

China Benefits Summary – 2026

At TI, your success goes beyond your work. Our comprehensive benefits support your total well-being at work and in life, from competitive compensation and paid time off, to wellness programs and additional perks.

Take advantage of benefits designed for your professional and personal growth.

Compensation & financial benefits

Enjoy competitive compensation packages, including base pay, performance-based incentives and annual profit sharing opportunities to help you live well.

Profit sharing: Share in TI's success with profit sharing, our global cash bonus program. Eligible employees receive profit sharing payouts when TI achieves at least 20% profit from operations (PFO).

Comprehensive allowance*: TI offers employees a combined monthly allowance, including meal and transportation allowance, as well as other local government-mandated allowances. (**Benefit may differ based on location.*)

Supplemental housing allowance: TI offers additional monthly supplemental housing allowance.

Time off

Take time for what matters with generous paid time off and a variety of leave programs that support life's important moments.

Holidays: Employees receive 13 days of paid time off for public holidays.

Paid time off: Tiers accrue paid time off to use for vacation, time with family, personal activities or sick days. Tiers will receive 12-20 days of paid time off throughout the year, depending on how long they have been with the company.

Additional leave programs:

- **Life event** – Paid time off for leaves such as bereavement, marriage, maternity, parental, etc., are granted based on the local legal requirements.
- **Sick leave** – Employees receive time off for personal illness, mental well-being and/or medical procedures.
- **Other leave programs** – TI complies with all local legal leave requirements.

Health & well-being

Your well-being matters – access medical coverage, wellness programs and mental health resources for yourself and family members.

Medical insurance: Tiers receive medical coverage for eligible hospital expenses and other health care costs under the basic medical insurance plan. If needed, Tiers may purchase additional coverage for their children.

Life and accident insurance: TI provides paid basic life insurance and offers Tiers the ability to purchase supplemental life and accidental death & disability insurance to help protect their financial futures against the unexpected.

Business travel insurance: Tiers and their accompanying dependents on business travel outside of their home country receive worldwide urgent/emergency medical care through TI's business travel medical insurance.

Annual health check: TI provides a high-quality, basic health check-up benefits package to employees every year, with other comprehensive screening package options available for purchase.

Counseling services: TI offers an Employee Assistance Program to help Tiers and their household members with personal, family or work-related issues. These services, which are provided at zero cost and available 24 hours a day, 7 days a week, aim to improve mental, practical and physical well-being of TI's employees.

Career growth & development

Build an impactful career through on-the-job learning, leadership training and professional development resources centered around your long-term success.

Development plans & programs: At TI, we invest in our people's potential. We help employees build long-term, successful careers with flexible and personalized paths driven by their skills and interests. TI offers formal learning and development opportunities at all levels to help every Tier – new and experienced – increase their impact and demonstrate a continuous learning mindset. Employees can access our internal hiring and learning platforms at any time to explore careers, chart development paths, or complete mandatory training and other learning modules.

New college graduates: TI provides new college graduates with a professional and technical training program to accelerate their ramp into TI and set them up for long-term career success. Through this program, new college graduates can focus on the fundamental skills/concepts that are relevant to their role, build on what they learned in school using TI tools/processes, and network/collaborate with peers and technical experts to help boost growth, success and performance.

Intern program: TI's award-winning internship program provides an enriching experience that fosters learning and showcases the potential for building a rewarding, long-term career at TI.

Patent & paper awards – TI employees who publish technical papers that meet certain criteria or contribute to patent applications could be eligible for additional monetary incentives.

Online resources – Tiers have access to a broad variety of learning resources including classroom trainings, online webinars, articles, podcasts and more.

TI Global Recognition: The TI Global Recognition platform enables non-U.S. employees to give and receive recognition points. Managers can recognize employees around the world with TI Recognition Points, which can be accumulated and used to purchase items through an online catalog.

The benefits described in this summary are governed by the legal plan documents, which may change from time to time. If there is a discrepancy between this summary and the plan documents, the plan documents will govern.