

## Texas Instruments Incorporated California Employee Privacy Policy Notice

This California Employee Privacy Policy Notice ("Notice") supplements and is expressly made part of the information contained in Texas Instruments Incorporated ("TI") [Privacy Policy](#), and applies only to individuals residing in the State of California ("consumers" or "you") and from whom we collect Personal Information as described below, as well as in the California Consumer Privacy Act of 2018 (CCPA). We provide you this Notice because under the CCPA, California Residents who are job applicants, employees, or contractors of a Business qualify as Consumers. We adopt this Notice to comply with the CCPA. Any terms defined in the CCPA have the same meaning when used in this Notice.

### Introduction

Your privacy is a top priority for TI, and we make every reasonable effort to protect the information we hold about you. This Notice is meant to help you understand what information we collect, why we collect it, and how you can contact us with questions about our use of your information.

### Categories of Information Collected

For the purpose of employment, including application for employment, and during the course of employment with TI or providing services to TI as a contractor, we collect information that identifies, relates to, describes, references, is capable of being associated with, or could reasonably be linked, directly or indirectly, with you ("Personal Information"). In particular, we may collect the following categories of information:

Category	Examples
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, or other similar identifiers.
B. Personal Information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information.
C. Protected classification characteristics under California or federal law.	Age, race, color, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation for same sex benefits, veteran or military status.
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.

E. Biometric information.	Information used to extract a template or other identifier or identifying information, such as, fingerprints, face prints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.
G. Geolocation data.	Physical location or movements.
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.
I. Professional or employment-related information.	Current or past job history or performance evaluations.
J. Inferences drawn from other Personal Information.	Profiles reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Personal Information does not include:

- Publicly available information or information from government records.
- De-identified or aggregated consumer information.
- Information excluded from the CCPA's scope, like:
  - Health or medical information covered by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the California Confidentiality of Medical Information Act (CMIA) or clinical trial data; and
  - Personal information covered by certain sector-specific privacy laws, including the Fair Credit Reporting Act (FCRA), the Gramm-Leach-Bliley Act (GLBA) or California Financial Information Privacy Act (FIPA), and the Driver's Privacy Protection Act of 1994.

## Sources of Information Collected

TI obtains the categories of Personal Information listed above from the following categories of sources:

- Directly from you. For example, from forms you complete or services you use.
- Indirectly from you. For example, from badge access information or observing your actions on our websites.
- Third parties retained by TI to administer activities related to: (1) your employment with TI, (including providing you with employee benefits); (2) your application for employment with TI; or (3) your provision of services to TI as a contractor.

## Use of Personal Information

This information is used internally or provided to third parties for the purpose of administering your employment with TI (including providing you with employee benefits), your application for employment with TI, or your provision of services to TI as a contractor. We do not sell this Personal

Information to third parties. TI will additionally disclose this Personal Information to third parties if necessary: (1) to comply with federal, state, or local laws, (2) to comply with a civil, criminal, or regulatory inquiry, investigation, subpoena, or summons by federal, state, or local authorities, (3) to cooperate with law enforcement agencies concerning conduct or activity that the business, service provider, or third party reasonably and in good faith believes may violate federal, state, or local law; and (4) to exercise or defend legal claims. TI will not collect additional categories of Personal Information or use the Personal Information we collected for materially different, unrelated, or incompatible purposes without providing you notice.

## **Sale of Personal Information**

In the preceding twelve (12) months, TI has not sold Personal Information. Moreover, TI does not sell Consumer's Personal Information. So, we do not offer an opt-out to the sale of Personal Information.

## **Changes to our Privacy Notice**

TI reserves the right to amend this Notice at our discretion and at any time. When we make changes to this Notice, we will post the updated notice on our website and update the Notice's effective date. Your continued use of our websites following the posting of changes constitutes your acceptance of such changes.

## **Contact Information**

If you have any questions or comments about this Notice, the ways in which TI collects and uses your information described above, your choices and rights regarding such use, or wish to exercise your rights under California law, please let us know by contacting our HR Connect team at (888) 660-1411.

**Effective Date: September 1, 2020**