

TI Corporate Citizenship Topic Brief



Enriching communities

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Why it matters

We believe strong companies build strong communities, and improving the communities in which Tlers work, live and play is essential to our long-term success. These efforts enhance our reputation as a good corporate citizen, and allow us to stimulate economic growth, strengthen local relationships and improve employee morale.



We own and operate manufacturing, design and sales sites in more than 30 countries. Our operations around the world enhance economies, provide local jobs and bring philanthropic giving and volunteerism to improve education and critical needs of the community.

Our approach

Our dedication to our communities and helping equip, empower and prepare future generations of innovators has remained constant from the time of our founding in 1930. Our culture of innovation and passion for problem-solving extends beyond our walls into the communities where we live and work.

We positively impact the communities where we operate through the creation of jobs, procurement of services and supplies and investments to address specific civic needs. Our community involvement efforts focus on giving and volunteerism to improve science, technology, engineering and math (STEM) education, and addressing critical needs in the communities where we operate, such as supporting underrepresented populations and providing disaster relief.

While we do not conduct formal social risk assessments before entering or exiting a community, we do make every effort to help Tlers transfer to another site or find work elsewhere should our operations close or relocate.

Our goals

Our goal is to improve the quality of life and address the most critical needs in communities where we operate. These may vary from the number of hours that employees volunteer to the amount of financial or philanthropic investments we make to a given organization.

Worldwide, we are committed to growing the pipeline of STEM-capable students. We do this by investing in education initiatives and areas that help teachers and students understand and apply STEM subjects toward real-world issues.

How we manage

Leaders of our site Community Involvement Teams (CITs) consult with local civic leaders to identify pressing needs and the most effective ways to address them. This may include efforts ranging from organizing a team of employee volunteers to recommending a financial grant. Employees also may engage CITs and diversity initiative leaders to recommend causes and institutions to support.

See [Giving and Volunteerism](#) to learn more about our giving guidelines and eligible organizations that we support.

Accountability

Our vice president with responsibility for corporate citizenship oversees our global philanthropic and community involvement and reporting activities, and shares results to the board of director's Governance and Stockholder Relations Committee annually. The TI Foundation is a separate nonprofit organization; its board meets quarterly to review and invest in effective grants.

Evaluating our progress

Where possible, we track the effectiveness of our community investment programs and strategies, especially those related to the TI Foundation. We track financial investments, volunteer participation and solicit feedback from employees and nonprofits we serve. This helps us assess our impact and expenditures and make refinements where needed.

In support of our Matching Gifts programs, we also track employee financial contributions and volunteer hours using an online management system.

For questions or concerns

Employees can consult either their supervisor or a human resource officer with questions or concerns about our community improvement programs. Questions regarding our giving program can be sent to giving@ti.com and anonymous queries can be made through our Ethics Office. External stakeholders can direct comments to citizenshipfeedback@list.ti.com.

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Mailing Address: Texas Instruments, Post Office Box 655303, Dallas, Texas 75265
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