

# 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: <ul style="list-style-type: none"> <li>• <a href="#">TI at a Glance</a> for primary countries of operation.</li> <li>• <a href="#">SEC Form 10-K</a>, Part I for TI's ownership structure.</li> </ul>
	2-2 Entities included in the organization's sustainability reporting	3	See <a href="#">SEC Form 10-K</a> , 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 <a href="mailto:citizenshipfeedback@list.ti.com">citizenshipfeedback@list.ti.com</a> .
	2-4 Restatements of information	–	TI includes restatements and any associated impacts in the footnotes of its 2023 Corporate Citizenship Report and in <a href="#">Performance Data</a> in the appendix.
	2-5 External assurance	77	See <a href="#">Assurance Statement</a> . 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: <ul style="list-style-type: none"> <li>• <a href="#">SEC Form 10-K</a> Part I for a description of TI's markets, upstream and downstream activities, products and sales, and supply chain.</li> <li>• <a href="#">Supply Chain Responsibility</a>, <a href="#">Supplier webpage</a> and <a href="#">Education Technology</a> for information about TI's value chain and business relationships.</li> </ul> <p>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.</p> <p>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.</p>
	2-7 Employees	–	See <a href="#">Performance Data</a> 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: <ul style="list-style-type: none"> <li>• <a href="#">Governance webpage, SEC Form 10-K (Part III)</a>, <a href="#">Governance Guidelines</a> and <a href="#">Board Oversight of ESG Matters</a> for TI's governance structure, roles and responsibilities.</li> <li>• <a href="#">Governance</a> for board diversity data.</li> </ul>
	2-10 Nomination and selection of the highest governance body	–	See TI's <a href="#">Governance Guidelines</a> , <a href="#">2024 Proxy Statement</a> and <a href="#">Investor Relations FAQs</a> 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 <a href="#">Board of Directors &amp; Committees</a> and <a href="#">Governance Guidelines</a> for the roles and responsibilities of TI's chairman.
	2-12 Role of the highest governance body in overseeing the management of impacts	–	See <a href="#">Board of Directors &amp; Committees</a> and <a href="#">Board Oversight of ESG Matters</a> for TI's governance oversight of ESG impacts.
	2-13 Delegation of responsibility for managing impacts	–	See <a href="#">Board of Directors &amp; Committees</a> , <a href="#">Governance Guidelines</a> and <a href="#">Board Oversight of ESG Matters</a> for delegation responsibilities.
	2-14 Role of the highest governance body in sustainability reporting	–	See <a href="#">Board Oversight of ESG Matters</a> for information about reporting oversight.
	2-15 Conflicts of interest	–	See <a href="#">Governance Guidelines</a> and <a href="#">2024 Proxy Statement</a> for information about managing conflicts of interest.
	2-16 Communication of critical concerns	25	See <a href="#">Board Oversight of ESG Matters</a> , <a href="#">Governance Guidelines</a> and <a href="#">Ethics and Compliance</a> 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 <a href="#">Board Oversight of ESG Matters</a> and <a href="#">Governance Guidelines</a> . 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 <a href="#">Governance Guidelines</a> and pages 17-18 of the <a href="#">2024 Proxy Statement</a> for TI's board evaluation process.
	2-19 Remuneration policies	–	See <a href="#">Governance Guidelines</a> , pages 22-25 of the <a href="#">2024 Proxy Statement</a> , <a href="#">Recoupment of Executive Compensation Policy</a> and <a href="#">Board Oversight of ESG Matters</a> for TI's remuneration policies for directors and executive officers.
	2-20 Process to determine remuneration	–	See pages 22-26 of the <a href="#">2024 Proxy Statement</a> , <a href="#">Executive Compensation Consultants Policy</a> and <a href="#">Recoupment of Executive Compensation Policy</a> for TI's remuneration policies for directors and executive officers.
2-21 Annual total compensation ratio	–	See pages 55-57 of the <a href="#">2024 Proxy Statement</a> 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 <a href="#">Letter from the CEO</a> for the company's commitment to citizenship and sustainability.
	2-23 Policy commitments	24-30	See <a href="#">Living our values – TI's ambitions, values and code of conduct</a> , <a href="#">Supplier Code of Conduct</a> , <a href="#">Governance Documents</a> and <a href="#">Governance</a> for policies related to responsible business conduct, human rights and employee reporting methods.
	2-24 Embedding policy commitments	24-30	See <a href="#">Ethics and Compliance</a> , <a href="#">Supplier Code of Conduct</a> , <a href="#">Governance Documents</a> and <a href="#">Governance</a> for how TI embeds policy commitments.
	2-25 Processes to remediate negative impacts	24-30	See <a href="#">Ethics and Compliance</a> and <a href="#">Supply-Chain Responsibility</a> 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 <a href="#">Ethics and Compliance</a> 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 <a href="#">associations</a> 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	–	<p>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.</p> <p>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.</p> <p>Stakeholders can ask questions or share opinions through our website (TI.com), email (<a href="mailto:citizenshipfeedback@list.ti.com">citizenshipfeedback@list.ti.com</a>) 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.</p>
	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	–	<p>TI engages in an annual comprehensive review process to identify material topics. This entails:</p> <ul style="list-style-type: none"> <li>• Actively soliciting input from internal and external stakeholders.</li> <li>• Assessing geopolitical, social, labor and economic tensions as well as security, water, public health and climate change risks.</li> <li>• Evaluating financial and inflationary conditions.</li> <li>• Reviewing internal and third-party sustainability assessments.</li> <li>• Benchmarking against peers.</li> </ul> <p>We then compare these inputs to our company priorities to determine what topics and disclosures to include in our annual Corporate Citizenship Report.</p>
	3-2 List of material topics	–	<p>TI's material topics include:</p> <ul style="list-style-type: none"> <li>• Business continuity and risk management.</li> <li>• Environmental impact (GHGs, energy and water consumption, and wastewater management).</li> <li>• Material consumption and disposal and chemical management.</li> <li>• Workplace (diversity and inclusion, recruitment and retention, development, compensation, and health and safety).</li> <li>• Supply-chain responsibility (including labor and human rights and responsible minerals sourcing).</li> <li>• Ethics.</li> <li>• Public policy.</li> </ul> <p>Additional important topics to TI and its stakeholders include giving and volunteering.</p>
	3-3 Management of material topics	–	<p>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:</p> <ul style="list-style-type: none"> <li>• <a href="#">Risk Management and Business Continuity</a>.</li> <li>• <a href="#">Environmental Sustainability</a>.</li> <li>• <a href="#">Workplace</a>.</li> <li>• <a href="#">Supply-Chain Responsibility</a>.</li> <li>• <a href="#">Ethics and Compliance</a>.</li> <li>• <a href="#">Public Policy</a>.</li> <li>• <a href="#">Giving and Volunteering</a>.</li> </ul>

# 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 <a href="#">2023 Annual Report, 2024 Proxy Statement</a> and <a href="#">SEC Form 10-K</a> for information about how the company facilitates economic growth and manages financial performance.
	201-1 Direct economic value generated and distributed	<a href="#">35, 40</a>	See: <ul style="list-style-type: none"> <li>• TI's <a href="#">2023 Annual Report, 2024 Proxy Statement</a> and <a href="#">SEC Form 10-K</a> for economic value generated and distributed.</li> <li>• <a href="#">Giving and Volunteering</a> and <a href="#">Performance Data</a> in the appendix for philanthropic contributions.</li> </ul>
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">31</a>	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 <a href="#">SEC Form 10-K</a> and the latest <a href="#">CDP response</a> for additional information.
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">21</a>	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 <a href="#">SEC Form 10-K</a> , 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	<a href="#">33</a>	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 <a href="#">SEC Form 10-K</a> 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	<a href="#">17, 21</a>	See <a href="#">Compensation and Benefits</a> , <a href="#">Recruitment</a> , <a href="#">GRI 401: Employment</a> and <a href="#">GRI 406: Anti-Discrimination</a> 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 <a href="#">Supply-Chain Responsibility</a> , <a href="#">Responsible Minerals Sourcing</a> and TI's <a href="#">Supplier portal</a> 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 <a href="#">Ethics and Compliance</a> and <a href="#">Living our values – TI's ambitions, values and code of conduct</a> 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 <a href="#">Code of Ethics for TI CEO and Senior Finance Officers</a> 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 <a href="#">Ethics and Compliance</a> and <a href="#">Living our values – TI's ambitions, values and code of conduct</a> 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 <a href="#">SEC Form 10-K</a> 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 <a href="#">Global Tax Policy</a> .
	207-1 Approach to tax	–	See TI's <a href="#">Global Tax Policy</a> .
	207-2 Tax governance, control and risk management	–	See TI's <a href="#">Global Tax Policy</a> .
	207-3 Stakeholder engagement and management of concerns related to tax	–	See TI's <a href="#">Global Tax Policy</a> . We support local, national and international tax policies that recognize the semiconductor industry is global, capital-intensive and R&D-focused. Worldwide, we seek to ensure that our tax policies are competitive, predictable and transparent.
	207-4 Country-by-country reporting	–	We report tax obligations in accordance with country-specific requirements.

# GRI Content Index

GRI 300 series

Worldwide environmental management			
GRI Standard	Indicator	Page	Additional response
N/A	3-3 Management of material topics	8, 22	<p>Note: The following applies to TI's overall environmental, safety and health (ESH) management. See <a href="#">Environmental Sustainability and Health and Safety</a> for more information.</p> <p><b>Management system</b> 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.</p> <p>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.</p> <p>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:</p> <ul style="list-style-type: none"> <li>• Survey employees and external stakeholders.</li> <li>• Conduct legally required inspections and monitor incident rates.</li> <li>• Benchmark against the RBA's self-assessment disclosure, its code of conduct, and against peers and members of the Semiconductor Industry Association.</li> <li>• Assess select sites using a third-party auditor under the RBA's Validated Audit Program.</li> </ul> <p>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.</p> <p>Additionally, we provide our ESH team with extensive training and tools to implement appropriate industry best practices and comply with regulatory requirements.</p> <p><b>Policies</b> We require employees and supplemental contractors at all manufacturing and assembly and test sites to adhere to our <a href="#">ESH Policy and Principles</a>. It is available in multiple languages: <a href="#">traditional Chinese</a>, <a href="#">simplified Chinese</a>, <a href="#">Japanese</a>, <a href="#">Malay</a>, <a href="#">Spanish</a>, <a href="#">German</a> and <a href="#">Korean</a>. <a href="#">Living our values – TI's ambitions, values and code of conduct</a> also contains environmental management expectations.</p> <p><b>Engagement</b> We evaluate a proposed project's potential positive and negative impacts on a community by conducting environmental impact assessments.</p> <p><b>Grievance channels</b> 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 <a href="https://ti.com/support">TI.com/support</a> or email all other ESH-related inquiries to <a href="mailto:citizenshipfeedback@list.ti.com">citizenshipfeedback@list.ti.com</a>.</p>



# GRI Content Index

Energy			
GRI Standard	Indicator	Page	Additional response
GRI 302: Energy	3-3 Management of material topics	11	See <a href="#">Energy</a> and <a href="#">Worldwide Environmental Management</a> in this index for how TI manages energy consumption.
	302-1 Energy consumption within the organization	11, 42	See <a href="#">Energy</a> and <a href="#">Performance Data</a> 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 <a href="#">CDP response</a> 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 <a href="#">Performance Data</a> 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	<p>See <a href="#">Water</a>, <a href="#">Worldwide Environmental Management</a> in this index and our most recent <a href="#">CDP response</a> 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:</p> <ul style="list-style-type: none"> <li>• Visually inspect our on-site wastewater treatment plants regularly to ensure that they operate properly and do not leak.</li> <li>• Periodically clean the plants and inspect the treatment basins for integrity.</li> <li>• Hire trained or certified operators as required.</li> </ul> <p>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.</p> <p><b>Water sources</b> Our water sources include surface water from local municipal supplies and groundwater. Our water footprint comprises three types of water:</p> <ul style="list-style-type: none"> <li>• Nonmanufacturing – used in restrooms, irrigation, drinking fountains and cafeterias.</li> <li>• Manufacturing – used to rinse wafers after chemical processing or for other fabrication processes.</li> <li>• Manufacturing support – used in exhaust abatement and cooling systems.</li> </ul>

# 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	<p>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.</p> <p>See <a href="#">Water</a> and TI's most recent <a href="#">CDP response</a> for how TI interacts with water and collaborates with stakeholders regarding this shared resource.</p> <p>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.</p>
	303-2 Management of water discharge-related impacts	12	<p>See <a href="#">Water</a> and TI's most recent <a href="#">CDP response</a> 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.</p> <p>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.</p>
	303-3 Water withdrawal	44	See <a href="#">Performance Data</a> 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 <a href="#">Performance Data</a> in the appendix for water discharge data.
	303-5 Water consumption	12, 43	See <a href="#">Water</a> and <a href="#">Performance Data</a> 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	<p>See <a href="#">Greenhouse Gas Emissions</a>, <a href="#">Worldwide Environmental Management</a> in this index and TI's most recent <a href="#">CDP response</a> 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.</p> <p>The EPA requires that the semiconductor industry (among other industries) measure and report annual fluorinated GHG emissions (such as sulfur hexafluoride [SF<sub>6</sub>], 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.</p> <p>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.</p> <p><b>Boundaries</b> 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.</p> <p>For more information on TI's approach to GHG emissions reporting, see the <a href="#">TI Basis of Reporting statement</a>.</p>
	305-1 Direct (scope 1) GHG emissions	41	<p>See <a href="#">Performance Data</a> in the appendix for scope 1 data. The gases included in data calculations include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrochlorofluorocarbons (HFCs), PFCs, sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).</p> <p>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 <a href="#">CDP response</a>.</p>
	305-2 Indirect (scope 2) GHG emissions	41	<p>See <a href="#">Performance Data</a> 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<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O. In 2023, we made no significant emissions changes that triggered base-year emissions recalculations.</p> <p>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 <a href="#">CDP response</a> for more information.</p>
	305-3 Other indirect (scope 3) GHG emissions	10	See <a href="#">Greenhouse Gas Emissions</a> and TI's most recent <a href="#">CDP response</a> 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 <a href="#">Performance Data</a> in the appendix and TI's most recent <a href="#">CDP response</a> 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 <a href="#">Maine, Utah and Texas</a> .
	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 <a href="#">Maine, Utah and Texas</a> .

Waste			
GRI Standard	Indicator	Page	Additional response
GRI 306: Waste	3-3 Management of material topics	13	See <a href="#">Waste and Material Management</a> and <a href="#">Worldwide Environmental Management</a> in this index to learn more about waste management.
	306-1 Waste generation and significant waste-related impacts	13, 45	See <a href="#">Waste and Material Management</a> and <a href="#">Performance Data</a> in the appendix for information and data on waste-stream activities.
	306-2 Management of significant waste-related impacts	13, 14	See <a href="#">Waste and Material Management</a> and <a href="#">Logistics</a> 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 <a href="#">Performance Data</a> in the appendix for waste-related data.
	306-4 Waste diverted from disposal	45	See <a href="#">Performance Data</a> in the appendix for waste-related data.
	306-5 Waste directed to disposal	46	See <a href="#">Performance Data</a> 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 <a href="#">Worldwide Environmental Management</a> in this index, <a href="#">Supplier Code of Conduct</a> , <a href="#">Supplier Environmental and Social Responsibility Policy</a> , and <a href="#">ESH Handbook for Suppliers</a> 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	<p>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.</p> <p>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.</p>

# 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 <a href="#">Workplace</a> to learn more about how we manage workplace issues.  <b>Grievance channels</b> 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 <a href="#">Workplace</a> and <a href="#">Worldwide Workplace Management</a> in this index and TI's <a href="#">Equal Employment Opportunity Policy</a> 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 <a href="#">Workplace</a> and <a href="#">Worldwide Workplace Management</a> 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	<p>See <a href="#">Safety and Health</a> and <a href="#">Worldwide Environmental Management</a> in this index to learn more about our management approach. Our management responsibilities include having:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Manufacturing and assembly and test safety councils, comprising ESH and ergonomics representatives, drive a safety-focused manufacturing culture within our facilities.</li> <li>• Leaders at all levels support and reinforce consistent safety practices, including training and reporting.</li> <li>• Employees complete applicable training and keeping their work environments safe.</li> </ul> <p><b>Policies</b></p> <ul style="list-style-type: none"> <li>• TI's Threat-Free Work Environment Policy describes our expectations.</li> <li>• TI's <a href="#">Supplier Code of Conduct</a> requires that suppliers ensure their working conditions are safe.</li> <li>• TI's <a href="#">Supplier Environmental and Social Responsibility Policy</a> outlines health and safety expectations.</li> <li>• TI's <a href="#">ESH Handbook for Suppliers</a> summarizes standards, policies, guidelines and general practices.</li> </ul>
	403-1 Occupational health and safety management system	22	<p>TI's health and safety management system is voluntarily third-party certified to ISO 45001:2018. This management system:</p> <ul style="list-style-type: none"> <li>• Comprises interrelated and interacting elements used to establish our ESH policy, principles and objectives.</li> <li>• Drives a reduction of occupational injuries and diseases and promotes and protects the physical and mental health of employees, contractors, customers and visitors.</li> <li>• Records performance data; identifies trends, weaknesses and hazards; and remedies flaws.</li> <li>• Ensures the quality of and facilitates workers' access to safety and occupational health services.</li> </ul> <p>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.</p>
	403-2 Hazard identification, risk assessment and incident investigation	22	<p>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.</p> <p><b>Assessments</b></p> <p>Through routine programs, facility self-assessments and audits, work area sampling, and health and safety surveys, we assess potential safety and health risks by:</p> <ul style="list-style-type: none"> <li>• Identifying, assessing and documenting potential workplace hazards and risks using qualitative and quantitative methods, and implementing appropriate controls to mitigate risks.</li> <li>• Using the assessment results to identify annual goals to drive risk-reduction projects in accordance with ISO 45001:2018.</li> <li>• Investigating all incidents and near misses to analyze the root cause and take corrective and preventive actions.</li> <li>• Communicating lessons learned and corrective action plans to other sites and groups to avoid similar issues.</li> <li>• 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.</li> <li>• 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.</li> </ul>

# 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	<p>See <a href="#">Safety and Health</a> to learn more about occupational health services. TI ensures the quality of occupational health services through:</p> <ul style="list-style-type: none"> <li>• On-site clinics staffed by medical practitioners who hold recognized qualifications.</li> <li>• Its worldwide medical director, who reviews statements of work for medical providers and conducts on-site reviews as needed.</li> <li>• Medical surveillance oversight and monitoring of occupational health examinations.</li> </ul> <p>All TI sites:</p> <ul style="list-style-type: none"> <li>• Use an industrial hygiene program to identify, evaluate and control potential workplace hazards.</li> <li>• Collect employee health data to design custom health-improvement programs.</li> <li>• Manage all personal health-related information as confidential according to all legal requirements and our confidentiality classification expectations.</li> </ul>
	403-4 Worker participation, consultation and communication on occupational health and safety	22	<p>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.</p> <p>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.</p>
	403-5 Worker training on occupational health and safety	22	<p>To reinforce TI's commitment to employee safety, we:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• Deliver occupational health and safety training to 100% of our employees and supplemental contractors.</li> <li>• Tailor training to each role to reinforce our commitment to compliance, resilient ESH standards and customers' performance expectations.</li> <li>• Reinforce expectations regularly through safety campaigns, articles, meetings, posters and reminder emails.</li> </ul> <p>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.</p>
	403-6 Promotion of worker health	22	<p>See <a href="#">Safety and Health</a> to learn more about occupational health services. For ergonomics risk, we:</p> <ul style="list-style-type: none"> <li>• Implement high- and medium-risk-reduction projects that help sites identify and reduce musculoskeletal disorder risks.</li> <li>• Engage workers to assess safety and ergonomics risks and reinforce solutions.</li> <li>• Implement a hearing conservation program and controls, which we continuously monitor according to our medical surveillance program.</li> <li>• Created a website to help at-home employees conduct ergonomic assessments.</li> <li>• Offer a health care plan for U.S. employees that includes free access to a preventive provider who works with musculoskeletal discomfort.</li> </ul> <p>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.</p> <p>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.</p> <p>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.</p>

# 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 <a href="#">Supplier Code of Conduct</a> and <a href="#">Supplier Environmental and Social Responsibility Policy</a> 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 <a href="#">Performance Data</a> 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 <a href="#">Performance Data</a> 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 <a href="#">Talent Development</a> and <a href="#">Worldwide Workplace Management</a> in this index to learn more about how TI manages employee development.  To strengthen development programs, we: <ul style="list-style-type: none"> <li>• Track attendance in mandatory training programs to ensure compliance.</li> <li>• 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.</li> <li>• Benchmark with training providers and other companies to ensure the effectiveness of our learning modalities.</li> <li>• Conduct internal and external audits to verify the quality and effectiveness of our processes.</li> </ul> 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 <a href="#">Talent Development</a> 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
<b>GRI 404:</b> Training and education	404-3 Percentage of employees receiving regular performance and career development reviews	–	<p>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.</p> <p>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.</p>

Diversity and equal opportunity			
GRI Standard	Indicator	Page	Additional response
<b>GRI 405:</b> Diversity and equal opportunity	3-3 Management of material topics	18	See <a href="#">Diversity and Inclusion</a> and <a href="#">Worldwide Workplace Management</a> 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 <a href="#">Governance</a> for board diversity data and <a href="#">Performance Data</a> in the appendix for workforce data.
	405-2 Ratio of basic salary and remuneration of women to men	21	<p>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.</p> <p>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.</p> <p>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.</p>

Non-discrimination			
GRI Standard	Indicator	Page	Additional response
<b>GRI 406:</b> Non-discrimination	3-3 Management of material topics	25	<p>See <a href="#">Worldwide Workplace Management</a> in this index, <a href="#">Living our values – TI's ambitions, values and code of conduct</a>, and our <a href="#">Equal Employment Opportunity Policy</a> to learn about nondiscrimination standards. We:</p> <ul style="list-style-type: none"> <li>• Take measures to ensure that recruiting efforts and workforce reflect the available talent pool.</li> <li>• Measure participation in diversity initiatives.</li> <li>• Monitor concerns or grievances reported.</li> <li>• Benchmark programs and strategies against our peers.</li> </ul>
	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.

# GRI Content Index

Freedom of association and collective bargaining			
GRI Standard	Indicator	Page	Additional response
<b>GRI 407:</b> Freedom of association and collective bargaining	3-3 Management of material topics	30	See <a href="#">Worldwide Workplace Management</a> in this index and <a href="#">Labor and Human Rights</a> 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 <a href="#">Supplier Code of Conduct</a> 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
<b>GRI 408:</b> Child labor	3-3 Management of material topics	30	TI forbids the use of child labor in any area of its business. The <a href="#">Supplier Code of Conduct</a> , <a href="#">Supplier Environmental and Social Responsibility Policy</a> , and <a href="#">Anti-Human Trafficking Statement</a> also forbid child labor in any stage of manufacturing. See <a href="#">Labor and Human Rights</a> and <a href="#">Supply-Chain Responsibility</a> to learn more about our policies, reporting and assessment mechanisms. We use our <a href="#">Living our values, TI's ambitions, values and code of conduct</a> , <a href="#">Business Practices Statement</a> , and membership in organizations such as the RBA as reference points for our approach to managing human rights issues.  <b>Assessment</b> 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.  <b>Policies and practices</b> TI has: <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
	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 <a href="#">GRI 408: Child Labor</a> 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 <a href="#">devices</a> 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	–	<p>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.</p> <p>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.</p> <p>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.</p> <p>Stakeholders with questions or concerns about our community, philanthropy and volunteering programs can email <a href="mailto:citizenshipfeedback@list.ti.com">citizenshipfeedback@list.ti.com</a> or contact the TI Ethics Office anonymously.</p>
	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 <a href="#">Supply-Chain Responsibility</a> , <a href="#">Anti-Human Trafficking Statement</a> and the <a href="#">supplier portal</a> 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	<p>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.</p> <p>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.</p>

Public policy			
GRI Standard	Indicator	Page	Additional response
GRI 415: Public policy	3-3 Management of material topics	33	<p>To protect our ability to engineer progress, we advocate for <a href="#">government policies</a> that help us attract talent, drive innovation, and promote competitiveness.</p> <p>We conduct public policy activities transparently, ethically and in compliance with relevant laws, and disclose our membership in <a href="#">industry associations</a> and all <a href="#">political expenditures</a>. We openly describe the role of TI's <a href="#">political action committee</a>. 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.</p>

# 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 <a href="#">Public Policy</a> and TI's <a href="#">Public Policy website</a> for more information.
	415-1 Political contributions	33	TI's <a href="#">political activities and contributions</a> 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 <a href="#">packing materials</a> . Information about how we manage <a href="#">restricted chemicals</a> and <a href="#">product labeling</a> is on TI.com.
	417-1 Requirements for products or service information and labeling	14	<p>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:</p> <ul style="list-style-type: none"> <li>• Use TI standard labels and create semi-custom labels if customers require them.</li> <li>• Share information about products' possible environmental and social impacts on our <a href="#">Eco-Info</a> page and material content <a href="#">search tool</a>.</li> <li>• Provide applicable safety information in product literature.</li> <li>• Assess and indicate the compliance status of all regulatory and industry requirements for integrated circuit components on our labels and website.</li> </ul> <p>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.</p>
	417-2 Incidents of non-compliance concerning production information and labeling	–	TI complies with information and labeling requirements across the globe, such as the European Union (EU) Restriction of Hazardous Substances, the United Kingdom Conformity Assessed Marking and the EU Directive for Waste Electrical and Electronic Equipment. We also adhere to voluntary codes, such as Underwriters Laboratories, the Canadian Standards Association (North American certification), the China Quality Certification Center (Chinese certification marking) and Verband Deutscher Elektrotechniker (European test certification marking). In 2023, TI had zero noncompliance incidents with regulated and voluntary codes.
	417-3 Incidents of non-compliance concerning marketing communications	–	TI had zero incidents of noncompliance related to product marketing communications in 2023.

# GRI Content Index

Customer privacy			
GRI Standard	Indicator	Page	Additional response
GRI 418: Customer privacy	3-3 Management of material topics	32	<p>See <a href="#">SEC Form 10-K</a> page 14 for information about cybersecurity risk management, and <a href="#">Information Protection</a> 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.</p> <p><b>Assessment</b> We:</p> <ul style="list-style-type: none"> <li>• Regularly review and test controls to ensure that protections function as they should.</li> <li>• Conduct external penetration tests, internal vulnerability assessments, and audits at the site and business level.</li> <li>• Evaluate our practices against industry standards and vet with external experts.</li> <li>• Address any identified deficiencies.</li> </ul> <p><b>Grievance channels</b> 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.</p>
	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 <a href="#">SEC Form 10-K</a> and <a href="#">Risk Management and Business Continuity</a> 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.

# 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	
<b>Scope of our assurance engagement</b>	<p>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.</p> <ul style="list-style-type: none"> <li>• Total Scope 1 GHG emissions (excluding those generated from fluorinated heat transfer fluids) [metric tonnes CO2e]</li> <li>• Total Scope 2 GHG emissions (location-based) [metric tonnes CO2e]</li> <li>• Total Scope 2 GHG emissions (market-based) [metric tonnes CO2e]</li> <li>• Total Energy Consumption [MWH]</li> <li>• Total Renewable Energy [MWH]</li> </ul> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
<b>Reporting period</b>	1 January 2023 – 31 December 2023
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>• Texas Instruments’ Basis of Reporting Criteria as published on Texas Instruments’ website.</li> <li>• World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 2)</li> <li>• United States Environmental Protection Agency (USEPA), Greenhouse Gas Reporting Program (GHGRP), Subpart I –Electronics Manufacturing</li> </ul>
<b>Assurance standard and level of assurance</b>	<p>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.</p> <p>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.</p>
<b>Respective responsibilities</b>	<p>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.</p> <p>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.</p>

## Our conclusion

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

## Emphasis of matter

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

### **Our assurance activities**

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

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

### **The limitations of our engagement**

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

### **Our independence, integrity and quality control**

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

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

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

### **Other Matters - observations**

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

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



Andrea Duque  
Partner, Corporate Assurance  
Malvern, PA

27 March 2024

On behalf of:

ERM Certification & Verification Services Incorporated

[www.ermcvs.com](http://www.ermcvs.com) | [post@ermcvs.com](mailto:post@ermcvs.com)





**Notice regarding forward-looking statements**

This communication includes forward-looking statements intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995, including statements regarding expectations for the achievability and impact of the company's environmental sustainability goals. These forward-looking statements generally can be identified by phrases such as TI or its management "will," "believes," "expects," "anticipates," "foresees," "forecasts," "estimates" or other words or phrases of similar import. Similarly, statements herein that describe TI's business strategy, outlook, objectives, plans, intentions or goals are forward-looking statements. All such forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those in forward-looking statements. For a more detailed discussion of these factors, see the risk factors discussion in the first quarter of 2024 form 10-Q, filed with the SEC. The forward-looking statements included in this communication are made only as of the date of this communication. We undertake no obligation to update the forward-looking statements to reflect subsequent events or circumstances.