

Philippines 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).

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.

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.

Holidays: Employees receive 16 days of paid time off for public holidays.

Vacation: Tlers accrue paid time off on a monthly basis to use for vacation, time with family, personal activities, etc. Tlers receive a total of 12-21 days of paid time off throughout the year depending on how long they have been with the company.

Sick leave: Tlers accrue paid time off on a monthly basis to use for illness- or injury-related reasons. Sick leave hours are based on years of service, so Tlers will receive a total of 12-21 days of paid time off for Sick leave throughout the year.

Compassionate leave: In the unfortunate case that a loved one passes away, employees receive up to 3 days off (per year) to take time to be with family.

Other leave types (maternity leave, paternity leave and other leaves of absence): 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.

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

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

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.

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.

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.