

Czech Republic 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.

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: Employees receive up to 25 paid days off per year.

Public holidays: TI follows the statutory public holiday calendar.

Special leave: TIers are eligible for time off for bereavement, marriage, moving, medical appointments and military service.

Other leave programs (sick leave, maternity leave, parental 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 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.

Business travel insurance (medical & accident): TI offers health and insurance travel benefits when TIers are traveling for business. TIers 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.

Supplemental health insurance: TI provides employees with a pre-paid medical plan that gives TIers access to an outpatient health care center, covering a broad range of general and

specialist health services, at no cost to the employee. The plan includes general practitioner consultations, eye examinations and specialist preventive care in areas such as dermatology and allergology

Occupational health checks: TI arranges regular occupational health examinations to ensure employees are fit and able to perform their role safely. Initial health checks take place before the first day of employment, with periodic reviews scheduled based on the nature of the role.

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.