货。

德州仪器采取的措施

质量和可靠性

德州仪器内部的每个组织共同努力，以确保质量并提供可靠的产品。我们不断改进我们的产品和工艺流程，以打造可靠的技术，满足工业产品（电子器件工程联合委员会）和汽车产品（汽车电子协会 Q100）对质量的严格标准。我们使用专业材料和控制装置打造高质量产品、测试硅和封装技术，并持续监控晶圆级可靠性。

当我们开始产品认证时，我们的目标是在数据的支撑下，对产品高度可靠有充分信心，并且将满足客户的长期质量需求。

质量和可靠性贯穿于德州仪器的方方面面

德州仪器采用各种策略来保持质量和可靠性。例如，我们的：

- 质量体系手册介绍了质量管理流程和系统。
- 质量政策和规程提供了用于快速确定和解决质量问题的框架。我们整合了行业要求和标准，以及客户规格和反馈，以便在产品的整个生命周期内缓解风险并推动改进。
- 内部质量标准帮助我们遵守众多行业标准和质量规范，包括国际标准化组织 (ISO) 9001、ISO 14001、ISO 45001、汽车质量管理体系国际标准 16949 和美国保险商实验室评级。
- 可靠性测试可增强或加速潜在故障机制，帮助找出根本原因并揭示如何预防故障模式。

我们评估产品和服务质量的几个绩效指标，以便持续做出改进。

产品寿命

为了保证产品寿命和客户供应连续性，我们制定了生命周期管理政策以及库存和制造策略，使我们能够在十年或更长时间内销售和支持产品。

德州仪器的产品生命周期通常为 10 到 15 年，并且通常会延长使用寿命，这也符合大多数客户的要求。我们致力于为客户延长产品寿命，并制定了相应的策略和内部政策来兑现这一承诺。

德州仪器产品营销工程师 Nosa 将他对技术的热情投入到工作中，为客户提供满足其需求的高质量解决方案。

产品物流

德州仪器致力于高效地包装并运送产品，确保及时配送给客户，遵守国际航运法规，并降低对环境的影响。

德州仪器采取的措施

我们的产品分拨中心 (PDC) 十分重视塑料的消耗，并在可行的情况下将塑料衬垫二次利用，作为出货包装材料。为减少包装废弃物，我们会重复使用和回收各种材料。

例如，我们：

- 将大量产品打包在同一批货中，从而避免多次配送。我们还增加货物装载密度，使实际重量更接近收费体积重量。
- 在包装中使用可回收、可重复使用且含有可再生材料的气泡枕。我们的一些产品分拨中心使用由废弃箱子制成的纸板衬垫来保护产品。
- 与客户沟通以了解他们的配送需求，并尽可能进行批量发货。这种做法使我们能够提供更加经济实用的装运方案，在有空间的时候装运双方协定的低优先级货物。
- 要求供应商使用可重复使用的集装箱运送所有新的12英寸晶圆。当清空这些集装箱后，我们会将其运回给供应商以便重复使用，或在内部使用它们。
- 重复使用运输期间用来保护产品的包装材料（如气泡袋和泡沫）、运输材料（如箱子、板条箱和托盘）、用于向供应商运输贵金属可回收物品的箱子，以及在产品分拨中使用的塑料盘。我们重复使用来自教育技术业务部门的气泡膜包装作为 TI.com 的商品运输衬垫。
- 对于进口到欧盟 (EU) 的评估模块，遵守欧盟报废电子电气设备和 EU 包装和包装废弃物回收计划。
- 将我们的产品分拨中心设置在靠近客户的地区，以加快配送速度、提高效率，并便于在发生灾害时配送产品。
- 淘汰沉重且昂贵的定制切割泡沫、不可回收泡沫以及泡沫和纸板废弃物。
- 在我们的一些产品分拨中心，使用可重复利用的金属容器而非使用运输箱，以避免产生塑料和纸板废弃物。

更多有关德州仪器如何管理产品内容标签的信息，请参阅 GRI 索引的营销和标签部分。

产品分拨中心团队的成员 Danielle、Fernando 和 John 在北德克萨斯州的 Alliance 产品分拨中心领导了一个试点项目，将回收纸板切成格子形状来代替塑料包装材料。

负责任的商业操作

治理

在德州仪器，我们相信良好的企业治理对于我们取得长期成功而言至关重要。我们自 1973 年就制定了治理指导方针。多年来我们不断加以完善，以便满足公司和股东的需求。

我们的理想和价值观对于建设更强大的德州仪器至关重要。我们通过坚持我们所声明的原则来展示负责任和合乎道德的商业行为。

董事会

德州仪器的董事会致力于实现负责任且高效的企业治理，并监督我们的全球业务战略。董事会设立了三个委员会：审计委员会、薪酬委员会以及治理和股东关系委员会。

董事会每年会探讨其治理实践，确保它们在当今的商业环境中真正对德州仪器有意义。如果与 ESG 相关的事务可能对德州仪器有重要意义，则由相关委员会审查这些事务。例如，审计委员会将审查公司在风险评估和风险管理方面的实践，特别是包括与环境相关的风险。治理和股东关系委员会还将监督 ESG 事务，负责审查公司利益相关者感兴趣的公共问题。

了解有关德州仪器企业治理的更多信息：

- 董事会对 ESG 事务的监督
- 董事会和委员会
- 企业治理文档
- 2023 年代理声明
- 2022 年度报告
- 2022 年美国证券交易监督委员会 (SEC) 10-K 表格
- GRI 索引的“一般信息披露”部分

关于德州仪器董事会

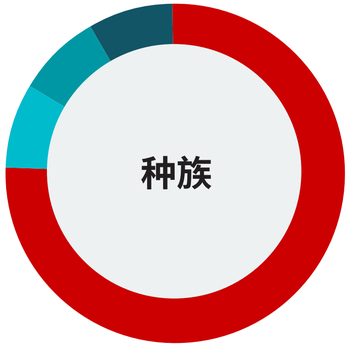
截至 2022 年底，德州仪器采用单一董事会制度，由 12 名董事会成员组成，其中包括 10 名独立董事，他们的领导能力和多元化背景为我们公司带来了丰富的经验和知识。

这些董事的综合优势有助于他们始终牢记德州仪器股东的最佳利益，监督着公司当前和未来的战略、风险和业绩。

2022 年董事会多元化

女性 - 33%
男性 - 67%

60 岁及以下
61 岁及以上



黑人 - ~8%
西班牙裔 - ~8%
亚裔 - ~8%
白人 - 75%

道德与合规性

我们的创始人卓有远见，知道创建一家伟大的公司，需要建立自己独特的文化才能实现长期发展。德州仪器的这种文化就体现在践行我们的价值观 - 德州仪器的理想、价值观和行为准则中，我们在日常运营中将其奉为准则。

每个德州仪器人在践行这些原则方面都发挥着至关重要的作用，对此，我们通过领导者参与、员工互动和培训来强化。

德州仪器采取的措施

我们为德州仪器人、高层管理人员和领导者提供他们所需的培训和工具，从而帮助他们做出正确的决策、以正确的方式开展业务。长期来说这会让我们变得更加强大。

每名员工都会接受道德和合规培训。培训主题可能会有所不同，但以多年为周期来看，它们包括德州仪器的行为准则、环境、安全和健康 (ESH)、机密信息保护、信息技术安全、避免工作场所骚扰和性骚扰，以及其他合规培训。

此外，对于在人权政策、出口合规、反腐败、内幕交易、全球竞争法律以及责任商业联盟 (RBA) 行为准则领域担任特定职务的员工，我们也将提供相关培训。

我们还促使高层管理人员关注践行我们价值观和坚持我们道德行为标准的意义，为他们提供工具，强化我们的文化以及他们组织内的道德和合规期望。

我们的 GRI 索引包含有关我们遵守法律法规、反腐败、反竞争行为和反对歧视做法的更多信息。

德州仪器的行为准则

我们期望每位德州仪器员工都了解我们的行为准则，该行为准则将我们的理想和价值观转化为必须坚守的标准，并明确了不能容忍的行为。

当德州仪器人发现有与我们的理想、价值观、行为准则或政策不相符的行为出现时，有责任进行举报。为此，他们可以与上级主管或人力资源部进行谈话，也可以直接或匿名联系德州仪器道德管理部门。

直接联系：

- 电子邮件：ethics@ti.com
- 写信至邮寄地址：Box 830801, Richardson, TX 75083-0801

匿名帮助热线：

- 在线咨询：ti.com/tiethicshelpline
- 美国免费电话：1-888-590-5465

公共政策

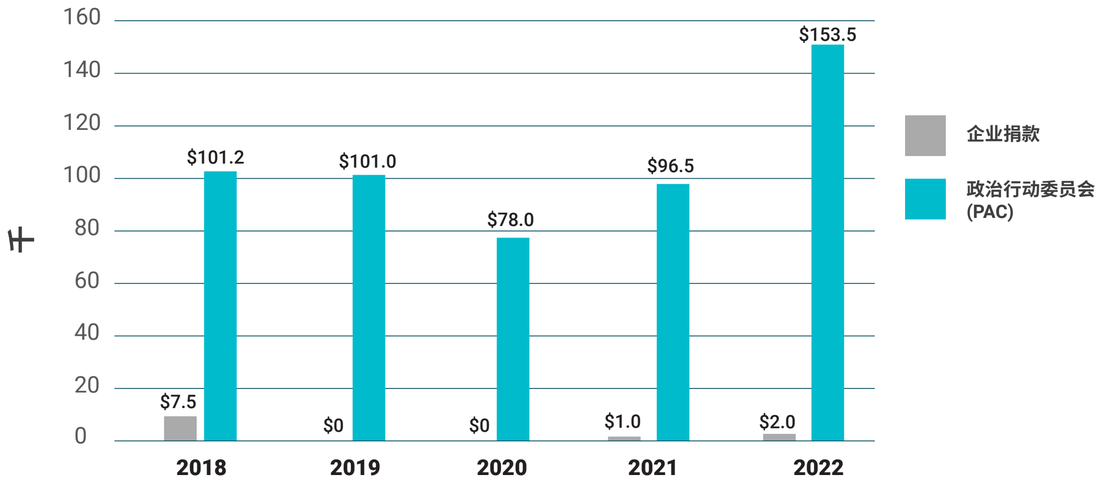
德州仪器制定了完善的政策和实践方法，旨在促进公司和员工合法参与政治进程。这些政策和实践方法明确了我们参与的活动以及我们的政治行动委员会 (PAC) 的责任和实践方法。

我们倡导有助于德州仪器吸引人才、推动创新和提升竞争力的政策。我们感兴趣的具体政策领域包括税收、贸易、人才和种族平等。为此，我们与各种美国和国际行业协会就政策目标进行协作。我们在某些组织中比在其他组织内更活跃，并非在所有立场上都保持一致。

德州仪器的 PAC 完全由员工出资和管理，透明且无党派。通过德州仪器 PAC，某些员工可自愿联合起来支持在立场上与公司业务目标一致的联邦、州和地方政治候选人。

我们会在 TI.com 上提供有关公司政治活动、德州仪器 PAC、员工政治活动以及相关政策和期望的其他信息和披露。

政治支出[14]



[14]在 2019 年和 2020 年，德州仪器选择不为地方性公民投票活动提供企业捐款。2020 年 PAC 捐款受到了新冠肺炎疫情影响。

供应链责任

德州仪器要求供应商在整个供应链中同样践行负责任且公平的商业行为。我们不会与故意违反我们的价值观或要求的供应商合作。

我们主要向大约 8,600 家类型和规模各异的供应商购买用于制造工艺的材料、工厂设备和维护、物流服务及非生产性物资和服务。我们在发展过程中寻找合适的供应商，希望供应商帮助我们实现规模增长、减少总成本和废弃物、提高能效，以及提供创新的服务、材料和产品支持。

我们的全球采购团队会协调各类货物和服务的采购、制定采购策略、确定和审核合格供应商、协商条款和价格，以及确定最佳的履约方法。

负责任的采购

德州仪器在其整个供应链中为推动可持续和负责任的商业操作投入了大量资金，旨在降低在业务、劳工和环境方面的风险。例如，我们：

- 在采购前收集并认真考虑供应商的人权实践以及环境和安全记录。
- 在我们的政策、合同和采购单中清晰说明绩效要求和期望。
- 与半导体行业协会和半导体设备与材料国际组织等行业团体进行交流，讨论供应链的最佳实践和标准。

要求和期望

我们的供应商网站介绍了德州仪器在安全工作条件、劳工和人权保护、环境经营和道德行为方面的业务要求和标准。我们在供应商行为准则、供应商道德期望、供应商环境和社会责任政策、反人口贩运声明和其他管理文件中均传达了这些标准。

责任商业联盟 (RBA) 是一个致力于在全球供应链中履行企业社会责任的行业联盟。作为该联盟的其中一员，德州仪器也遵守 RBA 行为准则中列出的标准。

供应商多元化

在美国，我们积极寻求与“少数族裔和妇女拥有的企业”(MWBE) 开展商业合作的机会，以推动经济公平，并为德州仪器带来提供独特、创新且具有成本效益的产品和服务。

每一年，我们都会根据事先计划的项目类型和合格供应商的名单，设定支出目标。2022 年，我们与多元化的美国供应商合作，共支出超过 3.25 亿美元。

业务连续性

德州仪器持续评估供应链的风险，包括财务健康状况和地理区域的集中度，确保我们的采购和管理流程足够严格，以预防或管理声誉问题、订单履行问题、发货延迟问题或成本上升情况。更多有关风险因素的信息，请参阅我们 SEC 10-K 表格的第 9 页。

我们要求供应商制定预防业务中断的业务连续性计划，并能根据要求向我们提供此类计划的内容。我们还要求供应商在触发事件发生后 24 小时内与德州仪器进行沟通，并实施其业务连续性计划，以保持供应连续性。

评估

我们会根据我们的财务投资、重要性、供应商提供的产品和服务以及供应商的地理位置对供应商进行审查，进而为他们排定优先顺序。此外，每年都有独立第三方审计师对照 RBA 的验证评估计划协议标准，对选定的德州仪器设施做出评价。我们将向客户提供这些报告。

我们还进行定期审核，以评估劳动合同、工作时间和宿舍条件。更多有关我们评估流程的信息，请参阅我们的反人口贩卖声明。

成效

2022 年，我们评价了近 230 家供应商，其中包括 160 家生产供应商，他们在 335 个工厂地点支持我们的制造业务；在所有评估的供应商中，满足我们绩效预期的达到 98%。剩下的 2% 需要采取纠正措施，包括额外培训或加强政策。

无论供应商各自的风险评级如何，我们都会对存在与招聘活动、工作时长以及工资和福利相关的实际或潜在风险的供应商采取纠正措施。我们会监督这些供应商，直至其完成纠正。

更多有关供应链管理的信息，请参阅我们的供应链责任网页以及 GRI 索引的采购实践部分。

负责任的矿产

德州仪器制定了相关的流程，以确保其产品不包含可为刚果民主共和国或毗邻国家/地区武装组织提供资金或援助的矿产。这些矿产包括锡、钽、钨和金 (3TG)。德州仪器已经开始采取措施来披露供应链中的钴使用情况。

德州仪器采取的措施

我们与包括分包制造商在内的产品供应链密切合作，发现并消除不合规的材料来源。我们的冲突矿产供应链管理标准操作程序符合经济合作与发展组织的尽职调查指南，该指南要求制定政策、结构和程序、风险管理以及沟通机制。

我们将冲突矿产政策分发给供应商，并期望他们对我们的信息请求作出全面且迅速的回应。

跟踪监管链

为了深入了解我们供应链中冲突矿产的原产国、监管链和状态，我们主要依靠负责任的矿产保证流程 (RMAP) 的调查结果。

RMAP 计划是由独立第三方来评估冶炼厂的管理系统和采购实践并确定冶炼厂是否已证明其符合适用的 RMAP 标准。RMAP 由负责任的矿产倡议组织 (RMI) 进行监管，该组织是由 RBA 和全球电子可持续发展倡议组织的成员建立的。

德州仪器是 RBA 的成员，也是 RMI 和负责任劳工倡议组织的成员。

成效

我们的研究和信息收集结果表明，2022 年，我们集成电路供应链中的供应商使用的3TG 矿产 全部来自合规的冶炼厂。

如需了解更多信息以及访问我们的 SEC 表格 SD 备案和冲突矿产报告模板 (CMRT)，请参阅我们的冲突矿产网页。

德州仪器的一个团队正在德州仪器理查森制造工厂进行例行安全和能效评估。

劳工权和人权

我们致力于保护人权

尊重和保护人权对于我们社会的和谐发展和企业的成功至关重要。德州仪器致力于保护并维护人权，并确保其在运营和供应链中保障个人获得尊严、自由和尊重。

德州仪器采取措施确保所有就业都遵循自愿原则，工作时长与薪酬公平且符合当地劳动标准和法律。我们禁止在运营和整个供应链中使用童工。

员工享有当地法规所赋予的结社自由及集体谈判权。我们定期进行全球员工调查，开展线上或面对面的圆桌讨论，以便更好地了解各工厂的工作环境。

此外，我们的供应商行为准则为我们的供应商以及供应商的供应商设定了相同的期望，即承诺遵守相同的原则、维护人权和道德规范并提供安全的工作环境。

德州仪器采取的措施

我们通过以下方式监测人权风险并消除侵权行为：

- 德州仪器遵循经合组织跨国企业准则，联合供应商定期开展风险评估和尽职调查。
- 在高风险地区开展第三方审计、现场访谈和评估，确保对员工和承包商权利的保护。
- 评估劳动标准，提供培训和意识培养实践，并提供事件报告工具。

为了确保我们在公司内部、业界和整个供应链中都采纳并应用优秀的实践和流程来尊重人权，我们已成为了 RBA 的一员。RBA 是致力于在全球供应链中履行企业社会责任的大型全球行业联盟。

如何解决员工担忧

我们培训并鼓励员工畅所欲言、直抒己见并以多种方式向任何管理人员提出问题或疑虑。我们绝不允许对举报或直言不讳的员工实施打击或报复。当我们收到投诉之后，我们将立即评估相关情况，努力将其解决。

更多有关德州仪器如何管理人权的信息，请参阅反人口贩卖声明、供应链责任网站以及 GRI 索引中的反对歧视、童工、强迫或强制劳动和采购实践部分。

提高 12 英寸晶圆产量以更好地为客户服务。

风险管理和业务连续性

德州仪器持续监测意外和出现地运营风险并做好相应预案和培训，例如网络攻击、自然灾害、极端天气事件、流行病、地缘政治问题、社会动荡、恐怖主义或者供应链或产品配送延误。

德州仪器拥有区域多元、遍布全球的 15 个自有制造基地，包括 12 家晶圆制造厂、7 家封装和测试厂，以及多家凸点加工和晶圆测试厂。除了我们的自有产能，我们还与外部代工厂和分包商建立了强有力的合作伙伴关系，可实现连续供应。

德州仪器采取的措施

德州仪器采取以下方式来缓解业务中断的风险：

- 持续监测这些风险；制定和修改风险应对计划；以及培训员工做好危机应对。
- 评估环境条件、供应连续性以及全球监管和政治格局带来的变化。
- 全年无休地运营着安全通信中心。
- 我们的大部分制造业务都是自有的，能够通过提供可靠的产能，帮客户应对地缘位置带来的变化。
- 在全球范围内靠近客户的产品分拨中心建立库存。

紧急响应

我们会根据事故的性质和严重性来启动紧急响应系统。在事故期间，我们的紧急响应团队会集结起来，快速判定减少潜在损失所需的相应资源、服务和基础设施，并协调我们的响应与通信。

我们进行业务建模、分析可能发生的情况和影响，以制定和优化管理战略、政策和标准，以及应急计划。这有助于我们明确：

- 运营所包含的关键业务流程以及负责确保可行性的人员。
- 可能的威胁和风险以及是否有管控它们的控制措施。
- 流程恢复时间，从而确保我们利用正确的资源高效响应和恢复。
- 为所有会对人员、收入和声誉造成高风险的关键业务流程制定应急战略。
- 涵盖响应和恢复全部方面、优先考虑产品和服务连续性的全面恢复战略。

我们的“Readiness 2 Recover”（有备无患，顺利恢复）计划将帮助我们根据我们的业务连续性管理要求来测评有效性和合规性。我们每两年（或根据需要）进行风险评估，以识别和纠正现有控制措施和不足之处。

为可能发生的各种情况做好准备

作为一家全球性公司，德州仪器面临着从地震、流行病到恶劣天气事件等在内的全球性突发事件。这类事件的影响可能或大或小。当出现挑战时，我们的目标是在维持产品生产和分拨的同时，避免对人类、环境、财务和声誉造成影响。

我们的业务连续性和应急响应计划包括了创建真实的场景，并通过各种练习来指导领导团队，从而学习、完善和改进我们对实际事件的响应措施。我们的业务连续性管理框架以 ISO 22301 业务连续性管理标准为蓝本，帮助我们计划、实施、监测和防止业务中断。

为了让我们的领导者参与到企业风险规划中，我们定期：

- 教授他们如何评估风险，并根据严重程度以及员工或产品受到的潜在影响对风险划定优先级。
- 我们还让领导者根据从实际事件或场景化练习中学到的经验教训来评估和更新应急战略。
- 为了应对无法预料的事件，我们会进行操练、培训、桌面演练和工厂演习。

更多信息，请参阅 SEC 10-K 表格。

信息保护

德州仪器持续致力于发现和消除其员工、客户、IT 基础设施、专有技术和机密信息所面临的潜在威胁。这种保护是业务增长和盈利的关键，也是遵守相关法规的关键。

降低网络安全风险性

我们的网络安全风险管理流程基于各种最佳实践管理和治理框架，如国际标准化组织 (ISO)、美国国家标准与技术研究院 (NIST) 以及互联网安全中心 (CIS) 控制。我们在相关计划中采用基本的网络安全原则（例如安全设计、深度防御、最小特权和弹性备份）来管控风险。

利用这些组织的指导以及我们的评估所收集的信息，我们制定了网络安全计划、政策和协议来降低风险，强化我们的安全态势，以保护我们的公司、技术和知识产权 (IP)。我们的政策包括定义公司信息资产的可接受用途、特定 IP 或技术的访问要求，保护个人信息和隐私，以及遵守欧盟“通用数据保护条例”和“中国网络安全法”等法规。

德州仪器采取的措施

我们的全球信息安全团队负责识别并响应潜在威胁，与我们的业务部门和支持团队合作以提高安全性。
我们从中采取以下几类行动：

保护

- 限制访问我们的计算机、服务器、网络和其他 IT 系统上的数据。
- 实施技术措施，保护德州仪器在网络上的信息不受外部攻击，包括保护在 TI.com 上在线订购产品。
- 部署业界通用的保护措施，如多重身份验证、恶意软件防御和访问审查流程。
- 对请求访问我们的 IT 资源和信息的第三方进行风险和合规评估。

检测和响应

- 监测并限制使用 USB 或 U 盘及外部硬盘驱动器。
- 监测 IT 系统并响应与不当活动相关的警报。

培训

- 向员工发送模拟网络钓鱼和鱼叉式网络钓鱼电子邮件，以及补充教育和培训资料。
- 为所有德州仪器员工提供网络安全意识和机密信息保护培训，并为我们的 IT 团队提供专门的安全培训。

保持积极主动

- 利用第三方进行年度渗透测试，以验证我们的控制力和能力。
- 定期进行桌面演练以训练我们的反应能力。
- 定期进行威胁搜寻和红队演习。

工作场所

在德州仪器工作

我们满怀热情，致力于通过半导体技术让电子产品更经济实用，让世界更美好。

我们率先完成了从真空管到晶体管、再到集成电路 (IC) 的过渡；在过去几十年间，我们一直在推动集成电路技术的发展并提高大批量可靠生产集成电路的能力。

每一代创新都建立在上一代创新的基础之上，让半导体技术变得更小巧、更高效、更可靠和更经济实用。从互联汽车到智能家居，从无人机到智能手机，我们的创新在您的日常工作和生活中无处不在。

德州仪器汇集了 33,000 名全球精英，这些善于解决问题的专家被称为德州仪器人，他们致力于塑造电子产品的未来。

为了确保我们的热情最终变为现实，我们秉承以下三个理想开展运营：

- 我们要发挥主人翁意识，长久运营公司。
- 我们要适应不断变化的世界并取得成功。
- 我们要把德州仪器建设成为一家让我们自己引以为荣、希望比邻而居的企业。

当我们做到这些时，我们的员工、客户、社区以及其他利益相关方都因此而受益。

德州仪器获得的奖项和排名

2022 年，德州仪器在全球范围内获得了 30 多项荣誉和认可。这些奖项表彰了我们为营造多元化和包容性工作场所、促进 TI 员工发展、致力于可持续发展进步以及创造职业发展机会而做出的努力。每个奖项都代表着我们对践行价值观的承诺和对公司的自豪感。

我们的员工和价值观

我们的员工被称为德州仪器人，他们每天践行我们的价值观，将我们的理想变为现实，致力于通过半导体技术让电子产品更经济实用，让世界更美好。

我们的价值观

值得信任

我们的企业立足于信任之上。我们以诚信和严格的道德标准行事，做正确的事我们以对社会负责的方式运营。无论是作为一家公司，还是作为一个人，值得信任都是我们立足的基础。

兼容并蓄

兼容并蓄有利于我们蓬勃发展。我们营造这样的工作环境，在这里，我们人尽其才，才尽其用，互相尊重，我们重视个体化差异，鼓励员工开诚布公地表达自己的想法。

勇于创新

我们以创新取胜。我们构想出新的方法来提供出色的产品和服务，开拓新市场并提高公司竞争力。我们保持好奇心，并鼓励员工保持探索。我们深知创新需不畏挑战，持之以恒。

保持竞争

我们积极拥抱充满竞争的世界。我们永不言败，为此挑战自我、彼此激励，尽己所能实现自我。为实现可持续增长，我们在好的时机进行投资。为了保持竞争力，我们吸引、发展和留住优秀的人才。

结果导向

我们以结果为导向并肩负起责任。客户有许多选择，所以我们必须迅速采取行动并履行承诺。我们追求效率并持续改进，帮助我们的客户取得成功。

工程和数字营销团队成员讨论如何将我们的新产品系列和客户解决方案推向市场。

多元化与包容性

我们因设计而与众不同，并坚信多元化的背景和见解是让德州仪器产品更具创新力、让我们的公司更强大的原因所在。我们致力于打造兼容并蓄的企业文化，尊重并鼓励员工表达自己的想法，我们的员工深知他们能够在德州仪器取得成功并实现长期职业发展。

我们对包容性环境的承诺侧重于三个战略重点：

- 在各个层面打造多元化代表。
- 营造兼容并蓄和有归属感的企业文化。
- 为我们生活和工作的社区带来影响。

德州仪器采取的措施

德州仪器有意围绕这些重点事项制定全球包容性计划，旨在强调公司重视每一种声音，鼓励所有德州仪器人全身心投入工作并开诚布公地表达自己的想法。

减少流程中的偏见

在面试候选人、审查工作绩效、进行人才评估以及做出薪酬和晋升决定时，我们注重减少流程中的偏见。我们还在绩效管理研讨会中提供无意识偏见内容，并通过我们的学习和发展系统直接给到德州仪器人。

我们进一步培训管理层理解和识别无意识的偏见，使用客观标准和多种来源的反馈来评估职业发展，并在评估工作绩效时收集独立反馈。

创建重要对话

德州仪器共同创造包容性文化的方式之一是组建为期一年的对话小组。这些对话小组的目标是通过学习来建立自我意识，以识别影响包容性的个人和系统性障碍，以及如何阻止排斥行为和质疑刻板印象。

为我们的社区带来积极影响

我们的理想要求我们把公司建设成为一家让我们自己引以为荣、希望比邻而居的企业。我们支持员工参与社区工作，例如到非营利性董事会任职、参与持续的志愿服务和捐赠活动以创建更具包容性的社区，以及全年致力于开展宣传和教育活动。

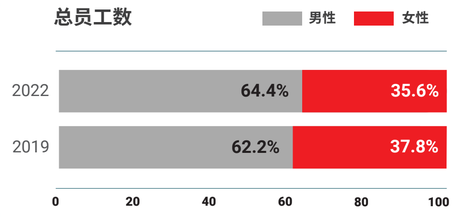
员工队伍展示

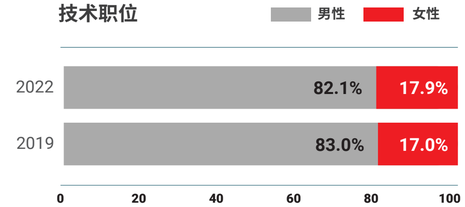
数十年来，德州仪器一直致力于践行多元化和包容性的承诺。尽管我们还要做更多的工作，但我们在多元化和包容性方面取得的进展非常鼓舞人心。

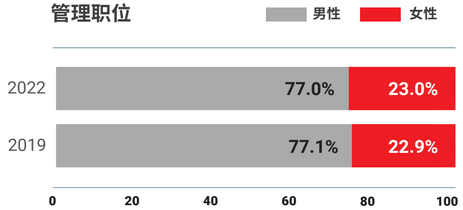
德州仪器采取的措施

我们定期评估我们的员工队伍中有关性别、民族和种族人口统计的情况。这项工作能够让我们了解我们的差距所在，并告诉我们需要在哪些方面予以更多重视，以继续推进在各个层级的多元化代表性。女性和代表性不足的少数群体[15] 在工程专业和职业中的地位不如男性和非少数群体。因此，我们注重通过与高中、大学和非营利组织合作来增加选拔此类工程师的渠道。

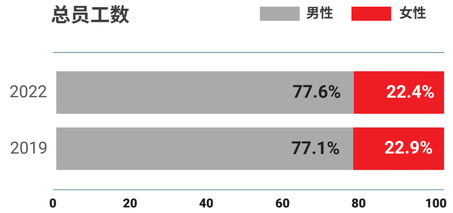
全球

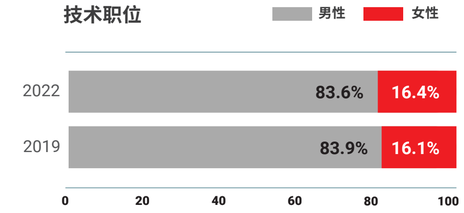


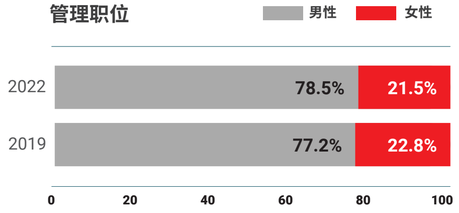


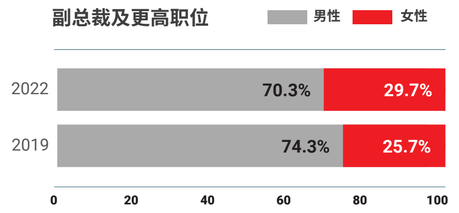


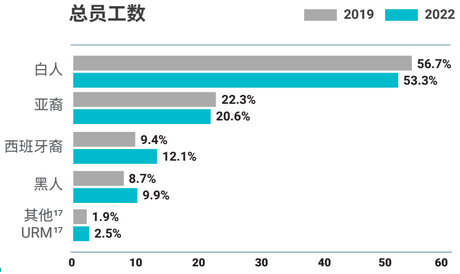
美国

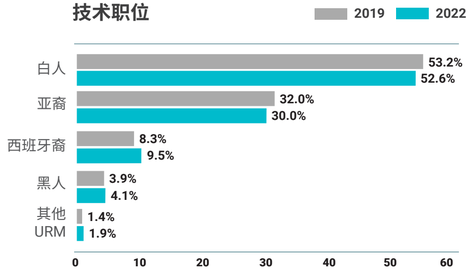


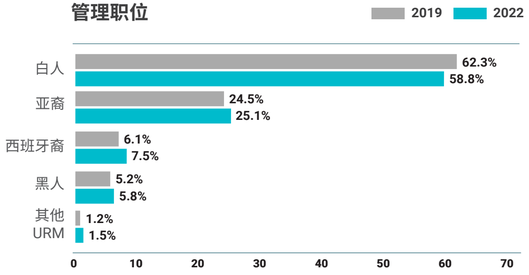


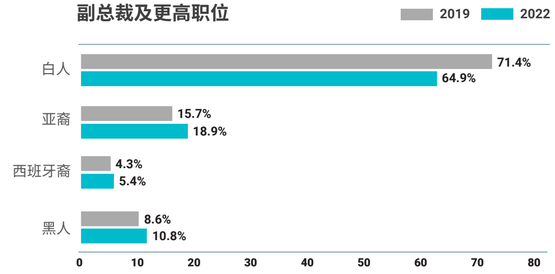












[15]我们将代表性不足的少数群体 (URM) 定义为夏威夷土著或其他太平洋岛民、美洲印第安人或阿拉斯加土著或者两种或两种以上种族。任何低于 100% 的总计数据都可归因于一小部分未披露的数据。

员工资源团队

德州仪器的员工资源团队 (ERG) 提供了一个社区，可以通过坦诚沟通、教育、志愿服务、员工福利以及职业发展与企业参与机会，来培养员工归属感。

我们每个由员工主导的 ERG 都有与我们公司价值观和业务目标一致的目标和目的，并得到至少一名德州仪器高管的支持。

2022 年，ERG 通过四个重点领域（职业、公司、文化和社区）推进了我们的多元化和包容性战略。他们举办了各种项目、小组讨论和活动，吸引了世界各地的德州仪器人参与。例如：

- 女性员工组织倡导的各种活动，包括在印度举行的妇女成长峰会和技术委员会圆桌会议这些活动侧重于职业发展，帮助各层级的女性员工做好准备，为她们提供支持、指导和发展。
- 印度员工组织的会议侧重于提高德州仪器员工的生活质量和福祉。通过数十场活动，团体成员在整个新冠肺炎疫情期间获得了帮助，为他们的父母提供了资源，还学习到了促进健康的冥想和呼吸技巧。
- 基督教、伊斯兰教和犹太教员工组织举办了基于信仰的协作活动，让来自德州仪器不同部门的成员聚集在一起，旨在让他们了解更多不同文化和宗教之间的相似之处。
- 黑人员工组织 (BEN) 主持了诸如“与 BEN 的对话”等系列节目，旨在支持德州仪器的黑人员工及其职业发展，讨论当代问题，并构建网络社区。

更多有关德州仪器如何支持多元化和包容性的信息，请访问 TI.com 并参阅GRI 索引中的多元化和平等机会。

德州仪器多元化网络

30 多年来，通过 15 个由员工主导、包括数千名成员的 ERG，德州仪器多元化网络帮助教育了很多员工，提出了很多对员工来说关系重大的议题。每个员工组织都面向所有德州仪器员工开放，公司鼓励员工加入组织并融入其中。

女性员工网络在“女性历史月”期间主持了面向所有德州仪器员工的节目，重点主题是公开对话、发展和意识。

招聘

德州仪器成长壮大的能力取决于能否招聘和留住最优秀的行业人才。公司采取多种方法来招聘具有不同经验和背景的员工，以推动创新和增长。

德州仪器采取的措施

我们通过招聘会、信息交流会、组织和职业生涯准备活动以及与各种学生协会的合作，积极吸引和招募优秀的工程和商科专业学生进行实习和担任全职职务。我们与当地社区大学和高中密切合作，为我们当前和未来的制造工厂招聘并培养技术人员和维修技师。

求职者选择德州仪器，因为我们提供：

- 激动人心且富有影响力的工作。
- 与全球精英合作的机会。
- 有竞争力的薪酬和福利待遇，帮助我们的员工过上更好的生活。
- 职业发展机会，让员工感觉能够拥有属于自己的职业成长道路。
- 多元化和包容性的文化，让所有员工都能够做自己，并在工作中发挥出更佳水平。
- 灵活的工作选择，帮助德州仪器人及其家人充分享受他们的个人生活。

我们专注于通过先进的行业组织发展多元化的人才渠道。例如：

- 我们通过与大学、德州仪器女性 ERG 和行业组织（例如女性工程师协会）的合作，持续扩大吸纳女性工程师和商业领袖的渠道。
- 我们还与美国大学和两年制技术学院、军事基地和 RecruitMilitary 等组织的退伍军人服务办公室合作，以雇用技术熟练的退伍军人。

更多有关德州仪器如何管理招募的信息，请参阅 GRI 索引 中的 401-1 指标和 劳动/管理关系 部分。

德州仪器员工在普雷里维尤农工大学主办的活动中负责人才筛选，旨在选拔未来在德州仪器担任工程师职务的实习生和应届大学毕业生。我们每年都有超过 100 名德州仪器员工在美国各地校园与大学生们会面。

人才发展

德州仪器致力于为员工提供规划他们未来职业生涯所需的工具和资源。我们帮助德州仪器人设定理想目标并制定个人发展计划，以确定他们取得成功所需的技能。

德州仪器采取的措施

我们鼓励所有员工每年至少与上级主管讨论 3 次职业发展和绩效，以接收反馈，记录进度并进行任何必要的改进。

此外，我们在各个级别提供正式的学习和职业发展机会，以帮助每个德州仪器人（无论是新人的还是经验丰富的员工）不断发展。员工可以随时访问我们的内部招聘和学习平台，探索职业生涯并制定发展路径，或完成强制性培训和其他学习模块。我们还提供定制化的学习机会，以激励员工完成从实习到退休的专业提升。

实习

德州仪器的实习计划提供了一个机会，将所学知识在重要且有趣的项目上付诸实践。从第一天开始，我们的实习生就会参与到可以产生真正影响的实际、有意义的工作。

我们的实习计划可提供接触公司重要领导者的机会，使每个实习生能够与公司各级员工建立人际网络并向他们学习。

职业生涯早期

应届毕业生可以参加：

- “锻造影响力”计划，这是一项为期一年的计划，通过案例研究、小组项目和评估，以及提供工具、流程和基本技能强化培训的新人训练营，提高工作绩效并加速职业发展。
- 全球轮岗计划，帮助毕业生从学生过渡到专家并获得不同职位的角色经验。
- 职业生涯早期关键学习角色计划，通过与德州仪器的领导者、技术专家和优秀人才的密切合作，让提名的员工接触到新的角色或技能。自 2014 年以来，我们将该计划 26% 的参与者提拔为管理层。

管理能力

我们通过以下方式使德州仪器人在管理方面取得成功：

- 从个人贡献者角色转变到经理再到更高级别的经理。
- 了解他们的领导力影响、他们如何与关键利益相关者建立关系以及他们如何制定和沟通战略。
- 培养他们的技术和行为技能，让他们的职业生涯走向更广、更深、更高的地方。大约 60% 的经理都是在德州仪器开启的职业生涯，我们的高管级领导者 99% 都是从内部提拔的。
- 识别和减少无意识偏见。

技术主管

德州仪器制定了量身定制的发展计划，以帮助工程师提高他们的技术能力，分享最佳实践并培养领导力、沟通能力和影响力等软技能。技术主管可以竞选德州仪器享有盛誉的“技术委员会”成员，我们多达 24% 的技术主管可以进入到这个委员会。

德州仪器的“推进多元化技术领导力”(ADTL)计划提供了辅导、正式培训、圆桌会议和建立员工间联系的机会，以激发更多元化的“技术委员会”人才库，并帮助留住、培养和推动代表性不足的少数群体和女性担任技术领导职务。

此外，自 2016 年以来，ADTL 帮忙留住了很大一部分参与者，当选德州仪器技术委员会成员的参与者人数增加了近 60%。

	2022 年每个德州仪器人的平均学习时长（小时）[16] 50.7
	2022 年完成的培训课程 127 万

更多有关德州仪器如何管理员工发展的信息，请参阅 GRI 索引中的培训和教育，雇佣 和 劳动/管理关系 部分。

[16]培训时间的增加是我们升级跟踪系统的结果，新版系统可以更准确地记录我们全球工厂开展的在职培训。

薪酬与福利

我们提供有竞争力的薪酬和福利，旨在确保能够将推动未来增长的关键人才留在德州仪器。

我们的薪酬理念基于按绩效付酬。员工对德州仪器的成功所做的贡献和公司的绩效都会决定个人的薪酬。

利润分享

德州仪器薪酬策略的一个独特方面是全球利润分享计划，旨在奖励为公司财务成功做出贡献的德州仪器人。德州仪器根据每年的盈利能力，从合法收益的一定比例中支付派息。

我们的利润分享公式基于营业利润 (PFO)，当德州仪器达到 10% PFO 时，开始利润分享。当 PFO 达到 35% 时，派息率最高，为 20%。所有德州仪器人都会收到基于合格收益相同比例的派息。过去七年，我们的利润分享计划支付水平达到了最高值，相当于所有符合资格员工奖金的 20%。

留住人才

留住具有体系化知识以及技术和运营专业知识的员工是德州仪器的首要任务。我们采用多管齐下的方法来留住人才，提供：

- 有竞争力的薪酬和福利。
- 量身定制的职业发展计划、导师计划和高管互动，从而促进他们的职业成长。
- 建立与同事的联系（通过我们的 ERG）。
- 提升技能的无限机会。

我们致力于提供公平的薪酬

我们长期以来遵守同工同酬的原则。德州仪器奉行具有竞争力且公平的薪酬政策。我们在薪酬体系中纳入了制衡机制，包括定期进行深入分析，确保我们实现这些目标。

2022 年，德州仪器聘请了第三方进行单独的薪酬分析，旨在考察性别和种族薪酬平等性（包括薪酬基数、奖金和平等性），并将工作类型、职务等级和国家/地区等因素纳入考量。分析证实，在美国境内和全球其他地方，德州仪器向女性员工支付的薪酬与男性员工相同。在美国，德州仪器向少数族裔支付的薪酬与非少数族裔相同。在全球范围内，男女收入比为 1:1.015。在美国，男女收入比为 1:1.002，非少数族裔与少数族裔的收入比为 1:1.002。

具有竞争力的福利

德州仪器的福利计划按当地市场惯例进行，因国家/地区而异。这些计划可能包括医疗、牙科和视力计划；短期和长期残障计划；以及按照当地法律法规提供的带薪休假和退休计划。此外，为了促进工作场所的包容性和平等性，我们还提供了扩充福利，我们致力于通过提供满足德州仪器人及其家人独特需求的包容性福利来创造一个充满尊重的环境。

德州仪器提供并鼓励员工充分利用各种计划来减少可能妨碍健康、工作场所满意度和工作效率的日常压力因素，例如持续提供的

员工援助计划 (EAP) 和按需提供的资源，其中包括：

- 儿童保育和老人护理的资源和转介服务。
- 保密的咨询服务和工具，用于确保健康。
- 为假期计划、预订或其他个人事务提供服务。

为优化工作生活计划，我们每年都会请员工参与并对计划进行审核，以保持竞争力并改进服务。

育儿假

在德州仪器，我们针对员工生活的方方面面为他们提供支持，包括帮助其过渡到父母身份。我们为所有新父母提供育儿假福利，让他们能够抽出时间与新生儿建立亲密联系并适应生活中的新需求。

我们很自豪能成为一个家庭友好型工作场所，并继续致力于在员工育儿过程中为他们提供支持。我们在美国提供的育儿假福利允许员工带薪休假，不必担心财务或工作方面的保障问题。这项福利适用于所有员工，无论其性别、性取向或家庭结构如何。
更多有关德州仪器如何管理薪酬和福利的信息，请参阅 GRI 索引中的 雇佣, 经济表现以及 多元化和平等机会 部分。

2022 年，德州仪器的文化、氛围和优秀的员工使得我们被 Glassdoor 评为年度最佳工作场所之一。

安全和健康

我们致力于提供安全的工作场所

德州仪器投资制定安全和健康实践与控制措施，并将其融入到员工的日常事务中，帮助他们避免在工作场所受伤和患病。

德州仪器的安全目标包括使因病导致的多日离岗、工作受限或转岗 (DART) 率不高于 0.08，以及记录在案的患病率不高于 0.20。

德州仪器采取的措施

安全

我们建立了安全导向文化，包括在全球实施安全要求和最佳实践，为员工提供安全健康的工作环境。

我们是拥有业内最佳安全记录的企业之一，为了继续保持，我们：

- 建立和运营安全的工作场所。
- 维持合理且符合人体工程学的安全协定和控制措施。
- 制定并维护通常高于监管要求的内部标准。
- 设计和建造稳固安全的建筑物，定期排除设备风险。
- 提供相关且必需的安全培训。
- 提供个人防护装备。
- 检查我们的设备。
- 持续审计我们的流程，评估合规与执行情况。

健康

为了减少健康风险，德州仪器采用了严格的工业卫生标准，这些标准针对危险化学品及其他材料的安全使用和适当存放，规定了必要的最低要求。这些标准包括危险通报和培训、化学品标记和有害废弃物管理。

此外，我们消除或限制使用潜在有害物质，安装通风和隔离控制装置、执行一般卫生区域和个体评估。我们为德州仪器人提供的用于控制其自身健康的资源由于国家/地区有所不同，具体取决于政府提供的健康福利水平。

在美国，我们提供免费的现场流感疫苗接种和预防性筛查计划、健身及营养计划、员工援助计划以及咨询和教育服务。我们的健康管理服务为曾发生过重大医疗事件、缺勤时间变长或接受过多次诊断、治疗和卫生服务的德州仪器人提供指导和监督，以提升他们的健康水平：。

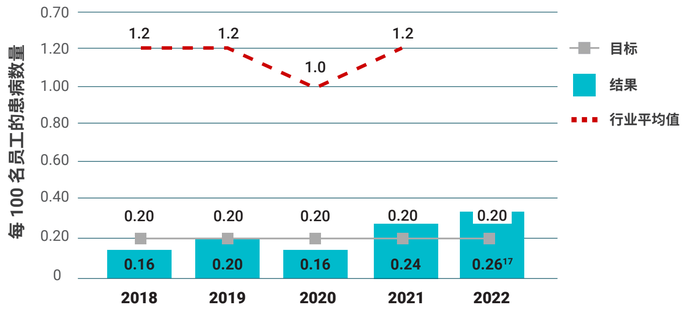
我们的福利宣传服务有助于预计医疗程序的成本，并帮助找到经济实用且高质量的卫生服务提供者。

成效

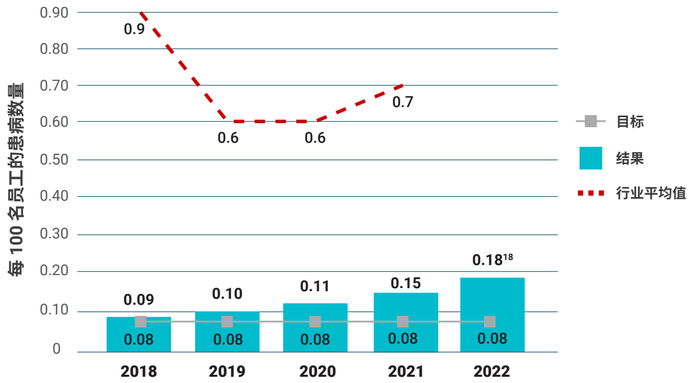
根据美国职业安全健康局和劳工统计局，我们在美国半导体行业中继续保持着极低的 DART 和可记录患病率。

2022 年，德州仪器的 DART 率为 0.18，而全行业在 2021 年的平均水平为 0.7（2022 年行业数据尚未提供）。

可记录患病率



多日离岗、工作受限或转岗 (DART) 率



如需了解更多健康和安全数据，请参阅我们的“成效数据”附录。更多信息，请参阅 GRI 索引中的职业健康和安全部分。

[17]2022 年的增长是由于新冠肺炎感染。排除病毒后的患病率为 0.18。

捐助和志愿服务

捐助

德州仪器的一大理想是把公司建设成为一家让我们自己引以为荣、希望比邻而居的企业。几十年来，德州仪器一直致力于在公司开展业务的地方建立更强大的社区。

我们的捐赠和志愿服务计划：

1. 通过开展活动和志愿服务计划让全球德州仪器员工参与进来。
2. 通过向德州仪器运营所在地的非营利组织捐款来改善我们的全球社区。
3. 将货币投资与员工参与相结合，以获得最大的影响。

我们寻求提高生活质量并让我们在全球范围内的工厂社区更强大。德州仪器和德州仪器基金会[19] 在多个领域进行了深思熟虑的投资。

教育

德州仪器最大的慈善捐助在于提高教育水平。自 2010 年以来，德州仪器基金会已专门为科学、技术、工程和数学 (STEM) 领域的教育投资了超过 7,300 万美元，旨在改善历史上面临经济和教育障碍的黑人、拉丁裔和女性学生的数学和科学学习成绩和机会。在全球范围内，我们旨在提升访问德州仪器国际社区中教育资源的便捷性。

艺术

德州仪器基金会持续数年向重视多元化的组织捐赠，并向有能力增加艺术普及范围和影响力的主要多元化团体提供捐赠，使达拉斯的艺术拥有文化包容性并蓬勃发展。

种族平等

我们支持消除种族平等障碍的计划，重点是加强问责制的警察培训，使所有人受到警察的平等对待，让我们的社区成为更安全的生活和工作场所。

公共服务

我们致力于加强为解决种族和经济边缘人群的关键需求而制定的计划和服务。我们还为受自然或人为灾害严重影响的社区和员工保留应急基金。

配捐

为了使员工在美国的捐助产生加倍的影响，当在职员工和退休员工每年向符合资格的非营利组织捐款时，德州仪器基金会将进行配捐，最高达 30,000 美元。2022 年，德州仪器基金会提供了超过 1,100 万美元的配捐。

自 2010 年以来的慈善影响力

德州仪器和德州仪器基金会配捐、捐款和实物捐赠	4.42 亿美元
我们的员工和退休员工捐款	1.14 亿美元
员工和退休员工的志愿服务小时数	190 万

在全球范围内的德州仪器人身上，德州仪器的慈善精神展现得淋漓尽致。尤其是在这么多人急需帮助的时刻，他们的慷慨是那么震撼且鼓舞人心，并让我们有更多理由成为德州仪器 (TI) 的员工。

ANDY SMITH
全球公益事务董事

[19]德州仪器基金会是我们公司的 501(c)(3) 慈善组织。它主要在北德克萨斯州和美国提供捐款。

2022 年重要捐助事件

公共服务

我们公司在北德克萨斯州的总部位于美国最繁荣的地区之一，但由于通货膨胀加剧，当地八分之一的居民面临饥饿问题。为了应对这一问题，德州仪器基金会向北德克萨斯食品银行提供了 300,000 美元的赠款，帮助提供了约 100 万份食物。这笔赠款帮助了食品银行改善北德克萨斯州（包括达拉斯、科林和格雷森县，我们公司在这些地方拥有大量业务）的饥饿问题。

其他重要的支持项目包括德州仪器员工和德州仪器基金会捐款超过 230,000 美元（包括配捐），帮助美国红十字会及其国际分支机构在乌克兰提供人道主义救济。德州仪器还向中国青少年发展基金会捐赠了 150,000 美元，帮助应对中国西南地区四川省发生的 6.8 级地震。

种族平等

德州仪器基金会向 Project Unity 提供了为期两年的 250,000 美元赠款，帮助消除北德克萨斯州的种族鸿沟问题。相关项目的重点目标是推动地区执法部门、青年群体以及社区之间的对话和建立信任。向 Project Unity 的赠款是德州仪器基金会针对消除种族平等障碍项目的第三笔投资。

艺术

德州仪器基金会向达拉斯艺术组织提供了 130 万美元的赠款，帮助他们去维护那些让达拉斯具有文化包容性的艺术。接受捐款的组织多种多样，从新的实验性艺术组织到长期合作伙伴，他们展示了多元的文化体验，反映了观众和项目的多样性。

教育

德州仪器和德州仪器基金会提供了 1,400 万美元的教育补助金，其中包括在职员工和退休人员的配捐。考虑到不断变化的学习环境和不断扩大的差距，德州仪器基金会继续提供了 470 万资金，以继续其 10 年来持续资助的达拉斯县南部公立学区。

我们还进一步支持美国国家数学和科学倡议组织的大学预备计划，该计划的服务对象是达拉斯县南部四个历史悠久的低收入公立学区，以及犹他州一个主要面向纳瓦霍部落民族学生的学区。

投资学生的社交能力和情绪健康

德州仪器于 2021 年开始与达拉斯大都会联合劝募会和德克萨斯州教育组织联合开展“治愈、玩耍、学习”计划，该计划旨在解决达拉斯县南部雪松山 (Cedar Hill) 和德索托 (DeSoto) 公立学区的学生、教师和家庭面临的社交和情绪健康、体育活动以及艺术参与问题；在此工作的基础上，我们在 2022 年提供了一笔新的 100 万美元赠款。

2022 年的赠款使这两个地区能够继续开展2021 年开始的相关计划，在此期间有 2,500 名学生、教师和其家庭成员参与了该计划。相关资金还使该计划能够扩展到同样位于达拉斯县南部的兰开斯特独立学区 (Lancaster Independent School District)。

虽然不是专门针对 STEM 的投资，但“治愈、玩耍、学习”计划的主动学习部分符合德克萨斯州数学和科学的年级要求。此外，他们还非常关注软技能 STEM 概念，例如批判性思维、解决问题、创造力和协作。相关学区的报告指出，参与该计划的教师和学生的士气均有所提高，与未参与该计划的学生相比，参与该计划的学生的入学率提高了 5%。

志愿服务

我们的员工热衷于回馈和改善社区的生活质量。

德州仪器拥有 20 多个全球社区团队和其他致力于解决当地需求的具有公民意识的员工。他们一起辅导学生、指导机器人比赛、在食品银行和流浪者收容所做志愿者、清理小区、植树并以其他方式为社区服务。

2022 年捐款内容

志愿服务计划在新冠肺炎疫情后使德州仪器员工重新聚集在一起。我们 2022 年在职员工和退休员工的志愿服务时间近 257,000 小时，时长比 2021 年翻了一番，换算价值[20] 770 万美元。在美国，德州仪器基金会将员工志愿服务时间的价值等同于每年 1,000 美元，这为他们最喜欢的事业增加了近 400,000 美元的额外支持。例如：

- 德州仪器人在达拉斯、中国台湾、日本和缅因州的食品银行捐赠和其他活动解决了饥饿问题。
- 圣克拉拉和达拉斯的员工组织帮助贫困儿童制造自行车。
- 犹他州李海制造基地的德州仪器人通过电子废物回收计划向该地区的学生分发了翻新的电脑。
- 我们在中国、马来西亚和菲律宾的社区参与团队致力于与儿童和学校一起做志愿者，绘制壁画，向低收入家庭捐赠日常必需品，以及分享学习数学和科学的乐趣。

更多有关我们如何管理社区公民意识的信息，请参阅 GRI 索引中的当地社区以及教育投入。

通过对社区产生影响来实现传承

Nathan 是德州仪器犹他州李海制造基地的湿法工艺负责人，他获得了 2022 年德州仪器创始人社区影响奖。该奖项旨在表彰德州仪器人在生活和工作社区做出的杰出贡献。这个两年一度的奖项是为了致敬我们公司的创始人及其在慈善事业和志愿服务方面的悠久历史。

Nathan 在帮助盐湖城地区无家可归和饥饿人群方面有着非凡表现；与美国许多大城市一样，该地区的无家可归人口正在增加。他从德州仪器获得了 10,000 美元的捐款，转赠给他选择的非营利组织。其他五名入围者也各自获得了 2,500 美元的捐款，转赠给他们选择的非营利组织。

“我之所以选择为这个社区服务，是因为我曾经差点就无家可归了，有段时间靠着食品券生活，”Nathan 说，“我知道有一个安全的家以及清楚下一顿饭的着落，对余生都有着巨大的影响。我相信每个人都有内在的价值。陷入无家可归的境地很容易，而摆脱它是很难的。”

阅读更多信息。

[20] Independent Sector 组织计算得出 2022 年志愿服务时间的价值为 29.95 美元/小时。

为联合劝募会筹集 960 万美元，帮助社区蓬勃发展

2022 年，德州仪器的年度联合劝募会活动从员工和退休员工、公司赞助以及德州仪器基金会赠款和配捐等来源筹集了 960 万美元。我们主要支持三个关键领域的重要计划：

- 教育，开启智慧之门，拓宽视野，为孩子们的成功奠定基础。
- 收入，带来财务稳定，这是获得稳定、成功生活的关键因素。
- 健康，产生全方位的影响，从孩子学习成绩到成年人收入。

活动期间，志愿者参与度很高，他们花了 1,700 小时来支持我们美国各个工厂的 50 多项活动，为联合劝募会合作伙伴机构提供支持。

“德州仪器员工的慷慨以及他们的奉献和志愿服务精神从未让我停止过惊叹，”德州仪器全球公益事务董事及德州仪器基金会执行董事 Andy Smith 说道。“我们公司的联合劝募会活动证明，当我们为生活的社区而团结起来、一起把它建设得更强大时，我们可以促进共同利益并为每个人创造持久的变化。”

德州仪器与达拉斯大都会联合劝募会的历史可以追溯到 20 世纪 60 年代初，那时德州仪器联合创始人 J. Erik Jonsson 帮助监督了美国红十字会和达拉斯公益金组织的工作，他们创建了当时称之为“联合基金”的慈善组织。从那时起，我们公司、德州仪器基金会以及我们员工便与联合劝募会密切合作，致力于建立更强大的社区。

附录

Performance Data

Giving and volunteerism Environmental sustainability Workplace Responsible business practices

Giving and volunteerism

Giving[1] (millions)

	2018	2019	2020	2021	2022
Total	$49.08	$52.46	$54.57	$64.95	$52.57

[1] Includes corporate giving, TI Foundation giving, employee/retiree giving, in-kind donations, matching gifts, the value of volunteer hours and volunteer matching.

Volunteerism

Volunteer hours (thousand hours)

	2018	2019	2020[2]	2021[2]	2022
Total hours	234.6	273.3	156.9	119.5	256.9

[2] Volunteer hours were down in 2020 and 2021 due to the global COVID-19 pandemic.

Value of volunteer hours (millions)

	2018	2019	2020[3]	2021[3]	2022[4]
Value	$5.9	$7.4	$4.5	$3.6	$7.7

[3] The value of volunteer hours was down in 2020 and 2021 due to the global COVID-19 pandemic.
[4] The Independent Sector valued a volunteer hour in 2022 at $29.95.

Performance Data

Environmental sustainability

Emissions

Total greenhouse gas (GHG) emissions (Million metric tons of CO_2 equivalent)

	Base year (2015)	2018	2019	2020	2021	2022
Scope 1 (direct)		1.13	0.97	0.94	1.04	1.11[6]
Scope 2 (indirect)		1.12	1.10	1.01	1.04	1.06
Market-based		1.12	1.10	1.01	1.04	1.06
Location-based						1.38
Total	**2.83[5]**	**2.25**	**2.07**	**1.95**	**2.08**	**2.17[7]**

TI's unit production increased 25% from 2018 to 2022. These totals are market-based GHG emissions.

[5] TI is focused on the total reductions of scope 1 and scope 2 GHGs and our disclosure of the baseline reflects that approach. TI's 2015 GHG emissions baseline was adjusted in the 2021 Corporate Citizenship Report to reflect structural changes to our operations, including the divestiture of a wafer fabrication plant in Scotland and the acquisition of a 300-mm wafer fabrication plant in Utah. The 2015 baseline has been adjusted from 2,471,357 to 2,832,709 MTCO2e in line with the guidance provided by the WBCSD/WRI's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

[6] TI has not included fluorinated heat transfer fluids (FHTF) in previous Corporate Citizenship Reports due to the varying calculation methodologies and guidance. Under current World Semiconductor Council (WSC) reporting guidance, the association that tracks semiconductor emissions, there is no requirement to track and report FHTF. Recently introduced U.S. Environmental Protection Agency (EPA) rules for disclosure to the EPA included FHTF and we comply with this requirement. Recently, the WSC has aligned on all regions will moving to 2019 Intergovernmental Panel on Climate Change (IPCC) guidance, which includes FHTF. TI is considering the timing of a transition to the 2019 IPCC guidance and will include FHTF emissions upon adoption.

[7] ERM Certification and Verification Services (CVS) provided limited assurance verification of TI's GHG emissions for 2022.

Scope 1 GHG emissions by type (Metric tons of carbon dioxide equivalent ($MTCO_2e$)

	2018	2019	2020	2021	2022
Carbon dioxide (CO_2)	79,622	78,731	75,190	84,904	123,542
Methane (CH_4)	46	46	44	39	67
Nitrous oxide (N_2O)	24,438	23,440	28,452	31,557	37,592
Hydrofluorocarbons (HFCs)	39,982	36,552	37,532	44,633	45,949
Perfluorocarbons (PFCs)	830,018	669,757	622,526	665,457	734,338
Sulfur hexafluoride (SF_6)	71,240	62,084	64,061	71,189	80,389
Nitrogen trifluoride (NF_3)	113,839	94,853	110,701	142,671	90,157

TI's unit production increased 25% from 2018 to 2022.

Scope 2 market-based GHG emissions by type (Metric tons of carbon dioxide equivalent ($MTCO_2e$)

	2018	2019	2020	2021	2022
Carbon dioxide (CO_2)	1,122,336	1,102,843	1,012,985	1,041,346	1,055,620
Nitrous oxide (N_2O)	1,679	1,673	1,386	1,294	1,345
Methane (CH_4)	271	269	241	233	233

U.S. air emissions[8] (Metric tons)

	2018	2019	2020	2021	2022
Nitrogen oxide (NO_x)	81.04	79.72	82.37	75.87	95.62
Volatile organic compounds (VOCs)	105.12	92.77	97.12	109.45	142.88

TI's unit production increased 25% from 2018 to 2022.

[8] TI does not include nitrous oxide (N_2O) in its air emissions calculations because the company accounts for N_2O in its GHG emissions data.

Energy

Total energy use (TWh)

	2018	2019	2020	2021	2022[9]
Energy use	3.02	2.99	2.97	3.19	3.75

TI's unit production increased 25% from 2018 to 2022.

[9] ERM CVS provided limited assurance verification of TI's energy use for 2022.

Energy use by type (MWh)

	2018	2019	2020	2021	2022
Natural gas	367,200	372,359	363,413	414,254	606,393
Fuel oil (No. 6)	3,750	3,644	4,356	4,132	3,457
Diesel	13,087	9,718	7,376	16,905	9,481
Propane	36,167	39,230	35,791	35,646	39,457
Gasoline	761	768	814	723	654
Jet fuel (kerosene)					7,788[10]
Total direct energy use	**420,964**	**425,719**	**411,750**	**471,661**	**667,220**
Electricity	2,585,922	2,550,193	2,548,101	2,698,718	3,063,940
District heating	15,222	14,055	14,210	15,285	15,595
Total indirect energy use	**2,601,144**	**2,564,248**	**2,562,311**	**2,714,003**	**3,079,535**
Total energy use	**3,022,109**	**2,989,967**	**2,974,061**	**3,185,664**	**3,746,755**

[10] TI added jet fuel in 2022 as part of the third-party limited assurance assessment.

Renewable electricity (MWh)

	2018	2019	2020	2021	2022[11]
Renewable electricity	386,854	357,547	446,559	507,528	526,322

[11] ERM CVS provided limited assurance verification of TI's renewable electricity use for 2022. While the North Texas project came online in December 2022, renewable energy generated in that month is not included in the total renewable energy number of 2022.

Renewable electricity as a percent of total electricity

	2018	2019	2020	2021	2022[12]
% used	14.96%	14.02%	17.53%	18.81%	17.18%

[12] While renewable energy procurement and use increased in 2022, the percentage of renewable electricity compared to total electricity decreased due to expanded production with new factories coming online.

Energy savings (GWh)

	2018	2019	2020	2021	2022
Savings	73.3	73.3	64.5	53.4	55.5

Performance Data

Environmental sustainability

Water

Water use[13] by type (billion gallons)

	2018	2019	2020	2021	2022
Municipal	4.36	4.29	4.53	4.79	5.42
Well	0.40	0.37	0.37	0.58	0.98
Reused	2.02	1.69	1.86	2.20	2.19
Total	**6.78**[14]	**6.35**	**6.76**	**7.57**	**8.59**

TI's unit production increased 25% from 2018 to 2022.

[13] To calculate water use, we compile municipal billing data and our production metrics. We also measure effluent rates and volumes and analyze industrial wastewater and stormwater samples using standard U.S. Environmental Protection Agency methodologies.

[14] In 2018, totals included an estimated rainwater collection of 35 million gallons.

Water use reduction (%)

	2018	2019	2020	2021	2022
Goal	4.5%	2.2%	2.6%	2.6%	3.4%
Result	5.4%	2.6%	4.4%	2.8%	3.2%

Water savings (million gallons)

	2018	2019	2020	2021	2022
Savings	248.81	120.67	206.92	135.55	174.19

Wastewater discharges total and by type (billion gallons)

	2018	2019	2020	2021	2022
Municipal sewer	3.85	3.61	3.87	4.15	4.65
Surface	0.28	0.25	0.26	0.27	0.32
Total	**4.13**	**3.86**	**4.13**	**4.42**	**4.97**

Water use (megaliters)

	2018	2019	2020	2021	2022
Change in water storage[15]	0	0	0	0	0
Water withdrawal					
Surface[16]	132	0	0	0	0
Ground[16]	1,517	1,409	1,408	2,198	3,708
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third-party	16,506	16,255	17,152	18,214	20,520
Fresh (≤1,000 mg/L total dissolved solids)[17]	18,155	17,664	18,560	20,412	24,228
Other (≤1,000 mg/L total dissolved solids)[17]	0	0	0	0	0
Total water withdrawal (megaliters)	**18,155**	**17,664**	**18,560**	**20,412**	**24,228**
Water withdrawal, water-stressed regions					
Surface[16]	0	0	0	0	0
Ground[16]	40	44	35	27	30
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third-party	3,312	2,630	2,658	2,490	2,741
Fresh (≤1,000 mg/L total dissolved solids)[17]	3,352	2,674	2,692	2,518	2,741
Other (≤1,000 mg/L total dissolved solids)[17]	0	0	0	0	0
Total water withdrawal, water-stressed regions (megaliters)	**3,352**	**2,674**	**2,692**	**2,518**	**2,771**
Water discharge					
Surface[16]	1,068	953	989	1,039	1,212
Ground[16]	0	0	0	0	0
Sea	0	0	0	0	0
Third-party	14,575	13,664	14,658	15,711	17,613
Fresh (≤1,000 mg/L total dissolved solids)[17]	Unknown	Unknown	Unknown	Unknown	Unknown
Other (≤1,000 mg/L total dissolved solids)[17]	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge (megaliters)	**15,643**	**14,617**	**15,646**	**16,750**	**18,824**
Water discharge, water-stressed areas					
Fresh (≤1,000 mg/L total dissolved solids)[17]	Unknown	Unknown	Unknown	Unknown	Unknown
Other (≤1,000 mg/L total dissolved solids)[17]	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge, water-stressed areas (megaliters)	**2,860**	**2,278**	**2,310**	**2,132**	**2,097**
Water consumption					
Water consumption (total megaliters)[18]	2,512	3,047	2,914	3,662	5,403
Water consumption (water-stressed areas)[18]	491	396	382	386	674

[15] There is a small amount of water storage (relative to overall usage) in facilities systems, but the year-over-year change is insignificant.

[16] This does not include once-through cooling water, which is pumped from on-site wells at our Freising, Germany, site and used only for heat rejection. This water returns to the original aquifer.

[17] TI does not monitor total dissolved solids continuously at all sites.

[18] TI calculates consumption as water withdrawn minus water discharged.

Performance Data

Environmental sustainability

Material/waste

Waste by composition[19] (metric tons)

Hazardous waste	2018	2019	2020	2021	2022
Waste generated	25,305	26,734	31,702	14,142	12,201
Waste diverted from disposal	22,305	23,869	28,396	11,250	9,012
Waste directed to disposal	3,000	2,865	3,307	2,892	3,189
Nonhazardous waste					
Waste generated	11,882	10,345	10,518	29,675	36,710
Waste diverted from disposal	11,028	9,534	9,563	28,025	35,299
Waste directed to disposal	854	811	955	1,650	2,128
Other waste categories					
Waste generated	-	-	-	1,860	1,762
Waste diverted from disposal	-	-	-	1,860	1,762
Waste directed to disposal	-	-	-	0	0

[19] In 2021, TI disclosed new data based on updated GRI 306: Waste 2020 standards, allowing hazardous waste to be reported separately from non-hazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

Waste diverted from disposal, by recovery operations[20] (metric tons)

	Hazardous waste		Nonhazardous waste	
	2021	2022	2021	2022
Preparation for reuse				
Onsite	4,000	1,015	826	3,999
Offsite	2,285	1,698	263	1,242
Total	**6,285**	**2,713**	**1,089**	**5,241**[21]
Recycling				
Onsite	0	0	0	0
Offsite	2,323	2,439	28,013	30,707
Total	**2,323**	**2,439**	**28,013**	**30,707**
Other recovery operations				
Onsite	0	0	0	0
Offsite	2,642	3,859	783	395
Total	**2,642**	**3,859**	**783**	**395**
Waste prevented (landfill diversion)	**11,250**	**9,012**	**29,884**	**36,344**

[20] In 2021, TI disclosed new data based on updated GRI 306: Waste 2020 standards, allowing hazardous waste to be reported separately from non-hazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

[21] 2021 and prior reporting included an incorrect classification of waste as hazardous when it was non-hazardous. The 2022 data reflects the corrected shift to the non-hazardous category.

Waste directed to disposal, by disposal operation[22] (metric tons)

	Hazardous waste		Nonhazardous waste	
	2021	2022	2021	2022
Incineration (with energy recovery)				
Onsite	0	0	0	0
Offsite	0	0	0	0
Total	**0**	**0**	**0**	**0**
Incineration (without energy recovery)				
Onsite	0	0	0	0
Offsite	2,803	3,103	102	178
Total	**2,803**	**3,103**	**102**	**178**
Landfill (solid waste disposal)				
Onsite	0	0	0	0
Offsite	89	87	1,548	1,949
Total	**89**	**87**	**1,548**	**1,949**
Other disposal operations				
Onsite	0	0	0	0
Offsite	0	0	0	0
Total	**0**	**0**	**0**	**0**

[22] In 2021, TI disclosed new data based on updated GRI 306: Waste 2020 standards, allowing hazardous waste to be reported separately from non-hazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.

Performance Data

Workplace

Diversity

Workforce by region

Region	2019	2022
Americas	11,787	14,398
Asia	14,172	15,462
EMEA	1,966	1,898
Japan	1,150	1,241
Total	**29,075**	**32,999**

Regional workforce by gender

Region	Gender	2019	2022
Americas			
	Female	2,949	3,461
	Male	9,079	10,937
Asia			
	Female	7,771	7,735
	Male	6,692	7,727
EMEA			
	Female	351	397
	Male	1,602	1,500
Japan			
	Female	131	158
	Male	1,040	1,083

Gender by role (worldwide)

	Gender	2019	2022
Technical			
	Female	17.0%	17.9%
	Male	83.0%	82.1%
Managers			
	Female	22.9%	23.0%
	Male	77.1%	77.0%
Overall			
	Female	37.8%	35.6%
	Male	62.2%	64.4%

Gender by role (U.S.)

	Gender	2019	2022
Technical			
	Female	16.1%	16.4%
	Male	83.9%	83.6%
Managers			
	Female	22.8%	21.5%
	Male	77.2%	78.5%
VP and above			
	Female	25.7%	29.7%
	Male	74.3%	70.3%
Overall			
	Female	22.9%	22.4%
	Male	77.1%	77.6%

Performance Data

Diversity cont'd

Workforce by race (U.S.)

Race	2019	2022
Technical roles		
White	53.2%	52.6%
Asian	32.0%	30.0%
Hispanic	8.3%	9.5%
Black	3.9%	4.1%
Other/URM[23]	1.4%	1.9%
Manager roles		
White	62.3%	58.8%
Asian	24.5%	25.1%
Hispanic	6.1%	7.5%
Black	5.2%	5.8%
Other/URM	1.2%	1.5%
VP and above		
White	71.4%	64.9%
Asian	15.7%	18.9%
Hispanic	4.3%	5.4%
Black	8.6%	10.8%
Other/URM	0%	0%
Overall		
White	56.7%	53.3%
Asian	22.3%	20.6%
Hispanic	9.4%	12.1%
Black	8.7%	9.9%
Other/URM	1.9%	2.5%

[23] We define other underrepresented minorities (URMs) as Native Hawaiians or other Pacific Islanders, American Indians or Alaska Natives, or two or more races. Any totals of less than 100% are attributable to a small percentage of undisclosed data.

Development

Average training (hours)

	2019	2022
Average hours	30.3	50.7[24]

[24] The increase in training hours is the result of our updated tracking system that more accurately captures on-the-job training that occurs in our factories worldwide.

Retention

Employee voluntary turnover (%)

	2019	2022
Asia	10.1%	12.6%
Japan	4.5%	3.9%
Europe	7.3%	8.9%
Americas	7.1%	12.9%
Worldwide	8.5%	12.2%

Tenure

Service Band	2019	2022
<10 years	50.0%	52.5%
10-20 years	24.4%	24.5%
>20 years	25.6%	23.0%

Performance Data

Safety and health

Recordable case rate (cases per 100 employees)

Description	2018	2019	2020	2021	2022
Goal	0.20	0.20	0.20	0.20	0.20
Result	0.16	0.20	0.14	0.21	0.26[25]

[25]The 2022 increase is due to COVID-19 infections. The case rate without the virus is 0.18.

Days away, restricted or job transfer (DART) rate (cases per 100 employees)

Description	2018	2019	2020	2021	2022
Goal	0.08	0.08	0.08	0.08	0.08
Result	0.09	0.10	0.10	0.13	0.18[26]

[26]The 2022 increase is due to COVID-19 infections. The DART rate without the virus is 0.10.

Employee and supplemental contractor safety and health data

Description	2018	2019	2020	2021	2022
Recordable cases (employees)	0.15 (48 cases)	0.16 (48 cases)	0.14 (41 cases)	0.19 (55 cases)	0.25 (79 cases)
Recordable cases (contractors)[27]	0.36 (6 cases)	0.27 (5 cases)	0.19 (3 cases)	0.65 (10 cases)	0.38 (5 cases)
Fatalities from work-related injuries (employees)	0	0	0	0	0
Fatalities from work-related illness (employees)	0	0	0	0	0
Fatalities from work-related illness (contractors)	0	0	0	0	0
High-consequence injuries (employees)[28]	0.007 (2 cases)	0.007 (2 cases)	0.01 (3 cases)	0.003 (1 case)	0
High-consequence injuries (contractors)	0	0	0	0	0
Hours worked (employees)[29]	58,253,519	59,425,882	59,410,887	57,376,381	62,832,813
Hours worked (contractors)	3,335,737	3,658,678	3,084,874	3,076,776	2,652,204
Recordable cases from work-related illness (employees)	4	9	10	10	30
Recordable cases from work-related illness (contractors)	1	0	1	4	0

[27] Refers to supplemental contractors, who receive daily work instruction from TI managers.

[28] The high-consequence work-related injury metric uses recovery time, instead of lost time, as the criterion for determining the severity of an injury. Lost time is an indicator of the loss of productivity for an organization as a result of a work-related injury; it does not necessarily indicate the extent of harm suffered by a worker.

[29] Hours reported are worldwide. TI employees do not include turnkey or supplemental contractors.

Responsible business practices

Public policy

Political expenditures (U.S. dollars)

	2018	2019	2020	2021	2022
Corporate contributions	$7,500	$0[30]	$0[30]	$1,000	$2,000
Political action committee	$101,950	$101,000	$78,000[31]	$96,500	$153,500

[30] TI chose not to make any corporate contributions to local ballot initiatives in 2019 and 2020. 2020 PAC contributions were impacted due to COVID-19.

[31] 2020 PAC contributions were impacted due to COVID-19.

Supply chain management

Assessment goals

	2018		2019		2020		2021		2022	
Goals and results (%)	Goal	Result	Goal	Result	Goal	Result	Goal	Result	Goal	Result
Production suppliers rated as low risk for all facilities on environmental and social responsibility self-assessment questionnaire evaluations	85%	87%	90%	89%	90%	95%	95%	99%	97%	98%

Responsible minerals

3TG[32] smelters potentially in the supply chain for TI's integrated circuits

Description	2018	2019	2020	2021	2022
RMAP[33] conformant	100%	100%	99.6%	99.6%	100%
Under RMAP assessment	0%	0%	0.4%	0.4%	0%

[32] 3TG refers to tin, tantalum, tungsten and gold.

[33] Responsible Minerals Assurance Process (RMAP) is a program in which an independent third party evaluates smelters' management systems and procurement practices and determines whether the smelter has demonstrated that it is conformant with the applicable RMAP standard.

Global Reporting Initiative

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

GRI 2: General disclosures

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

GRI 2: General disclosures (cont'd)

Indicator	Description	Response
2-6	Activities, value chain and other business relationships (cont'd)	We spend roughly 80% of procurement dollars with approximately 300 suppliers, of which about 180 are critical to supporting semiconductor manufacturing. We define "critical suppliers" as those essential to the supply strategy of a category procurement team that could cause a major disruption in manufacturing or design output. When needed, we outsource the manufacturing of wafers or product assembly and testing. For more information about our supply chain, see the Supply Chain Responsibility section in TI's 2022 Corporate Citizenship Report.
2-7	Employees	See the Workforce Representation section in TI's 2022 Corporate Citizenship Report and the Performance Data Appendix for employee data. In 2022, TI classified 23 employees as temporary (mostly student workers) and classified about 200 as part time.
2-9	Governance structure and composition	Read about TI's governance structure, roles and responsibilities on the governance webpage and Board Oversight of ESG Matters. See the governance section of TI's 2022 Corporate Citizenship Report for board diversity data.
2-10	Nomination and selection of the highest governance body	Read about TI's director nomination and selection process on the Investor Relations FAQs webpage and in TI's 2023 Proxy Statement.
2-11	Chair of the highest governance body	Read about TI's governance structure, roles and responsibilities on the governance webpage, Investor Relations FAQs and TI's 2023 Proxy Statement.
2-12	Role of the highest governance body in overseeing the management of impacts	Read about TI's governance structure, roles and responsibilities on the governance and Board Oversight of ESG Matters.
2-13	Delegation of responsibility for managing impacts	Read about TI's governance structure, roles and responsibilities on the governance webpage and Board Oversight of ESG Matters.
2-14	Role of the highest governance body in sustainability reporting	See Board Oversight of ESG Matters.
2-15	Conflicts of interest	Read about TI's conflict of interest and related person transactions policies in TI's 2023 Proxy Statement.
2-16	Communication of critical concerns	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees can report concerns. The company encourages TIers to raise questions or concerns about conduct that may be inconsistent with Living our values. TI will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates against an employee for these activities is subject to disciplinary action, including termination.
2-17	Collective knowledge of the highest governance body	TI's board of directors has established that its Governance and Stockholder Relations committee should maintain the right balance of knowledge, experience, background and capability, which includes key ESG matters. See Board Oversight of ESG Matters.
2-18	Evaluation of the performance of the highest governance body	Read about TI's board evaluation process in TI's 2023 Proxy Statement, page 17.

GRI 2: General disclosures (cont'd)

Indicator	Description	Response
2-19	Remuneration policies	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement, pages 22-25.
2-20	Process to determine remuneration	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement, pages 22-25.
2-21	Annual total compensation ratio	Read about TI's remuneration policies for directors and named executive officers in TI's 2023 Proxy Statement, pages 22-25.
2-22	Statement on sustainable development strategy	See the Letter from the CEO in TI's 2022 Corporate Citizenship Report to read about the company's commitment to citizenship and sustainability.
2-23	Policy commitments	TI's Living our values – TI's ambitions, values and code of conduct addresses responsible business conduct, human rights and the methods for reporting any concerns for all employees globally.
2-24	Embedding policy commitments	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship report and the company's Supplier Code of Conduct.
2-25	Processes to remediate negative impacts	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees and others can report concerns. TIers and others are encouraged to raise questions or concerns about conduct that may be inconsistent with Living our values. We investigate and work to resolve all inquiries and take appropriate remedial measures.
2-26	Mechanisms for seeking advice and raising concerns	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report for how employees can report concerns. We encourage TIers to raise questions or concerns about conduct that may be inconsistent with Living our values. TI will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates against an employee for these activities is subject to disciplinary action, including termination.
2-27	Compliance with laws and regulations	TI did not receive material fines or nonmonetary sanctions related to social, economic and environmental issues in 2022.
2-28	Membership associations	TI belongs to many associations with which it works on various policy objectives. We are more active in some organizations than others and do not work on all association issues. We may not align on all positions. We also collaborate with other outside groups and coalitions, such as the Responsible Business Alliance and Semiconductor Industry Association, to advance policies that drive growth; promote competitiveness; and support our shareholders, customers, employees and the communities in which we operate.
2-29	Approach to stakeholder engagement	We engage with stakeholders who directly influence or are interested in our operations. TI's stakeholders include employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, TI retirees and potential employees. We tailor our engagement strategies and communications to the unique interests of the people and organizations that directly influence or have an interest in our operations. On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. Our senior leaders regularly share stakeholder feedback on ESG matters with the executive team and board of directors.

GRI 2: General disclosures (cont'd)

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

GRI 3: Material topics

Indicator	Description	Response
3-1	Process to determine material topics	TI solicits input from internal and external stakeholders throughout the year through regular engagement. We also examine third-party sustainability assessments and benchmark disclosure trends and best practices. We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report.
3-2	List of material topics	The input collected in 2021 continues to inform our reporting topics, while incorporating feedback from various stakeholder engagements in 2022. These topics may include additional disclosures not related to material topics in some instances: • Business continuity and risk management • Environmental impact (greenhouse gas emissions, energy consumption and the use of renewable sources, and water and wastewater) • Materials and chemical management • Workplace (diversity and inclusion, recruitment and retention, development, compensation and employee health and safety) • Supply chain responsibility (including labor and human rights and conflict minerals) • Ethics • Public policy • Giving and volunteering
3-3	Management of material topics	Information about how TI manages material topics can be found in indicators 3-3 within this index and our 2022 Corporate Citizenship Report. These include: • Risk Management and Business Continuity in the report and at the end of this index. • Environmental Sustainability in the report and GRI 302 through GRI 306 in this index. • Workplace in the report and GRI 201-3, GRI 202, and GRI 401 through GRI 406 in this index. • Supply Chain Responsibility in the report and GRI 204 in this index. • Ethics and Compliance in the report and GRI 2-16; GRI 2-23 through 2-27; and GRI 205, 206, 402 and 406 in this index. • Public Policy in the report and GRI 415 in this index. • Giving and Volunteering in the report.

GRI 201: Economic performance

Indicator	Description	Response
3-3	Management of material topics	Learn more about TI's financial oversight in the 2022 Annual Report, Proxy Statement and SEC Form 10-K.
201-1	Direct economic value generated and distributed	Our 2022 Annual Report provides information about our financial performance. See the Giving and Volunteering section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for philanthropic contributions.
201-2	Financial implications and other risks and opportunities due to climate change	TI evaluates risks related to the changing environment, such as severe weather, water availability, flooding and other threats. Each site and region evaluates these broader environmental risks. We invest capital in engineering controls that reduce operational and environmental impacts. We base each manufacturing site's financial value on product revenue generated and its assets. 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.
201-3	Defined benefit plan obligations and other retirement plans	TI has various employee retirement plans, including defined contribution, defined benefit and retiree healthcare benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. For more information, see SEC Form 10-K, Part II, Item 8, Note 7, pages 43-48: Postretirement benefit plans. For all U.S. employees who choose to opt into and contribute to a 401(k), we match 100% of their contributions, up to 4% of annual eligible earnings. We match up to 2% percent for employees who continue to accrue a benefit in our pension plan. For qualifying employees, we offer deferred compensation arrangements. 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 SEC Form 10-K, Part II, Item 8, Note 2, pages 33-34 and Note 4, pages 37-40 for additional details.

GRI 202: Market presence

Indicator	Description	Response
3-3	Management of material topics	See the Compensation and Benefits and Recruitment sections of TI's 2022 Corporate Citizenship Report and our responses to GRI 401: Employment and GRI 406: Anti-Discrimination in this index for more information about how we manage market presence.
202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	TI does not maintain a standard entry wage for every country. However, we verified that we are paying employees above the local minimum wage in every country in which we operate. We compensate each employee based on their experience, performance, roles and responsibilities, regardless of gender, race, ethnicity or other protected characteristics.
202-2	Proportion of senior management hired from the local community	TI recruits senior management across globe, and promotes a high percentage of leaders from within. We currently don't have a tracking system to gather hiring data geographically in this way.

GRI 204: Procurement practices

Indicator	Description	Response
3-3	Management of material topics	See the Supply Chain Responsibility section of TI's 2022 Corporate Citizenship Report and TI's Suppliers website to learn more about how TI manages its supply chain. **Governance** TI's vice president of worldwide procurement and logistics, who reports directly to the chief financial officer, leads supply chain management. Together, they oversee supply chain policies, performance and risk management. TI's director of supply chain responsibility oversees supplier social and environmental responsibility and manages supplier diversity. **Codes of conduct** TI suppliers must adhere to TI's Supplier Code of Conduct, which uses the Responsible Business Alliance's (RBA) code of conduct as its foundation and includes environmental standards specifically applicable to TI's suppliers. **Management system** Our supply chain management system provides a framework to systematically manage procurement, inventory, manufacturing, quality and distribution processes. It also helps us comply with operational and regulatory standards, track costs and monitor risks. Our management system meets the certification requirements of the International Organization for Standardization (ISO) Quality Management System 9001, ISO/Technical Specification 16949 and International Automotive Task Force 16949. The ISO annually evaluates the system as part of its recertification process. **Engagement** When initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking, forced labor and workers' rights. We routinely communicate these guidelines in meetings; on our supplier website; and in purchase orders, supplier contracts and other related documents. We also routinely collaborate with industry groups such as the RBA, the Semiconductor Industry Association, and Semiconductor Equipment and Materials International to discuss and create supply chain standards and share best management practices. **Training** We deliver online and in-person training on our Supplier Code of Conduct, standards and expectations. We also leverage RBA's training programs to help suppliers understand the alliance's code of conduct, labor risks, respecting workers' rights, hiring migrant workers and more. **Responsible minerals** TI is an early member of the Responsible Minerals Initiative, created by RBA and Global E-Sustainability Initiative members, which works to advance effective policies that address conflict mineral concerns. TI works diligently with its supply chain, including subcontracted manufacturers, to identify and eliminate non-compliant sources of material. **Grievance mechanisms** TI has established grievance mechanisms to ensure that its buyers or procurement representatives meet with suppliers to address any questions or concerns. If suppliers (or employees or contractors of suppliers) prefer, they can contact our Ethics Office to ask questions or discuss issues anonymously. Our Supply Chain Management team can also assist with identifying and addressing issues inconsistent with our ethics and values. Our Supplier Code of Conduct requires our suppliers to establish and maintain programs that ensure the confidentiality, anonymity and protection of supplier and employee whistleblowers unless prohibited by law. Suppliers must have a communication process for their personnel to raise concerns without fear of retaliation. **Resources** TI allocates extensive financial, human, training, information and engagement resources to help suppliers understand its policies and expectations, roles and responsibilities, performance and ethics expectations, and environmental, safety and health (ESH) and labor protections.

GRI 204: Procurement practices (cont'd)

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

GRI 205: Anti-corruption

Indicator	Description	Response
3-3	Management of material topics	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct to learn more about our management approach to anti-corruption. We assess all manufacturing sites for corruption and ethics risks annually using the RBA's self-assessment tools. Additionally, we leverage an industry-leading anti-corruption and third-party management system to assess our external engagements.
205-1	Operations assessed for risks related to corruption	TI's anti-corruption compliance program assesses its worldwide operations and suppliers for risks related to corruption. TI does operate in countries that are considered at higher risk for corruption. However, the semiconductor industry is relatively low risk compared to construction, extractive or other industries where conducting business requires considerable interaction with government officials. We have policies in place and conduct focused training for certain high-risk countries and functions to address and mitigate these risks.
205-2	Communication and training about anti-corruption policies and procedures	TI provides ethics and compliance awareness training that includes anti-corruption topics to all employees, select suppliers and third parties. Additionally, we make our anti-corruption policy and code of conduct available to all employees and translate them into multiple languages. We periodically assess and revise training programs and related efforts to reflect legal changes and support continuous compliance improvement.
205-3	Confirmed incidents of corruption and actions taken	TI investigates all reports for review and action. If any confirmed incidents occur, we will take appropriate remedial actions. For confidentiality reasons, we do not publicly report the number or nature of such incidents.

GRI 206: Anti-competitive behavior

Indicator	Description	Response
3-3	Management of material topics	See the Ethics and Compliance section of TI's 2022 Corporate Citizenship Report and Living our values – TI's ambitions, values and code of conduct to learn more about the company's management approach to anti-competitive behavior. Our code of conduct sets forth these principles: • We compete fairly. • We follow the laws, rules, and regulations where we operate and require our suppliers to do the same. • We are committed to win, but we'll never break the rules in order to win. • We promise to respect all regulations and laws that promote fair competition.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See SEC Form 10-K for material legal proceedings involving TI.

GRI 207: Tax

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

GRI 302: Energy

Indicator	Description	Response
3-3	Management of material ESH topics	Note: The following applies to TI's overall environmental, safety and health (ESH) management, which includes energy, emissions, materials and water. **Governance** See Board Oversight of ESG Matters. **Management system** Our ESH management system facilitates the planning, execution, evaluation and management oversight of activities and strategies. It meets certification requirements set by the International Organization for Standardization (ISO) 14001 (environmental management system criteria) and ISO 45001 (occupational health and safety management system criteria). Our management system also contains programs, policies, controls, processes and measurement tools based on industry best practices and international standards. It helps us mitigate risks, improve our performance, fulfill compliance obligations and achieve our objectives. Programs include extensive chemical and material screening, material sourcing, waste profiling, emissions management, and responsible recycling and disposal. We require 100% of our employees and supplemental contractors at all TI manufacturing and assembly/test sites to adhere to management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements. To ensure that our internal management system is effective, the Worldwide ESH Compliance Support team and independent third parties perform audits at each facility every three years; in interim years, the facilities perform self-assessments. They examine compliance with legal and TI standards and training effectiveness. Additionally, we: • Survey employees and external stakeholders. • Conduct legally required inspections and monitor incident rates. • Benchmark against the RBA's self-assessment disclosure and its code of conduct and against peers and members of the Semiconductor Industry Association. • Have select sites third-party audited under the RBA's Validated Audit Program.

GRI 302: Energy (cont'd)

Indicator	Description	Response
3-3	Management of material ESH topics cont'd	We communicate gaps and best practices to other sites to avoid similar issues. Each manufacturing site also reports performance using a scorecard that measures energy use, water efficiency and landfill diversion. We share scorecards internally for transparency and best-practice awareness and as an accountability mechanism. We have not had to make significant adjustments to our corporate-level ESH management system because of audit findings. **Goals** TI implements programs to reduce energy intensity, material and water consumption, and GHG emissions. We track and report the effectiveness of these initiatives to senior leaders quarterly. **Policies** TI's ESH policy is available in multiple languages: English, traditional Chinese, Simplified Chinese, Japanese, Malay, Spanish, German and Korean. TI's Living our values – TI's ambitions, values and code of conduct also includes sections on protecting human health and the environment. **Engagement** We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments before site selection. **Grievance channels** We offer several channels through which internal and external stakeholders can submit ESH questions, concerns or grievances. All employees and supplemental contractors have "stop work" authority to remove themselves from work situations that they believe could cause injury, illness or environmental harm. They can also anonymously contact their supervisor, site ESH staff or the TI Ethics Office. Customers can contact ti.com/support or email all other ESH-related inquiries to citizenshipfeedback@list.ti.com. **Boundaries** Our organizational boundary includes TI manufacturing sites, larger non-manufacturing sites and support facilities subject to contracts considered embedded leases by TI for financial accounting purposes. Our operational boundary includes scope 1 and 2 emissions and water and wastewater from these sites and facilities, as applicable. More information on TI's approach to GHG emissions reporting can be found in the TI GHG Emissions Inventory and Management Plan. **Resources** TI allocates extensive financial, human, training and communication resources to help TIers monitor and control potential ESH impacts, protect employee health and safety, understand specific ESH roles and responsibilities and drive improvements. We provide our ESH team with extensive training and tools to implement appropriate industry best practices and comply with regulatory requirements. To guide these efforts, we require employees and supplemental contractors at all manufacturing and assembly/test sites to adhere to our ESH Policy and Principles.
3-3	Management of energy	See the Energy section of TI's 2022 Corporate Citizenship Report and GRI: 302 ESH Disclosure of Management Approach in this index to learn more about how we manage energy consumption.
302-1	Energy consumption within the organization	See the Energy section of TI's 2022 Corporate Citizenship Report and the Performance Data Appendix to learn more about the energy consumed from renewable and non-renewable sources.
302-2	Energy consumption outside the organization	For details on energy consumed outside of TI, see our CDP Climate Change response.
302-3	Energy intensity	TI's 2022 energy intensity ratio was 0.33. When calculating energy intensity, we divide the total energy consumption by the number of wafer chips (not including external manufacturing) produced each year. We then compare this to a 2015 base year to report a ratio based only on internal energy consumption. The energy types included in the ratio are natural gas, gasoline, diesel, electricity, propane, fuel oil, liquid petroleum gas and district heating.

GRI 302: Energy (cont'd)

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

GRI 303: Water and effluents

Indicator	Description	Response
3-3	Management of material topics	See the Water section of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security response to learn more about water management. The TI ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we: • Visually inspect our onsite wastewater treatment plants regularly to ensure 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. 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. **Water sources** Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water: • 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	There are no water impacts directly attributable to discharges and runoff at any TI site. We sustain this by maintaining compliance with discharge limits in our permits, following TI standards, and ensuring that sites follow good housekeeping practices while actively collaborating to continuously improve and minimize exposure to water pathways. See the Water section of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security response to learn more about how TI interacts with water and collaborates with stakeholders regarding this shared resource. All of TI's main manufacturing and assembly/test facilities set annual water conservation goals based on projects they identified as part of the company's ongoing energy and water reduction strategy. Sites develop and complete water conservation projects based on various factors, including process system reliability, economic feasibility and sustainability targets. Public policy and water stress also factor into these decisions, influencing the availability and cost of water, which drive water reduction and reclaim efforts to ensure system reliability and business continuity.

GRI 303: Water and effluents (cont'd)

Indicator	Description	Response
303-2	Management of water discharge-related impacts	See the Water section of TI's 2022 Corporate Citizenship Report and TI's 2023 CDP Water Security 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. Our internal water-management standard includes guidelines that ensure compliance with wastewater, stormwater and sewage discharge permits, along with other requirements. Sites monitor water quality and have procedures to manage spills or other abnormalities. We report wastewater discharges and the portion of total water discharged through regulated wastewater treatment points to local, state, federal and international regulatory agencies.
303-3	Water withdrawal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for water withdrawal data. Municipal sources and groundwater supply our water. We calculate consumption from sites TI fully controls larger than 50,000 square feet.
303-4	Water discharge	Federal, state or local regulators create wastewater permits that define and determine priority substances that must meet discharge limits. We comply with these limits by treating water in onsite treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for discharge data.
303-5	Water consumption	See the Water section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for consumption and storage data. We calculate consumption data from total water usage and site-specific factors, such as evaporation, irrigation and boiler or cooling tower use. We verify this data by examining site water balances and discharge flow rates from our wastewater and sewage treatment systems. TI reports water usage data to local, state, federal and international regulatory agencies.

GRI 305: Emissions

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

GRI 305: Emissions (cont'd)

Indicator	Description	Response
3-3	Management of material topics cont'd	**Boundaries** Our organizational boundary includes TI manufacturing sites, larger non-manufacturing sites, and support facilities subject to contracts considered embedded leases by TI for financial accounting purposes. Our operational boundary includes scope 1 and 2 emissions from these sites and facilities, as applicable.
305-1	Direct (scope 1) GHG emissions	See the Performance Data Appendix for scope 1 data. The gases included in our data calculations include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrochlorofluorocarbons (HFCs), PFCs, sulfur hexafluoride (SF_6) and nitrogen trifluoride (NF_3). We calculate scope 1 GHG emissions using relevant guidelines from the Intergovernmental Panel on Climate Change (IPCC), the EPA's Mandatory Reporting Rule and published emission factors. Our methodology includes accepted quantification methods, emission factors and global warming potential. For more information, see TI's 2023 CDP Climate Change response.
305-2	Energy indirect (scope 2) GHG emissions	See the Performance Data Appendix for scope 2 market- and location-based data and our response to indicator 305-1. The gases included in our market- and location-based data calculations include CO_2, CH_4 and N_2O. In 2022, we made no significant emissions changes that triggered base-year emissions recalculations. The EPA's GHG Mandatory Monitoring and Reporting Requirements (MRR) Final Rule is our source of emissions factors and global warming potential rates. Scope 2 location-based electricity emission factors are from the U.S. EPA eGRID for U.S. sites and the International Energy Agency for all international sites. Scope 2 market-based factors are the Green E residual mix for U.S. locations and AIB Residual mix for our Freising, Germany location. All calculations for scope 2 emissions follow either U.S. EPA MMR or IPCC Tier 2 requirements. For more information, see TI's 2023 CDP Climate Change response.
305-3	Other indirect (scope 3) GHG emissions	For details on scope 3 GHG emissions, see TI's CDP Climate Change response.
305-4	GHG emissions intensity	TI's normalized GHG market-based emissions intensity ratio in 2022 was 0.27. The ratio equals the emissions intensity in 2022 divided by the emissions intensity in 2005. We calculate the intensity using both scope 1 and scope 2 emissions, with CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3 as the numerator and the number of chips produced within TI as the denominator.
305-5	Reduction of GHG emissions	TI's scope 1 and 2 absolute emissions were down 23% from 2015 to 2022. See the Performance Data Appendix and TI's 2023 CDP Climate Change response for more information about emission reductions.
305-6	Emissions of ozone-depleting substances (ODS)	TI does not allow the use of Class I and II ODSs, except in closed-loop refrigeration systems if the refrigeration system equipment was purchased or acquired before the ODS refrigerant's elimination date. We do store some refrigerant gases for maintaining refrigeration systems for our chillers.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for U.S. air emissions data.

GRI 306: Waste

Indicator	Description	Response
3-3	Management of material topics	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report and GRI: 302 ESH Disclosure of Management Approach in this index to learn more about how we manage material use.
306-1	Waste generation and significant waste-related impacts	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report and Performance Data Appendix for information and data on waste stream activities.
306-2	Management of significant waste-related impacts	See the Waste and Material Management section of TI's 2022 Corporate Citizenship Report for information on our waste diversion goal and activities. TI applies a three-step approach to waste and material management: examine what we need, reuse what we can and recycle what is allowed. Most of the materials we need are for fabricating semiconductors. When purchasing materials and chemicals, we consider the resulting waste and whether an opportunity exists to reuse existing materials, purchase recycled materials or use environmentally friendly items instead. We also follow strict standards and protocols for responsibly purchasing, transporting, tracking and disposing of chemicals safely. We have an established process to review, assess and select waste management facilities according to legal requirements. Each TI site is responsible for monitoring and collecting waste data.
306-3	Waste generated	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste-generated data.
306-4	Waste diverted from disposal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste diverted from disposal data.
306-5	Waste directed to disposal	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste directed to disposal data.

308: Supplier environmental assessment

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

308: Supplier Environmental Assessment (cont'd)

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

GRI 401: Employment

Indicator	Description	Response
3-3	Management of material topics	See the Workplace section of TI's 2022 Corporate Citizenship Report to learn more about how we manage employment. **Governance** • TI's senior vice president (SVP) of Human Resources (HR) establishes and maintains strategic direction, effective communication and reports to the CEO. • Our HR leaders are responsible for developing strategies, programs, protocols and processes essential for effective productivity. This oversight ensures compliance with relevant regulations. • The SVP of HR and head of diversity and inclusion oversee our diversity and inclusion programs. • The SVP of HR and the head of talent development and acquisition oversee our development programs and workforce recruitment efforts. • The SVP of HR and the head of compensation oversee employee compensation. • The SVP of HR and the head of benefits oversee employee physical, mental and financial well-being benefits. • Managers, with the support of HR, are responsible for employee retention. In addition, site teams are responsible for implementing multifaceted and tailored retention programs and complying with site-specific employment laws. • The Compensation Committee of TI's board of directors oversees compensation practices relating to executive personnel. **Policies and commitments** TI's commitment to equal employment opportunity extends to recruiting, hiring, training, promotions, transfers, compensation, benefits, termination, and all other terms and conditions of employment. We administer employment decisions in a nondiscriminatory manner without regard to race, color, religion, sex, gender, gender identity and expression, sexual orientation, marital status, national origin, ancestry, age, disability, genetic information, protected medical conditions, pregnancy, military and veteran status, or any other characteristic protected by applicable law. TI does not tolerate any harassment, retaliation, intimidation or violence. We also have policies on flexible work, conduct, privacy protection, wages, workforce reductions and performance improvement. **Grievance channels** We offer several channels through which TIers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, HR representative or anonymously through the Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.

GRI 401: Employment (cont'd)

Indicator	Description	Response
3-3	Management of material topics cont'd	**Assessment** We regularly monitor our employment processes and are focused on reducing bias within them. This includes conducting in-depth analyses of our compensation system to look for any unexplained pay discrepancies and the reasons behind the. If we find disparities, we explore whether factors such as market pay ranges, performance or experience support the difference; and if unjustified, we adjust. **Resources** We allocate extensive financial, human, training and communication resources to help employees understand our vision and expectations, their roles and responsibilities, learning opportunities, health and safety protections and other labor-related needs.
401-1	New employee hires and employee turnover	We aim to ensure that our recruiting efforts and workforce reflect the available talent pool. TI hired more than 10,200 employees (including exempt, non-exempt and interns) in 2022. Recruiting efforts and programs are unique by country and region, based on local needs. We recruit from the states and countries where we operate, particularly for entry-level and managerial positions, and then train employees for more advanced or senior roles. We use data analytics to track turnover by region to tailor programs for improvement. In 2022, total turnover was 12.2%, up from 9.8% in 2021. As an indication of the longevity of our workforce, in 2022, 23% of our employees had worked at TI for more than 20 years.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time U.S.-based employees and those who work 20 to 39 hours per week are eligible for all benefits, including medical, pharmacy, dental, vision and income protection. Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.
401-3	Parental leave	TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In 2022, 285 U.S. employees utilized parental leave. We do not track return-to-work and retention rates after parental leave. For our employees outside of the U.S., we offer varying programs according to local regulations and market practice.

GRI 402: Labor and management relations

Indicator	Description	Response
3-3	Management of material topics	See the Workplace section of TI's 2022 Corporate Citizenship Report and GRI 401: Employment to learn more about how we manage employee relationships. To keep communication channels open and gather and share business information with our teams, we use various communication tools and platforms to facilitate open dialogue, share our expectations and reinforce our values. Our managers are the first to engage TIers, so we invest in their development and training to help them be stronger, more inclusive and to ensure that we operate in accordance with TI values.
402-1	Minimum notice periods regarding operational changes	TI complies with all legal and regulatory requirements in this area for the jurisdictions in which it operates. In the U.S., TI's policy is to provide a minimum of one week's notice regarding shift changes. We provide at least 60 days' notice (or pay in place of notice) for reductions in force. Outside the U.S., we adhere to local labor laws.

GRI 403: Occupational health and safety

Indicator	Description	Response
3-3	Management of material topics	See the Safety and Health section of TI's 2022 Corporate Citizenship Report and GRI 302: Management of Material ESH Topics to learn more about the company's management approach. The Audit committee of TI's board of directors oversees health and safety management for employees, supplemental contractors and workplace visitors. Our management approach includes several different elements: • 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/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 must complete applicable training and keep their work environments safe. **Policies** TI is committed to giving employees a non-threatening work environment and does not tolerate any act or threat of violence or harassment. Our: • Threat-Free Work Environment Policy describes our expectations. • Supplier Code of Conduct requires that suppliers ensure that working conditions are safe. • Supplier Environmental and Social Responsibility Policy outlines our expectations for health and safety. • ESH Handbook for Suppliers summarizes TI's standards, policies, guidelines and general practices.
403-1	Occupational health and safety management system	TI's health and safety management system is voluntarily third-party certified to ISO 45001:2018. This management system: • Comprises interrelated and interacting elements used to establish our ESH policy and principles and objectives. • Drives a reduction of occupational injuries and diseases and promotes and protects the physical and mental health of employees, contractors, customers and visitors. • Records performance data; identifies trends, weaknesses and hazards; and remedies flaws. • Ensures the quality of and facilitates workers' access to safety and occupational health services. We require 100% of our employees and supplemental contractors at all manufacturing and assembly/test sites to adhere to the management system requirements. Other personnel not managed by TI are responsible for following their companies' ESH management procedures and applicable regulatory requirements.
403-2	Hazard identification, risk assessment, and incident investigation	All TI sites are covered by occupational safety and health standards that help identify, evaluate and control potential workplace hazards. TI provides resources, training, one-on-one engagement and other tools to promote mental well-being and improve or maintain physical health. In accordance with internal standards, all workers are responsible for and receive periodic training and communications on how to report unsafe conditions and injuries by calling internally managed emergency response centers. They also receive training on their responsibility to suspend any operation or deactivate any equipment in the event of imminent risk to life, health or the environment. **Assessments** Through routine programs, facility self-assessments and audits, work area sampling and health and safety surveys, we assess potential safety and health risks by: • Identifying, assessing and documenting potential workplace hazards and risks using qualitative and quantitative methods, and implementing appropriate controls to mitigate risks and ensure a safe workplace. • Using the results of these assessments to identify annual goals to drive risk reduction projects in accordance with ISO 45001:2018 continually. • Performing a thorough investigation after all incidents and near misses to analyze the root cause and take corrective and preventive actions. • Communicating lessons learned and corrective action plans to other sites and groups to avoid similar issues. • Documenting all incidents for review by a central recordkeeping review panel, which ensures the quality and accuracy of each injury investigation and its associated documentation. • Conducting internal and external audits to verify the quality and effectiveness of our processes. TI's needs and regulatory requirements determine competency requirements specific to job functions.

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

Indicator	Description	Response
403-3	Occupational health services	See the Safety and Health section of TI's 2022 Corporate Citizenship Report to learn more about occupational health services. TI ensures the quality of occupational health services through: • Onsite clinics staffed by medical practitioners who hold recognized qualifications. • TI's worldwide medical director , who reviews a statement of work for medical providers and conducts on-site reviews as needed. • Medical surveillance oversight and tracking for occupational health examinations. In addition, all TI sites: • Use an industrial hygiene program to identify, evaluate and control potential workplace hazards. • Collect employee health data to design custom health-improvement programs, depending on TIers' unique needs. • Manage all personal health-related information as confidential according to all legal requirements and our confidentiality classification expectations.
403-4	Worker participation, consultation, and communication on occupational health and safety	TI sites have health and safety committees comprising ESH staff, site managers and employees who typically meet monthly to discuss site-specific needs. We consult with employees and supplemental contractors on various management system programs, training courses, and hazard and risk assessments to encourage their feedback on closing gaps, improving performance and proactively managing risks. For employees not actively engaged in safety meeting discussions, a representative, such as a manufacturing superintendent, will attend and provide a conduit for information sharing.
403-5	Worker training on occupational health and safety	To reinforce TI's commitment to its employees' safety, we: • Train employees to prioritize safety and speak up about any potential hazards, how to correct or report unsafe behaviors and conditions, follow procedures and policies and use personal protective equipment. • 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. 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.
403-6	Promotion of worker health	TI has implemented many programs aimed at improving employees' health. See the Safety and Health section of TI's 2022 Corporate Citizenship Report to learn more about occupational health services. For ergonomics risk, we: • Implement high- and medium-risk-reduction projects that help sites identify and reduce musculoskeletal disorder risks. • Engage workers to assess safety and ergonomics risks and reinforce solutions. • Offer a health care plan that includes a preventive health care provider who works with musculoskeletal discomfort. • Implement a hearing conservation program and controls, which we continuously monitor according to our medical surveillance program. • Created a website to help at-home employees conduct ergonomic assessments. 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. U.S. employees also have access to on-demand stretching breaks and fitness classes. In the U.S., our Well-Being Steering committee increases awareness of TI's wellness benefits and programs. TI's Safety Panel reviews all reported injury/illness cases. We share lessons learned with employees to increase risk awareness and deliver monthly safety topics to reinforce safe practices.

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

Indicator	Description	Response
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Supplier Code of Conduct requires that our suppliers ensure that working conditions are safe; our Supplier Environmental and Social Responsibility Policy outlines our expectations for ESH protection. See TI's response to indicators 403-1 and 403-3 for more information about mitigating health and safety impacts.
403-8	Workers covered by an occupational health and safety management system	TI's occupational health and safety management system is third-party certified to ISO 45001 requirements and covers 100% of employees and supplemental contractors (its parameters exclude turnkey suppliers and non-TI-managed workers as they are expected to follow their companies' procedures and applicable regulatory requirements). To ensure the effectiveness of our management system, the Worldwide ESH Compliance support team and independent third parties audit each facility every three years; in interim years, the facilities perform self-assessments.
403-9	Work-related injuries	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for injury data. The calculation is based on 200,000 hours worked and excludes temporary labor provided by turnkey suppliers or non-TI-managed workers. The main employee and worker injuries include overexertion; awkward posture or ergonomics issues; contact with an object (struck by or against); and falls, slips, trips and losses of balance.
403-10	Work-related ill health	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for ill-health data (the calculation excludes temporary labor provided by turnkey suppliers or non-TI-managed workers). The main types of employee ailments include overexertion and awkward posture or ergonomics issues.

GRI 404: Training and education

Indicator	Description	Response
3-3	Management of material topics	See the Talent Development section of TI's 2022 Corporate Citizenship Report and GRI 401: Employment to learn more about how TI manages employee development. **Assessment** To strengthen our programs, we: • 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. TI's needs and regulatory requirements determine competency requirements specific to job functions.
404-1	Average hours of training per year per employee	Employees globally received, on average, approximately 50.7 hours of training in 2022.
404-2	Programs for upgrading employee skills and transition assistance programs	Employees take part in various development opportunities throughout their careers, which are summarized in the Talent Development section of TI's 2022 Corporate Citizenship Report. If workforce reductions occur, we make every effort to transfer impacted employees to other open positions within TI. When transfers are not possible, we provide severance packages that include résumé and job search assistance.

GRI 404: Training and education (cont'd)

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

GRI 405: Diversity and equal opportunity

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

GRI 406: Non-discrimination

Indicator	Description	Response
3-3	Management of material topics	See GRI 401: Employment, Living our values – TI's ambitions, values and code of conduct and our Equal Employment Opportunity Policy in this index to learn more about our nondiscrimination standards. We: • Take measures to ensure that our recruiting efforts and workforce reflect the available talent pool. • Measure participation in our diversity initiatives. • Monitor concerns or grievances reported. • Benchmark our programs and strategies against our peers.

GRI 406: Non-discrimination (cont'd)

Indicator	Description	Response
406-1	Incidents of discrimination and corrective actions taken	We investigate and work to resolve all discrimination inquiries and take appropriate remedial measures. TI does not publicly report the number or nature of any such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

GRI 408: Child labor

Indicator	Description	Response
3-3	Management of material topics	TI forbids the use of child labor in any area of our business and our Supplier Code of Conduct forbids child labor in any stage of manufacturing. See the Labor and Human Rights and Supply Chain Management sections of TI's 2022 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; Business Practices Statement; and our membership in organizations such as the RBA as reference points for our approach to managing human rights issues. **Governance** The Audit committee of our board of directors oversees human and labor rights-related efforts and receives annual updates. If a serious violation occurs, we promptly notify the committee chair. **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. **Policies and practices** TI has: • Nondiscrimination, workplace safety, anti-human trafficking, working hours, minimum wages, and data privacy policies. Additional policies guide our actions in specific areas, such as supply chain, environmental protection, health and safety and privacy. • Several operating procedures to safeguard employees and suppliers' and contractors' rights, including labor standards, training and awareness-building practices, freedom to associate and incident reporting tools.
408-1	Operations and suppliers at significant risk for incidents of child labor	TI's Ethics Office is responsible for investigating all child labor allegations and taking corrective actions if needed. TI assessed nearly 230 suppliers for child labor and other human rights risks; findings revealed no significant negative impacts or concerns.

GRI 409: Forced or compulsory labor

Indicator	Description	Response
3-3	Management of material topics	TI forbids forced or compulsory labor in any area of its business and the Supplier Code of Conduct also forbids forced or compulsory labor. 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 incidents of forced or compulsory labor	TI's Ethics Office is responsible for investigating all forced or compulsory labor allegations and taking corrective actions if needed. TI assessed nearly 230 suppliers for forced or compulsory labor and other human rights risks; findings revealed no significant negative impacts or concerns.

GRI 410: Security practices

Indicator	Description	Response
3-3	Management of material topics	Our Worldwide Protective Services organization has a standard protocol for maintaining a globally safe and respectful working environment.
410-1	Security personnel trained in human rights policies or procedures	TI delivers targeted training that includes ethics, compliance and human rights components to 100% of its security personnel, including third-party security contractors.

GRI 413: Local communities

Indicator	Description	Response
3-3	Management of material topics	TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteerism. 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. 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. TI has stringent standards, policies and processes to ensure that our local operations are safe, and that human rights and biodiversity are protected, diversity is valued, employees are compensated fairly and equitably, and all stakeholders are treated with dignity and respect. We strive to be good corporate citizens and enrich the communities where our teams live and play to ensure our collective long-term sustainability.

GRI 413: Local communities (cont'd)

Indicator	Description	Response
413-1	Operations with local community engagement, impact assessments, and development programs	When doing business in new communities, we engage local government, business and community leaders to establish mutually beneficial relationships, understand the availability of infrastructure and shared resources, and the extent of qualified workers to hire. We maintain these relationships and discussions, and monitor our collective needs. TI also conducts formal environmental impact assessments to determine water, power and infrastructure availability, the location of sensitive ecosystems and other potential risks. Our sites currently are in industrial areas and do not negatively impact biodiversity or vulnerable populations directly. Additionally, we engage with community leaders and nonprofits that align with our giving priorities so that we may support them through corporate, TI Foundation and employee/retiree donations, disaster relief funding or through volunteerism. Stakeholders with questions or concerns about our community, philanthropy and volunteering programs can email citizenshipfeedback@list.ti.com or contact the TI Ethics Office anonymously.
413-2	Operations with significant actual and potential negative impacts	TI broke ground on a new 300-mm semiconductor wafer fabrication plant in Sherman, Texas. The potential $30 billion investment includes plans for four fabs to meet demand over time, supporting as many as 3,000 direct jobs. We also began production at our new 300-mm fabs in Richardson, Texas and Lehi, Utah, a site that TI acquired in 2021. These sites will also create new jobs and generate billions in economic growth. Conversely, none of TI's sites experienced negative impacts in 2022.

GRI 414: Supplier social assessment

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

GRI 415: Public policy

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

GRI 415: Public policy (cont'd)

Indicator	Description	Response
3-3	Management of material topics cont'd	We conduct public policy activities transparently, ethically and in compliance with relevant laws. We are forthright in how we govern our actions, and disclose our membership in lobbying associations and political expenditures. We openly describe the role and limitations of TI's political action committee and our employees' rights in the political process. We regularly perform extensive due diligence and provide reports and training to maintain compliance with our standards and requirements. The Governance and Shareholder Relations committee of TI's board of directors review these actions annually to confirm their consistency with company policies. Across the globe, we engage with policymakers, government authorities, industry organizations and our peers to discuss and identify solutions to shared challenges. We assess the effectiveness of this collaboration by our ability to compete fairly and transparently. If concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. For more information, see the Public Policy section of TI's 2022 Corporate Citizenship Report and TI's Public Policy website.
415-1	Political contributions	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	Description	Response
3-3	Management of material topics	TI meets regulatory and customer requirements for material content contained in its labels and packing materials. We have published information about how we manage restricted chemicals and product labeling on TI.com.
417-1	Requirements for product and service information and labeling	Our ongoing objective is to comply with ever-changing regulations and import and export laws while delivering products on time. Label requirements vary by material type, customer agreements and country-specific laws and regulations. We: • Use TI standard labels and create semi-custom labels if customers require them. • Share information about our 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. Our Restricted Chemicals and Materials program requires material suppliers and external manufacturing to provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.
417-2	Incidents of non-compliance concerning product information and labeling	TI complies with information and labeling requirements across the globe, such as the European Union (EU) Restriction of Hazardous Substances, the United Kingdom Conformity Assessed Marking and the EU Directive for Waste Electrical and Electronic Equipment. We also adhere to voluntary codes, such as Underwriters Laboratories, the Canadian Standards Association (North American certification), the China Quality Certification Center (Chinese certification marking) and Verband Deutscher Elektrotechniker (European test certification marking). In 2022, TI had zero noncompliance incidents with regulated and voluntary codes.
417-3	Incidents of non-compliance concerning marketing communications	TI had zero incidents of non-compliance related to product marketing communications in 2022.

GRI 418: Customer privacy

Indicator	Description	Response
3-3	Management of material topics	See the Information Protection section of TI's 2022 Corporate Citizenship Report to learn more about the company's management approach. To protect our company, technology, and intellectual property from potential cybersecurity threats, we employ various defensive and monitoring techniques based on industry frameworks and cybersecurity standards (which may include personal information). We also collaborate with experts and industry partners to exchange information about threats, best practices and trends. **Governance** • Our chief information officer oversees information protection, and we have governance and compliance structures in place to address or elevate issues if needed. • Senior leaders from major business units and support entities review cybersecurity threats, prioritize security actions, and help build awareness and support within their organizations. • Our Confidential Information Protection Council ensures that we appropriately classify and protect confidential information and trade secrets. • Our Privacy committee, comprising cross-organizational representatives, helps protect TIers', customers' and business partners' personally identifiable information. **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. • Address any identified deficiencies. **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 also contact us directly through their account managers and other channels. **Resources** TI allocates extensive financial, human and information protection resources to protect intellectual property and employee and customer information.
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	Description	Response
3-3	Management of material topics	See the Risk Management and Business Continuity section of TI's 2022 Corporate Citizenship Report to learn more about how TI manages these programs. TI is a member of the business continuity planning (BCP) Conference Board, a consortium of business stakeholders who discuss and share best practices on ways to anticipate, mitigate and avoid risks.

Task Force on Climate-Related Financial Disclosures

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

Governance

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

Strategy

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

Risk management

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

Metrics and targets

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

Sustainability Accounting Standards Board

TI uses the Sustainability Accounting Standards Board (SASB) Standards on topics deemed significant to semiconductor companies. This index includes information that is not material to TI, but may be considered important to TI and our stakeholders.

Subtopic	Indicator	Description	Response
GHG emissions	TC-SC-110a.1	Gross global scope 1 greenhouse gas (GHG) emissions and the amount of total emissions from perfluorinated compounds.	See the Greenhouse Gas Emissions section of TI's 2022 Corporate Citizenship Report or TI's 2023 CDP Climate Change response for GHG data.
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.	See TI's 2023 CDP Climate Change response.
Energy management in manufacturing	TC-SC-130a.1	Total energy consumed, percentage grid electricity and percentage renewable energy.	In 2022, TI consumed 13,488,318 gigajoules of energy. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for additional energy data.
Water management	TC-SC-140a.1	Total water withdrawn, total water consumed, and percentage of each in regions with high or extremely high baseline water stress.	In 2022, TI consumed 5,393 thousand cubic meters of water and withdrew 24,217 thousand cubic meters. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report and TI's 2032 CDP Water Security response for additional water data.
Waste management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled.	See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for waste data.
Employee health and safety	TC-SC-320a.1	Description of efforts to assess, monitor and reduce employees' exposure to human health hazards.	See the Safety and Health section of TI's 2022 Corporate Citizenship Report and the Occupational Health and Safety section of the GRI Index.
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations.	TI had no legal proceedings associated with employee health and safety that resulted in monetary losses in 2022.
Recruiting and managing a global and skilled workforce	TC-SC-330a.1	Percentage of employees who are foreign nationals and located offshore.	TI does not track the percentage of employees who are foreign nationals. See the Performance Data Appendix of TI's 2022 Corporate Citizenship Report for the percentage of offshore employees.
Product life-cycle management	TC-SC-410a.1	Percentage of products by revenue that contain International Electrotechnical Commission (IEC) 62474 declarable substances.	TI does not track the percentage of products by revenue that contain IEC 62474 declarable substances.
	TC-SC-410a.2	Processor energy efficiency at a system level for servers, desktops and laptops.	Processor energy efficiency is not relevant to our business.
Material sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials.	See the Responsible Minerals section of TI's 2022 Corporate Citizenship Report and TI's Conflict Minerals Policy.
Intellectual property protection	TC-SC-520a.1.	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	TI was not subject to any monetary losses from legal proceedings associated with anti-competitive behavior regulations in 2022.

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 2023 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.