

TI Corporate Citizenship Topic Brief



Giving

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Why it matters

When our founders established our company more than 85 years ago, they built our operations on a belief in doing the right thing and a strong commitment to giving back to our communities. Over the years, though our business has changed, our leaders have passed down this belief one to another, and to Tlers around the globe.



In the last 5 years*, TI, the TI Foundation and Tlers have given nearly \$150 million to strengthen STEM education and respond to critical community needs.



*2013-2017

Our approach

Education, particularly the fields of science, technology, engineering and mathematics (STEM), is essential to growing and sustaining the global economy. Building the pipeline of STEM graduates, particularly in underrepresented populations, can lift generations out of poverty and advance innovation.

Tackling other social needs – hunger, homelessness, programs for at-risk youth or aid in response to natural disasters – helps improve the quality of life for people living in communities where we operate.

We designed our philanthropic programs and strategies to make a difference at all our sites. These vary depending on the regions and neighborhoods, which is why we collaborate with community leaders and local Tlers to determine where investments are needed most.

How we give

We provide monetary support and leadership through:

- **TI corporate giving.** We fund site-based grants in major TI locations globally based on recommendations from local employees and strategic fit.
- **The TI Foundation.** Funded by TI, this is a separate, 501(c)(3) organization. Its board meets quarterly to invest in impactful grants, primarily in Dallas, which help students graduate high school proficient in science and math, strengthen arts and culture organizations and address critical community needs.
- **Employee giving.** We encourage Tlers to donate their time and money to worthy organizations. In the U.S., our primary philanthropic partner is the United Way, which has programs to strengthen community education, health and financial stability.
- **Matching gifts.** The TI Foundation annually matches employee and retiree donations to make a bigger impact – up to \$10,000 per person for education, another \$10,000 per person for arts and culture, and another \$10,000 for contributions made to the United Way. Our Volunteer Incentive Program also matches up to \$1,000 per person each year based on hours volunteered at an organization.

Requesting support
Eligible organizations with programs that meet our giving priorities and guidelines can request grants or sponsorships. Contact giving@ti.com for more information.

Our goals

Each year, sites make funding decisions based on the resources available and the needs of their neighbors. We aim to give at least 50 percent of corporate and foundation dollars to programs that strengthen education.

Giving strategies

To make a positive impact in the locations where we operate, our giving structure focuses on:

In India, TI is required by the India Companies Act to file an “Annual Report on Corporate Social Responsibility Activities.” We have been active in Bangalore, India, and its surrounding communities for many years, but this legislation provides an opportunity for us to refine our philanthropy strategy to align with global corporate objectives and values. Through this process, we identified and vetted nongovernmental organization partners that are helping us make a greater impact.

Focus	Location	Description
Education	Globally	We increase access to education and STEM skills in under-resourced communities and among underrepresented minority students. We consider programs that: <ul style="list-style-type: none"> - Enhance teacher effectiveness through professional development - Improve student engagement and achievement in STEM curriculum by providing innovative methods, programs and resources to teachers and classrooms - Provide access to educational resources
Arts and culture	Dallas, Texas	We partner with strategic arts and cultural organizations that enrich our headquarters community, making it an attractive place to live and work
Community investment	Globally	In the U.S., we primarily support United Way affiliates and consider programs that: <ul style="list-style-type: none"> - Address basic needs, including hunger, homelessness and programs for at-risk youth - Enrich civic and business climates, resulting in a positive community and economic impacts Other TI sites support organizations and causes that align with company values and address local needs. In India, we are required by the India Companies Act to file an “Annual Report on Corporate Social Responsibility Activities”

Eligibility

TI gives to public agencies and nonprofit organizations with tax-exempt status under Section 501(c)(3) of the Internal Revenue Code or as an instrumentality of a federal, state or local government as provided by Section 170(c)1 of the Code (or the equivalent). Organizations must be based in one of TI’s major site communities, or provide services within those regions.

Evaluating our progress

Before investing, we evaluate the impact that strategic grants will likely make and the specific goals for each initiative. We also continuously assess the progress being made and outcomes, and track all giving requests and payments using an online system.