

**Company Name** Texas Instruments  
**Industry** ICT (Own operations and Supply Chain)  
**Overall Score** 8.1 out of 100

Theme Score	Out of	For Theme
0.5	10	A. Governance and Policies
2.5	25	B. Embedding Respect and Human Rights Due Diligence
2.0	20	C. Remedies and Grievance Mechanisms
3.1	25	D. Performance: Company Human Rights Practices
0.0	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not Met: General HRs commitment: Previous assessment used evidence from the Business practices statement. However, it is not clear the Business practices statement is a formal policy. No further evidence found. [Business practices statement, N/A: <a href="https://www.ti.com">ti.com</a>]</li> <li>Not Met: Universal Declaration of Human rights (UDHR)</li> <li>Not Met: International Bill of Human Rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not Met: Commitment to the UNGPs</li> <li>Not Met: Commitment to the OECD Guidelines for Multinational Enterprises</li> </ul>
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Not Met: Company has a commitment to the ILO Core</li> <li>Not Met: Company has an explicit commitment to All four ILO Core</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not Met: Company expect suppliers to commit to ILO Core</li> <li>Not Met: Company explicitly list All four ILO for suppliers: The Supplier Code of Conduct covers non-discrimination, child and forced labour. Regarding freedom of association and collective bargaining, it indicates: 'In conformance with local law, suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment'. However, it is</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			not clear whether the Company requires to respect those rights in all contexts, as it indicates 'in conformance with local law'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a> ]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Commitment to respect H&amp;S of workers: The Company indicates: 'Texas Instruments Incorporated is committed to: Safe and healthy working conditions'. [(ESH) Environment Safety and Health Principles, 2019: <a href="#">ti.com</a>]</li> <li>• Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Expect suppliers to commit to H&amp;S of their workers: The Supplier Code of Conduct indicates: 'Suppliers will take actions, as necessary, to minimize the incidence of work-related injury and illness, and ensure a safe and healthy work environment'. The health and safety standards include: Occupational Safety, Emergency Preparedness, Occupational Injury and Illness, Industrial Hygiene, Physically Demanding Work, Machine Safeguarding, Sanitation, Food, and Housing, Health and Safety Communication. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> <li>• Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Supplier Code of Conduct indicates: 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers must be allowed at least one day off every seven days'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> </ul>
A.1.3.a.ICT	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (ICT)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Responsible mineral sourcing: The Conflict Minerals policy states that 'TI supports efforts to eliminate the use of 3TG from conflict sources that could promote such serious problems in the DRC. (...) Our objective is to have a conflict-free supply chain'. However, 'supports efforts' or 'our objective' are not considered formal statements of commitment according to CHRB wording criteria. Previous assessment used evidence from a previous version of the Conflict Minerals policy statement. No further evidence found. [Conflict Minerals Policy Statement, 04/2021: <a href="#">wpl.ext.ti.com</a>]</li> <li>• Not Met: Based on OECD Guidance: It indicates: 'TI supports efforts to eliminate the use of 3TG from conflict sources that could promote such serious problems in the DRC. This program also works with companies to develop plans to exercise their due diligence over cobalt supply chains in accordance with Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance. (...) We have designed our due diligence efforts with intent to conform in all material respects with the framework in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas'. However, no evidence found of a commitment to following the OECD Guidance at least in respect of 3TG, as the first piece of evidence makes reference only to cobalt and the latter indicates that it 'intent[s] to conform', which is not considered formal statements of commitment according to CHRB wording criteria. Similar statement was found in the SD report. [Conflict Minerals Policy Statement, 04/2021: <a href="#">wpl.ext.ti.com</a>] &amp; [2019 SD Form, 01/06/2020: <a href="#">investor.ti.com</a>]</li> <li>• Met: Requires suppliers to commit to responsible mineral sourcing: The Supplier Code of Conduct states that 'In accordance with the Texas Instruments Conflict Mineral Policy Statement, all suppliers must adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework. In addition, the use of emerging conflict minerals is to be monitored, including cobalt and mica'. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Commits to follow OECD Guidance for all minerals</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Suppliers expected to make similar requirements of their suppliers</li> </ul>
A.1.3.b.ICT	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (ICT)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Women's rights [Diversity and Inclusion, N/A]</li> <li>• Not Met: Children's rights [Business practices statement, N/A: <a href="#">ti.com</a>]</li> <li>• Not Met: Migrant worker's rights</li> <li>• Met: Expects suppliers to respect at least one of these rights: The Supplier Code of Conduct indicates that 'Suppliers are expected to uphold the human rights of workers, and to treat them with dignity and respect as understood by the international community. This applies to all workers including temporary, migrant (...) and any other type of worker'. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: CEDAW/Women's Empowerment Principles</li> <li>• Not Met: Child Rights Convention/Business Principles</li> <li>• Not Met: Convention on migrant workers</li> <li>• Not Met: Expecting suppliers to respect these rights</li> </ul>
A.1.4	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: The Company commits to remedy: In the context to responsibly sourcing minerals, it indicates: 'TI will take the appropriate actions to remedy the situation in a timely manner, including reassessment of supplier relationships'. However, it is not clear it commits to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to beyond conflict-minerals. [Conflict Minerals Policy Statement, 04/2021: <a href="#">wpl.ext.ti.com</a>]</li> <li>• Not Met: Company expect suppliers to make this commitment: On its Supplier Code Policy it indicates in reference to child labour: 'If child labor is identified, supplier should immediately remediate and provide other assistance'. However, it is not clear the Company expects suppliers to committing it to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to beyond child labour. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Collaborating with other remedy initiatives</li> <li>• Not Met: Work with suppliers to remedy impact</li> </ul>
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Zero tolerance attacks on HRs Defenders (HRDs) [Whistleblower Policy of Audit Committee, N/A: <a href="#">ti.com</a>]</li> <li>• Not Met: Company expect suppliers to make this commitment</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Work with HRD to create safe and enabling environment</li> </ul>

## A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board level responsibility for HRs: The Company indicates: 'Management, under the direction of [...] board members, sets policies and practices regarding the risks, challenges and opportunities facing the company, including ESG matters. Board oversight of management in this regard include (1) establishing broad policies for guidance of the organization, such as Living Values (...); (2) implementing those policies by delegation of authority and assigning responsibility to Board committees, the Chief Executive Officer, and other officers (...); and (3) monitoring and evaluating performance to assure that the stated policies are being followed'. However, it is not clear it includes specific governance oversight of respect for human rights to a specific board member/committee. Previous assessment was based on a source that was no longer found. [Board of directors &amp; committees (web), N/A: <a href="#">investor.ti.com</a>]</li> <li>• Not Met: Describe HR expertise of Board member</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Speeches/letters by Board members or CEO</li> </ul>
A.2.2	Board responsibility	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board/Committee review HRs strategy: It indicates: 'Where ESG-related issues may have significance for TI, these matters are reviewed in the relevant committee. We believe this approach ensures that ESG issues are overseen by the Committee with the appropriate focus. For example, climate-related issues are reviewed with the Audit Committee by the vice president of</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>worldwide environmental, safety and health. The GSR Committee also oversees ESG matters in connection with its responsibility to review public issues of interest to company stakeholders. Management also provides updates to the GSR [Governance and Stockholder Relations] Committee at least annually on shareholder policies and proposals regarding ESG matters that are relevant to the company'. However, it is not clear the processes it has in place to discuss and regularly review its human rights strategy or policy or management processes at board level or a board committee. Previous assessment was based on a source that was no longer found. [2021 Annual Report, 2022: <a href="https://investor.ti.com">investor.ti.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Examples/trends re HR discussion in the last reporting period</li> <li>Score 2</li> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: How affected stakeholders/HR experts informed discussions</li> </ul>
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Incentives for at least one board member</li> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other board performance criteria</li> </ul>
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board process to review business model and strategy</li> <li>• Not Met: Describe frequency and triggers for reviewing</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Example of actions decided</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 1 on A.1.2.a: See indicator A.1.2</li> <li>• Not Met: Senior responsibility for HR implementation and decision making</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How it assigns Day-to-day responsibility</li> <li>• Not Met: Day-to-day resources and expertise allocation in own ops</li> <li>• Not Met: Resources and expertise allocation in the supply chain</li> </ul>
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Senior manager incentives for human rights: The explains its executive compensation: 'The majority of total compensation for our executives each year comes in the form of variable cash and equity compensation. Variable cash is tied to the short-term performance of the company, and the value of equity is tied to the long-term performance of the company. We believe our compensation program holds our executive officers accountable for the financial and competitive performance of TI'. Also: 'Central to our ambitions, which are the foundation of our approach to environmental, social, and governance (ESG) and sustainability, is a belief that in order for all stakeholders to benefit, the company must grow stronger over the long term. Our compensation program is structured with these ambitions in mind'. However, it is not clear that at least one board member has an incentive or performance management scheme linked to the company's human rights policy commitment or strategy. [2021 Annual Report, 2022: <a href="https://investor.ti.com">investor.ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other senior management performance</li> </ul>
B.1.3	Integration with enterprise risk management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: HR risks is integrated as part of enterprise risk system: Previous assessment was based on "Annual Report 2018", dated 2018, which is now out of the three-year timeframe that the methodology requires. No further evidence found describing how human rights-related risks are integrated as part of the ERM system.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Provides an example</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Audit Ctte or independent risk assessment: The Company indicates that 'the Audit Committee of the Board of Directors oversees TI's approach to risk management as a whole, and reviews TI's risk management process at least annually'. However, no description found of how it assesses the adequacy of the enterprise risk management systems in managing human rights during the company's last reporting year. [Anti-Human Trafficking 2019, 05/2019: <a href="#">ti.com</a>]</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 1 on A.1.2.a: See A.1.2.</li> <li>• Not Met: Communicates its policy to all workers in own operations</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Communication of policy commitments to stakeholder</li> <li>• Not Met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.</li> <li>• Met: Requires suppliers to communicate policy requirements: The Company states that 'when initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking forced labor and workers' rights. We communicate these guidelines in meetings, on our supplier website and in purchase orders, supplier contracts and other related documents'. It says that it 'is also committed to permeating responsible and fair business practices throughout the supply chain and we expect our suppliers to share that commitment'. Moreover, in the Supplier Code of Conduct, suppliers are expected to have 'A process to communicate Code requirements to supplier's suppliers and to monitor supplier compliance to this Code'. [Supplier Environmental and Social Responsibility__, 03/2019: <a href="#">wpl.ext.ti.com</a>] &amp; [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How HR commitments made binding/contractual: As stated above, 'when initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking forced labor and workers' rights. We communicate these guidelines in meetings, on our supplier website and in purchase orders, supplier contracts and other related documents'. [Supplier Environmental and Social Responsibility__, 03/2019: <a href="#">wpl.ext.ti.com</a>]</li> <li>• Not Met: Company requires suppliers to cascade down to their suppliers: Although the Company expects 'A process to communicate Code requirements to supplier's suppliers and to monitor supplier compliance to this Code [Supplier Code of Conduct]', it is not clear it requires its suppliers to cascade it in a contractual or other binding requirements. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> </ul>
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.</li> <li>• Not Met: How workers are trained on HR policy commitments: As part of TI's focus on ethics and compliance with laws in all countries where it operates, the company administers an Ethics and Compliance Awareness Program (ECAP). ECAP courses help our employees understand how to comply with laws and regulations governing our business, and how to make the rights ethical decisions'. However, it is not clear how its workers are trained on its human rights policy commitment. Previous assessment was based on "GRI Index 2017", which is now out of the three-year timeframe that the methodology requires. [2020 MSA, 07/2021: <a href="#">ti.com</a>]</li> <li>• Met: Trains relevant managers including procurement: It indicates: 'Employees in our global purchasing organization as well as suppliers are trained on the RBA Code annually, which addresses principles inclusive of freely chosen employment. Suppliers identified for training include TI onsite suppliers in high-risk countries, as well as suppliers deemed high risk through our assessments. We leverage the use of RBA's eLearning Academy for training, which provide online learning modules specifically focused on forced labor and human trafficking, among other code of conduct modules'. [2020 MSA, 07/2021: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.</li> <li>• Not Met: Meets both requirements under score 1</li> <li>• Met: Trains suppliers to meet company's HR commitment: It indicates: 'Employees in our global purchasing organization as well as suppliers are trained on the RBA Code annually, which addresses principles inclusive of freely chosen</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>employment. Suppliers identified for training include TI onsite suppliers in high-risk countries, as well as suppliers deemed high risk through our assessments. We leverage the use of RBA's eLearning Academy for training, which provide online learning modules specifically focused on forced labor and human trafficking, among other code of conduct modules'. [2020 MSA, 07/2021: <a href="https://ti.com">ti.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Disclose % trained</li> </ul>
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.</li> <li>• Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The 2020 MSA notes: 'annually, select TI facilities and high-risk suppliers are audited. The VAP carried on TI facilities and suppliers' facilities are completed by independent, third-party auditors trained in social and environmental and the VAP protocol. (...) VAP assesses performance against the RBA Code, which evaluated labor, health and safety, (...). IT personnel also conducts audits to measure compliance with labor-related section of the RBA Code. This entails on-site inspections, document reviews, and worker and management interviews'. [2020 MSA, 07/2021: <a href="https://ti.com">ti.com</a>]</li> <li>• Not Met: Proportion of supply chain monitored: It indicates: 'In 2020, TI assessed more than 250 suppliers. Of those assessments, we evaluated 140 production suppliers that support our manufacturing operations with 332 factory locations'. However, it is not clear the proportion of its supply chain that is monitored. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://ti.com">ti.com</a>]</li> <li>• Not Met: Describe how workers are involved in monitoring</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.</li> <li>• Met: Describes corrective action process: The Company indicates that 'Concerns identified through our risk assessment and audit processes are escalated to our purchasing managers and suppliers to verify issues and develop corrective actions that address the gaps. Where necessary, TI provides suppliers with training to help build their capability in areas requiring improvement. TI monitors suppliers' progress toward identified improvement plans to ensure corrective actions are implemented. Suppliers who do not comply with our standards, laws or regulations must implement corrective actions within a specified time or risk termination of the relationship. (...) Any supplier, regardless of their respective risk rating, with significant concerns or potential contributing risk concerns such as those related to hiring activity, working hours and wages and benefits, was required to put a corrective action in place. The types of corrective actions taken include: delivering additional training, updating policies, and improving work schedule management'. [2020 MSA, 07/2021: <a href="https://ti.com">ti.com</a>]</li> <li>• Not Met: Disclose findings and number of corrective action: It indicates: 'After 442 completed assessments in 2020, 95% were determined to be low risk, with no high-risk suppliers noted'. However, it is not clear the number of corrective action processes as a result of the monitoring. [2020 MSA, 07/2021: <a href="https://ti.com">ti.com</a>] &amp; [CC Report 2018, 2018: <a href="https://ti.com">ti.com</a>]</li> </ul>
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HR affects selection of suppliers: It indicates: 'Our worldwide procurement teams coordinate buying globally for various goods and services, including setting procurement strategies, identifying and vetting qualified suppliers, negotiating terms and pricing, and determining the best fulfilment methods. We collect and carefully consider a supplier's human rights practices and environmental and safety records before making purchasing decisions. We will not knowingly engage with a supplier that violates our values, code of conduct and other governing documents'. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://ti.com">ti.com</a>]</li> <li>• Met: HR affects on-going supplier relationships: The 2020 MSA indicates: 'Business relationships with suppliers that do not immediately remedy any non-conformances with regard to slavery and human trafficking are subject to review and possible termination'. [2020 MSA, 07/2021: <a href="https://ti.com">ti.com</a>] &amp; [Supplier Environmental and Social Responsibility __, 03/2019: <a href="https://wpl.ext.ti.com">wpl.ext.ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe positive incentives offered to respect human rights</li> <li>• Met: Working with suppliers to meet HR requirements: It indicates: 'Employees in our global purchasing organization as well as suppliers are trained on the RBA Code annually, which addresses principles inclusive of freely chosen employment. Suppliers identified for training include TI onsite suppliers in high-risk countries, as well as suppliers deemed high risk through our assessments. We leverage the use of RBA's eLearning Academy for training, which provide online learning modules</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			specifically focused on forced labor and human trafficking, among other code of conduct modules'. [2020 MSA, 07/2021: <a href="#">ti.com</a> ]
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The 2020 Sustainability Report indicates: 'TI's stakeholders include employees, (...) communities where we have operations, (...) nongovernmental organizations, (...) suppliers, contractors, (...) and potential employees'. The 2020 MSA notes: 'the VAPs 'entails on-site inspections, document reviews, and worker and management interviews'. It is not clear how it has identified affected stakeholders. [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>] &amp; [2020 MSA, 07/2021: <a href="#">ti.com</a>]</li> <li>• Not Met: Discloses stakeholders that HRs may be affected</li> <li>• Not Met: Provides two examples of engagement with stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Analysis of stakeholder views on company's HR issues</li> <li>• Not Met: Describe how views influenced company's HR approach</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Identifying risks in own operations: Regarding its human rights management, it indicates: 'We also conduct third-party audits, on-site interviews and assessments in high-risk geographies to ensure the protection of employees' and contractors' rights. We assess labor standards, training and awareness-building practices, freedom to associate, and incident reporting tools'. However, no further description found of how it identifies its human rights risks and impacts in specific locations or activities in its own locations. [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>]</li> <li>• Not Met: Identifying risks through relevant business relationships: As for its supply chain human rights risk management, it indicates: 'To manage human rights and eliminate violations, TI conducts periodic risk assessments and due diligence with its suppliers using the OECD Guidelines for Multinational Enterprises'. Also: 'We require strict adherence to upholding human rights policies; when using supplemental or contract labor providers, we perform extensive due diligence and conduct interviews with workers to identify possible exploitation'. However, no further description found of its process to identify its human rights risks and impacts in specific locations or activities within its supply chain. [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>] &amp; [Anti-Human Trafficking 2019, 05/2019: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: As it was mentioned previously, regarding its human rights management, it indicates: 'We also conduct third-party audits, on-site interviews and assessments in high-risk geographies to ensure the protection of employees' and contractors' rights. We assess labor standards, training and awareness-building practices, freedom to associate, and incident reporting tools'. As for its supply chain human rights risk management, it indicates: 'To manage human rights and eliminate violations, TI conducts periodic risk assessments and due diligence with its suppliers using the OECD Guidelines for Multinational Enterprises'. Also: 'We require strict adherence to upholding human rights policies; when using supplemental or contract labor providers, we perform extensive due diligence and conduct interviews with workers to identify possible exploitation'. However, it is not clear its global systems in place to identify its human rights risks and impacts on a regular basis across its activities. It should include consultation with affected stakeholders and internal or independent external human rights experts. The current evidence seems to apply a compliance monitoring approach based on individual supplier risk. [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>]</li> <li>• Not Met: Triggered by new circumstances</li> <li>• Not Met: Describes risks identified</li> </ul>
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describe process for assessment of HR risks and discloses salient HR issues: The Company indicates that 'We assess our supply base annually against the policies and codes that reflect our standards and expectations. We prioritize suppliers to be assessed based on an annual risk analysis that considers suppliers' spend, criticality, products and services as well as geographic location. We identify</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>high risk geographies using multiple sources, including the U.S. Department of State Trafficking in Person Report, the U.S. Department of Labor’s List of Goods Produced by Child Labor or Forced Labor, the Corruption Perception Index and Foreign Migrant Worker indices’. It indicates that examines risks and management systems of priority direct material and services suppliers using the RBA SAQ or internally development assessments that inquire into the demographics and existing policies at a facility level’. However, this description seems to apply to its supply chain. It is not clear the process it has for assessing its human rights risks. This description includes how relevant factors are taken into account, such as geographical, economic, social and/or other factors. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: How process applies to supply chain: See above. It also indicates in the Citizenship report that 'We prioritize the examination of suppliers based on our financial investment, criticality, and the products and services they provide, as well as their geographic location. We require strict adherence to upholding human rights policies; when using supplemental or contract labor providers, we perform extensive due diligence and conduct interviews with workers to identify possible exploitation’. It indicates that risks it assess include ‘Labor and human rights’. However, no further description found of the process it has for assessing its human rights risks. Although there's a factorisation of geographic location, it is not clear the process to assess saliency of human rights risks and impacts. The current evidence seems to focus in identify suppliers that represent risk, rather than determining which are the risks for which the Company should prepare action plans in order to be mitigated. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: Public disclosure of the results of HR assessment</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: How it involved affected stakeholders in the assessment</li> </ul>
B.2.3	Integrating and acting on human rights risks and impact assessments	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Action Plans to mitigate risks: The Company indicates that ‘beyond the standards and policies that outline TI’s expectations, we actively engage with stakeholders such as the RBA, Responsible Labor Initiative (RLI) and Responsible Minerals Initiative (RMI) to continuously improve our processes to help mitigate human rights risks in the supply chain’. However, it is not clear the Company’s global system to take action to prevent, mitigate or remediate its salient human rights issues. No further evidence found in the latest review. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: Description of how global system applies to supply chain</li> <li>• Not Met: Example of actions decided on at least 1 salient HR issues: The Company claims that it has 'taken, or will take, the following steps to mitigate the risk that (our) CMs directly or indirectly finance or benefit armed groups in the Covered Countries (...): redistribute copies of our CM policy to Suppliers; emphasize to Suppliers our expectation that they respond fully and promptly to our information requests; instruct Suppliers to advise us if they determine that any person or entity in their supply chain is directly or indirectly financing or benefiting armed groups in the Covered Countries; encourage Suppliers to direct all Smelters in their supply chains to participate in the RMAP or a similar third-party audit program; and contact various Smelters directly for information if their operating status changed, their RMI status changed, or they have refused to participate in a RMI audit'. However, conflict minerals-related actions are assessed in their specific indicators. No further evidence found of a specific actions to mitigate other human rights risks. [2019 SD Form, 01/06/2020: <a href="https://investor.ti.com">investor.ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Involve stakeholders in decisions about actions</li> </ul>
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: System for tracking or monitor if actions taken are effective: The Anti-Human Trafficking 2019 indicates that 'annually, targeted TI facilities and high-risk suppliers are audited. (...)The VAP assesses performance against the RBA Code, which evaluates labor, health and safety, environment, ethics and management systems. TI personnel also conduct their own audits to measure compliance with labor-related sections of the RBA Code. (...) A corrective action plan is developed for resulting nonconformances, which are tracked until closure’. The 2020 Corporate Citizenship Report notes: ‘For critical suppliers, we include their performance on the assessments described above in a TI-designed biannual</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>supplier performance measurement program called CETRAQ, which stands for cost, environment and social responsibility, technology, assurance of supply, and quality. TI's CETRAQ program is a tool used in considering awards of new or ongoing business and enables us to: (...) Encourage continuous improvement through regular supplier performance discussions. Review progress toward supplier improvement plans'. However, no description found of a system(s) for tracking the actions taken in response to human rights risks and impacts assessed and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. This indicator does not look for specific outcomes of corrective action process for each supplier, but whether the Company is being able to prevent and/or mitigate risks to which it is exposed. [Anti-Human Trafficking 2019, 05/2019: <a href="http://ti.com">ti.com</a>] &amp; [2020 Corporate Citizenship Report, 21/07/2021: <a href="http://ti.com">ti.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Lessons learnt from checking system effectiveness</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Involve stakeholders in evaluation of actions taken</li> </ul>
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provides two examples of comms with stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe challenges to effective comms and how it is working to address them</li> </ul>

### C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The Company states that it offers its employees 'We offer several channels through which Tiers can submit questions, concerns or grievances without fear of retaliation, including to their supervisor, HR representative or anonymously through the Ethics Office. We also have multiple avenues to report work-related injuries, illnesses, hazards and risks to supervisors'. Tiers are Texas Instruments' workers. [2020 Corporate Citizenship Report, 21/07/2021: <a href="http://ti.com">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Channel is available in all appropriate languages and workers aware: The Company's page to report concerns is available in nine languages. The 2020 MSA indicates. 'Awareness regarding reporting or raising concerns is an important part of ECAP [Ethics and Compliance Awareness Program] training'. However, although concerns can be reported in nine languages, it is not clear if these cover all appropriate languages within the Company. [2020 MSA, 07/2021: <a href="http://ti.com">ti.com</a>] &amp; [Ethics Point, N/A: <a href="http://texasinstruments.alertline.com">texasinstruments.alertline.com</a>]</li> <li>• Met: Describe how workers in the supply chain have access to grievance mechanism: According to the Suppliers Code of Conduct, as part of its management systems, suppliers are expected to have 'Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement'. [Supplier Code of Conduct V.5, 03/2021: <a href="http://ti.com">ti.com</a>]</li> <li>• Met: Expect Suppliers to convey expectation to their own suppliers: According to the Suppliers Code of Conduct, as part of its management systems, suppliers are expected to have 'Ongoing processes, including an effective grievance mechanism, to assess workers' understanding of and obtain feedback on or violations against practices and conditions covered by this Code and to foster continuous improvement'. It also indicates it expects 'a process to communicates Code requirement to supplier's suppliers and to monitor supplier compliance to this Code'. [Supplier Code of Conduct V.5, 03/2021: <a href="http://ti.com">ti.com</a>]</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Grievance mechanism for community: The 2020 MSA indicates: 'any TI employee, supplier, distributor or customer who has reason to believe that TI, a TI employee, a supplier or other person(s) acting on IT's behalf has violated a law, a statutory regulation, the TI Code of Conduct or a corporate policy, is expected to report the suspected violation to a TI representative or to the TI Ethics and Compliance Office'. However, it is not clear these channels are also open to individual or communities who may be adversely impacted by the Company. Previous assessment was based on the document Ethics which is no longer publicly available. [2020 MSA, 07/2021: <a href="http://ti.com">ti.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes accessibility and local languages and stakeholder awareness: The Company has a website to report concerns available in nine different languages. However, it is not clear whether local community individuals can have access to this service, or how they are aware of this service. Moreover, it is not clear it is available in all appropriate languages. Previous assessment was based on the document Ethics which is no longer publicly available. [Ethics Point, N/A: <a href="https://www.texasinstruments.com/alertline">texasinstruments.alertline.com</a>]</li> <li>• Not Met: Communities access mechanism direct or through suppliers: Although suppliers' employees have access to grievance mechanisms, it is not clear if these are available for suppliers' external stakeholders</li> <li>• Not Met: Expect supplier to convey expectation to their own suppliers</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engages users to create or assess system</li> <li>• Not Met: Examples (at least two) of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Engages with potential or actual users on the improvement of the mechanism</li> <li>• Not Met: Provides user engagement example (at least two) on improvement</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Response timescales and how complainants will be informed</li> <li>• Not Met: Describe support (technical, financial, etc) available for equal access by complainants</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe types of outcome to complainant through use of mechanism</li> <li>• Not Met: Escalation to senior/independent level</li> </ul>
C.5	Prohibition of retaliation for raising complaints or concerns	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Public statement prohibiting retaliation: It indicates: '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, which may include termination'. However, it is not clear the prohibition of retaliation also extends to other stakeholders. Previous assessment was based on the document Ethics which is no longer publicly available. [2020 Code of Conduct, 2020: <a href="https://investor.ti.com">investor.ti.com</a>]</li> <li>• Met: Practical measures to prevent retaliation: It indicates: 'You can contact the Ethics Office directly or through an anonymous internet helpline managed by an independent third party. The helpline is available 24 hours a day/seven days a week, supports multiple languages, and also provides users the option of remaining anonymous while in communication with the Ethics Office'. [2020 Code of Conduct, 2020: <a href="https://investor.ti.com">investor.ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Company indicate it will not retaliate against workers/stakeholders</li> <li>• Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: The Supplier Code of Conduct indicates: 'Workers must be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation. An option to report grievances anonymously is preferred, but not required'. However, it is not clear that the Company also expects suppliers to prohibit retaliation against other stakeholders. [Supplier Code of Conduct V.5, 03/2021: <a href="https://investor.ti.com">ti.com</a>]</li> </ul>
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Complainants not asked to waive rights</li> <li>• Not Met: Company does not require confidentiality provisions</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Will work with state based non judicial mechanisms</li> <li>• Not Met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes how remedy has been provided</li> <li>• Not Met: Says how it would provide remedy for victims if no adverse impact identified</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> <li>• Not Met: Changes to systems, processes and practices to stop similar impact</li> <li>• Not Met: Describe approach to monitoring implementation of agreed remedy</li> <li>• Not Met: Approach to learning from incident to prevent future impacts</li> </ul>
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Number grievances filed, addressed or resolved and outcome achieved</li> <li>• Not Met: How lessons from mechanism improve management system</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Evaluation of the channel/mechanism and changes made as result</li> <li>• Not Met: Describes procedures to address delays of outcomes agreed with stakeholders</li> </ul>

## D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Pays living wage or sets target date: It indicates: 'TI does not maintain a standard entry wage for every country. However, we verified that we are paying employees above the local minimum wage in every country in which we operate'. However, it is not clear the Company has a time bound target for paying all workers a living wage or that it pays all workers a living wage. A living wage should include basic needs plus some discretionary for employees and his/her family and/or depends. [2021 Corporate Citizenship Report, 01/06/2022: <a href="https://www.ti.com">ti.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Describes how living wage determined</li> <li>• Not Met: Paying living wage</li> <li>• Not Met: Definition of living wage reviewed with unions</li> </ul>
D.4.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Discloses living wage requirements in supplier code or contracts: The Supplier Code of Conduct indicates: 'compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. In compliance with local laws, workers shall be compensated for overtime at pay rates greater than regular hourly rates'. However, it is not clear it has a timebound target for requiring its suppliers to pay all workers a living wage or that the company includes requirements to pay workers a living wage in its contractual arrangements with its suppliers or its supplier code of conduct. A living wage should cover basic needs and provide some discretionary for employees and his/her family and or depends. [Supplier Code of Conduct V.5, 03/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: Improving living wage practices of suppliers: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it works with suppliers to improve their living wage practices. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by payment below living wage</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.4.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Avoids business model pressure on HRs (purchasing practices)</li> <li>• Not Met: Practices adopted to pay suppliers in line with agreed timeframes</li> <li>• Not Met: Review own operations to mitigate negative impact</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Examples of how it assessed, addressed and change purchasing practices</li> </ul>
D.4.3	Mapping and disclosing the supply chain	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields)</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses names and locations of significant parts of SP and why: Although the Company does disclose its list of potentially smelters that have complied with RMAP audit protocols and potentially smelters that have processed CMs (conflict minerals) of undeterminable origin, this indicator looks for the Company mapping and disclosing names and addresses the most significant part of its supply chain (what the Company considers that is its most significant part), including both direct and indirect suppliers. [2019 SD Form, 01/06/2020: <a href="http://investor.ti.com">investor.ti.com</a>]</li> <li>• Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities</li> </ul>
D.4.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Does not use child labour: The Company indicates: 'We do not use child labor in any area of our business'. [2020 Corporate Citizenship Report, 21/07/2021: <a href="http://ti.com">ti.com</a>]</li> <li>• Not Met: Age verification of workers recruited: The Company indicates that 'the labor section of the RBA Code addresses core indicators of modern slavery standards such as Freely Chosen Employment and Child Labor Avoidance'. However, no evidence found that it verifies the age of job applicants and workers in its own operations to ensure that they are not engaged in child labour. [Anti-Human Trafficking 2019, 05/2019: <a href="http://ti.com">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Remediation if children identified</li> </ul>
D.4.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Child Labour rules in codes or contracts: The Supplier Code of Conduct indicates: 'child labor is not to be used in any stage of manufacturing. (...) Suppliers must implement an appropriate mechanism to verify the age of workers. If as child is identified, suppliers should immediately remediate and provide other assistance'. [Supplier Code of Conduct V.5, 03/2021: <a href="http://ti.com">ti.com</a>]</li> <li>• Not Met: How working with suppliers on child labour</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assesment of number affected by child labour in supply chain</li> <li>• Not Met: Analysis of trends in progress made</li> </ul>
D.4.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Job seekers and workers do not pay recruitment fee: The 2020 MSA indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility'. The RBA Code indicates: 'Workers shall not be required to pay employers' agents or sub-agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker'. [2020 MSA, 07/2021: <a href="http://ti.com">ti.com</a>] &amp; [RBA 7.0, 01/2021: <a href="http://responsiblebusiness.org">responsiblebusiness.org</a>]</li> <li>• Not Met: Commits to fully reimbursing if they have paid</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters: It is not clear how it implements and monitors this practice [that job seekers and workers do not pay any recruitment fees or related costs to secure a job] in its own operations, particularly with employment agencies/labour brokers/recruitment intermediaries.</li> </ul>
D.4.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Debt and fees rules in codes or contracts: The Company indicates in its Supplier Code of Conduct that 'workers must not be required to pay recruitment fees or other employment-related fees to employers' agents or sub-agents. If any such fees have been paid by workers, such fees must be repaid to the worker'. [Supplier Code of Conduct V.5, 03/2021: <a href="http://ti.com">ti.com</a>]</li> <li>• Not Met: How working with suppliers on debt &amp; fees: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it works with suppliers to eliminate imposing any financial burdens on workers. [Anti-Human Trafficking 2019, 05/2019: <a href="http://ti.com">ti.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by payment of recruitment fees</li> <li>• Not Met: Analysis of trends in progress made</li> </ul>
D.4.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Pays workers in full and on time: The 2020 MSA indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility'. The RBA Code indicates: 'For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed'. No explicit evidence of commitment to pay in full was found. [2020 MSA, 07/2021: <a href="https://www.ti.com">ti.com</a>] &amp; [RBA 7.0, 01/2021: <a href="https://responsiblebusiness.org">responsiblebusiness.org</a>]</li> <li>• Not Met: Payslips show any legitimate deductions</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How these practices are monitored for agencies, labour brokers or recruiters: The Company indicates that 'TI recognizes that our labor agents and onsite service providers in high-risk countries, such as cafeteria personnel, landscaping personnel and direct production labor, are considered more vulnerable to forced labor risks. This can be especially true in countries with high foreign migrant worker populations. Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan. These audits include interviews with management and randomly selected workers, review of documents such as contracts and pay slips, and dormitory visits'. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</li> </ul>
D.4.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Requirement for suppliers to pay workers in full and on time in codes or contracts: The Supplier Code of Conduct indicates: 'deductions from wages as a disciplinary measure are not permitted'. However, it is not clear suppliers are expected to pay workers on time in its contractual arrangements with suppliers or supplier code of conduct. No further evidence found. [Supplier Code of Conduct V.5, 03/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: How working with supply chain to pay workers regularly and on time</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by failure to pay directly</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.4.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Does not retain documents or restrict movement: The 2020 MSA indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility'. The RBA Code indicates: 'Employers, agents, and sub-agents' may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits'. [2020 MSA, 07/2021: <a href="https://www.ti.com">ti.com</a>] &amp; [RBA 7.0, 01/2021: <a href="https://responsiblebusiness.org">responsiblebusiness.org</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How these practices are monitored for agencies, labour brokers or recruiters: The Company indicates that 'TI recognizes that our labor agents and onsite service providers in high-risk countries, such as cafeteria personnel, landscaping personnel and direct production labor, are considered more vulnerable to forced labor risks. This can be especially true in countries with high foreign migrant worker populations. Annually, we assess and audit all of our labor agents and targeted onsite service providers in high-risk countries, such as Malaysia and Taiwan. These audits include interviews with management and randomly selected workers, review of documents such as contracts and pay slips, and dormitory visits'. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Free movement rules in codes or contracts: The Supplier Code of Conduct indicates: 'There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities including, if applicable, workers' dormitories or living quarters. (...) Employers, agents, and sub-agents may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Employers can only hold documentation if such holdings are required by law. In this case, at no time should workers be denied access to their documents'. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> <li>• Not Met: How working with suppliers on free movement: Although the audits monitoring compliance cover checking 'restrictions on mobility', no further description found of how it works with suppliers to eliminate retention of worker's documents or other actions to physically restrict movement. [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by retaining docs or restricting movement</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.4.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The 2020 Corporate Citizenship Report indicates: 'Employees have the freedom to associate, the right to collective bargaining or both, as provided by local statute'. The 2020 MSA indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility'. The Code indicates: 'In conformance with local law, participants shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment'. However, it is not clear whether the Company is requiring to respecting those rights in all contexts, as it indicates 'in conformance with local law' or 'as provided by local statute. Moreover, it is not clear the measures it puts in place to prohibit any form of intimidation, harassment, retaliation or violence against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>] &amp; [RBA 7.0, 01/2021: <a href="#">responsiblebusiness.org</a>]</li> <li>• Not Met: Discloses % total direct operations covered by collective CB agreements: It indicates: 'Employees at any of 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'. [2020 Corporate Citizenship Report, 21/07/2021: <a href="#">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> </ul>
D.4.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: FoA &amp; CB rules in codes or contracts: The Supplier Code of Conduct indicates: 'In conformance with local law, suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment'. However, it is not clear whether the Company requires suppliers to respect those rights in all contexts, as it indicates 'in conformance with local law'. In cases where the Company refers to local law, evidence is needed of equivalent worker bodies, parallel mechanisms, etc. [Supplier Code of Conduct V.5, 03/2021: <a href="#">ti.com</a>]</li> <li>• Not Met: How working with suppliers on FoA and CB</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.4.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describes process to identify H&amp;S risks and impacts: It indicates: ‘The Audit Committee of TI’s board of directors oversees the management of health and safety for employees, supplemental contractors and workplace visitors. Our management approach includes several different elements: Formal ESH committees at our manufacturing sites, which include managers, ESH specialists and Tiers. They work with site managers to oversee health and safety management systems. Manufacturing and assembly/test safety councils comprising ESH and ergonomics representatives who drive a safety-focused manufacturing culture within our facilities’. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The recordable case rate for employees in 2020 was 0.14. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Met: Discloses Fatalities for last reporting period: The fatalities from work-related illness and from injuries was zero in 2020. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Met: Occupational disease rate for last reporting period: It also indicates that the ‘recordable cases from work-related illness’ for employees in 2020 was 10. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Set targets for H&amp;S performance: It indicates: ‘We set specific safety goals that include a days away, restricted or job transfer (DART) case rate of 0.08 or less, and a recordable case rate of 0.20 or less. In 2020, we exceeded our recordable case rate goal and nearly met our DART goal. Our DART and recordable rates continue to be among the lowest in the U.S. semiconductor industry, according to the U.S. Occupational Health and Safety Administration and the Bureau of Labor Statistics. TI’s DART rate was 0.10, while the industry average was 0.40 in 2019 (2020 industry data is not yet available)’. However, it is not clear the Company had targets for fatalities and occupational disease rates for the last reporting period. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>] &amp; [(ESH) Environment Safety and Health Principles, 2019: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: Met targets or explain why not or what is doing to improve management systems: The Company indicates how it works to improve its health and safety management systems. Regarding its safety procedures: ‘Create and operate safe worksites and maintain proper safety and ergonomic protocols and controls. Develop and maintain internal standards, which in many cases exceed regulatory requirements. Design and build inherently safe buildings and engineer out equipment risks. Deliver relevant and required safety training and provide personal protective equipment. Inspect our equipment and continuously audit our processes to assess compliance and performance’. A&gt;S for its health policy: ‘To reduce exposure to health risks, TI applies rigorous industrial hygiene standards that establish the minimum requirements necessary for the safe use and proper storage of hazardous chemicals and other materials. (...) Additionally, we eliminate or limit the use of potentially harmful materials, install ventilation and isolation controls, conduct general hygiene and individual assessments, and require the use of and provide personal protective equipment where needed. We regularly monitor worker health through our monitoring programs’. Although the Company reports against its targets for the last reporting year, no targets for fatalities and occupational disease rates found. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> </ul>
D.4.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Sets out clear Health and Safety requirements: The Supplier Code of Conduct indicates: ‘Suppliers will take actions, as necessary, to minimize the incidence of work-related injury and illness, and ensure a safe and healthy work environment. Recognized management systems such as ISO 45001 and ILO Guidelines on Occupational Safety and Health were used as references in preparing the Code and may be useful sources of additional information’. The health and safety standards include: Occupational Safety, Emergency Preparedness, Occupational Injury and Illness, Industrial Hygiene, Physically Demanding Work, Machine Safeguarding, Sanitation, Food, and Housing, Health and Safety Communication. [Supplier Code of Conduct V.5, 03/2021: <a href="https://www.ti.com">ti.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period</li> <li>• Not Met: Fatalities disclosures for lasting reporting period</li> <li>• Not Met: Occupational disease rates for the last reporting period</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on H&amp;S</li> <li>• Not Met: Assessment of the number affected by H&amp;S issues in the SP</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>
D.4.8.a	Women's rights (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Process to stop harassment and violence against women: The Code of Conduct notes: 'Behavior or content (written or online) that is discriminatory, intimidating, hateful, bullying or threatening is never acceptable at our company'. Also, the 2020 Corporate Citizenship Report indicates: 'Every employee receives ethics and compliance training. The topics may vary each year, but over a multi-year cycle, they include (...) avoiding workplace and sexual harassment'. However, it is not clear its process to prohibit and address harassment, intimidation and violence against women specifically. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Met: Working conditions take account of gender: The 2020 MSA indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility'. Among its occupational safety provisions, the Code indicates: 'Reasonable steps must also be taken to remove pregnant women and nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, and provide reasonable accommodations for nursing mothers'. [2020 MSA, 07/2021: <a href="https://www.ti.com">ti.com</a>] &amp; [RBA 7.0, 01/2021: <a href="https://responsiblebusiness.org">responsiblebusiness.org</a>]</li> <li>• Not Met: Measures and steps to address gender pay gap at all levels of employment: It indicates: 'We pay our employees fairly and equitably. TI has long been committed to competitive and equitable compensation regardless of gender, race, ethnicity or other protected characteristics, and we have designed checks and balances into our compensation system, including regular in-depth analyses, to ensure that we achieve it. In 2020, we conducted a separate compensation analysis examining gender and race pay parity (including base, bonus and equity), that considered job type, job level and country. Our analysis confirmed that within the U.S. and worldwide, TI pays women as much as men'. However, it is not clear it measures throughout all levels of employment. Moreover, it is not clear the takes steps to address any gender pay gap. [2020 Corporate Citizenship Report, 21/07/2021: <a href="https://www.ti.com">ti.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Provides analysis of trends demonstrating closing gender pay gap</li> </ul>
D.4.8.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Women's rights in codes or contracts: The Supplier Code of Conduct indicates: 'Reasonable steps must also be taken to remove pregnant women and nursing mothers from working conditions with high hazards. In addition, any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, should be removed or reduced, and reasonable accommodations for nursing mothers should be provided. These accommodations should include a private or semi-private space to express milk, other than a bathroom, and a safe place to store milk until the end of their shift'. Moreover, 'There is to be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment'. However, no further requirement found for pay equal pay for equal work, and to have measures to ensure equal opportunities throughout all levels of employment. [Supplier Code of Conduct V.5, 03/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: How working with suppliers on women's rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Assessment on the number affected by discrimination or unsafe working conditions</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.9.a	Working hours (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Respects max hours, min breaks and rest periods in its own operations: The 2020 MSA indicates that 'as a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to corporate social responsibility in global supply chains, TI uses the RBA Code of Conduct (RBA Code) as a tool to align and adopt best practices on social, environmental and ethical responsibility'. The Code indicates: 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers shall be allowed at least one day off every seven days'. However, no reference to respecting applicable international standards concerning maximum hours and minimum breaks and rest periods in its own operations found. The company also does not indicate it respects the standard of a 48 hour work week. [2020 MSA, 07/2021: <a href="https://www.ti.com">ti.com</a>] &amp; [RBA 7.0, 01/2021: <a href="https://responsiblebusiness.org">responsiblebusiness.org</a>]</li> <li>• Not Met: Assesses ability to comply with its commitments when allocating work/targets</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: How it implements and checks this in its operations: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it checks how it implements and checks international standards and national laws and regulations concerning maximum hours and minimum breaks and rest periods in its own operations, as this evidence refers to suppliers. No further evidence found in the latest publications. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</li> </ul>
D.4.9.b	Working hours (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Working hours in codes or contracts: The Supplier Code of Conduct indicates: 'Working hours are not to exceed the maximum set by local law. Further, a workweek should not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime must be voluntary. Workers must be allowed at least one day off every seven days'. However, no supplier requirement to respect applicable international standards concerning maximum hours and minimum breaks and rest periods found. Further, there is no requirement for suppliers to respect the standards of 48hour work week. [Supplier Code of Conduct V.5, 03/2021: <a href="https://www.ti.com">ti.com</a>]</li> <li>• Not Met: How working with suppliers on working hours: The Company indicates that 'corrective actions were taken for the remaining 10%, which identified potential contributing risk factors such as those related to hiring activity, working hours and wages and benefits. The types of corrective actions taken included delivering additional training, updating policies, and improving work schedule management'. However, it is not clear how it works with suppliers to improve their practices in relation to working hours. No further evidence found in the latest publications. [Anti-Human Trafficking 2019, 05/2019: <a href="https://www.ti.com">ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by excessive working hours</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>
D.4.10.a	Responsible mineral sourcing: Arrangements with suppliers and smelters/refiners in the mineral resource supply chains	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Due diligence in accordance with OECD Guidance in supplier contracts: The Supplier Code of Conduct indicates: 'In accordance with the Texas Instruments Conflict Mineral Policy Statement, all suppliers must adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework'. The Company indicates 'when initiating relationships with suppliers, we educate them about our standards and expectations for safe, humane and ethical labor practices, as well as human trafficking forced labor and workers' rights. We communicate these guidelines in meetings, on our supplier website and in purchase orders, supplier contracts and other related documents'. [Supplier Code of Conduct V.5, 03/2021: <a href="https://www.ti.com">ti.com</a>] &amp; [Supplier Environmental and Social Responsibility ___, 03/2019: <a href="https://wpl.ext.ti.com">wpl.ext.ti.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Works with smelters/refiners and suppliers to build capacity: The Company indicates some steps it have taken or will take to mitigate the risks in its supply chain, including: 'contact various Smelters directly for information if their operating status changed, their RMI status changed, or they have refused to participate in an RMI audit'. However, it is not clear how it works with smelters/refiners and with suppliers to contribute to building their capacity in risk assessment and improving their due diligence performance (including through industry-wide initiatives). [2020 FORM SD, 27/05/2021: <a href="http://investor.ti.com">investor.ti.com</a>] Score 2</li> <li>• Not Met: Contractual requirement to disclosure smelter/refiner information: The 2020 Form SD indicates that to identify and assess risks in the supply chain 'Direct Suppliers to provide information concerning Smelters in their supply chains by completing and sending to us the Conflict Minerals Reporting Template (a tool developed by the RMI that provides a common means for suppliers to provide their customers with information on the source of conflict minerals)'. However, no requirements found, in its commercial contracts or written agreements with suppliers, to disclose to the Company (as necessary on a confidential basis) updated smelter/refiner information for any 3TG mineral used in the production of its parts, materials, components and products. Previous assessment was based on a previous version of the Supplier Code of Conduct. [2020 FORM SD, 27/05/2021: <a href="http://investor.ti.com">investor.ti.com</a>] &amp; [Supplier Code of Conduct V.5, 03/2021: <a href="http://ti.com">ti.com</a>]</li> <li>• Not Met: Contractual requirement covers all minerals</li> </ul>
D.4.10.b	Responsible mineral sourcing: Risk identification and responses in mineral supply chain	0.5	<p>The individual elements of the assessment are met or not as follows: Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Risk identification and disclosure in line with OECD Guidance: It indicates: 'We designed the CM Process [management systems and due diligence procedures] with the intent to conform in all material respects with the five-step framework of the Organization for Economic Co-Operation and Development ("OECD") Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Third Edition)'. It describes its process to identify and assess risks in the supply chain: 'Direct Suppliers to provide information concerning Smelters in their supply chains by completing and sending to us the Conflict Minerals Reporting Template [...]; Analyze Suppliers' Conflict Minerals Reporting Template responses for completeness and internal consistency, and follow up with Suppliers in an effort to obtain more information and ensure accuracy of information; Compare the information received from Suppliers with the data made available by the RMAP concerning the country of origin and Conflict Status of CMs processed or refined by Smelters; and Review other source materials for Smelters that are not compliant with the RMI if we were unable to determine, on the basis of the information provided by Suppliers and RMAP data, (i) the facility and country of origin of the CMs supplied to us, (ii) the Conflict Status of the CMs and (iii) whether the CMs were from recycled or scrap sources'. Although the Company discloses its findings, it is not clear the risks found in the process of identification. [2020 FORM SD, 27/05/2021: <a href="http://investor.ti.com">investor.ti.com</a>]</li> <li>• Met: Identification of smelter/refiners and OECD Guidance: It indicates that as part of its identification and risk assessment: 'Direct Suppliers to provide information concerning Smelters in their supply chains by completing and sending to us the Conflict Minerals Reporting Template (a tool developed by the RMI that provides a common means for suppliers to provide their customers with information on the source of conflict minerals). Also, it uses 'information provided by independent third party audit programs, including the RMI, to confirm the existence and verify the OECD-conformance status of Smelters identified during due diligence'. [2020 FORM SD, 27/05/2021: <a href="http://investor.ti.com">investor.ti.com</a>] Score 2</li> <li>• Met: Discloses smelters/refiners judged in line with OECD Guidance: The company discloses 234 Smelters identified to them by their Suppliers as potentially in their supply chain for 2019 that the RMAP has reported as compliant with its audit protocols. And also, 5 Smelters identified to them by their Suppliers as potentially in their supply chain for 2019 that have processed CMs of undeterminable origin. [2019 SD Form, 01/06/2020: <a href="http://investor.ti.com">investor.ti.com</a>]</li> <li>• Not Met: Risk identification and disclosure covers all minerals</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.4.10.c	Reporting on responsible sourcing of minerals	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes mineral risk management plan for supply chain: The Company explains its process to design and implement a strategy to respond to identified risks: 'Adopt a risk management plan in response to identified risks while continuing to do business with Supplier or suspending/terminating dealings with Supplier; and Communicate the risk management plan to senior management'. However, no further details of this risk management plan found. [2020 FORM SD, 27/05/2021: <a href="http://investor.ti.com">investor.ti.com</a>]</li> <li>• Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time</li> <li>• Not Met: Disclose better risk prevention/mitigation over time: The Company indicates that 'In 2020, we continued to make progress in our due diligence efforts with regard to Smelters that are not compliant with the RMI. While we primarily relied on information from our first-tier suppliers, in some cases we contacted second-tier suppliers for more complete information. That information, combined with information available through the RMAP, provided us with greater insight into the Conflict Status of CMs identified as potentially in our supply chain'. It is not clear, however, whether there has been significant improvement in risk prevention/mitigation over time with respect to at least 3TG. [Conflict Minerals 2019, 01/06/2020: <a href="http://investor.ti.com">investor.ti.com</a>] &amp; [2019 SD Form, 01/06/2020: <a href="http://investor.ti.com">investor.ti.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Suppliers and stakeholders engaged in risk management strategy</li> <li>• Not Met: Risk management and response processes cover all minerals</li> </ul>

### E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> <li>• Area: Forced labour</li> <li>• Headline: Texas Instruments suppliers accused of forced labour of migrant workers in Malaysia</li> <li>• Story: On June 28, 2019, Danwatch, a Danish investigative media and research centre, published an investigation report detailing alleged fundamental human and labour rights violations against Nepalese and Indonesian migrant employees working at Malaysian factories producing components for major electronics companies, including Texas Instruments. The report is based on interviews with workers employed by labour agency JS Global, which supplies workers to manufacturing companies, including German industrial group Possehl, which supplies products to Infineon, ST Microelectronics, NXP, Texas Instruments, Vishay and Diodes Inc. Employees reported several allegations constituting some form of forced labour <ul style="list-style-type: none"> <li>- excessive recruitment fees (exceeding amounts required by Malaysian government-approved agencies for the legalisation of workers' status)</li> <li>- arbitrary reductions of wages</li> <li>- violent threats when employees complained about wage reduction or non-payment</li> <li>- passport confiscation</li> <li>- excessive overtime work</li> </ul> </li> </ul> <p>[Danwatch, 28/06/2019, "Forced labour behind your screen": <a href="http://danwatch.dk">danwatch.dk</a>]</p>
E(1).1	The company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Public response: The company does not provide a public response to the allegation</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Detailed response: The company does not provide a public response to the allegation</li> </ul>
E(1).2	The company has investigated and taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engaged with stakeholders</li> <li>• Not Met: Identified cause</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Identified and implemented improvements</li> <li>• Not Met: Stakeholder input to steps taken</li> </ul>
E(1).3	The company has engaged with affected	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provided remedy</li> <li>• Not Met: Evidence for lack of Impact or link</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	stakeholders to provide for or cooperate in remedy(ies)		Score 2 <ul style="list-style-type: none"> <li>• Not Met: Remedy satisfactory to stakeholders</li> <li>• Not Met: Remedy delivered</li> <li>• Not Met: Independent remedy process used</li> </ul>

## Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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