

## Israel 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.

As a TI employee, enjoy a range of benefits designed for your professional and personal growth (interns may not be eligible for all benefits listed below).

### 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).

**Employee Stock Purchase Plan (ESPP):** Become a TI shareholder by purchasing TI stock at a 15% discount during quarterly offering periods and decide whether to hold or sell discounted shares after each period.

**Occupational Pension Plan:** Tlers are enrolled in a statutory pension plan from the first day of employment, with both TI and the employee contributing monthly toward retirement savings. The plan also includes long-term disability coverage, providing financial protection of up to 75% of monthly salary should an employee be unable to work due to illness or injury for an extended period.

**Study Fund:** TI contributes 7.5% of the benefit base each month to a personal Study Fund on behalf of each employee, with employees also contributing 2.5%. After a six-year period, the accumulated funds can be withdrawn and used for any purpose, providing a valuable long-term savings opportunity.

**Gifts:** TI celebrates Tlers and their families' important milestones as well as major holidays with a small gift for Rosh Hashana, Passover, birthdays, marriage, birth of a child and when an employee's child begins first grade.

### Time off

---

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

**Vacation:** New Tlers receive 15 vacation days per year, which increases annually with seniority – up to a maximum of 24 vacation days per year.

**Public holidays:** The office is closed on nine public holidays, with an additional eight days observed for partial-day closures. Employees with differing religious backgrounds may request to work on a public holiday and receive an additional vacation day instead.

**Time compensation for business trips:** If an employee travels internationally on weekends and public holidays due to business needs (e.g. required to fly on a weekend to attend a Monday morning meeting), the employee can claim additional days off.

**Special leave:** Tlers are eligible for time off for bereavement, marriage/wedding and birth of a child.

**Military service leave:** TI fully supports employees called for compulsory military reserve duty, as required by Israeli law. Employees' full salary and all legal accruals are maintained during the period of reserve duty, ensuring no financial impact on the employee.

**Leave programs (sick leave, child sick leave, family sick leave, maternity leave, paternity leave, unpaid leave):** TI complies with all statutory leave regulations.

## Health & well-being

---

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

**Flexibility:** TI strives to provide the flexibility employees need to manage their time and integrate work and life responsibilities. Depending on your role, remote work from home in general or from another country is possible on occasion (pending approval by manager and/or HR).

**Counseling services:** TI offers an Employee Assistance Program to help Tlers 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.

**Business travel insurance (medical & accident):** TI offers health and insurance travel benefits when Tlers are traveling for business. Tlers and their accompanying dependents on business travel outside of their home country can receive worldwide urgent/emergency medical and dental care through TI's business travel medical insurance.

**Private health care insurance:** TI provides fully funded private health insurance for all employees from their first day of employment, giving access to extended medical services beyond standard statutory coverage. Tlers may also add dependents to the plan, with the additional cost covered by the employee.

**Medical check-up (age 40+):** Employees aged 40 and above are entitled to a comprehensive annual medical check-up at a leading medical organization, fully covered by TI. These check-ups support long-term health monitoring and preventive care at no cost to the employee.

**Sport and fitness benefits:** Employees can access a subsidized gym membership and participate in on-site fitness classes led by a professional instructor twice a week. TI subsidizes the cost, making it easy and affordable to stay active and maintain physical well-being.

**Meal benefit:** TI provides employees with a monthly meal card that can be used at thousands of restaurants and eateries across the country, as well as for online meal delivery. The benefit is available to all Tlers from their first day of employment, making it easy and convenient to enjoy daily meals.

## 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 Tler – 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.

**Educational assistance:** TI provides financial assistance to eligible employees who want to continue their formal education as part of their professional development.

**Language classes:** Employees may be eligible to have a language course paid for by TI if this is necessary to perform their work duties or to improve integration at their current place of residence.

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

**External seminars:** TI may cover the expenses for external seminars if there is a business need and no internal content exists on the topic. (An external seminar is any form of academic instruction, conference or professional course offered by a commercial or professional organization, which is not included in our in-house curriculum.)

**Rewards & recognition:** Tlers can be awarded and recognized for a job well done through our global awards program, a points-based platform that allows employees to earn and redeem points through an online catalog.

**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.

*There may be additional location-specific benefits not listed here.*

*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.*