

Japan 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).

Commutation allowance: TI takes care of your daily commute with a commutation allowance that covers actual transportation costs – so you can focus on your day, not your train fare.

Pension: Our defined Contribution (DC) pension plan helps you build a secure future on your own terms. You have the flexibility to grow your retirement savings in a way that fits your personal goals.

Paid time off & leave policies

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

Vacation: At the beginning of each year, Tlers receive paid time off to use for vacation, time with family, personal activities or sick days. Paid vacation hours are based on years of service, so Tlers will receive a total of 16-20 days of paid time off throughout the year depending on how long they have been with the company.

Summer vacation: TI offers two days of summer vacation to be taken during the three-month period from July 1 to September 30.

Year-end and New Year vacation: Tlers receive paid vacations from December 29 to January 3 and are encouraged to fully use this time for rest and rejuvenation.

Health & well-being

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

Medical coverage: Tlers receive comprehensive health and dental and vision coverage, including dependent coverage and health screening options.

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

Flexibility: TI operates under a flexible work system where Tlers self-manage their working hours on a monthly basis. There is no fixed daily schedule – each Tler is trusted to plan and manage their own time effectively.

Family events and support: TI understands that family milestones matter. Tlers receive paid leave for important family occasions such as weddings, childbirth, or bereavement, along with congratulatory or condolence payments. It's our way of standing by you through life's meaningful moments.

Career growth & development

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

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

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.

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

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.

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.