



2021

Engineering Good For Our Communities

Annual Report

OUR MISSION

ENGINEERING A MORE SUSTAINABLE FUTURE FOR OUR PLANET AND PEOPLE

2021 OUR LEADERSHIP & BOARD

Board of Directors

Dan Leibholz
Prashanth Mahendra-Rajah, Chair
Margaret Seif

Executive Advisor

Vincent Roche

Foundation Officers

Christina Dervin, Executive Director
Eric French, Secretary
Stephanie Sidelko, President
Mike Sondel, Treasurer



MESSAGE FROM OUR BOARD OF DIRECTORS



2021 was a challenging year, with continued disruptions from the COVID-19 pandemic as well as various other challenges in our personal and professional lives. As a result, it has been more important than ever that we at ADI remain committed to our purpose of “engineering good” for our customers, our employees, and the world around us.

Our Priorities The Analog Devices Foundation was established in April 2020 and contributes to multiple nonprofit organizations and other giving initiatives which are aligned with ADI’s sustainability framework:

Protect the Environment: Support initiatives that help reduce carbon emissions, conserve water and reduce waste, conserve the ocean, and promote renewable energy sources.

Improve Education Access: Support initiatives that broaden access to high-quality STEM education and job opportunities as well as provide underserved communities with the tools they need to progress and thrive.

Advance Societal Change: Leverage innovative solutions to solve community problems, support efforts to eradicate poverty, and promote health and well-being.

2021 Highlights We are proud of the impact the Foundation made during 2021 in support of these pillars.

We eagerly invest our time, people, and resources in initiatives and organizations that are working toward a purpose closely aligned with our priorities. As an organization with employees and resources around the world, we focus our efforts globally as is evident in the pages of this report.

In addition to our three pillars, we remained committed to COVID-19 relief efforts as the pandemic continued to impact communities worldwide. In partnership with Global Citizen, the Foundation raised funds for Gavi, the Vaccine Alliance, through a contribution and employee matching program. For every \$1 donated by employees, the Foundation contributed \$4.

2022 Look Ahead We are excited for future opportunities to act on our mission and are confident the Foundation will continue to make a significant impact in 2022.

The Board of Directors
ADI Foundation

OUR IMPACT

FY'21 FINANCIAL AND
ACHIEVEMENT HIGHLIGHTS**\$1.8 million**

IN COMMUNITY GRANTS

\$1.4 million+IN EMPLOYEE DONATIONS
+ FOUNDATION MATCH**2,000+**HOURS VOLUNTEERED
BY ADI EMPLOYEES**900+**UNIQUE ORGANIZATIONS
SUPPORTED**16**COUNTRIES
IMPACTED

The above information is based on the Foundation's fiscal year beginning November 1, 2020 and ending October 31, 2021.

A MESSAGE FROM OUR FOUNDATION PRESIDENT

**Protect the Environment**

Supporting initiatives that help reduce carbon emissions, conserve water and reduce waste, conserve the ocean, and promote renewable energy sources

**Improve Education Access**

Supporting initiatives that broaden access to high-quality STEM education and job opportunities as well as provide underserved communities the tools they need to progress and thrive

**Advance Societal Change**

Leveraging innovative solutions to solve community problems, support efforts to eradicate poverty, and promote health and well-being

**Support COVID-19 Relief Efforts**

Supporting the essential work of organizations making a difference in combatting the COVID-19 pandemic



“The Foundation has continued to address new and ongoing challenges in 2021 to help protect and advance the health and well-being of our communities. We are thrilled to have had such a positive impact during the Foundation’s second year and we remain as committed as ever to our mission in 2022.”

– **Stephanie Sidelko**
Foundation President



Nonprofit Spotlight:

PROTECTING OUR COMMUNITIES AND OUR ENVIRONMENT



PLASTICAQQUA APS



TO PLASTICAQQUA
APS TO SUPPORT
LOCAL PROGRAMS

The ADI Foundation and ADI’s global team members fundamentally believe we have a responsibility to protect our environment, which is why the Foundation engages with impactful initiatives alongside our employees.

In Italy, we have partnered with Plasticaqqua APS—a group of citizens who voluntarily clean up the coasts and beaches of Taranto. The organization runs initiatives to raise awareness in schools, parishes, scout groups, organizations, and associations on the enhancement of abandoned coastal stretches, sustainability and reporting.

ADI’s Foundation provided a \$12,000 grant that allowed Plasticaqqua APS to expand its insurance coverage so more people were able to participate in cleanup events and buy additional resources such as gloves, bags, boots, overalls, etc. This resulted in 5,022 kilograms of garbage collected over the course of 18 cleanups in 2021.

In addition, the donation supported educational materials about the recycling and reuse of plastic for school workshops and bought merchandise for Plasticaqqua APS’s Eco-Bookshop where a book can be bought for 10 plastic bottles or 10 cans.

ADI employees also rallied behind Plasticaqqua APS’ mission. Cosimo Carriero, a Field Applications Engineer based in Como, biked 1,630 kilometers, or about 1,000 miles, across Italy to raise funds for Plasticaqqua.

Donations made in support of his journey helped fund several projects, including the purchase of boats for cleaning the stretches of coast inaccessible from the mainland, carrying out remediation interventions in the open sea, and purchasing machines to recycle plastics.



Nonprofit Spotlight:

IMPROVING EDUCATION ACCESS TO EMPOWER STUDENTS



S.E.A.L. FOUNDATION



HAVE EAGERLY ENGAGED
IN THE PROGRAM SINCE ITS
LAUNCH IN SEPTEMBER 2021

The S.E.A.L. Foundation is committed to funding specialized education programs in non-public and public schools so that all children, including those with learning differences, can be afforded the opportunity to attend a school of their choice.

ADI is committed to improving education access by supporting initiatives that provide the tools for all children to have the opportunity to successfully learn—which is why ADI assists The S.E.A.L. Foundation (Specialized Education for All Learners), based in Lakeville, Massachusetts, and its supplemental reading program for students.

The S.E.A.L. Foundation is committed to funding specialized education programs in non-public and public schools so that all children, including those with learning differences, can be afforded the opportunity to attend a school of their choice. The option to attend a particular school can be elusive for children who learn differently since the services they need to succeed are often unavailable. The S.E.A.L. Foundation works with schools to provide funds to establish its Pathways Approach Program™ and embed it into the school curriculum to serve a broad range of learners.

ADI's Foundation provided a grant of \$25,000 to bring the supplemental reading program, LexiaCore5, to seven of The S.E.A.L. Foundation's partner schools. This adaptive, blended learning program, which accelerates the development of literacy skills, was launched in September 2021 and has 866 students eagerly engaged in its use. Since its launch, there has been an 11% increase in the overall number of students working at or above grade level. In addition, 755 certificates have been distributed, representing individual levels of achievement. Most importantly, teachers have learned to effectively interpret the data provided by the program, making use of its supplemental materials to create lessons geared toward helping individual students maximize their overall achievement. In just a few months, the partner schools have witnessed the strong impact this program is having on student performance and literacy.



Nonprofit Spotlight:

ADVANCING EDUCATION FOR THE NEXT GENERATION OF ENGINEERS



UMASS LOWELL



AND \$165K OF IN-KIND
DONATIONS TO FUND
ENGINEERING RESEARCH

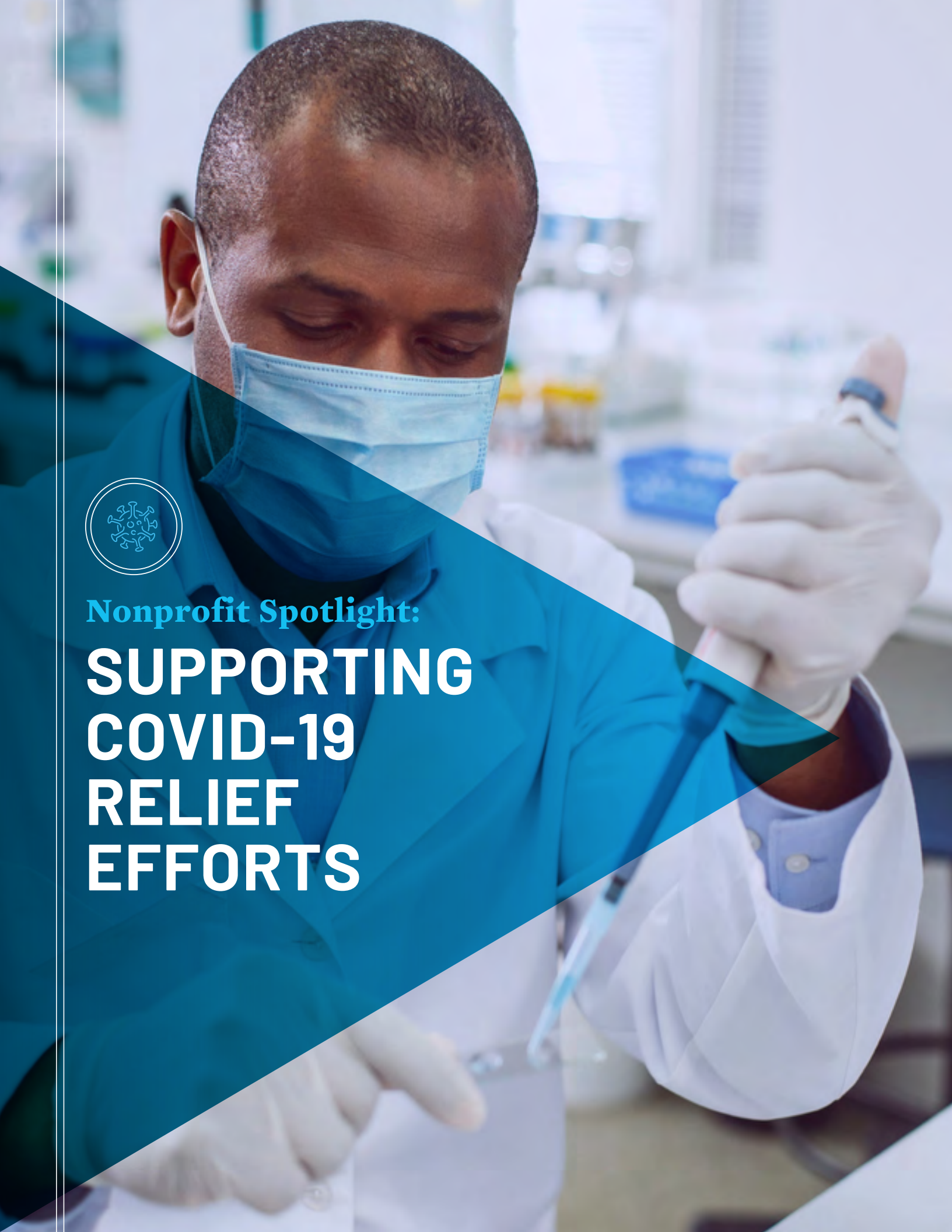
As world leaders in technical innovation, ADI has a rich legacy of fostering the next generation of innovators to create a stronger economy and better future.

ADI has called Massachusetts home since its founding in 1965 and, since day one, has dedicated its resources to inspiring young people in the local area through a range of science and math activities and mentorship programs. As world leaders in technical innovation, ADI has a rich legacy of fostering the next generation of innovators to create a stronger economy and better future.

To advance science-and engineering-based research, ADI partnered with UMass Lowell, a national research university that provides education to 18,000 undergraduate and graduate arts and sciences students.

In 2021, ADI Foundation funded a grant of \$125,000 and ADI provided \$165,000 worth of lab equipment to UMass Lowell to accelerate engineering education and research targeted for radio frequency and microwave technologies.

To counteract the challenges of remote learning during the pandemic, the Foundation and ADI leadership (Bryan Goldstein, Bob Broughton, and Tom Dean) financed and created with UMass Lowell the construction and development of new curricula, teaching and research labs. They equipped three classrooms with the necessary equipment to enable a lifelike classroom experience for remote students, including video cameras with tracking capabilities, audio and computer equipment, and improved lighting of the classroom stage.



Nonprofit Spotlight:

SUPPORTING COVID-19 RELIEF EFFORTS



SUPPORTING COVID-19 RELIEF EFFORTS



FOR GAVI THROUGH DIRECT
CONTRIBUTION AND EMPLOYEE
MATCHING PROGRAM

As an extension of our commitment in 2020, the Foundation continued to make charitable donations to both global and local pandemic response efforts.

The COVID-19 pandemic continued to cause disruptions in 2021—in our personal lives and across various industries and businesses that are core to the vitality of our communities. As an extension of our commitment in 2020, the Foundation continued to make charitable donations to both global and local pandemic response efforts.

The Foundation donated \$560,000 in February 2021 as part of its continued support of the Massachusetts General Hospital’s Vaccine & Immunotherapy Clinic’s (VIC) research on testing, treatments, and vaccines. Since 2020, ADI’s Foundation has granted over 1 million dollars to Massachusetts General Hospital’s VIC.

On May 8, 2021, Global Citizen hosted VAX Live, a concert to raise funds for COVAX, a global program under Gavi, the Vaccine Alliance. The Foundation committed to Gavi through a contribution and employee matching program with a \$1 million donation. For every \$1 of employee donations, the Foundation contributed \$4. In total, with the help of the Foundation’s donation, Gavi has delivered 987 million COVID-19 vaccines to 144 countries.



ANNUAL REPORT 2021

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