

# Texas Instruments India Benefits

This is a list of the key benefits applicable to all TI India employees. Please review and reach out to the recruiting team incase of any queries. Some of these benefits may require detailed documentation for enrolment. On your date of joining, you will be prompted to complete the documentation necessary for such benefits. Please ensure you complete them immediately.

## Health & Well-Being

### Insurance

Insurance	Coverage Details
Group Medical/Health	<p>TI provides insurance coverage to employees and their families for expenses related to hospitalization due to illness, disease or injury. The sum insured cover is INR 10,00,000 per family (floater). Family is defined as employee and up to 5 dependents. Dependents could include spouse/domestic partner (of same or different gender) + 2 dependent children + 2 dependent parents or parents-in-law. Co-pay is applicable for dependents.</p> <p>Voluntary top-up insurance coverage is available up to an additional INR 10,00,000 where the top-up premium will be borne by the employee.</p>
Group Term Life	<p>Group Term Life Insurance provides life insurance protection to employees in case of death. The sum insured is three times the annual Base Salary. This policy covers employees only</p>
Group Personal Accident	<p>This insurance scheme provides compensation to the insured person or their legal representative in the event of the insured person's death due to accident or if they suffer permanent disablement due to an accident. The sum insured is three times the Annual Fixed Compensation (Base Pay) or INR 2,500,000, whichever is higher. This policy covers employees only.</p>
Employee Deposit Link Insurance (EDLI)	<p>This scheme is introduced by Central Government which provides Life Insurance coverage to all employees based on their PF deposit. Eligible cover is INR 701,000 and is payable to the nominee of the employee in the event of their death</p>

### TEXINS

TEXINS offers subsidized facilities for employees to participate in recreational activities such as games, sports and other cultural or creative activities. Texins aims to usher in a healthy balance of work & well-being by facilitating and encouraging the participation of employees in activities which refresh the mind, body and spirit

## Employee Assistance Program

TI employees around the world have access to a worldwide EAP through a partner. The EAP gives employees access to tools and resources to improve their mental and physical well-being. It is available at no cost to employees and their dependents 24 hours a day, 7 days a week. The service is independent and ensures confidentiality.

## Declared Holidays

Each year TI India will declare 10 National and Festival Holidays and employees can choose 2 floating holidays from select options

## Leave Policy

Leave Type	#Days	Description
Privilege Leave	20 working days	1.67 days of leave is credited at the end of every month. At the end of the year, a maximum of 45 days of leave can be carried forward. Any leave beyond 45 days will lapse. Encashment of privilege leave balance is possible only on separation.
Sick Leave/Family Care Leave	12 working days	Accrued at the beginning of the year. Any unused Sick Leave/Family Care Leave may be carried forward up to a maximum of 24 days. This leave cannot be encashed. This leave can be used when an employee is physically unwell or employee needs to take care of his/her mental well-being. This leave can also be utilized to take care of sick dependents (spouse/partner, children, elderly care)
Medical Leave of Absence	Up to 26 weeks	TI supports a paid medical leave for a period that is medically necessary and would keep the employee away from work for an extended period. An employee is eligible for up to 26 weeks of paid leave, basis the recommendation of the treating physician and subject to necessary internal approvals. Additionally, the employee would also be eligible for unpaid leave of absence for up to 26 weeks, if required beyond the paid leave
Compassionate Leave	5 working days	TI strives to ensure you have the support you need to care for yourself and your family during major life events. If a loved one passes away, we understand your need to take time away from work to be with your family. Employees conditionally avail up to 5 working days, per calendar year, to help ease the emotional burdens during the loss of an immediate family member.
	26 weeks	Women employees who have been working at TI for at least 80 days (2.5 months) before the expected date of childbirth / adoption of child are eligible for twenty-six (26) weeks of maternity leave. Additionally, they

Maternity Leave		are also eligible for Work from home after completion of maternity leave, if the nature of work permits as well as up to four (4) visits a day to the crèche/day care.  In case of surrogacy, the women employee is entitled to maternity leave with full pay for 26 weeks. Leave is also applicable for commissioning mothers (which means a biological mother who uses her egg to create an embryo implanted in any other woman).
Paternity Leave	4 weeks	Male employees are eligible for 4 weeks of paternity leave within 1 year from date of birth of child. This can be availed in 2 tranches of 2 weeks each. This leave is eligible for adoption as well
Paternity Leave (Single Father)	26 weeks	Single fathers are eligible to take 26 weeks of paternity leave. This leave is eligible for adoption as well

## Financial Well-Being

### Company Car Lease

Employees can lease a car via our lease partner for a period of 24 or 36 months. EMI for the car will be borne by the employee & deducted from the employee's customizable component. Employees can allocate fuel allowance up to a maximum of INR 15,000 per month. The overall limit of declaration cannot exceed the customizable component after considering the default HRA, LTA and Tel/Broadband components. TI will pay the insurance premiums during the lease period. At the end of the operating lease, the employee can return the car to the leasing company or buy the car at the applicable residual value defined by the leasing partner. If an employee opts for company car lease, then they will not be eligible to utilize the company provided transport services

### National pension Scheme (NPS)

NPS is an employee contribution to the investment and pension scheme initiated by the Government of India. An employee can choose to contribute to the NPS voluntarily. Any contribution to the NPS will be deducted from the employee's Fixed Compensation and will be eligible for applicable tax exemption. There will be no additional contribution from TI.

### Employees Stock Purchase Plan (ESPP)

Become a TI shareholder! The TI ESPP offers you the opportunity to buy TI stock at a 15% discount based on the fair market value on the automatic purchase date. There are four offerings each year for you to volunteer for payroll deductions to participate. Once the stock purchase

occurs, you can sell the shares immediately or hold the shares to become a shareholder of the company and potentially watch your investment grow through dividends and TI stock price growth.

### **Transport Subsidy**

TI India provides subsidized transport service. Additionally, we provide free shuttle services to nodal points for easy access to public transport. Once you join TI, you can find the necessary details to avail the services.

### **Day Care Subsidy**

TI India has partnered with specific providers enabling employees to avail subsidized full day care, half-day care, after school programs and at home services for their children.

## **Learning & Development**

### **Professional Development Reimbursement**

The overall development of employees is our primary focus and this benefit supports professional growth and self-development. Each year employees, whose services have been confirmed, are eligible to use the professional development allowance for purchasing technical or non-technical books, e-books, audio podcasts, magazine/online subscriptions, and professional body memberships relevant to their work. The annual limit is INR 10,000 per financial year beginning April and ending March.

### **KLIB Online Library Service**

TI has partnered with ' Klib ' to provide an easy to use online library service to its employees. The monthly subscription charge is borne by TI. You can select the book of your choice from the website and it will be delivered to the TI Bangalore office.

### **Educational Assistance**

TI India offers support to employees who wish to pursue further education in an area relevant to their occupation during the course of their employment. The program allows for reimbursement of education fees, hostel fees, economy class air fare (where the course includes a sabbatical period) & reference books required for the course up to a defined limit.

### **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.

### **Non-Monetary Recognition**

TI employees with exceptional contributions outside of the normal scope of their roles can also be recognized with non-cash awards during the year