

Giving and volunteering



One of our three ambitions is to be a company that you'd be proud to be a part of, and one that you'd want as a neighbor. For decades, TI, the TI Foundation and Tiers have risen to the challenge and give generously of their time and money to impact the communities around us.



Giving and
volunteering

INVESTING IN STEM EDUCATION

Our commitment to build equitable communities through the transformative power of education remains our highest giving and volunteering priority. TI has invested tens of millions of dollars of TI Foundation and company funds in programs and organizations that improve STEM learning outcomes for students experiencing significant educational disadvantages — either because of the color of their skin, their family’s income level, their school district or where they live.

Equity in STEM learning

TI has a long history of supporting programs aimed at narrowing learning divides in the classroom, from introducing the Head Start program in the 1980s for pre-K children in one of the poorest neighborhoods in Dallas, to supporting programs that transform the STEM learning experience for underserved K-12 students in North Texas today. Recent contributions and support include:

- \$8.2 million in funding from the TI Foundation since 2012 to remodel the South Dallas Lancaster ISD (LISD) into a STEM district. LISD students, nearly 90% of whom come from economically disadvantaged homes and are 96% Black and Latinx, now outperform other North Texas students in math and science.

- A \$4.6 million multiyear grant from the TI Foundation to implement a K-12 “STEM for All” concept in a high school feeder pattern in the Richardson ISD for 16 schools and 10,000 students, 63% of whom are Black and Latinx, and 59% of whom are experiencing economic disadvantages.
- Long-time support for the National Math and Science Initiative’s College Readiness program, and STEM professional development and training programs for public school teachers and principal candidates.
- Financial support for Urban Teachers and Teach for America programs to recruit, train and retain effective math and science teachers.

TI’s STEM Squad tour

Our commitment to the classroom learning experience also includes volunteerism. Tiers routinely engage with students at Richardson Independent School District’s (RISD) Hamilton Park Pacesetter Magnet to get them excited and confident about learning math and science, whether through TI “STEM Squads,” reading days, or after-school tutoring and mentoring.

Evaluating our impact

Over the past five years, TI and the TI Foundation have given more than \$150 million toward education in the U.S. Specific to STEM education, the TI Foundation alone has invested more than \$50 million between 2010 and 2019 in programs that improve learning outcomes and opportunities for students who have historically been underrepresented.

One example of an education initiative that we fund outside of the U.S. is TI Hope Schools, designed for students in rural and impoverished areas of China. We have invested in 10 schools through construction, classroom technology and employee volunteerism. Today, these schools are benefiting 48,000 students from the Sichuan, Hubei, Jiangxi and Shaanxi provinces.





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GIVING

Our people are at the heart of everything we do, and Tlars across the world are generous with their time, resources and talents to invest and make a difference in their communities. To double the impact of our employee giving in the U.S., the TI Foundation¹⁵ offers a dollar-for-dollar match for U.S. employee and retiree donations – up to \$30,000 annually per person – to eligible nonprofit organizations.

2019 total giving impact: \$45.1 million

In 2019, TI and the TI Foundation gave \$31.7 million and employees donated \$13.4 million to support various education, community, and arts and culture organizations, including:

- \$23.1 million for education
- \$17.6 million for communities
- \$4.3 million for arts and culture

TI funds grants at major TI locations globally based on recommendations from employees, local needs and strategic fit. Each year, sites make funding decisions based on the resources available and the needs of their neighbors. Our giving efforts focus on three areas of community impact:

Education (global): We support programs that help remove barriers to education around the world. In the U.S., we specifically support programs that boost STEM learning for Black, Latinx and female students in under-resourced communities. We consider programs that:

- Enhance teacher and principal effectiveness toward the teaching and learning of STEM concepts for students who historically experience educational roadblocks.
- Improve student engagement and achievement in STEM curricula by providing innovative methods, programs and resources for teachers and classrooms.

Outside of the U.S., we focus our efforts on providing access to education, particularly in rural areas.

Basic human services (global): In the U.S., we consider programs that:

- Address basic needs, including disaster relief, hunger, homelessness and programs for at-risk youth.
- Enrich civic and business climates, resulting in positive community and economic impacts.

Other TI sites outside of the U.S. support organizations and causes that align with the company's values and address community desires.

Arts and culture (Dallas, Texas): We partner with arts and cultural organizations that enrich our headquarters community, making North Texas an attractive place to live and work. These include the Dallas Museum of Art, Dallas Black Dance Theatre, Dallas Children's Theater, Dallas Symphony Orchestra and Dallas Theater Center.

TI and TI Foundation giving (\$ millions)	2015	2016	2017	2018	2019
Education	\$19.36	\$18.70	\$22.83	\$20.23	\$20.11
Community investment	\$5.43	\$7.03	\$7.14	\$8.95	\$8.27
Arts and culture	\$2.20	\$2.68	\$3.44	\$4.19	\$3.28

Employee/retiree giving (\$ millions)	2015	2016	2017	2018	2019
Education	\$1.77	\$1.95	\$2.11	\$1.83	\$3.03
Community investment	\$3.82	\$4.12	\$2.65	\$6.85	\$9.35
Arts and culture	\$0.49	\$0.53	\$0.62	\$1.10	\$1.02

¹⁵ The TI Foundation is a separate 501(c)(3) organization for the U.S. only. A board comprising TI leaders meets quarterly to invest in impactful grants, primarily in North Texas, to organizations that help students from economically disadvantaged schools graduate from high school proficient in science and math; address basic human service needs; and strengthen arts and culture organizations in Dallas, Texas, home of TI's headquarters.

Making a difference in India

Like all public companies operating in India, the India Companies Act requires that TI file an annual report on corporate social responsibility activities. We have been active in Bangalore, India, and its surrounding communities for many years. We identify and vet nongovernmental organization partners that are helping us make a greater impact.

TI provides back-to-school resources for about 18,000 students in 130 schools in Bangalore and distant rural areas. Our company has adopted 16 schools where we provide in-depth support to about 2,000 students, including mentoring, computer labs, science labs, backup power supplies, smart classrooms and learning centers.

“If a child does not have food to eat, clean water to drink or access to basic education, we have to focus on that before we can help them learn STEM topics,” said Aditya, who manages TI’s corporate citizenship efforts in India.



VOLUNTEERING

TI employees around the world spend thousands of hours each year making a difference in their communities by volunteering time and talent as robotics coaches, science fair judges, mentors, tutors, college and career-planning advisers and camp coordinators. We provide resources and training to help our employees engage with students through classroom presentations and hands-on activities.

We align TI-sponsored volunteerism with two main areas of philanthropic focus: STEM education and the greatest community needs, including hunger, poverty and homelessness.

Teams around the world making a big impact

Across TI, we have more than 20 global Community Involvement teams who work with local organizations to identify key issues and the most effective ways to address them in their communities. TI has empowered these teams to make funding decisions based on available resources. Their work may range from organizing a volunteer event to recommending a financial grant.

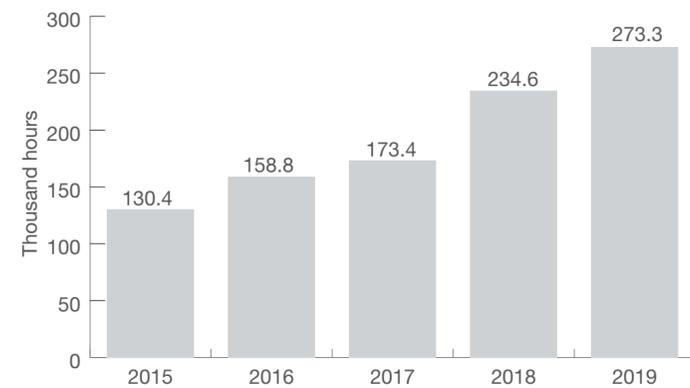
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Honoring Tiers for enriching their communities

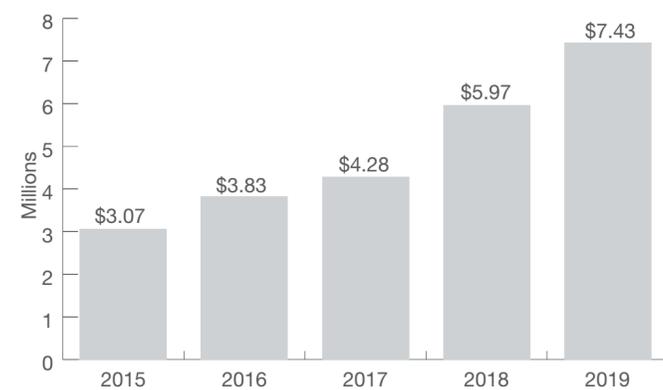
We annually recognize two outstanding volunteers or teams with the TI Founders Community Impact Award, which includes a \$10,000 gift to the nonprofits(s) of their choice. Nine finalists also receive \$2,500 gifts for organizations they support.

In 2019, we honored Gina, an isolation marketing engineer, for her tireless efforts to eradicate a rare and terminal illness, Batten disease. After her young son was diagnosed with this disease, Gina and her husband Matt started Batten Hope, a nonprofit that raises funding and critical materials needed to start the first gene therapy clinical trial for Batten disease at the University of Texas Southwestern Medical Center and Children's Health, both located in Dallas. They have helped raise more than \$1.5 million to help families around the world affected by Batten disease. Gina used her \$10,000 grant for Batten Hope and its efforts to help advance clinical trials.

Volunteer hours



Value of volunteer hours¹⁶



¹⁶ The value is based on Independent Sector, which estimates the value of each volunteer hour in 2019 at \$27.20.

