2023年
企业公民责任报告

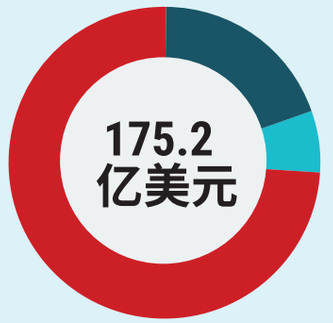
目录

封面图像：TI 在印度班加罗尔工厂首次现场安装屋顶太阳能系统。

德州仪器概览

成立于 1930 年
总部位于德克萨斯州达拉斯

我们的半导体芯片可用于各种类型的电子系统中，包括电动汽车、工业机器人以及太阳能电池板等。



130.4	33.7	11.1
模拟	嵌入式	其他

（以一亿美元为单位）

资本支出：51 亿美元
研发：19 亿美元

- 工业 – 40%
- 汽车 – 34%
- 个人电子产品 – 15%
- 通讯设备 – 5%
- 企业系统 – 4%
- 其他 – 2%

为超过 100,000 名客户提供约 80,000 多种产品

公开交易（NASDAQ 代码：TXN）

[1] 德州仪器对主要运营地点（重要经营机构）的定义是，截至 2023 年 12 月 31 日面积达到或超过约 4,645 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，半导体技术变得更可靠、更经济实用且功耗更低，使半导体在电子产品领域的广泛应用成为可能。我们致力于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。时至今日，我们的热情如初。

我们的创始人卓有远见，知道创建一家伟大的公司，不能单靠热情，还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，在创造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。技术是我们公司的基石，我们的半导体产品推动着电动汽车、储能系统、可再生能源应用以及其他可持续技术的发展，并在其中发挥着关键作用。

2023 年，我们持续投资并长期致力于扩大自有产能，同时不断减少对环境的影响。我们先进的 12 英寸晶圆制造厂将在 2025 年实现全面采用可再生电力，并且我们计划在 2027 年实现美国业务全面采用可再生电力，以及在 2030 年实现全球业务全面采用可再生电力。

对于德州仪器员工在 2023 年的优异表现，我深感自豪。我们为员工提供安全的工作场所，推出创新技术和应用，增加产能以满足客户需求，并在社会需求持续增长的情况下，积极回馈社区。

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
总裁兼首席执行官

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，这对我们所在的社区和整个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，同时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，在创造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。

自 2006 年以来，作为德州仪器企业公民责任的一部分，我们持续发布项目信息、目标、目标进展和相关数据，包括专注于我们的工作场所、环境可持续性和社区影响。

报告概览

正如往年一样，我们的《2023 年企业公民责任报告》使用以下广为接受的报告框架，来提供我们在业务相关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]
- CDP 信息披露框架。[5]

我们在 TI.com/citizenship 中披露了这些信息。

一群德州仪器员工志愿者对德克萨斯州达拉斯 Ignacio Zaragoza 小学外的社区花园进行翻新。

[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，使得企业对自己产生的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，它运营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。

2023 年亮点

2023 年，德州仪器 (TI) 不断推进员工培养，营造包容性工作环境，保障员工安全，降低对环境影响，并在社会需求持续旺盛的情况下，积极回馈社区并取得进展。

在德州仪器工作

德州仪器汇集了 34,000 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+ 人才培养和多元化项目的荣誉

40+ TI 人的平均学习时长

15 个员工资源组织

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。

约 4.49 亿人民币

来自德州仪器、德州仪器基金会、在职和退休员工为公益事业的捐赠总金额

277,800 小时

来自德州仪器在职和退休员工的累计志愿服务时长

创造可持续发展的未来

德州仪器持续投资，提高其制造工艺和设备效率，旨在降低能耗、材料消耗、水资源消耗以及温室气体 (GHG) 排放。

22% 1 类和 2 类 GHG 排放减少比率（与 2015 年相比）

19% 可再生能源电力使用率

84% 填埋物变废为宝比率

29% 水资源再利用率

环境可持续性

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。我们持续致力于环境可持续发展的长期计划，旨在节约水资源和其他自然资源，减少温室气体（GHG）和空气污染物排放，更大程度地减少能源消耗和填埋废弃物。

德州仪器吉隆坡工厂经过此次扩建后，将成为公司在马来西亚的两个全新封装测试厂之一。

减少对环境的影响

德州仪器以成为良好的企业公民为荣，并长期致力于践行可持续的制造理念和环境管理承诺。

近十年来，根据半导体产业在电子领域的增长，我们的环境可持续战略一直与我们的长期产能规划保持一致，以满足市场需求；尤其是在工业和汽车市场，这种增长预计在未来还将持续。

作为一家每年生产数百亿颗芯片的半导体公司，我们重点关注提高生产效率。我们制定了多年的可持续发展目标，来指导我们的工作，旨在减少温室气体排放、降低能源和水资源消耗，以及减少填埋废弃物（见下一页）。

此外，我们每年都在全球各个制造基地投入大量资金，以减少对环境的负面影响，包括：

- 实施数百个节水和节能项目。
- 引入更新、更高效的制造工艺。
- 采用先进的排放治理技术对现有工厂设备进行改装。
- 减少非必要的氟化气体使用。
- 稳步增加对可再生电力的使用。
- 重复使用和回收材料，并使用环保物质。

在我们扩大产能的同时，这些投资也推动着我们的可持续发展工作。在过去三年，德州仪器在美国投产或开始动工修建五个新的 12 英寸半导体晶圆制造厂。

加强承诺

芯片产量的增加让我们需要采取额外行动来助力实现我们的目标。在 2024 年初，我们宣布了一个积极的新目标，将通过扩大对可再生电力的使用来减少 2 类温室气体排放。我们将通过使用可再生能源，来实现：

- 2025 年，12 英寸晶圆厂全面采用可再生电力。
- 2027 年，美国业务全面采用可再生电力。
- 2030 年，全球业务全面采用可再生电力。

持续投资

2023 年，德州仪器安装了更高效的减排系统，采用了远程等离子体清洗方法，而且比去年多采购了 93,572 兆瓦时 (MWh) 的可再生电力。尽管由于产量增加，德州仪器的 1 类和 2 类温室气体排放量绝对值相较于 2022 年略有增长，能源使用量也增加了 3.9%，但自 2015 年以来，这些投资已经使我们的排放量减少了 22%。

此外，得益于在 2023 年完成的节水项目，我们节约了 2.64 亿加仑水资源，相当于德州仪器 2022 年用水量的 4.1%。我们还成功将 84% 的填埋废弃物变废为宝，进一步减轻了对环境的影响。

我们深知，前路任重且道远。我们的理想为我们的长期决策指明方向，我们的产品助力创造更美好的世界，因此我们有信心，这份合力将产生深远且持久的影响。

Harald P. 在德国弗莱辛从事高压功率转换系统的设计工作。

德州仪器的半导体产品正在并将继续在降低环境影响方面发挥关键作用。我们的半导体产品正在帮助客户开发更小巧、更高效、更经济实用的技术解决方案，从而推动电气化、可再生能源和能源领域的创新。

环保目标与取得的进展

德州仪器实施了多项计划来减少温室气体排放、降低能源和水资源消耗，以及减少废弃物。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	截至 2023 年底取得的进展
温室气体排放	**德州仪器的减排行动：** • 购买可再生能源产生的电力。 • 安装减排装置。 • 使用全球变暖潜能值较低的替代气体和化学品。 • 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：** 将1 类和 2 类排放量绝对值与2015 基准年相比减少 25%[6]。	温室气体排放量减少了 22%。
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：** 将每颗芯片的能耗与 2015 基准年相比降低 50%。	每颗芯片的能耗降低了 10%。
水资源	**德州仪器的节水和水资源再利用改进行动：** • 通过优化反渗透过滤器回收率来提高我们去离子水设备的效率。 • 在整个运营过程中寻找水资源再利用的机会，包括洗涤器和其他下游用途。 • 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 2023 年，计划节约：** 相当于 2022 年总用水量的 3.4%。	节约了相当于 2022 年总用水量的 4.1%。
废弃物和耗材管理	**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 2023 年：** 将 90% 的填埋场固体废料变废为宝。	成功将 84% 的填埋场固体废料变废为宝。

[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 MTCO2e，旨在反映运营的结构性变化，确保符合世界可持续发展工商理事会和世界资源研究所的《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 2015[8] 基准年相比，减少 25%。

德州仪器采取的措施

多年来，德州仪器不断采取措施来减少在公司经营、运输和配送渠道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：

- 升级制造机台和技术来提高效率。
- 减少非必要的氟化气体使用，使用替代气体和化学品。
- 在机台上安装热减排设备，处理半导体制造中产生的废气。

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。为了减少这些排放，我们采取了以下措施：

- 在世界各地采购和使用可再生能源产生的电力。
- 提高制造系统、工厂设施和机台的能效。

3 类温室气体

德州仪器在年度 CDP 调查中报告了商务旅行对应的 3 类放。2024 年，我们将聘请第三方对所有适用的上游和下游 3 类排放进行全面核算和分析。德州仪器计划在 2025 年开始报告更多相关的 3 类排放。

监控潜在风险

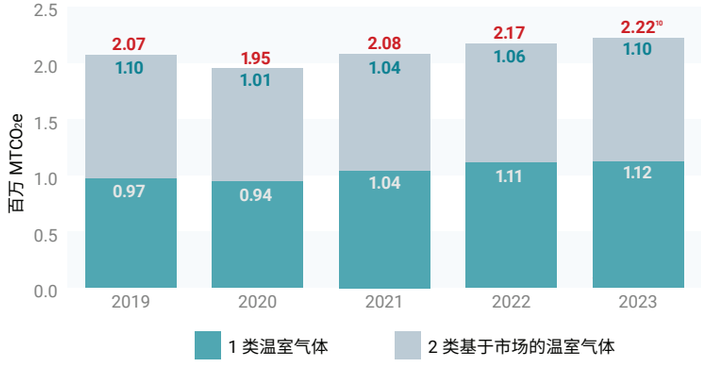
德州仪器面临着与气候变化相关的潜在风险和机遇；德州仪器最新的 CDP 应对措施中对此进行了详细说明。有关气候变化相关治理和管理战略的信息，请参阅我们的 CDP 应对措施、GRI 索引的排放部分以及 TCFD 索引。

成效

截至 2023 年底，德州仪器的 1 类和 2 类排放量绝对值比 2015 年下降了 22%。得益于使用了可再生电力并安装了减排设备和高效机台，尽管能源使用量相较于 2022 年增加了 3.9%，但我们将 GHG 排放的增幅限制在了 2.0%。

如需了解其他 GHG 数据，请参阅附录中的成效数据。

GHG 排放总量（百万公吨二氧化碳当量）



[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。

[9] 因为计算方法和指导原则各不相同，德州仪器并未在此企业公民责任报告中包括氟化导热油 (FHTF) 导致的排放。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（以千克计），我们也遵守了这一要求。最近，WSC 已统一确保所有区域都遵循 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。德州仪器正在审查过渡到采用 2019 年 IPCC 指导原则的时机，并将考量同步纳入 FHTF 排放。据德州仪器估计，FHTF 排放约占 2023 年 1 类和 2 类 GHG 排放总量的 5%。

[10] ERM 认证和验证服务 (CVS) 为德州仪器的 2022 年和 2023 年 1 类和 2 类 GHG 排放提供了有限保证证明。请参阅保证声明。

能源

我们致力于采用清洁能源和节能

十多年来，德州仪器在全球范围内的设计、制造以及封装测试工厂都进行了大量投资，以降低能源消耗并减少对化石燃料的依赖。

2024 年初，德州仪器宣布了一系列目标，计划在接下来的六年里进一步增加清洁能源的使用（详情请参阅降低对环境的影响）。

我们采取的措施

为了减少 GHG 排放并降低公用事业费用，我们的各个基地每年都会设定年度减排目标，实施超过 200 个节能项目，并购买可再生电力。另外，我们还采取了以下节能措施：

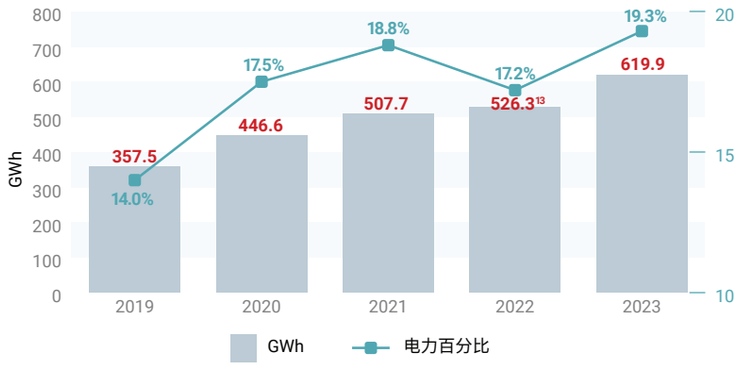
- 为新的建筑和制造工厂申请 LEED 金级认证。
- 升级和改造机台与设备。
- 使用传感器和其他自动化控制措施。
- 改善我们冷冻水工厂的控制并优化其设定点。
- 为我们的空气处理系统安装节能的 LED 照明、风扇和驱动机制。

在过去五年中，这些工作帮助我们在产能增加了 9% 的情况下，节省了超过 326 兆瓦时 (GWh) 的能源。

成效

我们在德克萨斯州和印度增加了风能和太阳能电力购买，这为我们提供了 619.9GWh 的清洁能源。目前，可再生电力占我们总能源组合的 19.3%。由于犹他州李海和德克萨斯州理查森两个新工厂的生产逐步加速，德州仪器在 2023 年消耗了 3.89 太瓦时 (TWh) 的能源[12]，高于 2022 年的 3.75 TWh。

可再生能源电力占总电力的百分比



我们调整了此前对每颗芯片的能耗目标，即到 2025 年底，将全球制造工厂每颗芯片的能耗与 2015 基准年相比降低 50%。每颗芯片的能耗衡量的是制造每颗芯片所使用的能源。

随着新晶圆厂的产量逐步提升，工厂设施在消耗能源的同时，却并未满负荷生产，这对单位芯片的能耗水平有所影响。考虑到在为客户认证晶圆制造的过程中和量产之前的高能耗，实现将能耗降低 50% 的目标会颇具挑战性。

不过，2023 年实施的节能项目帮助德州仪器节省了近 80GWh 的能源。

如需了解其他能源数据，请参阅附录中的成效数据。有关德州仪器如何管理能源消耗的更多信息，请参阅最新的 CDP 应对措施和 GRI 索引的能源部分。

首个获得 LEED 金级标准 4.0 版本认证的美国晶圆厂

继 2008 年我们首次成功获得 LEED 金级认证后，RFAB2 在 2023 年成为美国首个、全球第四个获得更严格的 LEED 金级认证的晶圆厂，该认证旨在推动高性能绿色建筑的可持续设计、建造和运营。我们在环境管理方面的共同努力成效显著，预计每年将节约 7.5 亿加仑的饮用水和近 80,000MWh 的能源。

[12] ERM CVS 为德州仪器 2022 年和 2023 年能源和可再生电力消耗提供了有限保证证明。请参阅保证声明。
[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，但由于新工厂投产后产能增加，因此可再生电力占总电力的百分比有所下降。

水资源

我们致力于节约水资源

德州仪器致力于以负责任的方式高效利用水资源。我们不仅设法节约生产用水和饮用水，而且还采取措施来处理和回收利用废水，以降低成本并促进长期可用性。在过去五年中，我们节约了将近 9.02 亿加仑水。

我们的目标是在 2023 年节约相当于 2022 年总用水量的 3.4%。

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，增加水资源的再利用并回收废水，从而减少我们对市政供水的整体需求。这些措施具体包括：

- 优化去离子水设备，提高反渗透过滤器的回收率。
- 改善流速，以降低制造机台用水量并在其他工艺中重复利用水资源。
- 通过增加微滤器和超滤器的使用，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用水质量，并定期进行测试以确保符合内部和监管标准。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

德州仪器拥有内部标准、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。所用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：

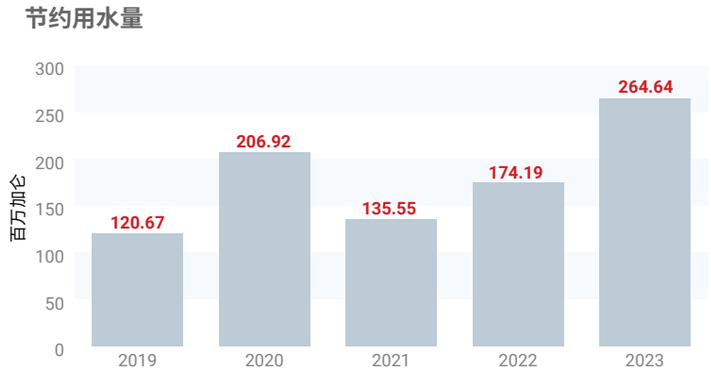
- 减少或去除废水中的金属、有毒有机化合物、硝酸盐和硫化物等物质，然后再进行排放。
- 收集含有溶剂、浓缩金属或酸溶液的废水污泥，并根据监管要求在场外进行处理。在某些情况下，我们会将这些化合物送往回收设施，以便其他行业再次利用。
- 进行必要的废水取样，确保经营活动符合排放限值。

此外，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。

成效

我们在 2023 年实施的节水项目节约了 2.64 亿加仑水，相当于德州仪器 2022 年总用水量的 4.1%。尽管取水量增加了 1.2%，但我们的总用水量减少了 0.2%。我们在这一年中还重复使用了 28.5% 的水，近 26 亿加仑。如需了解其他水资源数据，请参阅附录中的成效数据。

要详细了解我们的用水、水资源再利用和污水管理战略，请参阅德州仪器最新的 CDP 应对措施以及 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填埋废弃物。我们的年度目标是将90%的填埋废弃物变废为宝，以减少对环境的影响。

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：

研究我们需要什么材料。
在购买材料和化学品时，我们会考虑可能产生的废弃物，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。

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。

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，保护公司员工、所在社区和消费者。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，确保符合监管和客户要求。
- 将所有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、跟踪和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资源，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。这些文档和资源具体包括：

- 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的 RoHS（危害性物质限制指令）、REACH（化学品注册评估、授权和限）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 2023 年产生的 50,747 公吨废弃和剩余材料中，我们将其中 84% 的填埋废弃物变废为宝，但未达到我们的目标。如需了解其他数据，请参阅附录中的成效数据。有关德州仪器如何管理材料的更多信息，请参阅 GRI 索引的废弃物部分。

计算器回收

德州仪器的计算器被特意设计得经久耐用，可以陪伴学生从初中到高中，甚至进入大学。但总有一天，客户会想要与他们的计算器说再见。

在听取到客户想要回收其计算器的意见后，德州仪器的教育科技业务实施了一项服务，用于运回计算器，进行负责任的回收。2023 年，德州仪器成功将 21,000 公吨的电子填埋废弃物变废为宝。

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，并采用技术手段来根据客户订单将包装盒调整到合适尺寸，从而减少包装内所需的填充材料数量。
- 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。
- 尽可能地使用可重复使用的容器来运送所有 12 英寸晶圆。清空这些容器后，我们会将其退回或在内部重复使用。
- 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。
- 以多种方式重复使用入站货运中的填充材料，包括将托盘重新用于客户装运、重复使用废料中的托盘或卷筒，以及重复使用气泡膜和其他包装材料作为 TI.com 的商品运输衬垫，从而进一步减少塑料使用。
- 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，以及向特定市场发货时使用的塑料包装。
- 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。

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

工作场所

德州仪器汇集了 34,000 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。

员工之所以选择德州仪器是因为我们提供令人兴奋且有影响力的工作，让他们从一开始就能有所作为。

在德州仪器工作

“在德州仪器 (TI)，我们持续打造独特的文化，对此我们深感自豪。我们相信，多元包容的工作环境对于让全球团队全身心投入工作并开诚布公地表达自己的想法至关重要，这能助力我们实现更广泛的协作和更高水平的创新。我们希望，每一位德州仪器的员工，无论何时何地，无论从事什么工种，都能尽自己所能，助力我们的公司走向成功。”

– **Haviv Ilan**，总裁及首席执行官

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，再到无人机和智能手机，我们的创新在您的日常工作和生活中无处不在。

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我们的成功而受益。

我们的价值观

我们的价值观包括五项基本原则，定义了我们是谁和我们的日常行为。它们能让公司在未来发展得更强。

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。我们瞄准时机进行投资，以实现可持续增长。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。

招聘

德州仪器成长壮大的能力取决于能否招聘和留住能力卓越、独具匠心且积极上进的优秀行业人才。

Change the world.
Love your job.

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。例如：

- 我们通过招聘会、信息交流会、人际交流和职业生涯准备活动以及与各种学生和专业协会的合作，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。
- 我们专注于通过与大学（包括历史悠久的黑人学院和大学 (HBCU)）以及先进的行业组织（例如女性工程师协会）合作来发展多元化的人才渠道。
- 我们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。

通过调查，我们了解到员工之所以选择德州仪器，是因为我们提供：

- 激动人心且有影响力的工作，让员工从入职第一天起就有所作为。
- 与致力于塑造未来的问题解决者们合作的机会。
- 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，让员工可以探索无尽的成长机会。
- 多元化和包容性的文化，让每个人都能畅所欲言，分享自己的想法和观点。
- 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。

德州仪器的实习计划

我们的实习生有机会将所学知识在重要且有趣的项目上付诸实践。2023 年，我们在 26 个国家/地区接收了超过 2,400 名实习生，这是我们迄今为止规模最大的一届实习生。我们的实习生有机会参与并实践有影响力、有吸引力的项目，并探索个人发展机会。

这些只是德州仪器连续四年入选 WayUp 实习计划 100 强的部分原因。

奖项和排名

2023 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、促进德州仪器员工发展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。

有关德州仪器招聘计划的更多信息，请参阅 GRI 索引中的雇佣和劳动/管理关系部分或访问 careers.TI.com。

在美国全国实习生日，德州仪器的 2023 届实习生聚集在一起聆听高层领导讲话。

多元化与包容性

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。此外，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。我们所做的努力包括：

- **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对话小组，关注全球数百名德州仪器员工的个人经历。这些对话小组的目标是建立自我意识和技能，以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。

我们致力于营造一个使每个人都能茁壮成长的环境。我们希望德州仪器员工无论背景、工作方式、想法或个体差异如何，都能够做自己，并在工作中尽己所能。

员工队伍展示

数十年来，德州仪器始终坚持促进员工队伍的多元化。在 2023 年的员工意愿调查中，全球 87% 的员工认为德州仪器的工作环境具有包容性，这让我们感到非常自豪。尽管我们还有更多的工作要做，但我们已经在持续取得重要的进展。

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。我们持续通过与高中、大学和非营利组织合作，来扩大选拔多元化学生工程师的渠道。

如需了解其他员工队伍展示数据，请参考附录中的成效数据，以及我们最新的 EEO-1 报告。

36% 美国高级领导职位中的女性占比 (2023)

28% 全球技术职位中女性人数增长率（相较于 2020 年）

23% 我们美国员工队伍中的黑人和西班牙裔占比 (2023)

寻找归属感

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。

总体而言，我们的 ERG 及其遍布全球的地方分会共同构成了我们的德州仪器多元化网络 (TIDN)，用于教育和提升关乎员工切身利益的重要议题。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。2023 年，超过 8,000 名德州仪器员工加入了一个或多个组织。

我们通过四个重点领域（职业、公司影响力、文化和社区）来支持我们的多元化和包容性战略，而我们每年的 TIDN 奖项则是为了表彰我们的 ERG 在以下重点工作方面所产生的影响：

- **职业** – 我们的 Unidos! 员工组织因为在为德州仪器员工提供职业发展机会上的出色工作表现而荣获最高奖项。该组织致力于帮助德州仪器员工更好地规划职业道路，并更加清晰地了解德州仪器内部更广泛、更高层次和更深入的职业发展机会。
- **公司影响力** – 我们的退伍军人员工组织致力于吸引和留住人才，推动我们的创新和增长，因而获得了杰出公司影响奖。他们与人才招聘组织在我们的VALOR项目上密切合作，为那些过渡到平民生活的军事服务人员提供了令人振奋的机会，让这些人能够在德州仪器从事半导体制造方面的职业。
- **文化** – 黑人员工组织 (BEN) 因为举办各种教育活动来庆祝我们的员工和独特文化，连续两年荣获了杰出文化影响奖。在为期一年的 “与 BEN 对话” 系列活动中，员工们分享了自己的经历并围绕心理健康和从大学生活过渡到职场生活等一系列话题建立了社群。亚洲联盟员工组织举办了农历新年庆祝活动，吸引员工们热情参与其中，也因此与 BEN 共同荣获了杰出文化影响奖。
- **社区** – 我们的 Unidos! 员工组织因为在社区中支持以 STEM 为中心的非营利组织而荣获了杰出社区影响力奖。他们有意识地采取了一种多层次的社区参与方法，结合了捐款、动员德州仪器志愿者积极参与，并指派了专门的联络人，以确保持久的合作和影响。

欢迎访问 TI.com，详细了解德州仪器如何积极推动多元化和包容性，并提供支持职业发展、指导、文化意识和本地社区志愿服务等有意义的项目。有关德州仪器如何支持多元化和包容性的更多信息，请参阅 GRI 索引中的多元化和平等机会。

我们重视每一种声音

我们多元化的背景和见解让我们的产品更具创新，让我们的公司更强大，也让我们的环境更具包容性。

- Able Employee Network
- Muslim Employee Network
- Asian Alliance Employee Network
- New Employee Network
- Bangladeshi Employee Network
- Pride Employee Network
- Black Employee Network
- Unidos Employee Network
- Christian Employee Network
- Veterans Employee Network
- Indian Employee Network
- Women's Employee Network
- Jewish Employee Network

人才发展

在德州仪器，我们致力于挖掘员工的潜力。我们帮助员工根据自身的技能和兴趣，建立灵活且个性化的职业发展路径，助力他们在事业上实现长期成功。我们帮助员工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。

学习与职业发展

德州仪器在各个级别上提供了正式的学习和职业发展机会，以帮助每个员工（无论是新入职的还是经验丰富的）提升自我影响力和树立持续学习的心态。

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。2023 年，德州仪器员工平均每人学习时长达到 40.1 小时。

在德州仪器成就一番事业

职业上的成功取决于持续提升自己的能力和影响力。我们为员工提供了可促进实现职业成长的工具和资源，帮助员工规划职业发展方向，并且这一切均由员工的技能和兴趣来驱动。大多数职业道路都由一系列经历组成，员工可以通过这些经历在组织内获得晋升，在特定领域积累更深厚的专业知识，以及/或者在多个领域获得更广泛的经验。

职业生涯早期

应届毕业生可以参加各种各样的项目和计划，其中包括我们的职业发展加速计划。该计划为期一年，提供了工具、流程和基本技能的强化培训，旨在帮助应届毕业生取得出色表现并加速他们的职业发展。

此外，我们的职业生涯早期关键职责学习 (ECPLR) 项目面向处于职业生涯早期的优秀员工，可让参与者通过与德州仪器领导者、技术专家和优秀人才的密切合作，学习不同职责或新的技能。

业务领导

在德州仪器，大多数经理的职业生涯都始于这里，并且我们的高层领导大多是从内部提拔。我们为德州仪器员工提供了一系列项目和资源，支持员工从个人贡献者的角色转变到经理再到更高级别的经理。这包括培养他们的技术和行为技能，帮助他们了解自己的领导影响力、如何与关键利益相关者建立关系，以及如何制定和沟通战略。

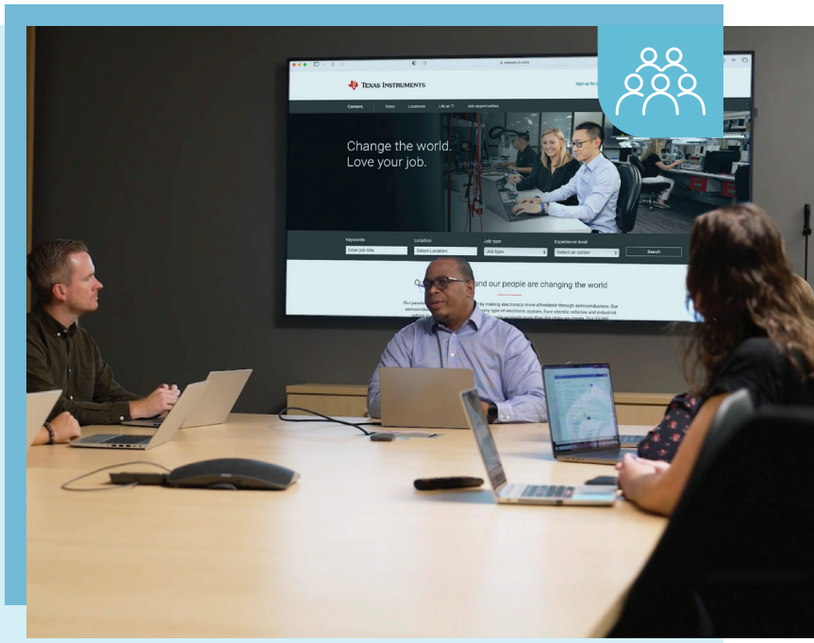
技术主管

德州仪器定制了发展机会以帮助工程师提高他们的技术能力，分享最佳实践并培养沟通和影响力等领导力技能。技术主管可以竞选德州仪器享有盛誉的“技术委员会”成员，多达 24% 的技术主管可以进入到这个委员会。

绩效管理

员工应该随时了解自己在绩效方面的表现情况。我们鼓励所有员工每年至少与上级主管讨论三次绩效、发展和职业规划。这为员工提供了一个机会，让员工能够得到认可，进而让员工更满意在德州仪器工作，并继续为公司的成功做出贡献。此外，这个过程还助力我们发掘出未来能够胜任关键角色的人才，为我们带来充足的人才储备。

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



在过去的 26 年中，Amili 在我们公司的职业生涯经历了三个独特的阶段。现在，他正在运用自己的经验帮助公司从 HBCU 招募顶尖人才。

薪酬与福利

我们提供有竞争力的薪酬和福利，旨在提升员工的福祉和财务健康状况。

薪酬

薪酬是我们吸引、激励和留住员工来建设更强大的德州仪器的重要一环。我们遵守同工同酬的原则，并根据绩效向员工给予奖励。

我们的薪酬理念基于按绩效付酬。我们为员工提供有竞争力的基本工资、奖励计划和长期激励的组合。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。

同工同酬

德州仪器的薪酬政策反映了我们长期以来遵守同工同酬的原则，并且我们在薪酬体系中纳入了制衡机制，确保我们实现这些目标。

我们每年都会进行薪酬分析，旨在考察性别和种族薪酬平等性（包括基数、奖金和平等性），并将工作类型、职务等级和国家/地区纳入考量。我们2023 年的分析证实，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 1:1.006，非少数族裔与少数族裔的收入比为 1:0.997。

按绩效给予奖励

德州仪器薪酬策略的一个独特方面是全球利润分享计划，当公司实现 10% 或更高的营业利润 (PFO) 时，我们的员工无论从事何种工作、属于哪种职务等级或服务年限如何，都能分享德州仪器的成功。随着 PFO 的增加，奖金也会增加，过去八年来，德州仪器所有符合条件的员工均获得了最高 20% 的奖金。

对未来的信心

当员工从雇员转变为德州仪器的股东和所有者时，他们可以体验到一种更为强烈的使命感。德州仪器提供长期激励措施来留住关键人才，帮助他们在职业生涯中不断成长。此外，我们的员工股票购买计划 (ESPP) 为所有符合条件的员工提供了购买公司股票的机会，购买金额根据员工薪酬的一定比例而定，但有上限。

实质性的福利

我们致力于为德州仪器员工及其家庭提供优质的福利、项目和服务组合。

德州仪器的福利项目符合当地的法律法规，并通常包括医疗、牙科和视力计划；短期和长期残障计划；雇主支付的人寿保险；带薪休假；以及退休计划。在美国，德州仪器提供有竞争力的 401(k) 匹配计划，并每年为员工的健康储蓄账户缴纳一定金额。有关德州仪器美国福利的更多详细信息，请参阅 TI.com 上我们最新的福利和保险指南。

此外，我们致力于通过提供满足所有德州仪器员工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。

工作与生活资源

德州仪器提供并鼓励员工充分利用各种项目，来减少可能影响员工福祉、工作场所满意度和工作效率的日常压力因素，例如：

- 保密的心理咨询服务和工具，为健康提供保障。
- 支持儿童保育和老人照护的护理资源。
- 假期计划、预订或其他个人事务管家服务。
- 根据个人需求调整工作时间的机会。
- 教育援助，用于为希望继续接受正式教育的员工提供帮助。
- 财务指导和辅导，用于帮助员工实现短期和长期目标。

为优化工作生活计划，我们每年都会请员工参与并对项目进行评估，以保持竞争力并改进服务。

育儿假

我们很自豪能成为一个家庭友好型工作场所，并且我们针对生活的方方面面为员工提供了支持，包括帮助其过渡到父母身份。我们为所有新晋父母提供育儿假福利，让他们能够带薪休假，与新生儿建立亲密联系并适应生活中的新需求。

在美国，生育母亲有资格享受 12 周的带薪产假。所有其他新晋父母，无论性别、性取向或家庭结构，都有权享受四周的全薪育儿假。

有关德州仪器如何管理薪酬和福利的更多信息，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。

安全和健康

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。

我们致力于提供安全的工作场所

德州仪器的年度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。

德州仪器记录在案的患病率和 DART 率一直远低于行业平均水平，这证明了德州仪器的安全导向文化和德州仪器对所有工厂员工健康与安全的投入。

安全

我们通过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，从而成为保持业内最佳安全记录的企业之一。我们积极致力于：

- 维持严格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。
- 定期检查设备。
- 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，并执行一般卫生区域和个体评估。

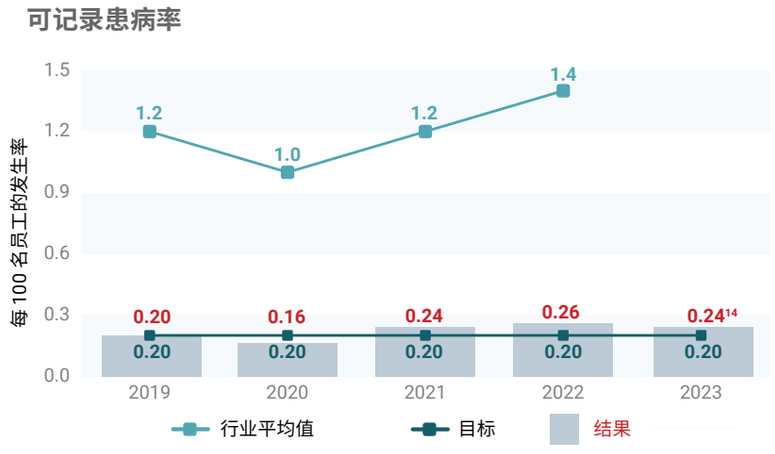
福祉

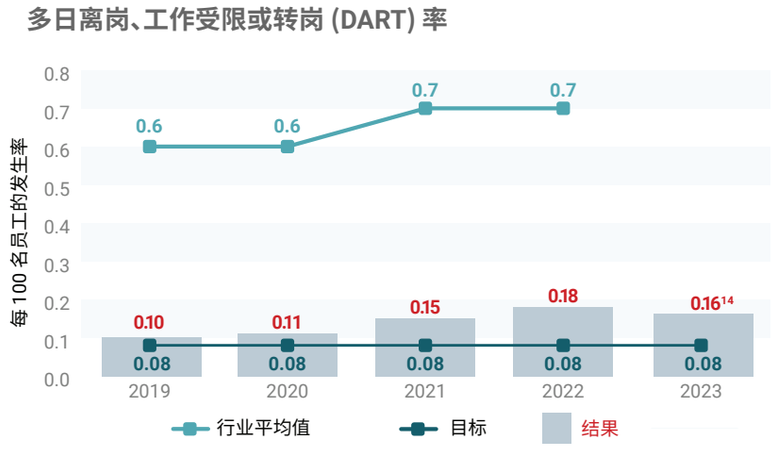
我们为德州仪器员工提供了丰富的资源，帮助他们掌控自己的健康和福祉。这些项目因地点而异，可能包括免费的现场流感疫苗接种和预防性筛查、公司配套的健身房和诊所、健身及营养计划、员工援助计划以及咨询和教育服务。

成效

根据美国职业安全健康局和劳工统计局，我们的 DART 和可记录患病率继续保持在美国半导体行业的极低水平。2023 年，德州仪器的 DART 率为 0.16，而全行业在 2022 年的平均水平为 0.7（2023 年行业数据尚未提供）。

如需了解更多健康和安全数据，请参阅附录中的成效数据。更多信息，请参阅 GRI 索引的职业健康和安全部分。





[14] 除去新冠肺炎感染病例，德州仪器员工的患病率为 0.23，DART 率为 0.15。

负责任的商业实践

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，每位德州仪器员工都在坚守这些原则并推动我们整个供应链的可持续发展和负责任的商业操作。

一名德州仪器员工正在我们的产品分拨中心确认出库的产品。

治理

在德州仪器，我们相信良好的企业管理对于我们取得长期成功而言至关重要。我们自 1973 年就制定了管理指导方针。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管理，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。

截至 2023 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大利益，监督着公司当前和未来的战略、风险和业绩。

风险监督

董事会作为一个整体，对我们的战略和运营风险负有监督责任。董事会每年会探讨其管理实践，确保它们在当今的商业环境中对德州仪器有意义。

审计委员会将与管理层成员一起审查公司在风险评估和风险管理方面的实践。管理层负责日常的风险评估和管理工作。首席财务官与审计委员会每年至少审查一次我们的全球企业风险管理计划，并向董事会报告。

环境

如果与环境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，特别包括与环境相关的风险。治理和股东关系委员会还将监督环境、社会和管理事务，并负责审查公司利益相关者感兴趣的公共问题。

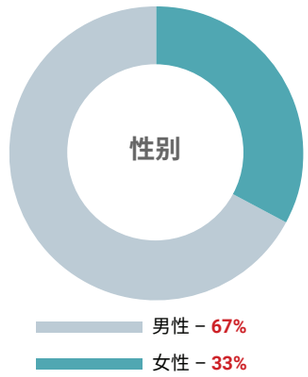
网络安全

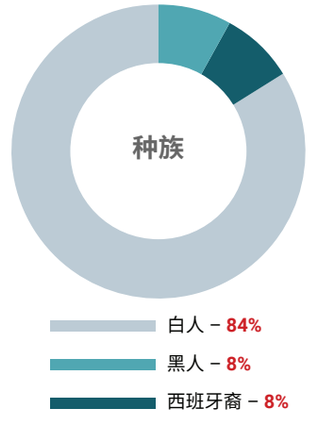
德州仪器的管理和合规结构旨在评估公司的网络安全准备情况，并将网络安全相关问题上报给我们的首席信息官和首席信息安全官。我们的首席信息官主要负责监督网络安全威胁带来的重大风险，定期与审计委员会见面来审查我们的 IT 系统并探讨关键的网络安全风险。

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 年度报告
- 2023 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

2023 年董事会多元化





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。

每个德州仪器员工都在坚守这些原则方面发挥着至关重要的作用，对此，我们通过管理层加入、员工参与和培训来强化。

我们的行为准则

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。

我们的行为准则规定了以下原则：

- 遵守法律。
- 尊重和包容。
- 行为恰当。
- 负责任的商业操作。
- 健康与安全。
- 信息保护和隐私。
- 避免利益冲突。
- 负责任地使用资源。

当德州仪器员工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
- 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

培训

我们为德州仪器员工、高层管理人员和领导者提供相应的培训和工具，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，但以年为周期来看，主题包括德州仪器的行为准则、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等。

此外，对于在人权政策、反腐败、出口合规、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。

我们还通过各种工具，促使高层管理人员了解践行我们价值观和坚持我们道德行为标准意味着什么，从而在高层管理人员内部强化我们的文化以及道德和合规期望。

供应商

关于德州仪器供应商行为准则，我们确立了相应的标准，以确保工作环境安全，给予员工尊重和尊严，在业务运营过程中保证对环境负责并合乎道德。在与供应商建立关系之初，我们会向他们说明我们对于安全、人道和符合道德规范的劳动实践以及人口贩卖、强迫劳工和劳工权利的标准和期望，并希望所有供应商在所有经营领域都担起环保、社会和治理责任。

我们的反腐败、反竞争行为和反歧视实践中包含了关于我们遵守法律法规、反腐败、反竞争行为和反歧视实践的更多信息。

弘扬我们的价值观

亚洲地区的德州仪器员工参与了 2023 年道德文化周，通过一系列体现我们核心价值观（值得信任、兼容并蓄、勇于创新、保持竞争和结果导向）的活动，来弘扬我们的公司文化。

产品质量

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。

德州仪器对产品质量和支持的承诺

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。

质量和可靠性标准

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。

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认证，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

德州仪器采用各种策略来保持质量和可靠性。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，并且通常可以延长使用寿命，这也符合许多客户的要求。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。

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、行为准则和其他管理政策的供应商合作。

我们主要向大约 10,000 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。

管理系统

我们的供应链管理系统为系统性管理采购、库存、制造、质量和分发过程提供了一个框架。它还会帮助我们遵守运营和监管标准、跟踪成本并监控风险。我们的管理系统获得以下体系的认证：

- ISO 质量管理体系 9001。
- ISO/技术规范 16949。
- 国际汽车产品工作组 16949。

我们定期对管理系统进行内部审核，发现并弥补不足之处。此外，按照再认证流程，ISO 每年会评估我们的采购管理系统。我们还每年接受独立机构对 ISO 和 IATF 标准进行审计，并定期重新获得这些标准的认证。

要求和期望

为了确保德州仪器在公司内部、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，德州仪器已成为了 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。德州仪器已采纳 RBA 行为准则，并将其视为整个供应链计划。

我们要求供应商在所有经营领域都担起环保、社会和管理责任，包括建立健全的 ESH 政策和管理体系，以识别和控制风险，并证明其符合相关法律法规。虽然各地情况各异，但供应商有责任关注其地方法规并确保其行为合规。

为维持一个符合我们需求并满足我们对采购及人权要求的供应链，我们要求所有供应商遵守以下规管文件：

- 德州仪器行为规范
- 供应商行为准则
- 供应商环境和社会责任政策
- 反人口贩卖声明
- 负责任的矿产政策
- 通用质量指南
- ESH 政策和原则

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、环境可持续运营和道德行为方面的业务要求和标准。

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。2023 年，我们与多元化的美国供应商合作，共支出超过 42 亿人民币。

沟通交流

在与供应商建立关系之初，我们就向他们说明我们对于安全、人道和符合道德规范的劳动实践以及人口贩卖、强迫劳工和劳工权利的标准和预期。我们在会议、供应商网站、采购单、供应商合同及其他相关文档中传达这些指导原则。

我们还定期与行业组织（例如 RBA、半导体行业协会和半导体设备与材料国际组织）交流协作，以讨论和创建供应链标准并分享最佳管理实践。

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。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。

产品转售和滥用

德州仪器投入了大量时间和资源来打击对于我们产品的非法转售，并且我们致力于不断发展和改进相关工作。我们不支持将我们的产品用于设计之外的应用，也不容忍这类做法。

作为我们强大的全球贸易合规项目的一部分，我们设有专门的团队来积极谨慎地监控芯片的销售和运输情况。除了其他事务外，全球贸易团队还进行客户尽职调查，每年对数百万订单进行实时筛查。如果发现我们的产品被转售，我们会进行深入审查，并立即采取适当的行动。我们还与其他第三方和组织合作，了解他们发现的机会，并制定可能的改进方案。

此外，德州仪器会定期与政府机构和执法部门合作，以支持出口管制的有效实施，打击不法行为。我们的政策符合出口管制法律法规。我们要求客户和经销商也执行同样的要求，如果我们得知他们没有执行，我们将采取行动。

培训

我们提供有关我们的供应商行为准则、标准和期望的现场培训。我们还利用 RBA 的在线培训平台帮助供应商了解其行为准则、劳工风险、尊重工人权利、雇用外来工人等内容。

投诉机制

德州仪器还建立了投诉机制，确保我们的买方或采购代表能够与供应商见面，解决出现的问题或疑虑。我们的供应链团队还可以协助识别和解决不符合我们道德规范和价值观的问题。供应商可以根据自己的意愿，联系我们的道德办公室并匿名提问或讨论问题。

除非法律禁止，否则我们的供应商行为准则要求供应商建立和维护相应计划，确保供应商和员工检举者身份保密、匿名化和受到保护。供应商必须拥有沟通程序，以便他们的人员能够毫无顾虑地提出任何担忧。

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、供应商的地理位置以及供应商的财务状况，确定对供应商审查的优先顺序。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。

德州仪器运用三种工具定期评估生产供应商、非生产供应商和现场供应商：

- **评估** – 我们使用 RBA 的自评问卷 (SAQ) 或内部开发的依照 RBA 各部分规则审查人口统计数据和现有设施政策的评估工具，调查直接材料和优先服务供应商的风险和管理系统。此类评估有助于识别道德、环境和社会风险，包括人权和强迫劳工。
- **审核** – 基于评估和其他风险因素的分析，包括透明国际清廉指数所指示的风险因素，我们确定要审核的供应商，然后由德州仪器或独立的第三方审核员依照 RBA 行为准则全部或针对性部分执行审核。如果审核员在此过程中发现任何问题，我们会与供应商合作制定纠正行动计划，并一直跟踪这些计划直到结束。
- **供应商绩效评价计划** – 对于核心供应商，我们会将他们在上述评估中的表现纳入供应商绩效评价计划中，这使得德州仪器能够监控供应和质量风险，并鼓励供应商持续改进。

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。

有关我们评估流程的更多信息，请参阅我们的反人口贩卖声明。

成效

2023 年，德州仪器收到了来自 265 家供应商的评估，包括了代表 370 家工厂的 175 家生产供应商。其中八家供应商需要更新流程、政策或培训。

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。

有关供应链的更多信息，请参阅 TI.com 上的供应链责任以及 GRI 索引的采购实践部分。

负责任的矿产采购

德州仪器从全球各地的供应商处采购材料、零部件和耗材。我们的流程确保了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) 以及钴。

我们采取的措施

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。

我们的负责任的矿产供应链管理标准操作程序符合经济合作与发展组织 (OECD) 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。

我们将负责任的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，我们主要依靠责任矿产保证流程 (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，2023 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。此外，对我们业务至关重要的材料、零部件和耗材通常是可以获得的，我们相信这些材料、零部件和耗材在可预见的未来也将是可获得的。有关风险和企业风险管理的更多信息，请参阅我们的 SEC 10-K 表格。

如需了解更多信息以及访问我们最新的 SEC 表格 SD 备案、冲突矿产报告模板 (CMRT) 和增强型矿产报告模板 (EMRT)，请访问 TI.com 上的负责任矿产。

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。我们会每年进行全球员工调研，以及开展线上和面对面的圆桌讨论，以便更好地了解各工厂的工作环境。

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：

- 通过使用OECD跨国企业指导准则，定期进行供应商的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，以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最佳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。我们将以 RBA 行为准则为工具，遵循并践行社会、环境和道德责任方面的最佳做法，我们期望我们的供应商也这样做。RBA 行为准则提供了一套行业标准，涵盖了人权和劳工权的国际期望，包括世界人权宣言、ILO 国际劳工标准和OECD 跨国企业指导准则。

我们每年的反人口贩卖声明概述了德州仪器在全球打击奴隶制和人口贩卖方面所采取的措施。

社会合规标准

我们的行为准则确立了德州仪器的道德期望，建立了在关键问题领域的责任制度。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。

我们的供应商环境与社会责任政策更详细地阐明了这些期望。这些标准以我们的价值观为中心，是我们对自己员工期望的延伸。我们坚信，良好的企业公民行为对我们长期的业务成功至关重要，并且必须体现在我们的工作场所及获得授权为我们提供服务的供应商的工作场所的关系和行为中。我们期望供应商制定并执行适当的措施，以促确认他们符合这些标准。

如何解决员工担忧

我们鼓励员工畅所欲言、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。在收到投诉后，我们将立即评估相关情况，努力将其解决。

有关德州仪器如何管理人权的更多信息，请参阅 TI.com 上的反人口贩卖声明和供应链责任，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。

风险管理和业务连续性

德州仪器持续监控意外和出现的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。

目前，我们有能力在多个工厂提供 85% 以上的制造流程和技术，并利用强大的业务连续性计划，在面临意想不到的变化时迅速作出反应并处理。到 2030 年，我们将在内部拥有 90% 的晶圆制造和封装测试能力。提高自有产能可提升我们的应对能力，确保无论市场或环境如何变化，都能更好地满足客户的需求。

我们采取的措施

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国际局势带来的变化。
- 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，快速判定能够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。
- 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。
- 进行演练、培训、沙盘推演练和全厂层面练习，以应对无法预料的事件。

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 ISO、国家标准与技术研究院 (NIST) 以及互联网安全中心 (CIS) 控制措施。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：

社会合规标准

- 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 TI 在网络上信息的不受外部攻击，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 系统并对不当活动相关的警报做出相应。

培训

- 发送模拟钓鱼和精准钓鱼邮件给员工，并在需要时提供教育和意识宣传。
- 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，以验证我们的控制措施和应对能力。
- 定期进行桌面推演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。

公共政策

TI 领导与州、地方及社区领导共同出席了在犹他州李海新建 12 英寸半导体晶圆制造厂的奠基仪式。

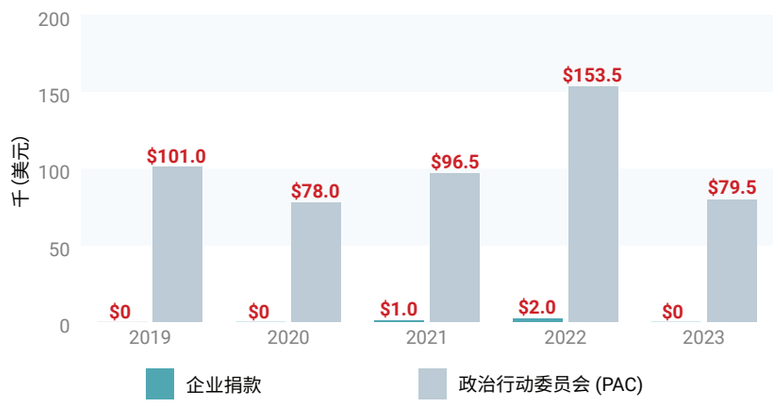
德州仪器制定了完善的政策和实践方法，促进公司和员工在政治进程中的合法参与。这些政策和实践方法明确了我们参与的活动以及我们的政治行动委员会 (PAC) 的责任和实践方法。

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。我们关注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，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[15]



[15] 在 2019 年、2020 年和 2023 年，德州仪器选择不为地方性公民投票活动提供企业捐款。

社区影响

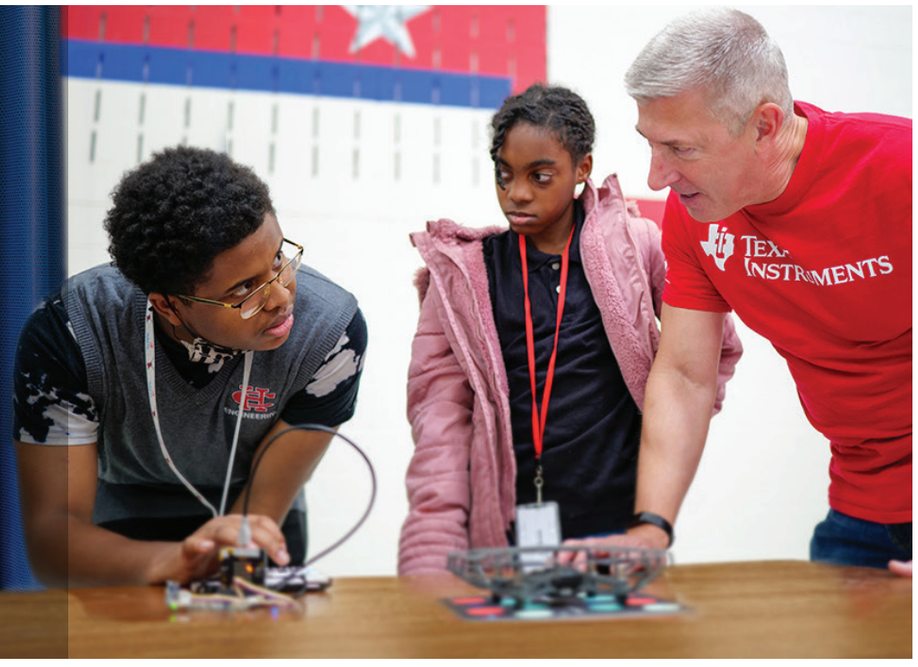
数十年来，德州仪器和德州仪器基金会一直致力于在全球、在我们生活和工作的地方建立更强大的社区。

德州仪器和德州仪器基金会支持 如For Oak Cliff 等致力于帮助加强和改善我们所在社区生活质量的组织。

捐助

“我们回馈社会的企业精神起源于公司创始人及其家人，他们从很早之前就开始在北德克萨斯州进行慈善和志愿活动。我们的领导者持续不断将其传递给一代又一代的德州仪器全球员工。我们坚信，强大的公司建立强大的社区，反之亦然。如今这种信念已经深深扎根于我们的企业文化之中，正如90 多年前我们公司成立之初一样坚定不移。”

– **Andy Smith**，德州仪器基金会执行董事及德州仪器全球公益事务总监



建设更强大的社区

德州仪器的三大理想之一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。

我们的捐赠和志愿服务计划：

- 通过开展捐赠活动和志愿服务项目让德州仪器全球员工参与其中。
- 通过向德州仪器运营所在地的非营利组织提供捐款来改善我们的全球社区。
- 将捐款与员工参与相结合，以使影响最大化。

我们的捐助领域和方式

我们的慈善捐助首先用于教育领域，其次用于关爱弱势群体、种族平等和艺术领域。我们相信，这对打造一个平等繁荣、人们背景不同但都想在此生活和工作的社区至关重要。

我们更青睐那些已经证明有效的项目，但也会考虑有可能产生巨大影响的创新性想法。我们会评估和衡量所有捐助是否产生有效成果，并通过种族平等的视角，确保我们捐助的项目是公平且具有包容性的。

配捐

我们鼓励员工通过捐助和志愿服务参与社区建设，并对我们的在职和退休员工付出的时间和金钱进行配捐，以表彰他们的慷慨之举。

对于美国境内的在职和退休员工，德州仪器基金会将在员工向符合条件的组织捐款时提供 “一美元对一美元” 的配捐，每人每年最高不超过30000美元[16]。德州仪器对志愿服务时长同样进行配捐，每人每年最高不超过1000美元。2023 年，德州仪器基金会共计提供1190万美元以对员工捐款和志愿时长进行配捐。

德州仪器基金会

德州仪器基金会的目标是通过深思熟虑且用之有度的投资，在以下方面加强和改善我们所在社区的生活质量：

教育
优秀 K-12 科学、技术、工程和数学 (STEM) 教师和校长不仅了解、能够而且热衷于带领所有学生在STEM领域取得杰出成果，通过提高他们的数量、效能和在职率，进而提高拥有强大数学和科学技能的黑人、拉丁裔和女性高中毕业生的数量。

关爱弱势群体
加强为解决种族和经济边缘人群的关键需求而制定的项目和服务，并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。

种族平等
支持消除种族平等障碍的项目，重点是加强警务培训和实践的问责制度，确保所有人得到平等的警务服务，让我们的社区成为更安全的生活和工作场所。

艺术
通过连续数年向那些在项目中强调多样性的主要组织提供捐款，并向有能力扩大影响的多样化团体提供具有变革性意义的捐款，使有助于促进达拉斯文化包容和蓬勃发展的艺术得以持续。

[16] The TI Foundation is our company’s 501(c)(3) philanthropic organization. It makes grants only in the U.S., primarily near TI’s headquarters.

2023 年重要捐助事件

教育

数十年来，德州仪器基金会始终将教育放在慈善的首位，自 2010 年以来，累计在STEM教育领域捐款超过7100万美元。

其中一项标志性捐款是对本地有着极大STEM 学习需求、但机会欠缺的学区进行捐款。通过教授、学习和应用STEM相关概念，该资金为教师培训和发展学生在数学及科学推理技能等方面，提供了变革性机遇。

2023 年，德州仪器基金会在 STEM 教育领域累计捐款650万美元，进一步为兑现发展达拉斯县南部教育的承诺做出努力，同时也是对教师和校长效能在促进学生成功方面的重要性表示认同。捐款集中在有助于缩小达拉斯县南部三个公立学区STEM学习差距的项目上。

此外，德州仪器还向美国国家数学和科学计划 (NMSI) 的大学准备项目提供了捐款，以在谢尔曼独立学区推行该项目。

德州仪器基金会向杰出教师颁发德州仪器 STEM 教学创新奖，以表彰他们的工作。这些奖项已连续颁发16 年，其中包括向获奖教师及其学校提供捐款，以用于优化课堂教学技术设备或发展教师专业能力。

关爱弱势群体

2023 年，德州仪器基金会在关爱弱势群体方面捐款120万美元，其中包括向达拉斯大都会联合劝募会的数字桥梁项目提供资金，用以帮助解决达拉斯县南部的数字鸿沟问题。

通过德州仪器在职和退休员工捐款、公司赞助以及德州仪器基金会的捐款和配捐，我们在 2023 年共计为联合劝募会额外筹集910万美元。我们的员工还在食品救济站和儿童中心参与志愿活动，为无家可归者打包卫生用品，帮助患有认知障碍的邻居，累计志愿时长超 2500 小时。此外，今年德州仪器基金会灾难援助资金中还包括向美国红十字会提供捐款，以用于土耳其地震援助。

种族平等

我们持续为促进种族平等提供捐款，从而进一步推动达拉斯在可持续种族平等之路上迈进。2023 年，德州仪器基金会共计在该领域捐款50万美元。

我们向 社区发起的发展非营利组织For Oak Cliff 提供捐款，用以反击达拉斯南奥克克里夫 (South Oak Cliff) 系统性种族主义产生的影响， 我们也为The Concilio 提供了捐款，以支持 “拉丁裔职业青年网络” 及其文化能力项目。

艺术

德州仪器基金会向达拉斯多家艺术组织捐款130万美元，其中包括百老汇达拉斯、达拉斯歌剧团和达拉斯剧院中心，这些组织极具盛誉，吸引了诸多顶尖艺术家和大批观众前来达拉斯。它们以及其他接受捐款的组织持续不断地参与到有意义的多元化努力中来，为更广泛的观众和文化群体提供娱乐活动。

我们还向一些正在多样化项目中产生巨大影响的小型组织，提供了具有变革性意义的捐款，其中包括艺术社区联盟支持 BIPOC、LGBTQ+和女性艺术家的新作品基金，以及Uptown Players 和 Teatro Dallas。

通过教育创造机遇

德州仪器捐款900万美元，将在犹他州阿尔派恩学区创建一个 STEM 学习社区，我们的李海晶圆厂也位于此地。这项为期多年的项目在犹他州尚属首例，该项目将把STEM 概念深度融合进该学区 85000 名学生的课程中，并为教师和管理人员提供以 STEM 为导向的专业发展帮助。

德州仪器的这项捐款进一步体现了我们在发展犹他州 STEM 教育方面的承诺。2022 年，德州仪器基金会向美国国家数学和科学计划提供捐款，用于在犹他州东南部的圣胡安学区实施其大学准备项目，该学区有 12 所学校和 3000 名学生，其中超过一半的学生是纳瓦霍族学生。

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 多个由员工主导的全球社区志愿服务团队，并有一群充满公民意识、致力于解决当地社区需求的员工们。

相比 2022 年，2023 年德州仪器在职和退休员工的志愿服务时间达到近 278,000 小时，实现了持续增长，换算价值约 6,380 万人民币[17]。在美国，德州仪器基金会将根据员工志愿服务时间进行配捐，每年每位员工的配捐上限为约 7,236 人民币，这为员工最热衷的公益活动增加了近 333 万人民币的额外支持。

亮点

在印度，德州仪器在职员工跋涉数百英里，鼓励偏远地区学生克服重重障碍，积极参与学校教育。

Stephan G. 协助成立了一个组织，该组织正在安置德国弗赖辛附近城镇的难民，其中包括儿童。

在中国台湾举办的海滩清洁日汇聚了 500 多名德州仪器在职员工、供应商及其家人，共清理了近 3,629 斤海滩垃圾。

在美国，来自犹他州和德克萨斯州的一个团队跨越约 2,414 千米，走访了纳瓦霍族偏远地区的学校，激发学生们对科学和数学的热爱。

德州仪器总裁及首席执行官与我们“新员工组织”的 90 名志愿者一起，参加了达拉斯佩罗自然与科学博物馆举办的为期一天的 STEM 节，激发学生们对 STEM 概念的兴趣和信心。

在中国，德州仪器在职员工和社区志愿服务团队正在为儿童建设更加强大的社区而努力，其中包括用跑步累计里程来兑换手术台数，帮助先天性心脏病儿童。

[17] 在本报告发布时，Independent Sector 组织尚未公布 2023 年每小时志愿服务的价值。约 6,380 万人民币这一估算值是基于 2022 年每小时约 231 人民币得出。

附录

在带孩子上班日，德州仪器在职员工的孩子们详细了解了科学、技术、工程和数学 (STEM) 相关职业，以及德州仪器的文化和价值观。

Financial and end markets

Revenue

Revenue by region (%)

Region	2021	2022	2023
Asia	36%	34%	29%
Europe	21%	24%	26%
Americas	34%	33%	33%
Japan	8%	8%	10%
Rest of world	1%	1%	2%

Revenue by segment

Segment	2021	2022	2023
Analog	$14.05	$15.36	$13.04
Embedded processing	$3.05	$3.26	$3.37
Other	$1.24	$1.41	$1.11
Total	$18.34	$20.03	$17.52

Key markets (% of revenue)

Market	2021	2022	2023
Industrial	41%	40%	40%
Automotive	21%	25%	34%
Personal electronics	24%	20%	15%
Communications equipment	6%	7%	5%
Enterprise systems	6%	6%	4%
Other (calculators, royalties and other)	2%	2%	2%

Community

Giving and volunteering

Giving[1] (millions)

Total	2019	2020	2021	2022	2023
Value (millions USD)	$52.46	$54.47	$64.95	$52.57[2]	$61.87

Volunteering – volunteer hours (thousand hours)

Total	2019	2020[3]	2021	2022	2023
Hours (thousands)	273.3	156.9	119.5	256.9	277.8
Value (millions USD)	$7.4	$4.5	$3.6	$8.2[2]	$8.8[4]

[1] Includes corporate giving, TI Foundation giving, employee/retiree giving, in-kind donations, matching gifts, the value of volunteer hours and volunteer matching.
[2] The value of volunteer hours was incorrectly stated in 2022, which impacted the total giving value.
[3] Value and total volunteer hours were down in 2020 and 2021 because of the global COVID-19 pandemic.
[4] The 2023 Independent Sector value of a volunteer hour was not available at the time of publication. The $8.8 million estimate is based on the 2022 value per hour of $31.80.

Environmental sustainability

Emissions

Greenhouse gas emissions (million metric tons of CO_2 equivalent [million MTCO2e])

Type	2019	2020	2021	2022	2023
Scope 1 (direct)	0.97	0.94	1.04	1.11[5]	1.12
Scope 2 (indirect, market-based)	1.10	1.01	1.04	1.06	1.10
Scope 2 (indirect, location-based)	-	-	-	1.38	1.39
Total (scope 1 and market-based scope 2 only; 2015 baseline = 2.83[6])	**2.07**	**1.95**	**2.08**	**2.17**	**2.22[7]**

Scope 1 GHG emissions by type (MCTO2e)

Type	2019	2020	2021	2022	2023
Carbon dioxide (CO_2)	78,731	75,190	84,904	123,542	122,339
Methane (CH_4)	46	44	39	67	67
Nitrous oxide (N_2O)	23,440	28,452	31,557	37,592	47,070
Hydrofluorocarbons (HFCs)	36,552	37,532	44,633	45,949	45,689
Perfluorocarbons (PFCs)	669,757	622,526	665,457	734,338	722,841
Sulfur hexafluoride (SF_6)	62,084	64,061	71,189	80,389	91,753
Nitrogen trifluoride (NF_3)	94,853	110,701	142,671	90,157	86,922

Scope 2 market-based GHG emissions by type (MCTO2e)

Type	2019	2020	2021	2022	2023
Carbon dioxide (CO_2)	1,102,843	1,012,985	1,041,346	1,055,620	1,095,453
Nitrous oxide (N_2O)	1,673	1,386	1,294	1,345	1,317
Methane (CH_4)	269	241	233	233	217

Air emissions[8] (U.S., metric tons)

Type	2019	2020	2021	2022	2023
Nitrogen oxide (NOx)	79.72	82.37	75.87	95.62	-
Volatile organic compounds (VOCs)	92.77	97.12	109.45	142.88	-

[5] TI has not included emissions from fluorinated heat transfer fluids (FHTFs) in its Corporate Citizenship Report because of 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 FHTFs. Recently introduced U.S. Environmental Protection Agency (EPA) rules for disclosure to the EPA included FHTFs (quantities in kilograms) and we comply with this requirement. Recently, the WSC has aligned on all regions moving to the 2019 Intergovernmental Panel on Climate Change (IPCC) guidance, which includes FHTFs. TI is reviewing the timing of a transition to the 2019 IPCC guidance and will consider the inclusion of FHTF emissions upon adoption. TI estimates the emissions from FHTFs to be approximately 5% of the total 2023 scope 1 and scope 2 GHG emissions.

[6] TI is focused on the total reductions of scope 1 and scope 2 GHGs and the company's 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 its operations, including the divestiture of a wafer fabrication plant in Scotland and the acquisition of a 300mm 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."

[7] ERM Certification and Verification Services (CVS) provided limited assurance of TI's GHG emissions for 2022 and 2023. See Assurance Statement.

[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. The 2023 data was not available at the time of publication; TI will report emissions to state air quality regulators in Maine, Utah and Texas.

Energy use by type (MWh)

Type	2019	2020	2021	2022	2023
Natural gas	372,359	363,413	414,254	606,393	592,267
Fuel oil (No. 6)	3,644	4,356	4,132	3,457	5,210
Diesel	9,718	7,376	16,905	9,481	5,268[10]
Propane	39,230	35,791	35,646	39,457	41,013
Gasoline	768	814	723	654	131
Jet fuel (kerosene)				7,788[11]	15,065
Total direct energy use	425,719	411,750	471,661	667,220	658,954
Electricity	2,550,193	2,548,101	2,698,718	3,063,940	3,217,399
District heating	14,055	14,210	15,285	15,595	15,304
Total indirect energy use	2,564,248	2,562,311	2,714,003	3,079,535	3,232,703
Total energy use	**2,989,967**	**2,974,061**	**3,185,664**	**3,746,755**	**3,891,657**

Renewable energy

Type	2019	2020	2021	2022	2023
Renewable electricity (MWh)	357,547	446,559	507,528	526,322[12]	619,894[9]
Renewable energy as a percent of total electricity (% used)	14.02%	17.53%	18.81%	17.18%[13]	19.27%

Energy savings (GWh)

Savings	2019	2020	2021	2022	2023
Total	73.3	64.5	53.4	55.5	79.5

[9] ERM CVS provided limited assurance of TI's energy and renewable electricity use for 2022 and 2023. See Assurance Statement.
[10] TI reclassified a significant portion of the diesel used at its Philippines site as scope 3 emissions, since the fuel is used for third-party logistics and employee transportation.
[11] TI added jet fuel in 2022 as part of the third-party limited assurance assessment.
[12] 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 for 2022.
[13] While renewable energy procurement and use increased in 2022, the percentage of renewable electricity compared to total electricity decreased because of expanded production with new factories coming online.

Water

Water use[14] by type (billion gallons)

Type	2019	2020	2021	2022	2023
Municipal	4.29	4.53	4.79	5.42	5.37
Well	0.37	0.37	0.58	0.98	1.11
Reused	1.69	1.86	2.20	2.68[15]	2.58
Total[16]	**6.35**	**6.76**	**7.57**	**9.08**	**9.06**

Water savings (million gallons)

Savings	2019	2020	2021	2022	2023
Amount conserved	120.67	206.92	135.55	174.19	264.64

Water reduction goal

% reduction	2019	2020	2021	2022	2023
Goal	2.2%	2.6%	2.6%	3.4%	2.5%
Result	2.6%	4.4%	2.8%	3.2%	4.1%

Wastewater discharges (billion gallons)

By total and type	2019	2020	2021	2022	2023
Municipal sewer	3.61	3.87	4.15	4.65	5.00
Surface	0.25	0.26	0.27	0.32	0.40
Total	**3.86**	**4.13**	**4.42**	**4.97**	**5.40**

[14] 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. EPA methodologies.
[15] Upon completing an internal data collection assessment, TI identified previously unclaimed reuse. As a result, there was an increase in the amount of water reused for 2022.
[16] There is a small amount of water storage (relative to overall usage) in facilities systems, but the year-over-year change is insignificant.

Water use (cont.)

Categories	2019	2020	2021	2022	2023
Water withdrawal (megaliters)					
Surface[17]	0	0	0	0	0
Ground[17]	1,409	1,408	2,198	3,708	4,200
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third party	16,255	17,152	18,214	20,520	20,316
Fresh (≤1,000 mg/L total dissolved solids)[18]	17,664	18,560	24,516	24,228	24,516
Other (≤1,000 mg/L total dissolved solids)[18]	0	0	0	0	0
Total water withdrawal	**17,664**	**18,560**	**20,412**	**24,228**	24,516
Water withdrawal, water-stressed regions					
Surface[17]	0	0	0	0	0
Ground[17]	44	35	27	30	2,797[19]
Sea	0	0	0	0	0
Produced	0	0	0	0	0
Third party	2,630	2,658	2,490	2,741	4,289[20]
Fresh (≤1,000 mg/L total dissolved solids)[18]	2,674	2,692	2,518	2,771	7,086
Other (≤1,000 mg/L total dissolved solids)[18]	0	0	0	0	0
Total water withdrawal, water-stressed regions (megaliters)	**2,674**	**2,692**	**2,518**	**2,771**	**7,086**[21]
Water discharge					
Surface[17]	953	989	1,039	1,212	1,518
Ground[17]	0	0	0	0	0
Sea	0	0	0	0	0
Third party	13,664	14,658	15,711	17,613	18,927
Fresh (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Other (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge (megaliters)	**14,617**	**15,646**	**16,750**	**18,824**	**20,445**
Water discharge, water-stressed areas					
Fresh (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Other (≤1,000 mg/L total dissolved solids)[18]	Unknown	Unknown	Unknown	Unknown	Unknown
Total water discharge, water-stressed areas (megaliters)	**2,278**	**2,310**	**2,132**	**2,097**	**6,008**[22]
Water consumption					
Water consumption (total megaliters)[23]	3,047	2,914	3,662	5,403	4,071
Water consumption (water-stressed areas)	396	382	386	674	1,078

[17] 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.
[18] TI does not monitor total dissolved solids continuously at all sites.
[19] Groundwater withdrawals from water-stressed sites were in Lehi, Utah; Baguio, Philippines; and Bangalore, India.
[20] Third-party water withdrawals from water-stressed areas were in Aguascalientes, Mexico; Lehi, Utah; Tucson, Arizona; Baguio and Clark, Philippines; Bangalore, India; and Chengdu, China.
[21] More sites were considered water-stressed based on the 2023 analysis.
[22] Discharges from water-stressed areas were in Aguascalientes, Mexico; Lehi, Utah; Tucson, Arizona; Baguio and Clark, Philippines; Bangalore, India; and Chengdu, China.
[23] TI calculates consumption as water withdrawn minus water discharged.

Materials and waste

Waste by composition (metric tons)

	2019	2020	2021[24]	2022	2023
Hazardous waste					
Waste generated	26,734	31,702	14,142	12,201	12,899
Waste diverted from disposal	23,869	28,396	11,250	9,012	8,875
Waste directed to disposal	2,865	3,307	2,892	3,189	4,024[25]
Nonhazardous waste					
Waste generated	10,345	10,518	29,675	36,710	36,208
Waste diverted from disposal	9,534	9,563	28,025	35,299	32,384
Waste directed to disposal	811	955	1,650	2,128	3,849[26]
Other waste categories					
Waste generated	-	-	1,860	1,762	1,640
Waste diverted from disposal	-	-	1,860	1,762	1,640
Waste directed to disposal	-	-	0	0	0

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

	Hazardous waste			Nonhazardous waste		
	2021[24]	2022	2023	2021[24]	2022	2023
Preparation for reuse						
On-site	4,000	1,015	1,064	826	3,999	4,425
Off-site	2,285	1,698	3,040[27]	263	1,242	91[27]
Total	**6,285**	**2,713**	**4,104**	**1,089**	**5,241[27]**	**4,516**
Recycling						
On-site	0	0	0	0	0	0
Off-site	2,323	2,439	1,986	28,013	30,707	27,576[27]
Total	**2,323**	**2,439**	**1,986**	**28,013**	**30,707**	**27,576**
Other						
On-site	0	0	0	0	0	0
Off-site	2,642	3,859	2,785	783	395	267
Total	**2,642**	**3,859**	**2,785**	**783**	**395**	**267[27]**
Waste prevented (landfill diversion)	**11,250**	**9,012**	**8,875[28]**	**29,884**	**36,344**	**32,359**

[24] In 2021, TI disclosed new data based on updated Global Reporting Initiative (GRI) 306: Waste 2020 standards, allowing the reporting of hazardous waste separately from nonhazardous industrial waste. This methodology significantly reduced the amounts reported for hazardous waste.
[25] Increases in hazardous waste to disposal were a result of transportation vendor and purchasing party issues.
[26] Remodeling activities at some TI sites caused an increase in nonhazardous waste directed to disposal, as well as transportation vendor and purchasing party issues.
[27] 2021 and earlier reporting included an incorrect classification of waste as hazardous when it was nonhazardous. The 2022 data reflects the corrected shift to the nonhazardous category.
[28] The waste vendor in Lehi, Utah, diverted waste to incineration; TI's site in Portland, Maine, reclassified waste from nonhazardous recovery.

Waste directed to disposal, by disposal operations (metric tons)

	Hazardous waste			Nonhazardous waste		
	2021[24]	2022	2023	2021[24]	2022	2023
Incineration (with energy recovery)						
On-site	0	0	0	0	0	0
Off-site	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**
Incineration (without energy recovery)						
On-site	0	0	0	0	0	0
Off-site	2,803	3,103	3,920	102	178	122
Total	**2,803**	**3,103**	**3,920**[27]	**102**	**178**	**122**[27]
Landfill (solid waste disposal)						
On-site	0	0	0	0	0	0
Off-site	89	87	104	1,548	1,949	3,727
Total	**89**	**87**	**104**[27]	**1,548**	**1,949**	**3,727**[27]
Other disposal operations						
On-site	0	0	0	0	0	0
Off-site	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**

Workplace

Global workforce

Workforce by region

Region	2020	2023
Americas	11,903	15,025
Asia	14,423	15,993
Europe, Middle East and Africa (EMEA)	1,911	1,952
Japan	1,184	1,244
Total	**29,421**	**34,214**

Retention

Employee voluntary turnover[29]	2020	2023
Asia	7.4%	9.0%
Japan	3.3%	4.5%
Europe	4.6%	6.2%
Americas	5.9%	8.1%
Worldwide	6.4%	8.3%

Tenure (%)

Service bands	2020	2023
<10 years	50%	55%
10-20 years	24%	23%
>20 years	26%	22%

Development

Training	2020	2023
Average hours	30	40.13[30]

[29] Includes employees and student workers.
[30] The increase in training hours is the result of an updated tracking system that more accurately captures on-the-job training occurring in our factories worldwide.

Workplace

Diversity

Regional workforce by gender

Region	2020	2023
Worldwide		
Female	11,136	11,812
Male	18,285	22,402
Americas		
Female	2,957	3,613
Male	8,946	11,412
Asia		
Female	7,681	7,621
Male	6,742	8,372
EMEA		
Female	361	418
Male	1,550	1,534
Japan		
Female	137	160
Male	1,047	1,084

Gender by role (%, worldwide)

Role	2020	2023
Technical		
Female	17.5%	18.6%
Male	82.5%	81.4%
Managers		
Female	23.2%	23.5%
Male	76.8%	76.5%
Overall		
Female	37.9%	34.5%
Male	62.1%	65.5%

Workplace

Diversity

Gender by role (%, U.S.)

Role	2020	2023
Technical		
Female	16.5%	17.2%
Male	83.5%	82.8%
Managers		
Female	22.2%	21.5%
Male	76.8%	78.5%
Vice president (VP) and above[31]		
Female	22.5%	31.9%
Male	77.5%	68.1%
Overall		
Female	23.2%	22.6%
Male	76.8%	77.4%

[31] TI recalculated its 2020 data for the percentage of “VP and above” roles as of Dec. 31, 2020. Previously, the data reported was from February 2020.

Workforce by race (%, U.S.)

Role	2020	2023
Technical		
White	52.7%	50.8%
Asian	31.3%	30.5%
Hispanic/Latino	8.8%	10.1%
Black	4.0%	4.3%
Other/underrepresented minorities (URMs)[31]	2.0%	2.3%
Managers		
White	61.3%	58.2%
Asian	25.1%	25.3%
Hispanic/Latino	6.4%	7.9%
Black	5.6%	5.4%
Other/URMs	0.9%	1.6%
VP and above[31]		
White	66.2%	58.0%
Asian	19.7%	20.3%
Hispanic/Latino	4.2%	7.2%
Black	9.9%	8.7%
Other/URMs	0.0%	1.4%
Overall		
White	56.0%	51.8%
Asian	21.8%	21.1%
Hispanic/Latino	10.1%	12.9%
Black	8.9%	9.8%
Other/URMs[32]	1.9%	2.6%

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

Workplace

Safety and health (cases per 100 employees)

Recordable case rate	2019	2020	2021	2022	2023
Goal	0.20	0.20	0.20	0.20	0.20
Result	0.20	0.14	0.21	0.26[33]	0.24[34]
Days away, restricted or job transfer rate (DART)	**2019**	**2020**	**2021**	**2022**	**2023**
Goal	0.08	0.08	0.08	0.08	0.08
Result	0.10	0.10	0.13	0.18[35]	0.16[36]

Employee and supplemental contractor safety and health data

Description	2019	2020	2021	2022	2023
Recordable cases (employees)	0.16 (48 cases)	0.14 (41 cases)	0.19 (55 cases)	0.25 (79 cases)	0.23 (75 cases)
Recordable cases (contractors)[37]	0.27 (5 cases)	0.19 (3 cases)	0.65 (10 cases)	0.38 (5 cases)	0.58 (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)[38]	0.003 (1 case)	0.007 (2 cases)	0.007 (2 cases)	0.009 (3 cases)	0.012 (4 cases)
High-consequence injuries (contractors)	0	0	0	0.07 (1 case)	0
Hours worked (employees)[39]	59,426,059	59,410,887	58,550,515	62,832,813	64,214,599
Hours worked (contractors)	3,658,678	3,084,874	3,092,457	2,652,204	1,734,856
Recordable cases from work-related illness (employees)	9	10	10	30	4
Recordable cases from work-related illness (contractors)	0	1	4	0	0

[33] The 2022 increase is because of COVID-19 infections. The case rate without the virus was 0.18.
[34] The 2023 case rate without COVID-19 infections was 0.23.
[35] The 2022 increase is because of COVID-19 infections. The DART rate without the virus was 0.10.
[36] The 2023 DART rate without COVID-19 infections was 0.15.
[37] Refers to supplemental contractors, who receive daily work instruction from TI managers.
[38] 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. In 2023, we updated the number of injuries from 2019 through 2022.
[39] Hours reported are worldwide. TI employees do not include turnkey or supplemental contractors. In 2023, we updated the number of hours worked data from 2019 to 2022.

Responsible business practices

Public policy

Political expenditures (USD)

Description	2019	2020	2021	2022	2023
Corporate contributions	$0[40]	$0[40]	$1,000	$2,000	$0[40]
Political action committee	$101,000	$78,000	$96,500	$153,500	$79,500

Supply-chain management

Assessment goals (%)

Goals and results	2019		2020		2021		2022		2023	
	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	90%	89%	90%	95%	95%	99%	97%	98%	95%	99%

Responsible minerals sourcing

3TG[41] smelters potentially in the supply chain for TI's integrated circuits

Description	2019	2020	2021	2022	2023
RMAP[42] conformant	100%	99.6%	99.6%	100%	100%
Under RMAP assessment	0%	0.4%	0.4%	0%	0%

[40] TI chose not to make any corporate contributions to local ballot initiatives during these years.

[41] 3TG refers to tin, tantalum, tungsten and gold.

[42] 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 all of the materials it processed originated from conformant sources.

GRI Content Index

Statement of use Texas Instruments has reported the information cited in this GRI content index for the period Jan. 1, 2023, to Dec. 31, 2023, with reference to the GRI Standards.
GRI 1 used GRI 1: Foundation 2021

General disclosures

Organization and reporting practices			
GRI Standard	Indicator	Page	Additional response
GRI 2: General disclosures	2-1 Organizational details	3	Texas Instruments Incorporated (NASDAQ: TXN); 12500 TI Blvd., Dallas, TX 75243. See: • TI at a Glance for primary countries of operation. • SEC Form 10-K, Part I for TI's ownership structure.
	2-2 Entities included in the organization's sustainability reporting	3	See SEC Form 10-K, Part I, Item 1, pages 2-4 for TI's reportable segments (analog and embedded processing) and other business activities. TI's Corporate Citizenship Report covers 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 produces its Corporate Citizenship Report annually based on the previous calendar year, which aligns with financial reporting. TI published its 2022 report in June 2023. For questions, email citizenshipfeedback@list.ti.com.
	2-4 Restatements of information	–	TI includes restatements and any associated impacts in the footnotes of its 2023 Corporate Citizenship Report and in Performance Data in the appendix.
	2-5 External assurance	77	See Assurance Statement. ERM Certification and Verification Services conducted limited assurance of TI's 2023 scope 1 and scope 2 GHG data. ERM CVS provides a management report at the conclusion of its assurance process that TI leaders consider for implementation. Other nonfinancial data is not independently assured except for the TI Foundation's financial records, which Ernst & Young audits annually.
Activities and workers			
GRI Standard	Indicator	Page	Additional response
GRI 2: General disclosures	2-6 Activities, value chain and other business relationships	27	See: • SEC Form 10-K Part I for a description of TI's markets, upstream and downstream activities, products and sales, and supply chain. • Supply Chain Responsibility, Supplier webpage and Education Technology for information about TI's value chain and business relationships. TI is a publicly traded company in the semiconductor and education technology sectors. In 2023, we continued building fabs in Sherman, Texas, and Lehi, Utah, to expand production capacity. We spend about 80% of procurement dollars with approximately 260 suppliers, of which about 130 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.
	2-7 Employees	–	See Performance Data in the appendix for employee data and calculation methodologies. In 2023, TI classified 27 employees as temporary (mostly student workers) and classified about 200 as part time.

GRI Content Index

Governance			
GRI Standard	Indicator	Page	Additional response
GRI 2: General disclosures	2-9 Governance structure and composition	24	See: • Governance webpage, SEC Form 10-K (Part III), Governance Guidelines and Board Oversight of ESG Matters for TI's governance structure, roles and responsibilities. • Governance for board diversity data.
	2-10 Nomination and selection of the highest governance body	–	See TI's Governance Guidelines, 2024 Proxy Statement and Investor Relations FAQs for information about TI's director nomination and selection process, diversity, training, board independence and role requirements.
	2-11 Chair of the highest governance body	–	See Board of Directors & Committees and Governance Guidelines for the roles and responsibilities of TI's chairman.
	2-12 Role of the highest governance body in overseeing the management of impacts	–	See Board of Directors & Committees and Board Oversight of ESG Matters for TI's governance oversight of ESG impacts.
	2-13 Delegation of responsibility for managing impacts	–	See Board of Directors & Committees, Governance Guidelines and Board Oversight of ESG Matters for delegation responsibilities.
	2-14 Role of the highest governance body in sustainability reporting	–	See Board Oversight of ESG Matters for information about reporting oversight.
	2-15 Conflicts of interest	–	See Governance Guidelines and 2024 Proxy Statement for information about managing conflicts of interest.
	2-16 Communication of critical concerns	25	See Board Oversight of ESG Matters, Governance Guidelines and Ethics and Compliance for how board members and employees can report concerns. We encourage TIers to raise questions or concerns about conduct and will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates is subject to disciplinary action, including termination.
	2-17 Collective knowledge of the highest governance body	–	See Board Oversight of ESG Matters and Governance Guidelines. TI's Governance and Stockholder Relations committee maintains the right balance of knowledge, experience, background and capability on key ESG matters.
	2-18 Evaluation of the performance of the highest governance body	–	See Governance Guidelines and pages 17-18 of the 2024 Proxy Statement for TI's board evaluation process.
	2-19 Remuneration policies	–	See Governance Guidelines, pages 22-25 of the 2024 Proxy Statement, Recoupment of Executive Compensation Policy and Board Oversight of ESG Matters for TI's remuneration policies for directors and executive officers.
	2-20 Process to determine remuneration	–	See pages 22-26 of the 2024 Proxy Statement, Executive Compensation Consultants Policy and Recoupment of Executive Compensation Policy for TI's remuneration policies for directors and executive officers.
	2-21 Annual total compensation ratio	–	See pages 55-57 of the 2024 Proxy Statement for compensation pay ratios.

GRI Content Index

Strategy, policies and practices			
GRI Standard	Indicator	Page	Additional response
GRI 2: General disclosures	2-22 Statement on sustainable development strategy	4	See Letter from the CEO for the company's commitment to citizenship and sustainability.
	2-23 Policy commitments	24-30	See Living our values – TI's ambitions, values and code of conduct, Supplier Code of Conduct, Governance Documents and Governance for policies related to responsible business conduct, human rights and employee reporting methods.
	2-24 Embedding policy commitments	24-30	See Ethics and Compliance, Supplier Code of Conduct, Governance Documents and Governance for how TI embeds policy commitments.
	2-25 Processes to remediate negative impacts	24-30	See Ethics and Compliance and Supply-Chain Responsibility to learn how TI identifies and remediates negative impacts. We investigate and work to resolve all inquiries and take appropriate remedial measures.
	2-26 Mechanisms for seeking advice and concerns	25, 28-30	See Ethics and Compliance for how employees can report concerns. TI will not tolerate retaliation against those who have reported an issue in good faith. Anyone who retaliates against an employee for these activities is subject to disciplinary action, including termination.
	2-27 Compliance with laws and regulations	–	TI did not receive material fines or nonmonetary sanctions related to social, economic and environmental issues in 2023.
	2-28 Membership associations	33	See industry associations for organizations where TI collaborates on various policy objectives. We are more active in some organizations than others, do not work on all association issues, and may not align on all positions. We also collaborate with other external groups and coalitions, such as the Responsible Business Alliance (RBA) and Semiconductor Industry Association, to advance our public policy priorities.

Stakeholder engagement			
GRI Standard	Indicator	Page	Additional response
GRI 2: General disclosures	2-29 Approach to stakeholder engagement	–	We regularly engage with stakeholders who directly influence or are interested in our operations (that is, employees, customers, shareholders, communities where we have operations, academia, public officials, trade associations, regulatory agencies, nongovernmental organizations, analysts, suppliers, contractors, retirees and prospective employees). On ESG matters, we routinely engage investors, customers, suppliers, policymakers and other stakeholders to discuss issues of mutual interest. We tailor engagement strategies, interactions and communications to stakeholders' unique interests and needs. We remove communication barriers by translating information, delivering cultural sensitivity training, addressing accessibility issues, and using engagement channels based on cultural preferences. Our senior leaders regularly share stakeholder feedback on ESG matters with the executive team and board of directors. 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	30	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 Content Index

Material topics

GRI Standard	Indicator	Page	Additional response
GRI 3: Material topics	3-1 Process to determine material topics	–	TI engages in an annual comprehensive review process to identify material topics. This entails: • Actively soliciting input from internal and external stakeholders. • Assessing geopolitical, social, labor and economic tensions as well as security, water, public health and climate change risks. • Evaluating financial and inflationary conditions. • Reviewing internal and third-party sustainability assessments. • Benchmarking against peers. We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report.
	3-2 List of material topics	–	TI's material topics include: • Business continuity and risk management. • Environmental impact (GHGs, energy and water consumption, and wastewater management). • Material consumption and disposal and chemical management. • Workplace (diversity and inclusion, recruitment and retention, development, compensation, and health and safety). • Supply-chain responsibility (including labor and human rights and responsible minerals sourcing). • Ethics. • Public policy. Additional important topics to TI and its stakeholders include giving and volunteering.
	3-3 Management of material topics	–	See indicators 3-3 in this index and the following pages in the 2023 Corporate Citizenship Report for information about how TI manages material topics: • Risk Management and Business Continuity. • Environmental Sustainability. • Workplace. • Supply-Chain Responsibility. • Ethics and Compliance. • Public Policy. • Giving and Volunteering.

GRI Content Index

GRI 200 series

Economic performance			
GRI Standard	Indicator	Page	Additional response
GRI 201: Economic performance	3-3 Management of material topics	–	See TI's 2023 Annual Report, 2024 Proxy Statement and SEC Form 10-K for information about how the company facilitates economic growth and manages financial performance.
	201-1 Direct economic value generated and distributed	35, 40	See: • TI's 2023 Annual Report, 2024 Proxy Statement and SEC Form 10-K for economic value generated and distributed. • Giving and Volunteering and Performance Data in the appendix for philanthropic contributions.
	201-2 Financial implications and other risks and opportunities due to climate change	31	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. See the SEC Form 10-K and the latest CDP response for additional information.
	201-3 Defined benefit plan obligations and other retirement plans	21	TI has various employee retirement plans, including defined contribution, defined benefit and retiree health care benefit plans. Contributions to these plans meet or exceed all minimum funding requirements. See SEC Form 10-K, Part II, Item 8, Note 7, pages 44-49: Postretirement Benefit Plans. For all U.S. employees who opt into and contribute to a 401(k), we match 100% of their contributions, up to 4% of annual eligible earnings. We match up to 2% 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	33	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 for details about government incentives, awards, grants, royalties, tax relief and other financial incentives.

Market presence			
GRI Standard	Indicator	Page	Additional response
GRI 202: Market presence	3-3 Management of material topics	17, 21	See Compensation and Benefits, Recruitment, GRI 401: Employment and GRI 406: Anti-Discrimination for workplace information.
	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	–	TI does not maintain a standard entry-level wage for every country. However, our processes ensure that we continuously pay 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 community	–	TI recruits senior management across the globe and promotes a high percentage of leaders from within. We currently don't have a tracking system to gather hiring data geographically in this way.

GRI Content Index

Procurement practices			
GRI Standard	Indicator	Page	Additional response
GRI 204: Procurement practices	3-3 Management of material topics	27, 29	See Supply-Chain Responsibility, Responsible Minerals Sourcing and TI's Supplier portal to learn to learn about how TI manages its supply chain. TI is expanding fabrication sites in the U.S. to lower costs and gain greater control of its supply chain. We source materials, parts and supplies from a diverse set of suppliers globally. Those essential to our business are generally available, and we believe that they will be available in the foreseeable future.
	204-1 Proportion of spending on local suppliers	27	TI does not currently report supplier spending by individual markets. In the U.S., we pursue business opportunities with minority- and women-owned business enterprises, and spent more than $580 million with diverse suppliers in 2023.

Anti-corruption			
GRI Standard	Indicator	Page	Additional response
GRI 205: Anti-corruption	3-3 Management of material topics	25, 27	See Ethics and Compliance and Living our values – TI's ambitions, values and code of conduct for how we prevent corruption. We assess all manufacturing sites for corruption and ethics risks annually using the RBA's self-assessment tools. Additionally, we leverage an industry-leading anti-corruption and third-party management system to assess our external engagements.
	205-1 Operations assessed for risks related to corruption	–	TI's anti-corruption compliance program assesses worldwide operations and suppliers for corruption risks. While TI operates in countries that are considered at higher risk for corruption, the semiconductor industry experiences relatively low risk compared to other industries that require considerable interaction with government officials. We have policies in place and deliver focused training for certain high-risk countries and functions to mitigate these risks.
	205-2 Communication and training about anti-corruption policies and procedures	25, 28	TI provides ethics and compliance awareness training that includes anti-corruption topics to all employees, select suppliers and third parties. Additionally, we make our anti-corruption policy and code of conduct available to all employees and translate them into multiple languages. We periodically assess and revise training programs and related efforts to reflect legal changes and advance continuous compliance improvement. The Code of Ethics for TI CEO and Senior Finance Officers outlines the expectations of executives.
	205-3 Confirmed incidents of corruption and actions taken	–	TI investigates all reports for review and action. If any confirmed incidents occur, we will take appropriate remedial actions. For confidentiality reasons, we do not publicly report the number or nature of such incidents.

Anti-competitive behavior			
GRI Standard	Indicator	Page	Additional response
GRI 206: Anti-competitive behavior	3-3 Management of material topics	25	See Ethics and Compliance and Living our values – TI's ambitions, values and code of conduct to learn about the company's management approach to anti-competitive behavior.
	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	–	See SEC Form 10-K page 16 for material legal proceedings involving TI.

GRI Content Index

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

GRI Content Index

GRI 300 series

Worldwide environmental management			
GRI Standard	Indicator	Page	Additional response
N/A	3-3 Management of material topics	8, 22	Note: The following applies to TI's overall environmental, safety and health (ESH) management. See Environmental Sustainability and Health and Safety for more information. **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 manufacturing and assembly and 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 management system is effective, our 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, its code of conduct, and against peers and members of the Semiconductor Industry Association. • Assess select sites using a third-party auditor under the RBA's Validated Audit Program. We communicate gaps and best practices to other sites and have not had to make significant adjustments to our corporate-level ESH management system because of audit findings. Each manufacturing site also reports performance using a scorecard that measures energy use, water efficiency and landfill diversion. We share scorecards internally to build awareness of best practices and hold ourselves accountable for improvement. Additionally, we provide our ESH team with extensive training and tools to implement appropriate industry best practices and comply with regulatory requirements. **Policies** We require employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to our ESH Policy and Principles. It is available in multiple languages: traditional Chinese, simplified Chinese, Japanese, Malay, Spanish, German and Korean. Living our values – TI's ambitions, values and code of conduct also contains environmental management expectations. **Engagement** We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments. **Grievance channels** 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.

GRI Content Index

Energy			
GRI Standard	Indicator	Page	Additional response
GRI 302: Energy	3-3 Management of material topics	11	See Energy and Worldwide Environmental Management in this index for how TI manages energy consumption.
	302-1 Energy consumption within the organization	11, 42	See Energy and Performance Data in the appendix for energy consumed from renewable and non renewable sources.
	302-2 Energy consumption outside the organization	11, 42	See our most recent CDP response for details on energy consumed outside TI.
	302-3 Energy intensity	–	TI's 2023 energy intensity ratio was 0.41. 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.
	302-4 Reduction of energy consumption	42	See Performance Data in the appendix for energy reduction data.
	302-5 Reduction in energy requirements of products and services	–	TI does not have data collection processes to track, record and report this information exactly this way.

Water and effluents			
GRI Standard	Indicator	Page	Additional response
GRI 303: Water and effluents	3-3 Management of material topics	12	See Water, Worldwide Environmental Management in this index and our most recent CDP response to learn more about water management. TI's ESH water-management standard outlines requirements of wastewater programs, sewage treatment programs, stormwater pollution prevention and water reduction activities at each site. Additionally, we: • Visually inspect our on-site wastewater treatment plants regularly to ensure that they operate properly and do not leak. • Periodically clean the plants and inspect the treatment basins for integrity. • Hire trained or certified operators as required. 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.

GRI Content Index

Water and effluents (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	12	No water impacts are 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 Water and TI's most recent CDP response for how TI interacts with water and collaborates with stakeholders regarding this shared resource. TI's main manufacturing and assembly and test facilities set annual water conservation goals based on projects they identified as part of the company's ongoing 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.
	303-2 Management of water discharge-related impacts	12	See Water and TI's most recent CDP response to learn more about wastewater management. Local regulatory agencies set minimum quality standards for effluents, which all TI sites manage to permissible limits. Some regulators incorporate sector-specific standards to set their requirements. 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	44	See Performance Data in the appendix for water withdrawal data. Municipal sources and groundwater supply our water. We calculate withdrawal from sites TI fully controls larger than 50,000 square feet.
	303-4 Water discharge	43	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 on-site treatment plants, separating concentrated metals and solvents from waste streams, and taking other actions. See Performance Data in the appendix for water discharge data.
	303-5 Water consumption	12, 43	See Water and Performance Data in the appendix for water consumption and storage data. We calculate consumption data from total water usage and site-specific factors, such as evaporation, irrigation and boiler or cooling tower use. We verify this data by examining site water balances and discharge flow rates from our wastewater and sewage treatment systems. TI reports water usage data to local, state, federal and international regulatory agencies.

GRI Content Index

Emissions			
GRI Standard	Indicator	Page	Additional response
GRI 305: Emissions	3-3 Management of material topics	10	See Greenhouse Gas Emissions, Worldwide Environmental Management in this index and TI's most recent CDP response to learn more about how we manage GHGs. We conduct routine monitoring and audits to comply with air quality and GHG emission regulations and reporting requirements that vary by country, state and municipality. We must report U.S. GHG emissions to the U.S. EPA to comply with mandatory reporting requirements. The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride [SF_6], perfluorocarbons [PFCs] and hydrochlorofluorocarbons), as well as GHG emissions from combustion sources. We also voluntarily report our GHG emissions data to the World Semiconductor Council (as part of the U.S. industry report), the CDP and 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. **Boundaries** Our organizational boundary includes TI manufacturing sites, larger nonmanufacturing 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. For more information on TI's approach to GHG emissions reporting, see the TI Basis of Reporting statement.
	305-1 Direct (scope 1) GHG emissions	41	See Performance Data in the appendix for scope 1 data. The gases included in 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 most recent CDP response.
	305-2 Indirect (scope 2) GHG emissions	41	See Performance Data in the appendix for scope 2 market- and location-based data and our response to 305-1. The gases included in our market- and location-based data calculations include CO_2, CH_4 and N_2O. In 2023, 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 the Association of Issuing Bodies Residual mix for our Freising, Germany, location. All calculations for scope 2 emissions follow either U.S. EPA MMR or IPCC Tier 2 requirements. See TI's most recent CDP response for more information.
	305-3 Other indirect (scope 3) GHG emissions	10	See Greenhouse Gas Emissions and TI's most recent CDP response for scope 3 GHG emissions information.
	305-4 GHG emissions intensity	–	TI's normalized GHG market-based emissions intensity ratio in 2023 was 0.32. The ratio equals the emissions intensity in 2023 divided by the emissions intensity in 2005. We calculate the intensity using the sum of scope 1 and scope 2 emissions as the numerator and the number of chips produced within TI as the denominator.
	305-5 Reduction of GHG emissions	10, 41	TI's scope 1 and 2 absolute emissions were down 22% from 2015 to 2023. See Performance Data in the appendix and TI's most recent CDP response for more information about emission reductions.

GRI Content Index

Emissions (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 305: Emissions	305-6 Emissions of ozone-depleting substances (ODS)	–	U.S. air emissions data was not available at the time of publication; TI will report emissions to state air quality regulators in Maine, Utah and Texas.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	–	U.S. air emissions data was not available at the time of publication; TI will report emissions to state air quality regulators in Maine, Utah and Texas.

Waste			
GRI Standard	Indicator	Page	Additional response
GRI 306: Waste	3-3 Management of material topics	13	See Waste and Material Management and Worldwide Environmental Management in this index to learn more about waste management.
	306-1 Waste generation and significant waste-related impacts	13, 45	See Waste and Material Management and Performance Data in the appendix for information and data on waste-stream activities.
	306-2 Management of significant waste-related impacts	13, 14	See Waste and Material Management and Logistics for information on our waste diversion goal and activities. We follow strict standards and protocols for responsibly purchasing, transporting, tracking and disposing of chemicals safely. We have an established process to review, assess and select waste management facilities according to legal requirements. Each TI site is responsible for monitoring and collecting waste data.
	306-3 Waste generated	45	See Performance Data in the appendix for waste-related data.
	306-4 Waste diverted from disposal	45	See Performance Data in the appendix for waste-related data.
	306-5 Waste directed to disposal	46	See Performance Data in the appendix for waste-related data.

Supplier environmental assessment			
GRI Standard	Indicator	Page	Additional response
GRI 308: Supplier environmental assessment	3-3 Management of material topics	27	See Worldwide Environmental Management in this index, Supplier Code of Conduct, Supplier Environmental and Social Responsibility Policy, and ESH Handbook for Suppliers for TI's approach to supply-chain environmental management.
	308`-1 Percentage of new suppliers that were screened using environmental criteria	–	We 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.
	308-2 Negative environmental impacts in the supply chain and actions taken	27, 28	TI works with thousands of suppliers worldwide and communicates expectations for responsible environmental performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the RBA code of conduct. We received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of these, eight necessitated corrective actions around training, policy and processes, but none were related to environmental impacts. As a result, we did not terminate any relationship.

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GRI 400 series

Worldwide workplace management			
GRI Standard	Indicator	Page	Additional response
N/A	3-3 Management of material workplace topics	15, 25	See Workplace to learn more about how we manage workplace issues. **Grievance channels** We offer several channels through which TIers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, human resources representative or anonymously through the TI Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks.
Employment			
GRI Standard	Indicator	Page	Additional response
GRI 401: Employment	3-3 Management of material topics	15, 18	See Workplace and Worldwide Workplace Management in this index and TI's Equal Employment Opportunity Policy for how TI manages employment matters. We regularly monitor our employment processes and focus on reducing bias within them.
	401-1 New employee hires and employee turnover	47	We aim to ensure that our recruiting efforts and workforce reflect the available talent pool. TI hired more than 4,023 employees (including exempt, nonexempt and interns) in 2023. Recruiting efforts and programs are unique by country and region, based on local needs. We recruit from the states and countries where we operate, particularly for entry-level and managerial positions, and then train employees for more advanced roles. We use data analytics to track turnover by region to tailor programs for improvement. In 2023, total turnover was 8.3%, down from 12.2% in 2022. As an indication of workforce longevity, 22% of our employees have 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	21	Full-time U.S.-based employees and those who work 20 to 39 hours per week are eligible for all benefits, including medical, pharmacy, dental, vision, retirement, leaves, employee stock purchase plan, and income protection benefits such as life insurance and disability. Temporary or part-time employees working less than 20 hours per week are not eligible for benefits.
	401-3 Parental leave	21	TI offers 100% paid parental leave to part- and full-time U.S. employees who are eligible for benefits. In the U.S., new birth parents are eligible for 12 weeks of paid time off. All other new parents are entitled to four weeks of fully paid parental leave, regardless of gender, sexual orientation or family structure. In 2023, 365 U.S. employees used parental leave. For our employees outside of the U.S., we offer varying programs according to local market practices and regulations.
Labor and management relations			
GRI Standard	Indicator	Page	Additional response
GRI 402: Labor and management relations	3-3 Management of material topics	15	See Workplace and Worldwide Workplace Management in this index for how we manage employee relationships. To keep communication channels open and gather and share business information with our teams, we use various communication tools and platforms to facilitate open dialogue, share our expectations, and reinforce our values. Our managers are the first to engage TIers, so we invest in their development and training to help them be stronger, more inclusive, and 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 at least one week's notice regarding shift changes. We provide at least 60 days' notice (or pay in place of notice) for reductions in force. Outside the U.S., we adhere to local labor laws.

GRI Content Index

Occupational health and safety			
GRI Standard	Indicator	Page	Additional response
GRI 403: Occupational health and safety	3-3 Management of material topics	22	See Safety and Health and Worldwide Environmental Management in this index to learn more about our management approach. Our management responsibilities include having: • Formal ESH committees at our manufacturing sites – which include managers, ESH specialists and TIers – work with site managers to oversee health and safety management systems. • Manufacturing and assembly and test safety councils, comprising ESH and ergonomics representatives, drive a safety-focused manufacturing culture within our facilities. • Leaders at all levels support and reinforce consistent safety practices, including training and reporting. • Employees complete applicable training and keeping their work environments safe. **Policies** • TI's Threat-Free Work Environment Policy describes our expectations. • TI's Supplier Code of Conduct requires that suppliers ensure their working conditions are safe. • TI's Supplier Environmental and Social Responsibility Policy outlines health and safety expectations. • TI's ESH Handbook for Suppliers summarizes standards, policies, guidelines and general practices.
	403-1 Occupational health and safety management system	22	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, 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 employees and supplemental contractors at all manufacturing and assembly and 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.
	403-2 Hazard identification, risk assessment and incident investigation	22	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. All workers are responsible for and receive periodic training and communications on reporting unsafe conditions and injuries by calling internally managed emergency response centers. They also receive training on their responsibility to suspend any operation or deactivate any equipment in the event of imminent risk to life, health or the environment. **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. • Using the assessment results to identify annual goals to drive risk-reduction projects in accordance with ISO 45001:2018. • Investigating 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 Content Index

Occupational health and safety (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 403: Occupational health and safety	403-3 Occupational health services	22	See Safety and Health to learn more about occupational health services. TI ensures the quality of occupational health services through: • On-site clinics staffed by medical practitioners who hold recognized qualifications. • Its worldwide medical director, who reviews statements of work for medical providers and conducts on-site reviews as needed. • Medical surveillance oversight and monitoring of occupational health examinations. 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. • 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	22	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	22	To reinforce TI's commitment to employee safety, we: • Train employees to prioritize safety, speak up about potential hazards, correct or report unsafe behaviors and conditions, follow procedures and policies, and use personal protective equipment. • Deliver occupational health and safety training to 100% of our employees and supplemental contractors. • Tailor training to each role to reinforce our commitment to compliance, resilient ESH standards and customers' performance expectations. • Reinforce expectations regularly through safety campaigns, articles, meetings, posters and reminder emails. 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	22	See Safety and Health 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. • 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. • Offer a health care plan for U.S. employees that includes free access to a preventive provider who works with musculoskeletal discomfort. 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 and illness cases. We share lessons learned with employees to increase risk awareness and deliver monthly safety topics to reinforce safe practices.

GRI Content Index

Occupational health and safety (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 403: Occupational health and safety	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27	See Supplier Code of Conduct and Supplier Environmental and Social Responsibility Policy for expectations about supplier health and safety. See TI's response to GRI 403-1 and GRI 403-3 in this index for 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	22, 51	See Performance Data in the appendix for injury data. The calculation is based on 200,000 hours worked and excludes temporary labor provided by turnkey suppliers or non-TI-managed workers. The main employee and worker injuries include overexertion, awkward posture or ergonomics issues, contact with an object (struck by or against), falls, slips, trips, and loss of balance.
	403-10 Work-related ill health	51	See Performance Data in the appendix 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.

Training and education			
GRI Standard	Indicator	Page	Additional response
GRI 404: Training and education	3-3 Management of material topics	20	See Talent Development and Worldwide Workplace Management in this index to learn more about how TI manages employee development. To strengthen development 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	20	Employees globally received, on average, approximately 40.13 hours of training in 2023.
	404-2 Programs for upgrading employee skills and transition assistance programs	20	See Talent Development for various development opportunities offered to employees throughout their careers. If workforce reductions occur, we make every effort to transfer impacted employees to other open positions within TI. When transfers are not possible, we provide severance packages that include résumé and job search assistance.

GRI Content Index

Training and education (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 404: Training and education	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.

Diversity and equal opportunity			
GRI Standard	Indicator	Page	Additional response
GRI 405: Diversity and equal opportunity	3-3 Management of material topics	18	See Diversity and Inclusion and Worldwide Workplace Management in this index to learn more about our 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 body and employees	24, 47	See Governance for board diversity data and Performance Data in the appendix for workforce data.
	405-2 Ratio of basic salary and remuneration of women to men	21	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 that we achieve them. We annually conduct a compensation analysis examining gender and race pay parity for base, bonus and equity that considers job type, job level and country. Our analysis for 2023 again 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 nonminorities. Globally, women make $1.015 for every $1.000 men earn. In the U.S., women make $1.006 for every $1.00 men earn, and minorities make $0.997 for every $1.000 non -minorities earn.

Non-discrimination			
GRI Standard	Indicator	Page	Additional response
GRI 406: Non-discrimination	3-3 Management of material topics	25	See Worldwide Workplace Management in this index, Living our values – TI's ambitions, values and code of conduct, and our Equal Employment Opportunity Policy to learn about nondiscrimination standards. We: • Take measures to ensure that recruiting efforts and workforce reflect the available talent pool. • Measure participation in diversity initiatives. • Monitor concerns or grievances reported. • Benchmark programs and strategies against our peers.
	406-1 Incidents of discrimination and actions taken	–	We investigate and work to resolve all discrimination inquiries and take appropriate remedial measures. TI does not publicly report the number or nature of such incidents for confidentiality reasons. We periodically review and reassess this information to ensure adequate and effective preventive measures.

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

Child labor			
GRI Standard	Indicator	Page	Additional response
GRI 408: Child labor	3-3 Management of material topics	30	TI forbids the use of child labor in any area of its business. The Supplier Code of Conduct, Supplier Environmental and Social Responsibility Policy, and Anti-Human Trafficking Statement also forbid child labor in any stage of manufacturing. See Labor and Human Rights and Supply-Chain Responsibility 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 membership in organizations such as the RBA as reference points for our approach to managing human rights issues. **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 wage, and data privacy policies. Additional policies guide our actions in specific areas, such as supply chain, environmental protection, health and safety, and privacy. • Several operating procedures to safeguard employee, supplier and contractor rights, including labor standards, training and awareness-building practices, freedom to associate, and incident reporting tools.
	408-1 Operations and suppliers at significant risk for child labor	–	TI's Ethics Office is responsible for investigating all child labor allegations at its sites and taking corrective actions if needed. It did not identify child labor concerns at TI operations in 2023. We also received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of the eight that necessitated corrective actions around policy and processes, none were related to child labor. As a result, we did not terminate any relationship.

GRI Content Index

Forced and compulsory labor			
GRI Standard	Indicator	Page	Additional response
GRI 409: Forced and compulsory labor	3-3 Management of material topics	30	TI forbids forced or compulsory labor in any area of its business. See GRI 408: Child Labor for more information on how TI manages human and labor rights.
	409-1 Operations and suppliers at significant risk for forced or compulsory labor	–	TI's Ethics Office is responsible for investigating all forced or compulsory labor allegations at its sites and taking corrective actions if needed. It did not identify child labor concerns at TI operations in 2023. We also received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of the eight that necessitated corrective actions around policy and processes, none were related to forced or compulsory labor. As a result, we did not terminate any relationship.

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

Local communities			
GRI Standard	Indicator	Page	Additional response
GRI 413: Local communities	3-3 Management of material topics	35	TI positively impacts the global communities in which it operates through employment, wages, taxes, supplier contracts, indirect jobs, giving and volunteering. Worldwide, our devices are used in technologies that improve education, enhance automotive safety and efficiency, reduce energy consumption, optimize health and well-being, and enable other social and environmental benefits. 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, 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 Content Index

Local communities (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 413: Local communities	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 are currently 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, employee and retiree donations, disaster relief funding, or volunteering. 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 potential or actual negative impacts	–	None of TI's sites experienced negative community impacts in 2023.

Supplier social assessment			
GRI Standard	Indicator	Page	Additional response
GRI 414: Supplier social assessment	3-3 Management of material topics	27	See Supply-Chain Responsibility, Anti-Human Trafficking Statement and the supplier portal for how we manage suppliers' social risks.
	414-1 Percentage of new suppliers that were screened using social criteria		We 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	28	TI works with thousands of suppliers worldwide and communicates expectations for responsible social performance. We assess strategic and high-risk suppliers against our expectations, policies, standards and the RBA code of conduct. TI received assessments from 265 suppliers in 2023, including 175 production suppliers representing 370 factories. Of the eight that necessitated corrective actions around policy and processes, none were related to social impacts.

Public policy			
GRI Standard	Indicator	Page	Additional response
GRI 415: Public policy	3-3 Management of material topics	33	To protect our ability to engineer progress, we advocate for government policies that help us attract talent, drive innovation, and promote competitiveness. We conduct public policy activities transparently, ethically and in compliance with relevant laws, and disclose our membership in industry associations and all political expenditures. We openly describe the role of TI's political action committee. We regularly perform extensive due diligence and provide reports and training to maintain compliance with our standards and requirements. The Governance and Shareholder Relations committee of TI's board of directors reviews these actions annually to confirm their consistency with company policies.

GRI Content Index

Public policy (cont.)			
GRI Standard	Indicator	Page	Additional response
GRI 415: Public policy	3-3 Management of material topics	33	Across the globe, we engage with policymakers, government authorities, industry organizations and 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 any concerns arise, stakeholders can contact our vice president of Worldwide Government Relations or the TI Ethics Office. See Public Policy and TI's Public Policy website for more information.
	415-1 Political contributions	33	TI's political activities and contributions reflect U.S. activity only. We do not make political contributions outside the U.S.

Marketing and labeling			
GRI Standard	Indicator	Page	Additional response
GRI 417: Marketing and labeling	3-3 Management of material topics	13, 14	TI meets regulatory and customer requirements for material content contained in its labels and packing materials. Information about how we manage restricted chemicals and product labeling is on TI.com.
	417-1 Requirements for products or service information and labeling	14	We aim to comply with ever-changing regulations and import and export laws while delivering products on time. Label requirements vary by material type, customer agreements, and country-specific laws and regulations. We: • Use TI standard labels and create semi-custom labels if customers require them. • Share information about products' possible environmental and social impacts on our Eco-Info page and material content search tool. • Provide applicable safety information in product literature. • Assess and indicate the compliance status of all regulatory and industry requirements for integrated circuit components on our labels and website. Our Restricted Chemicals and Materials program requires that material suppliers and external manufacturers provide appropriate information for TI to assess compliance with restricted chemicals and materials requirements at least annually.
	417-2 Incidents of non-compliance concerning production information and labeling	–	TI complies with information and labeling requirements across the globe, such as the European Union (EU) Restriction of Hazardous Substances, the United Kingdom Conformity Assessed Marking and the EU Directive for Waste Electrical and Electronic Equipment. We also adhere to voluntary codes, such as Underwriters Laboratories, the Canadian Standards Association (North American certification), the China Quality Certification Center (Chinese certification marking) and Verband Deutscher Elektrotechniker (European test certification marking). In 2023, TI had zero noncompliance incidents with regulated and voluntary codes.
	417-3 Incidents of non-compliance concerning marketing communications	–	TI had zero incidents of noncompliance related to product marketing communications in 2023.

GRI Content Index

Customer privacy			
GRI Standard	Indicator	Page	Additional response
GRI 418: Customer privacy	3-3 Management of material topics	32	See SEC Form 10-K page 14 for information about cybersecurity risk management, and Information Protection to learn more about privacy and data security. To protect our company, technology and intellectual property from potential cybersecurity threats, we employ various defensive and monitoring techniques based on industry frameworks and cybersecurity standards (which may include personal information). We also collaborate with experts and industry partners about threats, best practices and trends. **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 contact us directly through their account managers and other channels.
	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			
GRI Standard	Indicator	Page	Additional response
N/A	3-3 Management of material topics	31	See SEC Form 10-K and Risk Management and Business Continuity to learn more about TI's enterprise risk management strategy. TI is a member of the BCP Conference Board, a consortium of business stakeholders who discuss and share best practices on ways to anticipate, mitigate and avoid risks.

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 its stakeholders.

Category	Subtopic	Description	Response
Governance	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 most recent CDP 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 most recent CDP response.
Strategy	Risks and opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	See TI's most recent CDP 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 most recent CDP 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 most recent CDP response.
Risk management	Risk assessment processes	Describe the organization's processes for identifying and assessing climate-related risks.	See TI's most recent CDP response.
	Risk-management processes	Describe the organization's processes for managing climate-related risks.	See TI's most recent CDP 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 most recent CDP 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 most recent CDP response.
Metrics and targets	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 2023 Corporate Citizenship Report and TI's most recent CDP 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 2023 Corporate Citizenship Report and TI's most recent CDP 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
Greenhouse gas emissions	TC-SC-110a.1	Gross global scope 1 greenhouse gas (GHG) emissions and the amount of total emissions from perfluorinated compounds.	See Greenhouse Gas Emissions in TI's 2023 Corporate Citizenship Report, Performance Data in the appendix, and TI's most recent CDP response.
	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 most recent CDP response.
Energy management in manufacturing	TC-SC-130a.1	Total energy consumed, percentage grid electricity and percentage renewable energy.	In 2023, TI consumed 14,009,965 GJ of energy. See Performance Data in the appendix of TI's 2023 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 2023, TI consumed 4,071 TCM of water and withdrew 24,516 thousand cubic meters. See Performance Data in the appendix of TI's 2023 Corporate Citizenship Report and TI's most recent CDP response for additional water data.
Waste management	TC-SC-150a.1	Amount of hazardous waste from manufacturing, percentage recycled.	TI recycled 68.8% of hazardous waste in 2023; see Performance Data in the appendix of TI's 2023 Corporate Citizenship Report for additional waste-related data. TI uses the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes, and their Disposal framework for waste definitions.
Employee health and safety	TC-SC-320a.1	Description of efforts to assess, monitor and reduce employees' exposure to human health hazards.	See Safety and Health, GRI 403: Occupational Health and Safety section of the GRI index and Performance Data in the appendix of TI's 2023 Corporate Citizenship Report.
	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 2023.
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 Performance Data in the appendix of TI's 2023 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 Sourcing section of TI's 2023 Corporate Citizenship Report, TI's Responsible Minerals Policy, and its most recent SEC Form 10-K and Form SD.
Intellectual property protection	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations.	TI was not subject to any monetary losses from legal proceedings associated with anti-competitive behavior regulations in 2023.

Independent Limited Assurance Report to Texas Instruments Incorporated

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Texas Instruments Incorporated ("TI") to provide limited assurance in relation to the selected information set out below and presented in the 2023 TI Corporate Citizenship Report (the "Report").

Engagement summary	
Scope of our assurance engagement	Whether the fiscal year 2023 GHG emissions and energy data for the following selected indicators are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. • Total Scope 1 GHG emissions (excluding those generated from fluorinated heat transfer fluids) [metric tonnes CO2e] • Total Scope 2 GHG emissions (location-based) [metric tonnes CO2e] • Total Scope 2 GHG emissions (market-based) [metric tonnes CO2e] • Total Energy Consumption [MWH] • Total Renewable Energy [MWH] Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Reporting period	1 January 2023 – 31 December 2023
Reporting criteria	• Texas Instruments' Basis of Reporting Criteria as published on Texas Instruments' website. • World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 2) • United States Environmental Protection Agency (USEPA), Greenhouse Gas Reporting Program (GHGRP), Subpart I –Electronics Manufacturing
Assurance standard and level of assurance	We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board. The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.
Respective responsibilities	Texas Instruments is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Report. ERM CVS' responsibility is to provide a conclusion to Texas Instruments on the agreed scope based on our engagement terms with Texas Instruments, the assurance activities performed and exercising our professional judgement.

Our conclusion
Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data and information for the disclosures listed under 'Scope' above are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Emphasis of matter
Without affecting our conclusion, we draw attention to the explanatory notes provided by Texas Instruments relating to the data on page 10 of the Report and on page 4 in the Appendices section of the Report, in particular the limitations relating to the exclusion of Fluorinated Heat Transfer Fluids from Scope 1 GHG emissions reported.

Our assurance activities

Considering the level of assurance and our assessment of the risk of material misstatement of the Report a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Interviews with relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures;
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information;
- An analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- In-person site visit to Texas Instruments' North Dallas Campus (USA) and Chengdu (China) facilities to review source data and local reporting systems and controls;
- Evaluating the conversion and-emission factors and assumptions used;
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our independence, integrity and quality control

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Texas Instruments in any respect.

Other Matters - observations

We have provided Texas Instruments with a separate management report. Without affecting the conclusions presented above, we have the following observations:

- During the 2023 assurance engagement, Texas Instruments provided insights on the ongoing assessment of available methodologies, standards and impacts of incorporating Fluorinated Heat Transfer Fluids (FHTFs) into its GHG inventory to align with IPCC 2019 and industry peers. We highly encourage completion of these efforts in 2024.

Andrea Duque
Partner, Corporate Assurance
Malvern, PA

27 March 2024
On behalf of:

ERM Certification & Verification Services Incorporated

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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, including statements regarding expectations for the achievability and impact of the company's environmental sustainability goals. These forward-looking statements generally can be identified by phrases such as TI or its management "will," "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 2024 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.

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