2023
企業公民責任報告

目錄

封面影像：TI 在印度班加羅爾工廠的首座廠房屋頂太陽能裝置。

TI 概覽

成立於 1930 年，

位於美國德州達拉斯

從電動車到工業機器人，從太陽能面板到衛星，我們的半導體晶片可以應用在各種電子系統中。

$175.2 億

$13.04
類比

$3.37
嵌入式

$1.11
其他

(以十億美元為單位)

資本花費：$51 億
研發：$19 億

主要市場
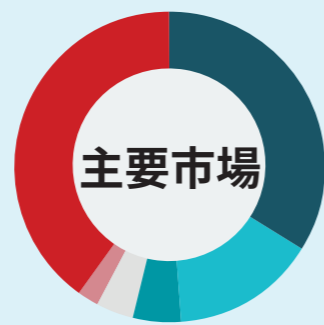
- 工業 – 40%
- 汽車– 34%
- 個人電子產品 – 15%
- 通訊設備 – 5%
- 企業系統 – 4%
- 其他 – 2%

為超過 100,000 名客戶提供約 80,000 項產品

公開上市交易 (Nasdaq:TXN)

全球 15 個製造據點，每年生產數百億 顆 晶片
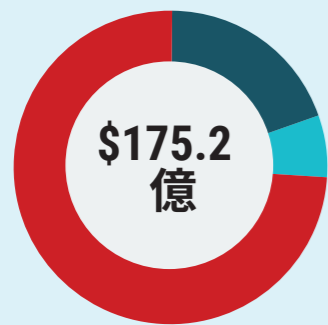
約 34,000 名員工
美洲地區約 15,000 人
亞太地區約 17,000 人
歐洲地區約 2,000 人

主要製造和設計業務[1]

德州達拉斯
墨西哥阿瓜斯卡連特斯
日本會津若松
菲律賓碧瑤
印度班加羅爾
中國成都
菲律賓克拉克

德國弗賴辛
德州休斯頓
馬來西亞吉隆坡
猶他州利哈伊
馬來西亞馬六甲
日本美浦
台灣新北市

德州理查森
加州聖塔克拉拉
中國上海
德州謝爾曼
緬因州南波特蘭
亞利桑那州圖森

[1] TI 將所有製造設施、大於 50,000 平方英尺的設計與銷售辦公室，或截至 2023 年 12 月 31 日員工人數超過 100 人的辦公室定義為主要據點 (重要營運據點)。

執行長的話

數十年來,德州儀器抱持以半導體讓電子產品更加平價、打造更美好世界的熱情持續營運。隨著每個世代的進展,半導體技術更加可靠且經濟實惠,同時功耗更低,使得半導體能廣泛應用於各種電子產品中。如今,我們依然滿懷熱情,希望協助客戶開發電子產品和新應用,為更永續的未來貢獻一己之力。

我們的創辦人富有遠見,深知只有熱情並不足以支撐夢想,要打造一間卓越的公司,需要擁有特殊文化才能長期蓬勃發展。多年來,我們在經營業務時始終牢記三個核心抱負:
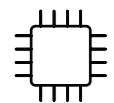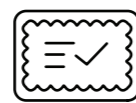
- 第一,我們秉持著未來仍將持續擁有公司數十年的企業主態度行事。
- 第二,我們會適應不斷改變的世界並獲得成功。
- 第三,我們將成為一家每個人以成為其中一員為傲,並渴望與之為鄰的公司。

這些抱負會引導我們做出長期決策,而我們的產品則有助於打造更美好的世界,因此我們相信我們集體的努力將產生影響力,且能長久持續下去。

我們對成為良好企業公民的承諾深感自豪,進而以兩種方式影響我們的社區與全世界。

首先,我們的抱負引導我們經營業務的方式,並且確保我們以對社會和環境負責的方式永續經營。這些抱負的核心在於我們相信,為了讓所有利益關係人都能從中獲益,公司必須長期持續進步和茁壯。

其次,半導體將在創造更美好的世界和協助減少對環境的影響方面扮演關鍵角色。

身為工程師,我們很幸運能研發令人興奮的技術,可協助客戶創新,進而打造更美好的世界。技術是我們公司的基石,而半導體產品則是電動車、儲能系統、再生能源應用及許多其他永續技術開發工作的核心。

2023 年,我們持續長期投資並擴大公司內部製造產能路線圖,同時持續減少對環境的影響。我們領先業界的 300mm 晶圓廠將在 2025 年完全採用再生能源電力。此外,我們還制定了其他里程碑,

即在 2027 年在美國營運中達到 100% 採用率,並在 2030 年於全球營運中達到 100% 採用率。

我為 TI 員工在 2023 年的表現感到驕傲。這一年需求依舊看漲,在這期間,我們確保員工在安全的工作場所中工作,提供創新技術和應用,提高產能以支援客戶需求,並回饋我們的社區。

請相信我們對公司抱負的堅持,以企業主的思維進行長期決策、在瞬息萬變的全球環境中不斷調整腳步以獲致成功,並讓所有利益關係人都能引以為傲。若能成功,我們將能在員工、客戶、社區和股東之間達成全贏的局面。

Haviv Ilan
總裁暨執行長

我們對於企業公民責任的承諾

我們對成為良好企業公民深感自豪，進而以兩種方式影響社區與全世界：

- 首先，我們的抱負引導我們經營業務的方式，並且確保我們以對社會和環境負責的方式永續經營。這些抱負的核心在於我們相信，為了讓所有利益關係人都能從中獲益，公司必須長期持續進步和茁壯。
- 其次，半導體將在創造更美好的世界和協助減少對環境的影響方面扮演關鍵角色。

自 2006 年起，TI 在成為良好企業公民的承諾中公布了計劃資訊、目標、目標進度及相關資料，包括著重於我們的工作場所、環境永續性和社區影響。

報告概覽

如同過去幾年，我們的 2023 年企業公民責任報告同樣運用廣為接受的報告架構，針對我們在各種業務相關領域的思維與做法進行深入剖析：

- 全球報告倡議 (GRI)。[2]
- 氣候相關財務揭露 (TCFD)。[3]
- 永續會計準則委員會 (SASB)。[4]
- CDP 揭露框架。[5]

我們在 TI.com/citizenship 上公佈了這些揭露內容。

TI志工
為美國德州達拉斯的伊格納西奧·薩拉戈薩小学外
的社區花園進行翻新

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[2] GRI 是獨立的國際組織，透過全球共通語言傳達企業的影響，協助企業為其產生的影響負起責任。
[3] 金融穩定委員會成立了 TCFD，旨在為更有效的氣候相關資訊揭露提出建議，從而促進更明智的投資、信貸和保險承保決策。
[4] SASB 是獨立的非營利組織，負責訂定標準以指引企業如何將永續性資訊揭露給投資者。
[5] CDP 為非營利組織，負責為投資者、企業、城市、州與區域管理全球資訊揭露系統，以管理其環境影響。

2023 年度焦點

2023年，我們持續培育TI員工、打造包容的職場環境、確保我們的人員安全、減少環境衝擊，並對社區的需求持續給予回饋。

TI 的工作環境

我們將全球最聰明的 34,000 個人聚集在一起，透過以半導體讓電子產品更加平價，打造更美好的世界。

30+ 人才開發和多元化計劃的榮譽事蹟

40+ 每位 TI 員工的平均學習時數

15 員工資源群組
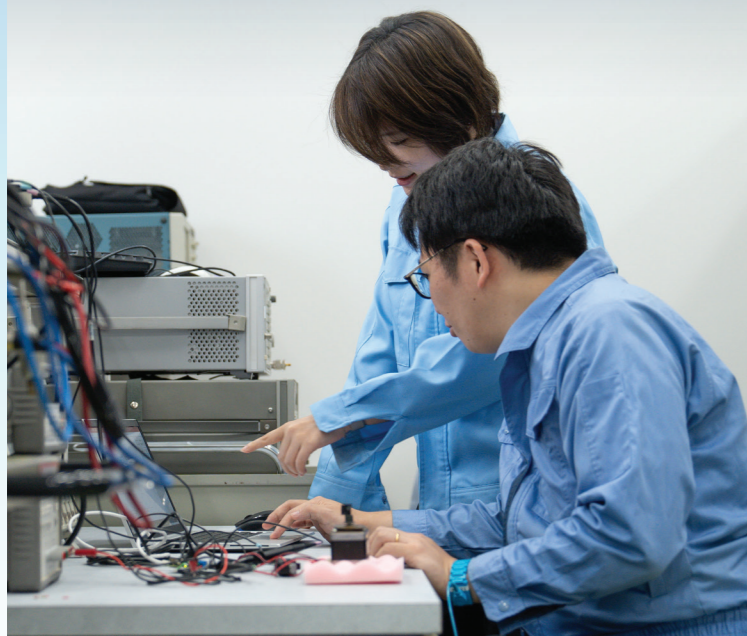
建立強大的社區

我們希望成為一家讓每個人以成為其中一員為傲，並渴望與之為鄰的公司，這樣的抱負讓我們努力打造更強大的社區。

$6200 萬美元 TI、TI 基金會、員工、退休人員的回饋和其他回饋

277,800 小時 員工和退休人員自願擔任志工協助他人

打造永續發展的未來

TI 持續投入心力在製程與設備上，以降低能源、材料與耗水及溫室氣體 (GHG) 排放。

22% 範圍 1 與範圍 2 溫室氣體排放降低量 (與 2015 年相較)

19% 再生電力使用率

84% 自掩埋場轉移的廢棄物

29% 廢水再利用率

環境永續性

TI 對成為良好企業公民深感自豪，並長期承諾負責且永續的製造。我們時刻致力於實施長期環境永續發展計畫，節約用水和其他自然資源、減少溫室氣體和廢氣排放，並將能源使用以及轉移掩埋場廢棄物降到最低。

TI 吉隆坡工廠在本次擴建之後，將成為公司在馬來西亞的兩個新組裝和測試廠站之一。

降低環境衝擊

TI 對成為良好企業公民深感自豪,並長期致力於永續製造和環境管理。

近十年來,我們的環境永續發展策略與我們為滿足需求而制定的長期產能計畫保持一致,因為半導體在電子產品中的應用在未來將會持續成長,在工業和汽車市場尤為明顯。

身為每年製造數百億 顆 晶片的半導體公司,我們的著重點是提升製程效率。我們制定了多年的永續發展目標來指導我們的工作,旨在減少溫室氣體、能源和水的消耗以及掩埋場廢棄物 (如下頁概述)。

此外,我們每年都在整個製造過程中進行大量投資,以減少對環境的負面影響,包括:

- 實施數百個節水和節能專案。
- 採用更新、更高效率的製造技術。
- 採用先進的減排技術改造現有工廠設備。
- 減少使用非必需的含氟氣體。
- 穩定增加再生能源電力的使用。
- 再利用和回收材料,使用良性物質。

隨著我們擴大產能,這些投資正在推進我們的永續發展工作。在過去三年中,TI 在美國開設或開始建造五個新的 300mm 半導體晶圓製造廠。

擴大我們的承諾

晶片產量的增加需要採取額外的行動來協助實現我們的目標。2024 年初,我們宣布了積極的新目標,擴大再生電力的使用,以減少範圍 2 的溫室氣體排放。在使用再生能源電力方面,我們的目標是:

- 2025 年在 TI 的 300mm 工廠達到 100% 採用率。
- 2027 年在美國營運達到 100% 採用率。
- 2030 年在全球營運達到 100% 採用率。

持續投資

2023 年,TI 安裝了更有效率的減排系統和遠端電漿清潔方法,並比上一年多採購了 93,572 兆瓦時 (MWh) 的可再生電力。雖然由於活動增加以及能源使用量增加 3.9%,TI 的範圍 1 和範圍 2 溫室氣體絕對排放量比 2022 年略有增加,但憑藉這些投資,我們自 2015 年以來將這些排放量減少了 22%。

此外,我們實施的節水專案在 2023 年節省了 2.64 億侖水,相當於 TI 2022 年用水量的 4.1%。我們還從垃圾掩埋場轉移了 84% 的材料,進一步減輕了對環境的衝擊。

我們知道未來還有很多工作要做。我們的抱負會引導我們做出長期決策,而我們的產品則有助於打造更美好的世界,我們有信心,在眾人齊心協力之下將能展現我們的影響力並長久持續下去。

Harald P. 在德國弗賴辛設計高電壓電源轉換系統。

不論是現在或未來,TI 半導體產品在協助減少環境衝擊方面,扮演越來越重要的角色。我們的半導體正在協助客戶建立更精簡、更有效率且更具成本效益的技術解決方案,進而推動電氣化、再生能源和能源儲存領域的持續創新。

環境目標及進展

TI 實施了各項計畫，以減少溫室氣體排放、能源和耗水以及廢棄物的產生。以下表格整理出我們目前在實現目標方面的進展。

	重點	目標	2023 年底進度
溫室氣體排放	**TI 針對降低排放採取的行動：** • 購買來自再生能源的電力。 • 安裝減少排放裝置。 • 使用全球暖化潛勢較低的替代氣體與化學物質。 • 產品製造、運送與配送最佳化。 • 避免非必要出差，並於特定場站提供員工通勤津貼。	**2025 年底前，目標減少量：** 範圍 1 和範圍 2 絕對排放量較 2015 年基準年減少 25%。[6]	溫室氣體排放量減少了 22%。
能源	**TI 針對減少能源消耗採取的行動：** • 以最佳效率方式進行建築物與製造廠設計和營運，且所有新建築物皆獲得能源與環境設計領導 (LEED) 黃金級認證[7]。 • 升級與翻新工具和設備。 • 使用感測器與其他自動控制。 • 執行例行節能專案。	**2025 年底前，目標減少量：** 與 2015 年基準年相較，每個晶片的能源強度降低 50%。	每個晶片的能源強度降低 10%。
水資源	**TI 針對減少用水量和改善水的再利用而採取的行動：** • 透過逆滲透濾水器回收率最佳化，提升去離子水廠效率。 • 在我們的整個營運過程中尋求重複利用水的機會，包括用於洗滌器和其他下游用途。 • 透過回收率最佳化，降低製造工具水資源使用。 • 尋找可在其他製程中重複使用水資源的其他製造工具。 • 增加微濾水器和超濾水器使用，以回收更多廢水。	**在 2023 年，節省：** 相當於 2022 年總用水量的 3.4%。	節省了相當於 2022 年總用水量的 4.1%。
廢棄物與材料管理	**TI 在廢棄物與材料管理上採取三步驟措施：** • 檢視所需內容。 • 盡量重複使用。 • 將可回收者加以回收。	**在 2023 年，轉移：** 90% 的掩埋場產生的固體廢棄物材料。	有 84% 的固體廢棄物已從垃圾掩埋場轉移。

溫室氣體排放

我們對減少溫室氣體排放的承諾

TI 訂立溫室氣體排放與能源減排目標，以減少環境負面衝擊並提升效率。TI 目標在 2025 年前將絕對範圍 1 和範圍 2 溫室氣體排放減少 25% (以 2015[8] 年為基準年)。

我們採取的行動

我們在營運、運送、配送通路和供應鏈中已多年採取溫室氣體減排措施。

範圍 1

TI 將製造中使用的氣體和現場使用燃料 (例如天然氣與柴油) 直接進行範圍 1 溫室氣體排放。[9] 我們正在努力透過以下方式減少這些排放：

- 升級製造工具和技術以提高效率。
- 使用替代氣體與化學物質減少使用非必要含氟氣體。
- 在工具上安裝使用點熱減排裝置，處理半導體製造過程中產生的廢氣。

範圍 2

TI 為製造或其他營運過程購買的電力，以非直接方式排放了範圍 2 溫室氣體。為了減少這類排放，我們：

- 在世界各地購買和使用再生電力。
- 提升製造系統、建築與工具的能源效率。

範圍 3

TI 在其年度 CDP 調查中報告了商務旅行的範圍 3 排放。2024 年，我們將聘請第三方機構對所有適用的上下游範圍 3 類別進行全面核算和分析。TI 計劃於 2025 年開始報告其他相關範圍 3 排放類別。

監測潛在風險

TI 面臨氣候變遷相關潛在風險與機會，詳細資訊於最新 CDP 回應中說明。如需有關氣候變遷相關治理和管理策略的資訊，請參閱我們的 CDP 回應、GRI 指標的排放章節和 TCFD 指標。

績效

截至 2023 年底，相較於 2015 年，TI 已將範圍 1 和範圍 2 的絕對排放量減少了 22%。得益於使用再生電力以及安裝減排和效率工具，儘管 2022 年能源使用量增加了 3.9%，我們還是將溫室氣體排放成長限制在 2.0%。

如需更多溫室氣體資料，請參閱附錄中的績效資料。

總溫室氣體排放 (百萬 $MTCO_2e$)

年份	範圍 1	範圍 2 市場基礎	總計
2019	0.97	1.10	2.07
2020	0.94	1.01	1.95
2021	1.04	1.04	2.08
2022	1.11	1.06	2.17
2023	1.12	1.10	2.22[10]

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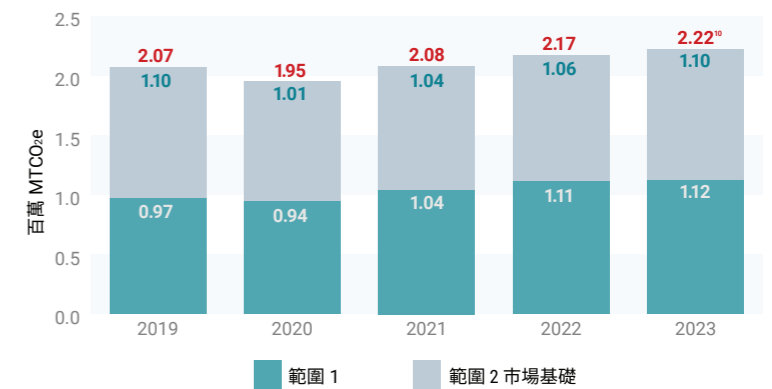
[8] TI 在 2021 年企業公民責任報告中調整了 2015 年溫室氣體排放基準，以反映營運結構的改變，包括蘇格蘭晶圓製造廠撤資和猶他州 300mm 晶圓製造廠收購。

[9] 由於計算方法與指引改變，TI 並未將氟化傳熱流體 (FHTF) 的排放納入本企業公民責任報告中。在目前半導體排放追蹤機構世界半導體理事會 (WSC) 的報告準則中，沒有追蹤與報告 FHTF 的相關要求。美國國家環境保護局 (EPA) 最新推出向 EPA 揭露資訊的規則中包含 FHTF (數量以公斤為單位) 相關規定，因此我們遵循此規範要求。最近 WSC 在所有區域取得共識，將改採 2019 年政府間氣候變化專門委員會 (IPCC) 準則，其中也包含 FHTF。TI 正在審查轉為採用 2019 IPCC 準則的適當時機，並考慮在採用該準則後將納入 FHTF 排放。TI 估計 FHTF 的排放量約占 2023 年範圍 1 和範圍 2 溫室氣體排放量的 5%。

[10] TI 2022 年和 2023 年範圍 1 與範圍 2 溫室氣體排放有限保證由 ERM 認證與驗證服務 (CVS) 提供。請參閱保證聲明。

能源

我們對清潔能源和節約能源的承諾

十多年來，TI 在其全球設計、製造、組裝和測試場站進行了大量投資，以降低能源消耗，減少對化石燃料的依賴。

2024 年初，TI 宣布了一系列目標，期望在未來六年內進一步增加潔淨能源的使用 (詳情請參閱降低環境衝擊)。

我們採取的行動

每年，我們的據點都會設定年度減排目標，實施 200 多個能效專案，並購買再生電力以減少溫室氣體排放和公共用事業成本。我們也透過以下方式節省能源：

- 為新建築和製造廠爭取 LEED 黃金級認證。
- 升級與翻新工具和設備。
- 使用感測器與其他自動控制。
- 改善冷卻水廠控制與設定點最佳化。
- 為氣體處理系統安裝節能 LED 照明、風扇與驅動機制。

即使我們在過去五年中產量增加 9%，這些措施在同一時期內仍協助我們節省或避免使用超過 326 千兆瓦時 (GWh) 能源。

績效

隨著我們在德州和印度增加了風能和太陽能採購量，再生電力目前占我們能源結構總量的 19.3%，為我們提供了 619.9GWh 的潔淨能源。在位於猶他州利哈伊和德州理查森的兩個最新據點的增產活動推動下，TI 在 2023 年消耗了 3.89 太瓦時 (TWh) 能源[12]，高於 2022 年的 3.75TWh。

我們的能源強度目標是在 2025 年底將全球製造據點的每晶片能源使用降低 50% (以 2015 年為基準年)，但我們仍未實現此目標。能源強度衡量的是生產單一晶片所需的能源。

我們新晶圓廠目前的產量正在增加，這些設施消耗了能源，但沒有使用全部產能生產晶圓，影響了能源強度等級。考慮到在為客戶生產並提供合格的晶圓之前，這些廠站的產量提升過程是一個能源密集型過程，因此實現 50% 的減排目標頗有挑戰性。

可再生電力佔總電力比例

年度	GWh	電力比例
2019	357.5	14.0%
2020	446.6	17.5%
2021	507.7	18.8%
2022	526.3[13]	17.2%
2023	619.9	19.3%
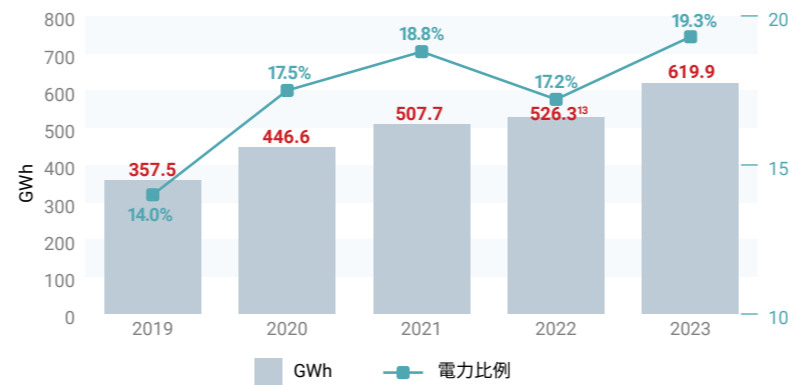
然而，2023 年實施的能源效率專案協助 TI 節省了近 80GWh 的能源。

如需了解更多能源資料，請參閱附錄中的績效資料。如需更多有關 TI 如何管理能源使用的資訊，請參閱最新的 CDP 回應和 GRI 指標的能源章節。

第一間獲得 LEED 黃金級認證第 4 版的美國晶圓廠

繼 2008 年成功獲得第一個 LEED 黃金級認證後，RFAB2 於 2023 年成為美國第一間、全球第四間獲得更嚴格 LEED 黃金級認證的晶圓廠，能夠永續設計、建設和營運高性能的綠建築。我們在環境管理方面的共同努力效果顯著，預計每年可節省 7.5 億加侖的飲用水和近 80,000MWh 的能源。

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[12] ERM CVS 提供 TI 2022 年和 2023 年的能源和再生電力使用的有限保證。請參閱保證聲明。

[13] 北德州專案在 2022 年 12 月上線，該月產生的再生能源不包含在 2022 年總再生能源總數中。雖然 2022 年因新工廠上線擴大生產導致再生能源採購與使用增加，但再生電力占總電力的百分比卻有所下降。

水資源

我們對節水的承諾

TI 承諾負責任且高效地用水。我們節省經過處理的飲用水,並採取措施對廢水進行處理和回收,藉此減少成本並提升長期可用性。過去五年,我們節省了近 9.02 億加侖的水。

我們的目標是在 2023 年節省相當於 2022 年總用水量 3.4% 的水量。

我們採取的行動

每年,TI 都會實施一些專案,以減少整個營運過程中的整體用水量,增加再利用的水量,並進行循環利用以降低對市政供水的總體消耗。其中包括:

- 最佳化去離子水廠以提高逆滲透濾水器的回收率。
- 提高流量以減少製造工具用水量,並在其他製程中重複用水。
- 使用額外的微濾水器和超濾水器,回收更多廢水。
- 將導向冷卻水塔的冷凝和微孔過濾水量最大化。
- 淨化高品質生產水並回收到超純水廠輸入。

監測水品質

我們定期監測製造設施的取水品質,並執行定期測試以維護內部及監管標準。我們的製造設施也會根據標準廢水參數追蹤排放水的品質。

管理廢水

TI 維持內部標準、計畫和程序,確保所有場站產生的廢水都能符合地方、各州與國家的排放要求。這些參數為半導體產業的標準參數,通常包含生物需氧量、總懸浮固體、金屬、pH 及溫度。

此外我們也:

- 在排放前限制或去除廢水中的金屬、有毒有機化合物、硝酸鹽和硫化物等物質。
- 收集包含溶劑、濃縮金屬或酸類溶液的廢水淤泥,並依法規要求進行場外處置。部分情況下,我們會將這些合成物送至回收設施,供其他產業重複利用。
- 進行所需廢水取樣,確保在許可範圍內營運。

此外,我們還維護和最佳化廢水處理系統,以符合相關法規和許可限制。

績效

我們在 2023 年實施的節水計畫節省了 2.64 億加侖的用水量,相當於 TI 2022 年用水量的 4.1%。雖然取水量增加了 1.2%,但我們的總用水量下降了 0.2%。這一年,我們還重複利用了 28.5% 的水,將近 26 億加侖。如需更多水資源資料,請參閱附錄中的績效資料。

若要進一步了解我們的用水、再利用和廢水管理策略,請參閱 TI 最新的 CDP 回應以及 GRI 指標的水資源和廢水章節。

節水

百萬加侖

年份	數值
2019	120.67
2020	206.92
2021	135.55
2022	174.19
2023	264.64
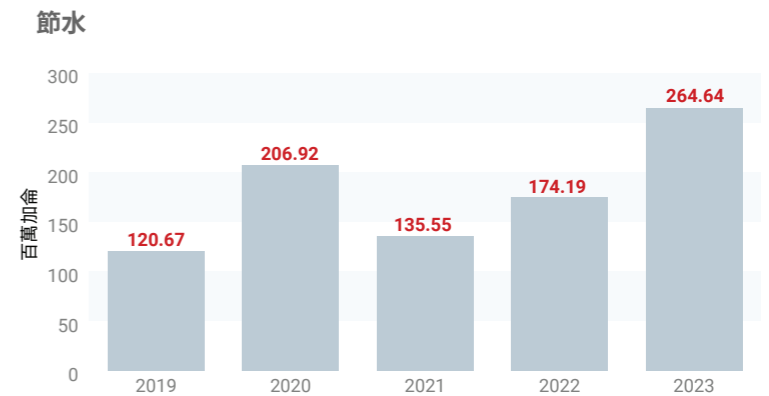
廢棄物與材料管理

我們對減少掩埋廢棄物的承諾

TI 負責任地管理材料和化學品的使用和處置,以保護環境並減少垃圾掩埋場廢棄物。我們的年度目標是從垃圾掩埋場轉移 90% 的材料,以減少對環境的衝擊。

我們採取的行動

我們依照聯邦、州與當地適用法規,適當處置無法回收或重複利用的廢棄物和材料,並盡力執行下列事項:

檢視所需內容。
在購買材料和化學品時,我們會考慮可能產生的廢棄物,以及是否有機會重複使用現有材料、購買回收替代品或選擇環保物品。

盡量重複使用。
我們透過以下方式,重複使用材料與化學品:

- 從固體、液體、廢晶圓和其他材料中回收金屬。
- 重新利用和轉售使用過以及多餘的化學品、化學品容器和淘汰的製造設備。
- 重複使用晶圓載體和餐飲服務餐具。

將可回收者加以回收。
我們的可回收材料與化學品主要來自辦公室及製造場站,這些物品會依當地規定加以管理與規範。

管理化學品和氣體使用

半導體製造包含使用危險和非危險化學品及氣體,這也是 TI 產品管理系統採取嚴格控制的原因。我們始終如一:

- 在營運過程中尋找與使用最安全、風險最低的材料,以保護 TI 員工、場站社區與消費者。在部分清潔應用中,我們盡可能使用高壓水代替化學品,或使用對環境較為友善的替代品。
- 篩選所有進料和化學品,以確保符合監管及客戶要求。
- 在供應商合約中加入化學品限制與標準。
- 一旦新的科學資訊和新規範生效時,即評估材料的潛在環境、安全和健康 (ESH) 影響。
- 遵循嚴格標準和準則,以負責任的方式購買、運輸、追蹤和棄置化學品。
- 針對化學品或有害物質的使用、標籤、儲存與棄置提供特定程序與訓練,其中包含正確使用個人防護裝備。
- 採用通風控制、減排系統、洩漏偵測器與適當處理技術。

若在篩選過程中對材料或化學品有所疑慮,我們會將其提交到由內部相關專家組成的審查委員會。若材料或化學品為製造必須,但使用上仍有疑慮,我們的製造領導階層會審查此情況,並視需要尋求更安全的替代方案或採用更嚴格的使用管制。

材料內容透明

我們提供給客戶的文件和資源明確列出我們採取的做法,以確保產品遵守全球材料限制與規範,其中包括:

- 控制化學品與材料規範。
- TI 限用化學品和材料。
- TI 的環境與產品管理做法。
- 用於尋找材料內容的搜尋工具;下載限用化學品測試報告,或尋找產品的有害物質限用指令 (RoHS)、化學品註冊、評估、授權與限制 (REACH) 以及環保狀態。
- 品質、可靠性與封裝資料。
- 無鉛轉換。
- 低鹵 (綠色) 聲明。
- 環境常見問題。

績效

2023 年產生的 50,747 噸廢棄物和剩餘材料中,我們將 84% 從垃圾掩埋場轉移,尚未達成我們的目標。如需更多資料,請參閱附錄中的績效資料。請參閱 GRI 指標中的廢棄物章節,了解更多 TI 管理材料的資訊。

計算機回收

TI 計算機經過專門設計,可以使用多年,伴隨學生從國中到高中再到大學。但是終有一天,消費者會想更換計算機。

在得知客戶想要回收計算機後,TI 教育技術業務部門展開了一項服務,將計算機運回以進行負責任的回收。2023 年,TI 從垃圾掩埋場轉移了約 21,000 噸電子垃圾。

產品物流

TI 持續努力以高效方式進行產品封裝與運送，確保商品能及時送到客戶手上、符合國際運送規範，同時降低環境衝擊。

我們採取的行動

我們的產品配送中心 (PDC) 十分注重塑膠使用，並在可行的情況下賦予塑膠包材第二次生命，作為出庫貨物的包裝。我們重複使用並回收各種材料，以減少包裝廢棄物。

例如，我們：

- 將大量產品包裝在一起，同時裝運，避免多次交付，並應用技術來根據客戶訂單的尺寸調整箱子大小，從而減少包裝內所需的包材數量。
- 在可回收、可重複使用且含有回收成分的包裝中使用氣枕。部分 PDC 使用由廢棄盒子製成的碎紙板墊料來保護內容物。
- 與客戶合作，了解其運送需求，盡可能採用大量運送方式。這麼做讓我們能夠使用較平價的運送選項，在有餘裕時運送與客戶商定的次順位貨物。
- 對於所有入庫的 300mm 晶圓貨物，盡量使用可重複使用的容器。容器空置時，我們可以還回容器或在內部重複使用。
- 重複使用在運送期間保護產品的包材 (例如氣泡紙和保麗龍)、運送材料 (例如運輸盒、條板箱和棧板)、將貴金屬可回收品項運給供應商的運輸箱，以及產品配送時使用的塑膠捲盤。
- 以多種方式重複使用入庫貨物的包材，包括重複使用客戶貨物的貨盤；重複利用廢料中的小托盤和捲軸；重複使用氣泡包裝材料和其他包裝材料作為 TI.com 貨物的包材，這些措施可進一步減少塑膠的使用。
- 進口至歐盟區的評估模組遵守歐盟 (EU) 廢電機電子設備與 EU 包裝及包裝廢棄物回收計畫。

- 將 PDC 安排在接近客戶的區域，以加快運送時間、提升效率，並在發生災難時方便產品運送。
- 不再使用笨重且昂貴的客製切割發泡襯墊、不可回收的發泡襯墊，以及為運送到某些市場而使用的塑膠膜。
- 在部分 PDC 上以可重複利用的金屬容器取代運輸盒，減少塑膠和紙板廢棄物。

請參閱 GRI 指標中的行銷與標籤章節，了解更多 TI 管理產品內容標籤的資訊。

工作場所

我們將全球最聰明的 34,000 個人聚集在一起，他們是問題解決者，又稱為 TI 員工，致力於塑造電子產業的未來。

員工選擇 TI 是因為我們提供令人興奮且有影響力的工作，員工可以在加入 TI 的第一天就所有作為。

TI 的工作環境

「我們一直以來打造的 TI 公司文化讓我們深感自豪。我們相信，若要讓我們的全球團隊能夠公開、無障礙地做出貢獻，加大協力合作的力度以及帶來更高水準的創新，一個多樣性和包容性的環境必不可少。我們希望每位 TI 員工，無論身在何處或從事什麼職位，都能全力以赴，為我們公司取得集體成功盡一份力。」

– **Haviv Ilan**，總裁暨首席執行長

我們抱持著以半導體讓電子產品更加平價的熱情，打造更美好的世界。

我們是全球從真空管轉變為電晶體，再轉為積體電路 (IC) 的發展先驅，數十年來我們也不斷提升 IC 技術，及可靠生產大量 IC 的能力。

每一代創新都以前一代為基礎，使我們的技術能夠更精巧、更有效率、更可靠且更經濟實惠。不管是連網汽車還是智慧住宅、無人機還是智慧型手機，我們的創新展現在您生活的各個層面。

我們在營運中懷抱三個抱負，確保我們的熱情成為可延續的現實：

- 我們秉持著未來仍將持續擁有公司數十年的企業主態度行事。
- 我們會適應不斷改變的世界並獲得成功。
- 我們會成為一家讓每個人以成為其中一員為傲，並渴望與之為鄰的公司。

若能成功實現這些抱負，我們將能在員工、客戶、社區和股東之間達成全贏的局面。

我們的價值觀

我們的價值觀是五個定義我們是誰和我們如何表現的準則。這些準則讓我們的企業能夠日漸茁壯，以面對接下來的數十年。

值得信賴
首先是要能值得信賴。我們必須永遠保持誠信，並做正確的事。我們以對社會負責任的方式運作。值得信賴是做為企業與個人的基礎。

包容
我們因富包容性而蓬勃發展。我們打造了一個讓所有人都能發揮潛能的環境，我們彼此尊重、重視我們的差異，並鼓勵發表彼此的想法與意見。

創新
我們因創新而贏得勝利。我們發揮想像力以發展新技術，推出吸引人的產品，開啟新市場並提升競爭力。我們充滿好奇心，堅持且決心克服障礙。

具競爭力
我們擁抱富競爭力的世界。我們不希望打敗仗，因此持續挑戰自己以發揮最大潛能。我們投入最佳機會以永續成長。為了保持競爭力，我們吸引、開發和留住最佳人才。

成果導向
我們採取成果導向做法，並且自我負責。我們的客戶有多種選擇，因此我們快速行動，並實現我們的承諾。我們每天提升績效，協助客戶獲得成功。

招募

招募和保留業界最佳人才，會影響 TI 成長和茁壯的能力，這些人才擁有能力、創造力，以及求勝的決心和動力。

Change the world.
Love your job.

公司採用多面向方式雇用擁有多元經驗和背景的員工，以推動創新與成長。例如：

- 我們透過就業博覽會、資訊講座、人脈網路和職涯準備活動，並與各種學生和專業機構合作，積極參與和招募頂尖工程與商科學生擔任實習及全職職位。
- 我們與當地社區大學和高中密切合作，為目前和未來製造廠站招募與開發技術人員和維修技師。
- 我們著重於與大學 (包括歷史悠久的黑人大學 (HBCU)) 以及女工程師協會等領先產業組織合作，發展多元化的人才管道。
- 我們與美國大學內的退役軍人服務辦公室與兩年制技術學院、軍事基地和 Recruit Military 等組織合作，聘用擁有技能的退役軍人。

透過調查，我們得知員工選擇 TI 是因為我們提供：

- 令人興奮且有影響力的工作，員工可以在加入 TI 的第一天就所有作為。
- 機會，讓員工可以與致力於塑造未來的問題解決者協作。
- 富競爭力的薪資和一視同仁的福利，協助員工過最好的生活。
- 多項職涯發展選擇，讓員工可以探索無限的成長機會。
- 包容且多元的文化，讓每個人都可以提出想法和意見。
- 彈性的工作方式，協助 TI 員工及其家人充分享受私人生活。

TI 實習

我們的實習生有機會透過參與重要的有趣專案將所學專長付諸實踐。2023 年，公司在 26 個國家/地區招募了 2,400 多名實習生，這是迄今為止最大的實習生群體。我們的實習生有機會從事有影響力的專案、參與有吸引力的項目並探索各種發展機會。

這些只是 WayUp 連續第四年將 TI 評為百大實習計畫的一小部分原因。

獎項及排名

TI 在 2023 年獲得全球超過 30 個獎項與肯定，這些獎項肯定我們持續投入的努力，包括創造多元化且具包容性的工作場所、TI 員工教育發展和打造職涯機會等方面。每次獲獎都代表我們對實踐價值觀和以公司為傲的承諾。

如需更多有關 TI 招募計畫的資訊，請參閱 GRI 指標中的聘僱和勞動/管理關係章節或造訪 careers.TI.com。

在全國實習日期間，TI 2023 年實習生齊聚一堂，聆聽高階主管的演講。
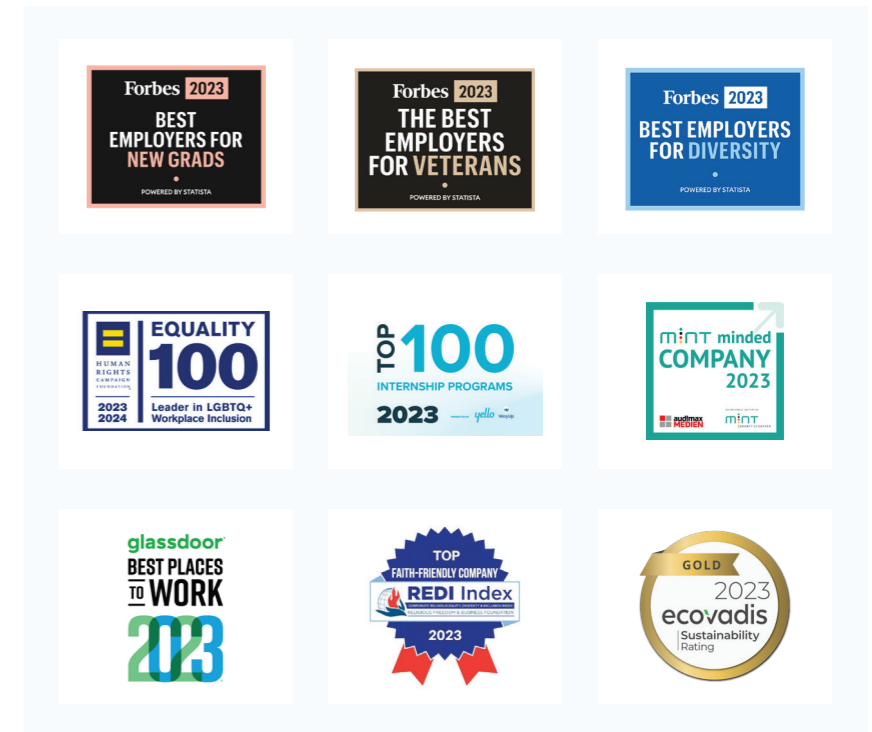
多樣性和包容性

我們致力於創造一種包容性的文化,在這種文化中,我們尊重和鼓勵各種想法,讓員工了解他們可以取得成功並建立長期的職業生涯。此外,TI 的產品之所以更為創新、公司之所以更為茁壯,正是因為我們擁有多元的背景和觀點。

我們對包容環境的承諾著重於三個策略優先事項:

· 各個層面的多元代表性。
· 創造包容文化與歸屬感。
· 影響我們居住和工作的社區。

TI 刻意針對這些優先準則設計全球包容計畫,以強化公司對所有意見的重視,並鼓勵 TI 員工在工作中充分發揮自我,勇於提出想法。我們的努力包括:

· **減少程序中的偏見**
在面試應聘者、檢視工作績效、執行人才審查和進行薪資與升遷決策時,我們注重減少相關程序中的偏見。我們使用來自多種來源的目標準則和回饋來評估專業成長,以及在評估工作績效時收集獨立回饋意見。

· **促進重要的對話**
TI 共同創造包容性文化的一種方式是透過分組討論小組,重點關注全球數百名 TI 員工的個人體驗。這些對話團隊的目標是建立自我意識和技能,以打破排斥行為並挑戰刻板印象。

· **影響社區的改變**
我們支持員工參與社區事務,員工可透過非營利組織服務、持續參加志願工作和發起活動打造更包容的社區,並在整年時間中努力提倡意識與教育。

我們的目標是提供一個讓每個人都能茁壯成長的環境。我們希望 TI 員工,無論他們有何背景、工作風格、想法或差異,都能感受到自己有能力做自己,並全力以赴投入工作。

員工隊伍的代表性

幾十年來,TI 始終致力於實現員工隊伍的多元化。我們的 2023 年員工參與度調查結果顯示,87% 的全球員工認為 TI 的工作場所具有包容性,這令我們深感自豪。儘管仍有許多須努力達成的部分,但我們仍在不斷取得重要進展。

我們定期針對跨越性別、種族和文化人口統計進行工作小組可用性評估,了解存在差距和需要更加注重的地方,並在各種層面持續推動多元代表進度。我們仍然著重透過與高中、大學和非營利組織合作,來擴大多元化學生的工程管道。

有關其他員工隊伍代表性的資料,請參閱附錄中的績效資料以及我們最新的 EEO-1 報告。

36% 美國擔任資深領導階層職務的女性 (2023 年)

28% 全球擔任技術職務的女性方面的改善 (與 2020 年相較)

23% 美國工作場所中黑人和西班牙裔的比例 (2023 年)

找到歸屬感

TI 員工資源群組 (ERG) 提供一個社群，讓您可透過開放式對話、教育、志工服務、福祉以及專業發展和企業參與機會，提升歸屬感。

每個由員工領導的 ERG 都有與我們公司價值觀和業務目標一致的目標和目的。每個 ERG 還得到至少一位 TI 執行發起人的支援。

我們的 ERG 及其全球各地的當地分會共同構成了我們的 TI 多元網路 (TIDN)，旨在就重要議題教育員工並提升討論。每個網路都開放所有 TI 員工參與，公司也鼓勵員工參加網路相關活動。2023 年，超過 8,000 名 TI 員工參與了一或多個網路。

我們透過四個重點領域 (職涯、公司影響、文化和社區) 支援我們的多元性與包容性策略，我們的年度 TIDN 獎表彰我們的 ERG 在以下優先事項中的影響力：

- **職涯** – Unidos! Employee Network 因其出色的職涯影響力而獲得最高榮譽，他們為 TI 員工提供職涯專業發展引導，讓員工更切實地了解 TI 更廣泛、更遠大、更深層次的職涯發展。
- **公司影響** – Veterans Employee Network 獲得了傑出公司影響力獎，以表彰其致力於吸引和留住人才以推動公司創新和發展。他們與人才招募組織密切合作展開我們的 VALOR 計畫，為退伍軍人提供了絕佳的機會，讓他們可以在 TI 開啟從事半導體製造的職涯。

- **文化** – Black Employee Network (BEN) 連續第二年因其透過教育活動表彰公司員工和獨特文化的優秀工作而榮獲傑出文化影響力獎。他們為期一年的「與 BEN 對話」系列活動讓員工分享經驗並圍繞一系列主題而形成社群，包括心理健康以及從大學生活到公司生活的過渡。他們在農曆新年慶祝活動中與我們的 Asian Alliance Employee Network 分享了對傑出文化影響的認可，深深吸引了 TI 員工。
- **社區** – Unidos! Employee Network 因其對社區中以 STEM 為重點的非營利組織的支援而獲得了傑出社區影響獎。他們有意和分層的社區參與方法結合了贈款、參與 TI 志工並任命了專門的聯絡人，以確保長遠合作，產生持久影響。

請造訪 TI.com，詳細了解 TI 如何倡導多元性與包容性，並提供有意義的計畫來支援當地社區的專業發展、指導、文化意識和志工服務。如需更多有關 TI 管理多元性與包容性的資訊，請參閱 GRI 指標中的多元性與平等機會。

我們重視每位同仁的意見

我們多元的背景和觀點讓我們的產品得以更為創新，公司更為茁壯，環境更加包容。

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

人才開發

在 TI，我們為開發員工的潛力而投入頗多。我們協助員工掌握技能、明確興趣，以此推動他們踏上靈活且個人化的職涯發展道路，最終取得長期成功。我們協助 TI 員工設定理想目標，並打造個人發展計畫，找出他們需要的成功技能。

學習與發展

TI 提供適合各個層級的正式學習和發展機會，協助每位 TI 員工 (無論是新員工或經驗豐富的員工) 提高影響力並展現持續學習的心態。

20%
協作

10%
訓練

發展您的能力，以提升您的影響力

70%
經驗
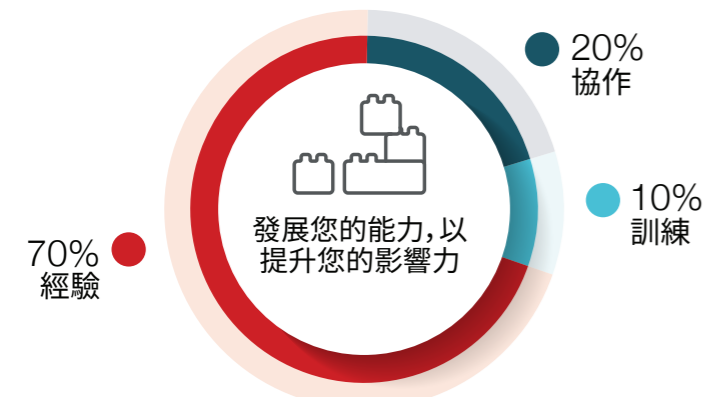
員工可隨時存取內部招募與學習平台，探索職涯並創造發展路線，也可完成必要訓練和其他學習模組。2023 年，每位 TI 員工平均學習時間為 40.1 小時。

在 TI 打造職涯

職涯是否成功，取決於是否不斷提升自身能力和影響力。我們為員工提供工具和資源，以促進職業發展，並在員工技能和興趣的驅動下規劃其職涯。大多數途徑都結合了各種經驗，員工可以在組織中取得更顯著的進展，在特定領域發展更深入的專業知識，及/或在各個領域獲得更廣泛的經驗。

早期職涯

應屆大學畢業生可以參加各種計畫，包括我們的職業加速計畫。該計畫為期一年，提供有關工具、程序和基本技能的密集訓練，以協助應屆畢業生發揮最佳表現並加速職業發展。

此外，參與我們針對選定的高績效早期職涯員工的早期職涯關鍵學習職位 (ECPLR) 計畫，員工能與領導人員和技術專家密切合作，以接觸新職務或技能。

業務領導

大多數管理人員在 TI 開始他們的職涯，公司大多數執行階級領導人員是從其中晉升。我們透過計畫和資源協助 TI 員工在管理方面取得成功，以支持從個人貢獻者到管理人員再到高階管理者的轉變。其中包括各種技術和行為技能，以了解他們領導力的影響、如何與重要利益關係人建立關係，以及如何打造與溝通策略。

技術領導人員

TI 為工程師量身打造職涯發展機會，協助他們磨練技術技能、分享最佳實務，並發展溝通與影響力等領導力技能。技術領導人員可參選 TI 最受尊敬的技術專家制度，其中有 24% 的技術領導人員。

績效管理

員工應該始終知道自己的績效表現水準。我們鼓勵所有員工每年至少與管理人員坦誠討論他們的績效、發展和職涯三次。如此，員工便有機會獲得認可、對自己在 TI 的工作更加滿意並繼續為公司的成功做出貢獻。此外，這項程序也為準備在未來擔任關鍵角色的人員提供了強大的支援。

如需更多 TI 管理員工發展的相關資訊，請參閱 GRI 指標中的訓練與教育、聘僱和勞動/管理關係章節。
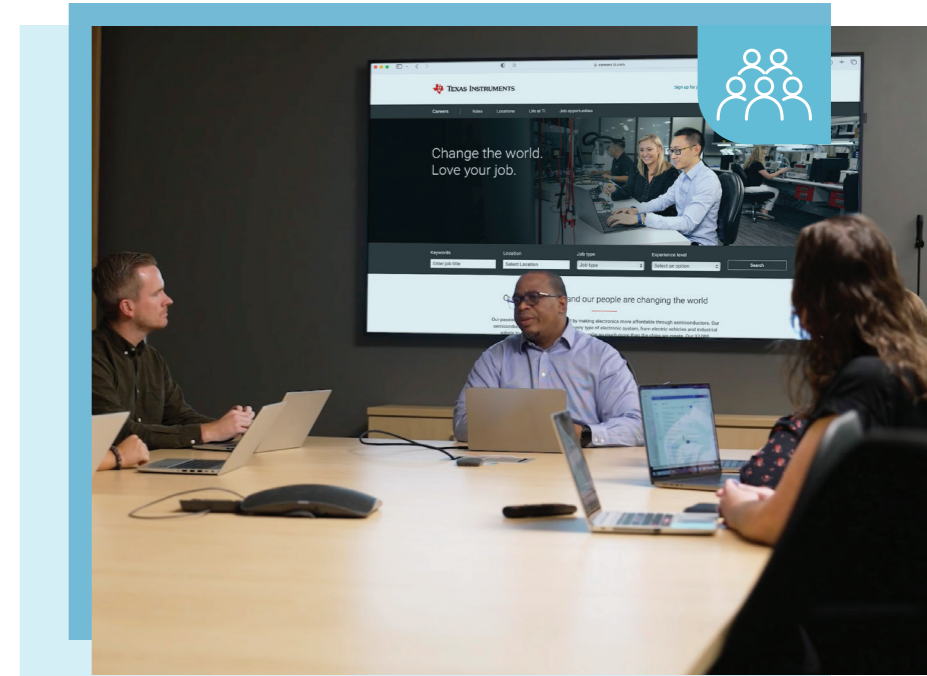
在過去的 26 年裡，Amili 在我們公司經歷了三段獨特的職涯。現在，他正在利用自己的經驗協助從 HBCU 引進頂尖人才。

薪資福利

我們提供富有競爭力的薪資和福利，以增強員工的福祉和財務健康。

薪資

薪資在我們吸引、激勵和留住員工以打造更強大的 TI 過程中發揮著關鍵作用。我們公平地支付員工薪水，並根據他們的表現給予獎勵。

我們的薪資理念以績效薪酬為基礎，我們為員工提供極富競爭力的基本工資、獎金計畫和長期激勵薪酬組合。員工對 TI 的成功和公司績效的貢獻，將決定個人的薪資。

公平公正的薪酬
TI 的薪資政策反映了我們對公平公正地支付員工薪酬的長期承諾，並且我們在薪資程序中設計了制衡機制，以確保我們實現這一承諾。

我們每年都會進行薪資分析，根據工作類型、職位等級及國家/地區，檢查是否在性別和種族方面做到基本工資、獎金和股權薪酬平等。我們的 2023 年分析結果確認 TI 在美國和全球各地支付給女性的薪酬與男性同等。在美國，TI 支付給少數族群的薪酬也與非少數族群相當。以全球而言，男性每賺 1.000 美元，女性就賺 1.015 美元。在美國，男性每賺 1.000 美元，女性就賺 1.006 美元，非少數族群每賺 1.000 美元，少數族群則賺取 0.997 美元。

績效獎勵
TI 薪資策略的獨特之處之一是全球分紅計畫。該計畫規定，當公司實現 10% 或更多營運利潤 (PFO) 時，我們的員工可共享 TI 的成功，無論他們在何職位、是何職級以及工作年資長短。分紅隨著 PFO 增加，在過去八年中，TI 為所有符合資格的員工發放了最高 20% 的分紅。

對未來的信心
在 TI，員工可以追求更高的目標，他們可以晉升為 TI 利害關係人和擁有者。TI 提供長期激勵措施，協助人才在職涯中取得進步，以留住這些關鍵人才。此外，我們的員工認股計畫 (ESPP) 為所有符合資格的員工提供了根據其薪資的一定比例購買公司股票的機會，但有上限。

豐厚的福利

我們致力於為 TI 員工及其家人提供最完善的福利、計畫和服務組合。

TI 的福利計畫遵守當地法律及法規，通常包括醫療、牙科和視力計畫；短期和長期身心障礙計畫；僱主支付人壽保險；帶薪休假；以及豐厚的退休計畫。在美國，TI 提供有競爭力的 401(k) 配比，並每年提撥給員工的健康儲蓄帳戶。有關我們美國福利的更多詳細資料，請造訪 TI.com，參閱我們最新的福利和保險指南。

此外，我們致力於透過提供包容性福利來支持所有 TI 員工及其家庭的獨特需求，從而創造一個相互尊重的環境。

工作生活資源
TI 提供並鼓勵員工充分運用各種方案以減少日常壓力，避免對員工福祉、工作場所滿意度和生產力的干擾，例如：
- 私密諮詢課程和工具以支援福祉。
- 提供兒童照管和老年人照護的照護資源。
- 假期計畫、預訂行程或其他個人交易等禮賓服務。
- 根據個人需求調整工作排程的機會。
- 為想要繼續接受正規教育的員工提供教育協助。
- 財務指導和輔導，協助員工實現短期和長期目標。

為調整工作生活計畫，我們每年邀請員工參與計畫評估，確保計畫保持競爭力並改善相關服務。

育嬰假
我們很自豪能成為一個對員工家庭友善的工作場所，並要在員工生活各個層面提供支援，包含晉升為父母的過渡期。我們為所有新手父母提供育嬰假福利，讓他們能夠帶薪請假與新生兒建立感情，以及適應生活中的各種新需求。

在美國，新手媽媽享有 12 週的帶薪休假。所有其他新手父母都有權享有四週的全薪育嬰假，無論性別、性取向或家庭結構為何。

如需更多 TI 管理薪資福利的相關資訊，請參閱 GRI 指標中的聘僱、經濟績效和多元性與平等機會章節。

安全與健康

TI 投入安全和健康措施與控制,並將其融入員工日常例行作業,協助避免工作場所傷害與疾病。

我們對安全工作場所的承諾

TI 的年度安全目標包括將休假、限制或工作調動 (DART) 案件率控制在 0.08 或更低,以及將可記錄案件率控制在 0.20 或更低。

TI 的可記錄率和 DART 率仍然遠低於產業平均水準,這證明了 TI 擁有強大的安全文化,並且為保證 TI 廠站所有工人健康與安全而投入頗多。

安全

我們於全球執行安全要求和最佳實務,為員工提供安全健康的工作環境,維持了產業最佳安全記錄之一。我們努力:

- 維持嚴格的安全與人體工學準則及控制。
- 發展和維持內部標準,通常超越法規要求。
- 設計和打造本質安全的建築,並以工程方式消除設備風險。
- 要求基本的安全訓練。
- 提供個人保護裝備。
- 定期檢查設備。
- 持續稽核程序,以評估法規遵循與績效。

健康

為了減少健康風險,TI 採用嚴格的工業衛生標準,這些標準規定了安全使用和正確儲存危險化學品和其他材料所需的最低要求。這些標準包含危害相關溝通與訓練、化學品標籤以及有害廢棄物管理。

此外,我們消除或限制對潛在有害材料的使用、安裝通風與隔離控制,並執行一般衛生和個別評估。

福祉

我們為 TI 員工提供大量資源,協助他們掌控自己的健康與福祉。這些計畫包括免費的現場流感疫苗接種和預防性檢查、現場健身房和診所、健身和營養計畫、員工援助計畫以及諮詢和教育服務,具體取決於地點。

績效

根據美國職業安全和健康管理局和美國勞工部勞動統計局結果,我們的 DART 和可記錄案件率持續為美國半導體產業中最低。TI 在 2023 年的 DART 率為 0.16,2022 年產業平均值則為 0.7 (2023 產業資料尚未提供)。

如需更多健康與安全資料,請參閱附錄中的績效資料。如需詳細資訊,請參閱 GRI 指標中的職業健康與安全章節。

可記錄案件率

每 100 名員工案件數

	產業平均	目標	結果
2019	1.2	0.20	0.20
2020	1.0	0.20	0.16
2021	1.2	0.20	0.24
2022	1.4	0.20	0.26
2023		0.20	0.24[14]

休假、限制或工作調動 (DART) 率

每 100 名員工案件數

	產業平均	目標	結果
2019	0.6	0.08	0.10
2020	0.6	0.08	0.11
2021	0.7	0.08	0.15
2022	0.7	0.08	0.18
2023		0.08	0.16[14]
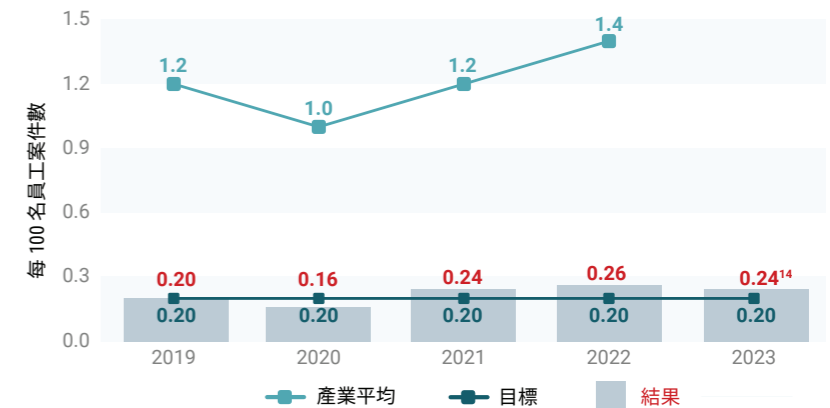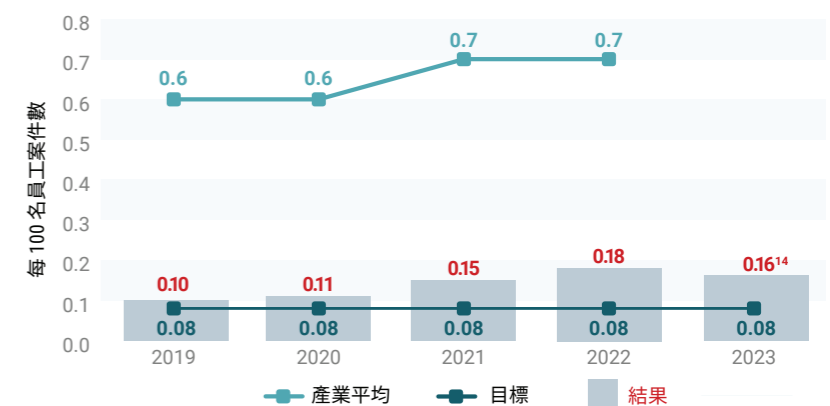
[14] 如果不計入新冠肺炎感染,TI 的案件率為 0.23,DART 案件率為 0.15。

盡責商業實務

我們的抱負和核心價值觀是打造更強大的公司不可或缺的一部分，每位 TI 員工在堅持這些原則以及在整個供應鏈中推動永續和盡責商業實務方面，都發揮著關鍵作用。

一位 TI 員工在我們的產品配送中心確認出貨產品。

治理

我們相信良好的企業治理是確保長期成功的重要因素。自 1973 年起,我們持續編寫治理準則,多年來不斷因應公司與股東的需求作適當調整。

我們的抱負與核心價值觀是奠定 TI 更強大的重要基石,不僅如此,更遵循公布準則,展現負責任且有道德的商業做法。

董事會

TI 董事會致力於負責且有效的企業治理,並監督公司的全球事業策略。其下包含三個委員會:稽核委員會、薪酬委員會以及治理與股東關係委員會。

TI 在 2023 年底採用統一董事會系統,共計 12 位董事會成員,其中 10 位獨立董事的領導能力與多元背景為公司帶來大量經驗與知識。

董事會結合董事們的各種優勢,可在考量 TI 股東最大利益的情況下,協助監督公司目前與未來策略、風險和績效。

風險監督

董事會作為一個整體,對我們的策略和營運風險負有監督責任。董事會每年會討論治理措施,確保在目前業務環境下仍適合 TI 採用。

稽核委員會與管理階層成員一起審查並討論我們的風險評估和風險管理做法。管理階層負責日常風險評估和管理。財務長至少每年與稽核委員會一起審查我們的全球企業風險管理計畫,並向董事會報告。

環境

環境相關問題可能會對 TI 帶來重大影響,因此這類議題會由相關委員會進行審查。例如稽核委員會負責審查公司風險評估與風險管理做法,特別是環境相關風險。治理與股東關係委員會也會監督與其職責相關的環境、社會和治理議題,審查與公司股東相關的公共問題。

網路安全

TI 的治理和合規結構旨在評估公司的網路安全準備情況,並將網路安全相關問題上報至我們的資訊長和資訊安全長。我們的資訊長對網路安全威脅的重大風險進行主要監督,並定期與稽核委員會會面,審查我們的 IT 系統並討論關鍵的網路安全風險。

進一步了解 TI 的企業治理

- 董事會對 ESG 議題的監督
- 董事會與委員會
- 公司治理文件
- 2023 年度報告
- 2023 美國證券交易委員會 (SEC) 表 10-K
- GRI 指標的一般揭露章節

2023 年董事會多元性

性別

男性 – **67%**
女性 – **33%**

族裔

白人 – **84%**
黑人 – **8%**
西班牙裔 – **8%**
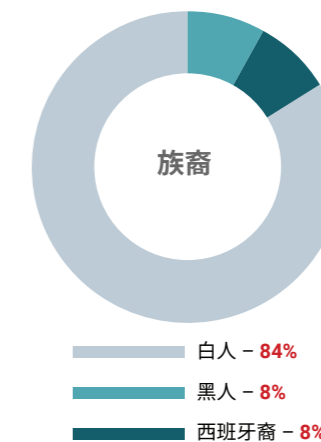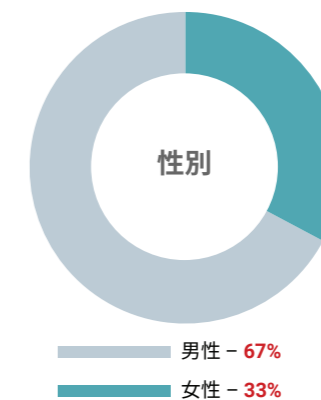
道德規範與法規遵循

我們的創辦人富有遠見，他深知要打造一間卓越的公司，就需擁有特殊文化才能長期蓬勃發展。在 TI，我們將此文化稱為實踐我們的價值觀，即公司抱負、價值觀和行為規範，也是我們每日作業的方式。

每位 TI 員工在維護這些原則方面都發揮著關鍵作用，我們也透過領導階層投入、員工參與和訓練來強化原則落實。

我們的行為規範

我們要求每位 TI 員工都必須了解我們的行為規範，此行為規範將我們的抱負與價值觀轉為必須堅持的標準，並清楚闡明所有無法容忍的行為。

我們的行為規範規定了以下原則：

- 遵守法規。
- 尊重與包容。
- 適當行為。
- 盡責商業實務。
- 健康與安全。
- 資訊保護與隱私。
- 避免利益衝突。
- 以負責任方式使用資源。

TI 員工看到與公司抱負、價值觀、行為規範或政策不符的行為時，有責任提出指正。員工可與管理階層或人資部門討論，或以直接或匿名方式聯絡 TI 道德操守及合規辦公室。

直接聯絡：
- 電子郵件 ethics@ti.com
- 寫信至 P.O. Box 830801, Richardson, TX 75083-0801

匿名服務專線：
- 線上 ti.com/tiethicshelpline
- 撥打美國免付費電話：1-888-590-5465

訓練

我們為 TI 員工、管理階層和領導階層提供所需訓練與工具，協助他們採取適當決策、以正確方式執行業務，並長期建立強大的公司。

每位員工都需接受道德與法規遵循訓練。訓練主題可能不盡相同，但時間都長達數年，其中包含 TI 行為規範、ESH、機密資訊保護、資訊技術安全、避免工作場所與性騷擾，及其他法規遵循主題。

此外，我們也為特定職位員工進行人權政策、反貪污、出口法規、內線交易、全球競爭法規及責任商業聯盟 (RBA) 行為規範等訓練。

另外也積極讓管理階層了解，實踐公司價值觀和維持道德規範背後的意義，為此，我們提供管理階層適當工具，供其在組織單位內加強宣導公司文化、提高道德與法規遵循期望。

供應商

TI 供應商行為規範建立的標準可確保工作條件安全、以具尊重和尊嚴的方式對待工作者，且業務營運均負起環保責任並遵守道德標準行事。在與供應商建立關係時，我們會向他們傳達我們在安全、人道和道德勞工做法，以及人口販賣、強迫勞動和工人權利方面的標準和期望，並提供相關教育，我們期望所有供應商皆在其營運的所有方面表現出環境、社會和治理責任。

我們的反腐敗、反競爭行為和非歧視做法包含更多有關我們遵守法律及法規、反腐敗、反競爭行為和非歧視做法的資訊。

頌揚我們的價值觀

亞洲各地的 TI 員工參加了 2023 年道德與價值觀週，透過展現公司值得信賴、包容、創新、富競爭力和成果導向核心價值觀的活動來頌揚我們公司的文化。

產品品質

從製程技術和設計到製造、包裝、測試和交付，TI 對品質的整體方法融貫到公司供應鏈的各個層面。我們持續改善產品與製程技術，提供高品質且可靠的半導體解決方案，以滿足客戶的需求。

我們對品質和支援的承諾

為降低環境衝擊並延長產品壽命，我們對技術品質和可靠性進行最佳化。我們會衡量客戶退貨量，評估每十億零件退貨量和解決週期的績效表現。這些測量值有助於我們維持高品質的客戶服務、產品品質與可靠性。

為推動持續改進，我們對每次退貨原因進行評估、分類和匯整，進而判斷系統改善機會。85% 以上的 TI 產品在過去三年還未收到任何客戶退貨。

品質與可靠性標準

TI 中的每個組織皆互相配合，確保品質並提供可靠的產品。我們持續改進產品和處理技術，打造滿足嚴格工業 (聯合電子裝置工程委員會) 和汽車 (汽車電子協會 Q100) 產品品質標準的可靠技術。我們使用專用材料與控制來打造高品質產品、測試矽晶與封裝技術，並持續監測晶圓層級的可靠性。

在開始產品認證時，我們的目標是擁有以資料支援的高度信心，相信產品完全可靠且能滿足客戶長期品質需求。

TI 運用各種策略來維持品質和可靠性。例如我們的：

- 品質系統手冊說明品質管理程序和系統。
- 品質政策與程序提供快速判斷與解決品質問題的架構。我們納入產業要求與標準及客戶規範和回饋，在產品生命週期中降低風險並推動改善。
- 內部品質標準協助我們滿足各種工業標準和品質認證，其中包括國際標準化組織 (ISO) 9001、ISO 14001、ISO 45001、汽車品質管理系統國際標準 16949 及美國安全檢測實驗室評等。
- 可靠性測試可強化或加速潛在故障機制、協助尋找根本原因，以及顯示如何防止故障模式。

我們對數種產品和服務品質績效指標進行量測，以持續推動進步。

產品壽命

TI 運用各種策略來維持品質和可靠性。為維持產品的使用壽命和對客戶供貨的連續性，我們制定了生命週期管理政策和庫存與製造策略，讓我們能持續十年以上銷售與支援產品。

TI 的產品生命週期通常為 10 至 15 年，且時常可延續更長時間，符合許多客戶的要求。我們致力為客戶延長產品壽命，並制定策略和內部政策以維持這項承諾。

供應鏈責任

TI 要求供應商同樣承諾在供應鏈中採取負責任且公平的商業做法，我們不會在知情的情況下，與違反公司價值觀、行為規範及其他治理文件的供應商合作。

我們主要向約 10,000 個各種類型與規模的供應商購買製程、工廠設備、維護、物流服務以及非生產用品與服務的原料。我們尋求能夠協助我們擴大成長、減少總成本和浪費、提高效率及提供創新服務、材料與產品支援的供應商。

我們的全球採購團隊負責協調物品與服務採購、設定採購策略、尋找並審查合格供應商、商討相關條款與價格，並決定最佳履行方法。

負責任的採購

TI 在供應鏈中投入推動永續和負責任的商業做法，以降低業務、人力和環境風險。例如，我們：

- 在採購前蒐集並仔細考慮供應商的人權實務以及環境與安全紀錄。
- 在政策、合約和採購訂單中闡明績效要求與期望。

管理體系

我們的供應鏈管理體系提供了一個框架，可以系統化管理採購、庫存、製造、品質和分銷流程。該系統同時還能協助我們遵守營運和監管標準、追蹤成本並監控風險。我們的管理體系已通過以下認證：

- ISO 品質管理系統 9001。
- ISO/技術規格 16949。
- 國際汽車特別工作小組 16949。

我們定期對管理體系進行內部稽核，以發現差距並及時彌補。此外，ISO 每年進行重新認證程序時，都會評估我們的採購管理體系。我們還每年接受獨立機構根據 ISO 和 IATF 標準進行的稽核，並定期根據這些標準接受重新認證。

要求與期望

為確保 TI 在公司、業界和整個供應鏈中採用並施行最佳實務和流程來尊重人權，TI 加入責任商業聯盟 (RBA) 成為其中一員，該聯盟是全球最大的產業聯盟，致力於擔負全球供應鏈中的公司社會責任。TI 已採用 RBA 行為規範並將其視為全面的供應鏈倡議。

我們要求供應商在其營運的所有領域中表現出環境、社會和治理責任，包括強而有力的 ESH 政策和管理體系，以識別和控制風險並證明遵守相關法律及法規。儘管這些法律及法規各不相同，但供應商有責任監督當地立法並確保合規。

為了維持一個能夠服務於我們的需求並滿足我們對採購和人權要求的供應鏈，我們要求所有供應商遵守以下管理文件：

- TI 行為規範
- 供應商行為規範
- 供應商環境與社會責任政策
- 反人口販賣聲明
- 負責任的礦產政策
- 通用品質規範
- ESH 政策與原則

我們的供應商入口網站包括 TI 針對安全工作條件、勞工與人權保護、環境負責營運和道德行為的業務要求及標準。

供應商多元化

我們在美國積極追求與少數族群和女性擁有商務企業 (MWBE) 合作的商業機會，以推動經濟公平並為公司提供獨特、創新且具成本效益的產品與服務。

每年，我們都會根據我們計畫的專案類型和合格供應商

的可用性來設定支出目標。2023 年，我們在多元化的美國供應商方面花費超過 5.8 億美元。

參與

開始與供應商合作時,我們向他們傳達我們在安全、人道和道德勞動做法,以及人口販賣、強迫勞動和工人權利方面的標準與期望,並提供相關教育。我們透過以下方式傳達這些指導方針:會議中;在供應商入口網站上;以及在採購訂單、供應商合約和其他相關文件中。

我們也定期與 RBA、半導體產業協會及半導體設備與材料國際等產業團體進行接觸和合作,討論並建立供應鏈標準並分享最佳管理做法。

業務連續性

TI持續針對供應鏈的財務健康與地理區域集中度等進行風險評估,確保採購與管理程序夠嚴格,能夠防止或管理商譽問題、訂單履行問題、運送延遲或成本增加。如需更多風險因素相關資訊,請參閱第 9 頁的 SEC 表 10-K。

我們要求供應商維持業務連續性以防遇到營運中斷,並可依要求將此計畫內容提供給我們。我們也要求供應商與 TI 保持流暢溝通,並在事件發生 24 小時內即執行業務連續性計畫,以維持供應不中斷。

產品轉移和濫用

TI 投入了大量時間和資源來打擊對我們產品的非法轉移,並且我們承諾會不斷發展和改進我們的工作。我們不允許、也不會縱容將我們的產品用於非設計用途。

我們建立了一支專門的團隊,負責積極、仔細地監控我們晶片的銷售和運輸,這也是我們強大的全球貿易合規計畫中的一項工作。除此之外,全球貿易團隊也會執行客戶盡職調查,包括每年即時篩選數百萬份訂單。如果我們得知我們的產品已遭轉移,我們將進行深入審查並立即採取適當的行動。我們也與其他第三方和組織合作,了解他們發現的機會,並確定我們可以改進計畫的方法。

此外,TI 定期與政府機構和執法部門合作,以維護出口管制的有效性並打擊不法分子的行為。我們的政策遵守出口管制法。我們要求客戶和經銷商也採取相同的做法,如果我們發現他們並未確實執行,我們將會採取行動。

訓練

我們提供有關供應商行為規範、標準和期望的現場訓練。我們也利用 RBA 的線上訓練平台,協助供應商了解其行為規範、勞工風險、尊重工人權利、僱用移工等方面的資訊。

申訴機制

TI 建立了申訴機制,確保買方或採購代表能夠與供應商會面以解決任何問題或疑慮。我們的供應鏈團隊還可以協助識別和解決與我們的道德和價值觀不一致的問題。如果供應商願意,可以聯絡我們的道德操守及合規辦公室,以匿名方式提問或討論問題。

我們的供應商行為規範要求供應商建立並維護相關計畫,確保供應商和員工舉報人的身分處於保密和匿名狀態,並且他們受到保護,除非法律禁止。供應商必須為其人員設有溝通程序,以便提出任何疑慮,且無須擔憂受到報復。

評估

我們會根據財務投資、重要性、供應商提供的產品和服務、其地理位置及財務健康狀況,排定檢視供應商的優先順序。此外,也會定期執行稽核,評估聘僱合約、工作時數及宿舍環境。

TI 部署三種工具來定期評估生產供應商、非生產提供者和現場供應商:

- **評估** – 我們使用 RBA 的自我評估問卷 (SAQ) 或內部開發的評估,按優先順序調查直接材料和服務供應商的風險和管理體系,這些評估根據 RBA 規範的各個部分檢查人口統計資料和現有設施政策。這些評估有助於識別道德、環境和社會風險,包括人權和強迫勞動。
- **稽核** – 根據對評估和其他風險因素 (包括透明國際組織清廉指標所確定的風險因素) 的分析,我們確定要由 TI 或獨立第三方稽核機構根據 RBA 行為規範的完整或目標部分進行稽核的供應商。如果稽核機構在此過程中發現任何問題,我們將與供應商合作制定糾正行動計畫,並追蹤該計畫劃直至解決。
- **供應商績效評量計畫** – 對於關鍵供應商,我們將其在上述評估中的表現納入供應商績效評量計畫,這使 TI 能夠監控供應和品質風險,並鼓勵供應商持續改進。

此外,每年會由獨立第三方稽核人員評估所選 TI 設施是否符合 RBA 的驗證稽核計劃規範標準。我們會將報告提供給客戶。

如需更多評估程序相關資訊,請參閱我們的反人口販賣聲明。

成果

2023 年,TI 收到了 265 家供應商的評估,其中包括代表 370 間工廠的 175 家生產供應商。八家供應商需要更新程序、政策或訓練。

不論供應商個別風險評等為何,我們要求所有存在實際或潛在風險 (例如聘僱活動、工作時數、薪資與福利等相關風險) 的供應商都應採取矯正措施。我們會監督矯正措施執行直至完成。

如需更多供應鏈相關資訊,請參閱 TI.com 上的供應鏈責任和 GRI指標的採購做法章節。

負責任的礦產採購
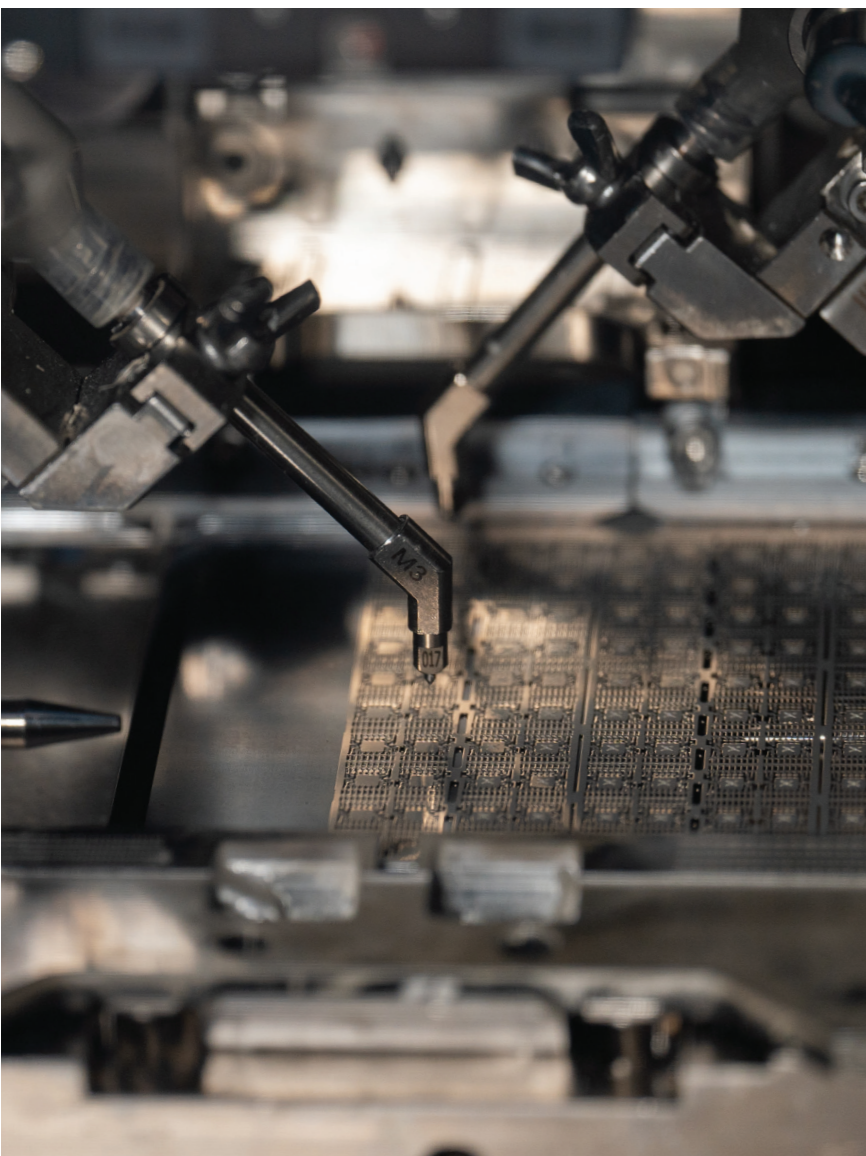
TI 從全球不同的供應商採購材料、零件和耗材。我們的程序可確保產品中的礦物不是來自資助或圖利剛果民主共和國或鄰近國家武裝集團的來源。這些礦物包括錫、鉭、鎢和金 (3TG) 以及鈷。

我們採取的行動

我們與供應鏈 (包含分包製造商) 密切合作，識別不合規的材料來源並予以排除。

負責任的礦產供應鏈管理標準操作程序符合經濟合作暨發展組織 (OECD) 的盡職調查準則，該準則要求建立政策、架構和程序、風險管理和溝通機制。

我們將負責任的礦產政策提供給供應商，期望其對我們的資訊要求做出迅速完整的回應。

監管鏈追蹤

為深入了解供應鏈中的來源國家、監管鏈和衝突礦產狀態，我們主要仰賴負責任礦產確保計畫 (RMAP) 的研究結果。

RMAP 計劃由獨立第三方評估冶鍊廠管理系統和採購做法，並判斷冶鍊廠是否符合適用的 RMAP 標準。此計畫由負責任礦產倡議組織 (RMI) 監督，該組織則是由 RBA 和全球永續議題 e 化倡議組織成員成立。

TI 是 RBA 成員，也參與 RMI 和負責任勞動倡議組織的工作小組。

績效

我們的研究和資訊顯示，2023 年我們供應鏈中的積體電路供應商共使用 3TG 來自符合標準冶鍊廠的礦物。此外，對我們業務至關重要的材料、零件和用品都是普遍可用的，我們相信這些材料、零件和用品將在可預見的未來繼續提供。如需更多有關風險和企業風險管理的資訊，請參閱我們的 SEC 表 10-K。

如欲了解更多資訊並取得我們最新的 SEC 表 SD 文件、衝突礦產報告範本 (CMRT) 和增強礦產報告範本 (EMRT)，請參閱 TI.com 上的負責任的礦產。

勞工與人權

我們對於人權的承諾

尊重與保護人權是我們社會發展和事業成功的基石。TI 致力於保護和捍衛人權,並在營運與供應鏈中確保個人尊嚴、自由和尊重。

我們採取措施來確保所有就業都是自願的,工作時間和薪酬是公平的,且符合當地的勞動標準和法規。我們禁止在營運範圍和供應鏈中使用童工。

員工有結社自由、團體協商權利 (或兩者皆有),依當地法令規定。我們執行年度全球員工調查,也進行線上和面對面座談會討論,深入了解各廠站的工作環境。

我們採取的行動

我們透過以下方式監控人權風險並避免違反情況:

- 運用多國企業 OECD 準則,對供應商執行定期風險評估和盡職調查。
- 在高風險地區執行第三方稽核、現場審查和評估,以保護員工和承包商的權利。
- 評估勞動標準、提供訓練與提高意識做法,並提供事件報告工具。

為確保我們在公司、業界和整個供應鏈中採用並套用最佳做法和流程來尊重人權,我們加入負責任商業聯盟 (RBA) 成為其中一員,該聯盟是全球最大的產業聯盟,致力於擔負全球供應鏈中的公司社會責任。我們使用 RBA 行為規範作為工具,在社會、環境和道德責任方面協調並採用最佳做法,我們希望我們的供應商也能採取相同措施。RBA 規範提供了一套參考國際對人權和勞工權利期望的產業標準,包括世界人權宣言、ILO 國際勞工標準和 OECD 多國企業準則。

我們的年度反人口販賣聲明概述了 TI 為打擊全球奴隸制和人口販賣所採取的措施。

社會責任標準

我們的行為規範確立了 TI 的道德期望,在關鍵問題領域明確界定了相關責任。我們的供應商行為規範對供應商及其供應商訂下類似的期望,期許致力遵循相同原則、維護人權、道德操守並提供安全工作環境。

我們的供應商環保與社會責任政策進一步概述了這些期望。這些標準以我們的價值觀為中心,是我們對員工期望的延伸。此外,我們相信良好的企業公民意識對於公司長期業務成功至關重要,並且必須反映在我們自己以及授權供應商之工作場所的關係和行為中,這種信念進一步推動了這些標準。我們希望供應商制定並採取適當的行動,以促進並確保遵守這些標準。

我們處理問題的方法

我們訓練和鼓勵員工發言,運用各種方式向任何管理階層表達意見和提出疑問或疑慮。我們不會容忍員工因通報或發聲而受到威脅或報復的情況。我們了解相關疑慮後,將立即評估情況並進行處理。

如需更多 TI 如何管理人權的資訊,請參閱 TI.com 網站上的反人口販賣聲明及供應鏈責任,以及 GRI 指標中的無歧視、童工、強迫或強制勞動與採購做法章節。

風險管理與業務連續性

TI 持續監控、計劃和訓練非預期與新興營運風險,例如網路攻擊、天然災害、極端天氣事件、疫情、地緣政治問題、社會動盪、恐怖主義或供應鏈或產品配送延遲。

我們內部擁有和區域多元化的製造足跡包括 12 座晶圓廠、7 個組裝與測試廠站,以及遍佈全球 15 個據點的多個凸塊與探針設施。除了內部能力外,我們與外部代工廠及分包商也有密切夥伴關係,以提供不中斷的供應。

如今,我們有能力在多個工廠生產出 85% 以上的製造流程和技術,而我們強健的業務連續性使我們能夠立即因應意外的變化。在 2030 年之前,我們內部將擁有 90% 的晶圓製造和 90% 的組裝與測試能力。無論市場或環境如何變化,在內部增加產能都可以讓我們更好地掌握並滿足客戶的需求。

我們採取的行動

我們透過以下方式來減少營運中斷:

- 監測風險、發展和調整風險處理計劃,並訓練員工對風險的回應。
- 評估環境條件改變、供應不中斷,以及全球法規與政治形勢。
- 全年 24 小時無休安全通訊中心。
- 擁有我們大部分的製造業務,為客戶提供更大的供應保證和地緣政治上可靠的產能。
- 在策略性靠近客戶的產品配送中心建立和安排全球庫存。

緊急狀況反應

我們會視事件性質與嚴重性啟動緊急回應系統。我們會成立緊急回應團隊,快速判斷減少潛在損耗所需的適當資源、服務與基礎設施,並協調相關回應與溝通。

執行商業建模、情境與影響分析,以發展並收斂管理策略、政策、標準及應變計劃,協助我們決定:

- 組成營運的重要商業程序,以及負責確保可行性的人員。
- 潛在威脅與風險,以及是否有控制機制可加以管理。
- 程序恢復時間,以確保我們使用正確的資源有效地回應和恢復。
- 針對所有對人員、營收和商譽有高風險的重要商業程序擬定應變策略。
- 完整復原策略以涵蓋回應與復原的所有面向,並將產品與服務持續性列為優先。

我們的 Readiness 2 Recover 計畫可協助我們衡量業務連續性管理要求的有效性和合規性。我們每兩年 (視需要) 會執行一次風險評估,以找出並修正現有措施與不足之處。

為各種情境做好準備

作為一家全球企業,TI 常面臨地震、疫情和劇烈天氣事件等無預警發生的非預期全球事件,這類事件的影響或輕微,或十分嚴重。面臨挑戰時,我們的目標是在避免人員、環境、財務與聲譽衝擊的情況下,同時維持生產與配送。

我們的業務連續性與緊急回應計畫包括打造真實情境,透過各種練習指引領導團隊如何學習、調整並改善對實際事件的回應。我們的業務連續性管理架構以 ISO 22301 業務連續性管理標準為基準,協助我們計劃、執行、監測與防止業務中斷情況。

為鼓勵企業領導階層參與風險計畫,我們定期:

- 根據對人員或產品的嚴重性和潛在衝擊,教導如何評估風險與優先順序。
- 要求領導階層自即時事件或情境練習所學的經驗,進行評估與更新應用策略。
- 執行演練、訓練、桌上模擬演習和現場演習,為意外事件做好準備。

如需更多資訊,請參閱我們的 SEC 表 10-K。

資訊保護

偵測與反應
- 監控並限制使用 USB 或隨身碟及外部硬碟。
- 監控 IT 系統並對不適當活動相關警示迅速回應。

訓練
- 寄送模擬網路釣魚和魚叉式網路釣魚電子郵件給員工,並視需要提供教育和意識宣導。
- 為所有 TI 員工提供網路安全意識和機密資訊保護訓練,並為 IT 團隊提供專門安全訓練。

保持主動
- 運用第三方進行年度滲透測試,驗證我們的控制與能力。
- 執行定期桌上模擬演習,練習相關回應。
- 執行定期防禦與攻擊演練。

TI 持續努力找出與消除對員工、客戶、IT 基礎設施、專有技術和機密資訊的潛在威脅。此保護機制是我們業務成長和獲利能力的關鍵,並以相關規範維持法規遵循。

減少網路安全風險

我們的網路安全風險管理程序以最佳實務管理和治理架構為基礎,例如 ISO、國家標準技術研究所 (NIST) 及網際網路安全中心 (CIS) 控制。我們在計畫中運用基礎網路安全原則來管理風險,例如始於安全的設計、縱深防禦、最小權限與注重韌性的備援。

我們運用這些組織的準則和從評估中收集到的資訊,研擬網路安全計畫、政策和標準,藉此降低風險並強化資安態勢,保護公司、技術和智慧財產權 (IP)。我們的政策包含定義資訊資產的可接受用途、特定 IP 或技術存取要求、保護個人資訊和隱私權,並須符合歐盟一般資料保護規範與中國網路安全法等規範。

我們採取的行動

我們的全球資訊安全團隊會找出潛在威脅並適當回應,與業務單位和支援團隊合作,共同提升安全。

為此,我們採取以下作法:

社會責任標準
- 限制存取電腦、伺服器、網路和其他 IT 系統中的資料。
- 執行技術措施,保護 TI 的網站免受外部攻擊,包括保護 TI.com 線上訂購產品。
- 部署工業標準保護,例如多重要素驗證、惡意軟體防禦與存取審查程序。
- 對要求存取我們 IT 資源與資訊者執行第三方風險與法規遵循評估。

公共政策

Building the next era of semiconductor manufacturing

TI 主管與州、地方和社區領導者一起參加了猶他州利哈伊的一家新 300mm 半導體晶圓製造工廠的奠基儀式。

TI 設有完善的政策與實務，能推動公司與員工合法參與政治程序。這些政策與實務定義了我們從事的活動，以及內部政治行動委員會 (PAC) 的責任與實務。

我們提出政策來協助吸引人才、推動創新，並提升競爭力。特定政策領域包括：稅收、貿易、人才和種族公平。為此，我們攜手許多美國和國際產業機構，在政策目標上進行合作。我們在部分組織中較為活躍，且各單位的立場不一定完全一致。

TI 的 PAC 是 100% 員工資助、規範、透明化且無黨派。TI PAC 讓特定員工能夠自願加入支持聯邦、州及地方政治候選人的行列，前提是該候選人的立場政見符合公司的企業目標。

我們在 TI.com 提供關於公司政治活動、TI 的 PAC、員工政治活動和相關政策與期望的資訊和揭露。

政治花費[15]

千元 (USD)

年份	企業捐獻	政治行動委員會 (PAC)
2019	$0	$101.0
2020	$0	$78.0
2021	$1.0	$96.5
2022	$2.0	$153.5
2023	$0	$79.5

企業捐獻　　政治行動委員會 (PAC)

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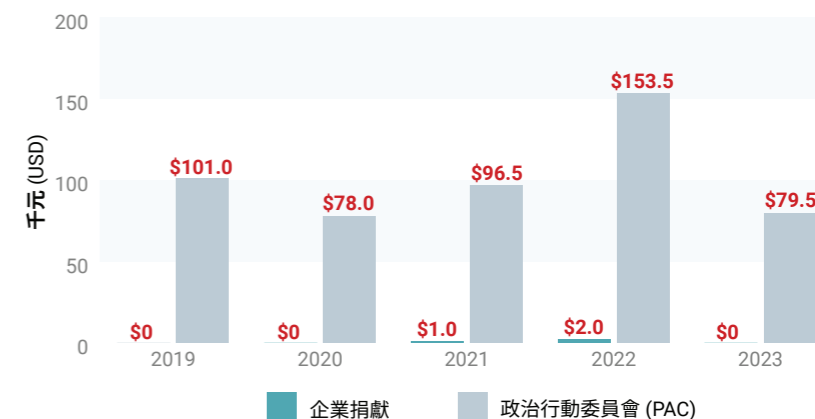
[15] TI 選擇在 2019 年、2020 年和 2023 年公民投票時不提供任何企業獻金。

社區影響力

幾十年來，TI 和 TI 基金會一直致力於在我們世界各地生活和工作的地方建立更強大的社區。

TI 和 TI 基金會支援諸如 For Oak Cliff 等組織，這些組織有助於加強和改善我們社區的生活品質。

捐贈

「我們的捐贈精神始於公司的創辦人及其家人，他們在北德州擁有著悠久的慈善和志工服務歷史。我們的領導者持續將這一精神傳達給全球的 TI 員工，一代又一代。強大的公司造就強大的社區，強大的社區造就強大的公司，這種信念在現今和 90 多年前公司成立時一樣在我們公司文化中根深蒂固且持續茁壯。」

– **Andy Smith**，TI 基金會執行董事暨 TI 捐贈和志工服務總監
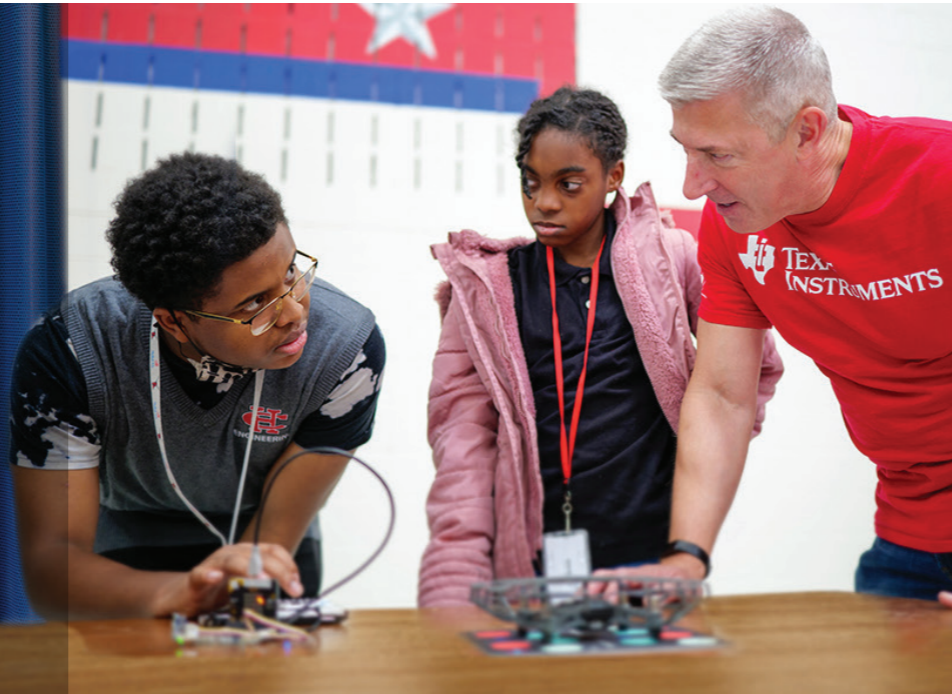
建立強大的社區

我們的抱負之一，就是成立一家讓每個人以成為其中一員為傲，並渴望與之為鄰的公司。

我們的回饋與志工服務計畫：

- 透過回饋活動和志工服務計畫，響應全球 TI 員工參與。
- 向 TI 營運位置的非營利組織提供貢獻，改善全球社區。
- 結合金融投資和員工參與，創造最佳影響。

我們的投資領域及投資方式

我們在教育方面投入了最高水準的慈善投資，其次是公共服務、種族平等和藝術。我們相信，所有這些都是造就一個繁榮公平社區的關鍵，因為這個社區中不同背景和文化的人只想要平順地生活和工作。

我們青睞已經證明效果顯著的計畫，但若有機會取得重大成果，考慮實施創新想法也未嘗不可。我們評估並衡量所有投資是否取得有效成果，並運用種族平等的觀點來確保資助的計畫公平且具包容性。

配對捐贈

我們以回饋和志工服務的形式鼓勵社區參與，並依照員工和退休人員付出的時間以及捐贈的金錢進行配對捐贈，以表彰其慷慨的行為。

對於美國的員工和退休人員向符合資格的組織做出的捐贈，TI 基金會將以一美元對一美元的方式進行配對捐贈，最高 30,000 美元。[16] TI 每年也會配捐高達 1,000 美元的志工服務時間。2023 年，TI 基金會在對贈和志工服務時間方面涉及的金額為 1,190 萬美元。

TI 基金會

TI 基金會經過深思熟慮和精心衡量，在以下方面進行了投資，來加強和改善我們場站社區的生活品質：

教育
增加擁有強大數學和科學技能的黑人、拉丁裔和女性高中畢業生人數，增加對帶領所有學生取得良好 STEM 成果的知識淵博、能力強且充滿熱情的 K-12 科學、技術、工程與數學 (STEM) 優秀教師和校長的人數、有效性和留住率。

公眾服務
加強針對種族和經濟弱勢人群關鍵需求的計畫和服務，並為遭受自然或人為災害破壞的場站社區和員工保留應急資金。

種族平等
支持消弭種族公平障礙的計畫，重點是加強問責制的警察培訓和做法，以公平地保護所有人，使我們的社區成為更安全的生活和工作場所。

藝術
透過向強調影響力和計畫多元性的一流組織提供長期資助，以及透過向有能力擴大規模和影響力的多元化群體提供具徹底改造功效的資助，維持使達拉斯具有文化包容性和活力的藝術。

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[16] TI 基金會是公司的 501(c)(3) 慈善組織。基金會僅在美國提供資助，主要是在 TI 總部附近。

2023 年捐贈重點

教育

數十年來，教育一直是 TI 基金會最優先考慮的慈善事業，自 2010 年以來，該基金會在 STEM 教育領域的投資超過 7,100 萬美元。

這些投資的特點之一是向當地學區提供資助金，這些學區的 STEM 學習需求很大，但擁有的機會卻很少。這筆資助金提供了轉型機會，透過教學、學習和應用 STEM 概念來訓練教師並培養學生的數學和科學推理技能。

2023 年，TI 基金會為 STEM 教育領域提供了 650 萬美元的資助金，進一步履行了對美國德州達拉斯南部教育的承諾，同時認可教師和校長帶來的影響對於學生成功的重要性。資助金聚焦於協助縮小達拉斯縣南部三個公立學區 STEM 學習差距的計劃。

此外，TI 還向國家數學與科學倡議 (NMSI) 大學預備計劃提供了資助金，協助在 美國德州謝爾曼 獨立學區實施該計畫。

TI 基金會頒發 TI STEM 教學創新獎來表彰傑出教師的工作。這些獎項已連續頒發了 16 年，其中包括向獲獎教師及其學校提供資助金，用於課堂技術或專業發展。

公眾服務

2023 年，TI 基金會提供了 120 萬美元的公共服務資助金，其中包括向達拉斯都會區美國聯合勸募協會的數位橋樑計畫提供資助金，該計畫有助於扭轉達拉斯縣南部數位落差的局面。

綜合 TI 員工和退休人員捐款、公司贊助以及 TI 基金會資助金和配捐，我們在 2023 年為聯合勸募協會額外籌集了 910 萬美元。我們的員工也貢獻了超過 2,500 個小時的服務時間，在食品分發處和兒童中心做志願者，為無家可歸的人打包衛生用品，並與有認知障礙的鄰居一起工作。此外，TI 基金會今年的救災補助金還包括向美國紅十字會資助金，用於土耳其地震救災。

種族平等

我們繼續提供種族平等資助金，目標是推動達拉斯種族平等永續發展。TI 基金會 2023 年在該領域資助金總計 50 萬美元。

我們向 For Oak Cliff 提供了資助金，For Oak Cliff 是一個社區發展的非營利組織，致力於對抗達拉斯南橡樹崖社區系統性種族主義的影響，我們還向 The Concilio 提供了資助金，以支持年輕拉丁裔專業人士網路及其文化能力計劃。

藝術

TI 基金會向達拉斯百老匯、達拉斯歌劇院和達拉斯劇院中心等藝術組織捐贈了 130 萬美元，這些組織廣受好評，吸引了眾多頂級藝術家和贊助人來到達拉斯。這些組織以及其他受資助的組織將繼續努力展開有意義的多元化工作，為更廣泛的受眾群體和文化帶來娛樂體驗。

我們為小型組織提供了變革性的資助金，這些組織對多元化節目產生了重大影響，其中包括藝術社區聯盟針對 BIPOC、LGBTQ+ 和女性藝術家的新作品基金、Uptown Players 和 Teatro Dallas。

透過教育創造機會

TI 投資 900 萬美元，為猶他州 Alpine 學區打造一個 STEM 學習社區，其中包括我們位於李海的晶圓廠。這項多年計畫是猶他州這一類別中的首創，會更深入將 STEM 概念根植於該區 85,000 位學生的課程中，並且為該區教師和行政人員提供 STEM 導向的專業發展。

TI 的這筆資助金進一步推動了我們對猶他州 STEM 教育的承諾。2022 年，TI 基金會向國家數學與科學倡議資助金，用於在猶他州東南部的 San Juan 學區實施大學預備計劃，該學區涵蓋 12 所學校和 3,000 名學生，其中一半以上是納瓦霍族學生。

志工服務

我們的同仁對回饋社會和改善社區生活品質抱有熱忱。TI有超過20個由員工帶領的全球社區參與團隊和其他關心社會福利的員工,努力解決當地需求。

我們的現任與退休員工累積將近278,000小時的服務,志工服務時數與2022年相比有所成長。在2023年時數價值達880萬美元 。

在美國,TI基金會每年對員工的志工服務時數提供高達1千美元配對捐贈,總共增加將近46萬美元的額外捐贈。

焦點

儘管面臨許多障礙,印度的員工仍長途跋涉數百英里,鼓勵農村學生返校接受教育。

Stephan G. 協助創立安置難民 (包括孩童) 的機構,這些難民居住在我們德國佛萊辛廠區附近的城鎮。

台灣淨灘日吸引了500多名員工及其家庭、供應鏈夥伴,一齊清除掉了近4,000磅海灘垃圾。

在美國,來自猶他州和德州的一支團隊,為了激發學生對科學與數學的熱情,長途行駛1,500英里造訪位於納瓦霍族保留區的偏鄉學校。

我們的總裁暨執行長與來自新進員工團體 (New Employee Network)的90名志工一起,在達拉斯佩羅自然科學博物館舉辦的STEM節上擔任全日志工,啟發學生對STEM概念的好奇心和自信。

在中國,我們的員工和社區參與團隊正在為兒童建立更強大的社區,包括一項為兒科心臟手術募集資金的計畫。

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[17] 2023 年獨立部門志願服務價值於出版當下無法取得。$880 萬元是根據 2022 年每小時 $31.80 元的價值進行估算。

附錄

在「帶孩子上班日」這一天，TI 員工的孩子可以深入了解科學、技術、工程和數學 (STEM) 職涯，以及 TI 的文化和價值觀。

Performance data

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.

Performance data

Financial and end markets   Giving and volunteering   Environmental sustainability   Workplace   Responsible business practices

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.

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Performance data

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.

Performance data

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.

Performance data

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.

Performance data

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**

Performance data

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.

Performance data

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%

Performance data

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.

Performance data

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.

Performance 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.

Performance data

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

GRI Standard	Indicator	Page	Additional response
Worldwide environmental management			
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.

GRI Content Index

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.

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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.

27 March 2024
On behalf of:

Andrea Duque
Partner, Corporate Assurance
Malvern, PA

ERMCVS