

## France 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

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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 can choose to receive the cash payout directly or invest it in the company saving plan – invested funds are accessible after five years. Payouts are based on TI France's annual financial results.

**Employee Stock Purchase Plan (ESPP):** Build TI share ownership with the ESPP by making voluntary monthly salary deductions, which is matched by a TI contribution. Your investment is made monthly into TI stock through the company savings plan and is accessible after five years.

**Company savings plan:** TI offers a company savings plan, providing a tax-efficient way to build savings over time. Contributions can come from a variety of sources, including the Employee Stock Purchase Plan, profit sharing payouts or voluntary personal contributions. Funds remain invested for five years and benefit from favorable tax treatment on gains at the time of withdrawal.

**Occupational Pension Plan:** TI enrolls all employees in a pension plan from the first day of employment, where both TI and the employee contribute monthly toward building retirement savings. Contributions accumulate over time to provide a retirement income – TI is committed to helping employees plan for a financially secure future.

### Time off

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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, plus four additional days granted by TI.

**RTT (réduction du temps de travail) days:** Employees cannot work more than 218 days per year, and TI provides RTT days to ensure compliance with this legal requirement. Employees receive a guaranteed minimum of 8 RTT days each vacation year.

**Banked hours:** Employees can transfer certain unused time off – including RTT days and additional days – into a personal banked hours account that never expires.

**Public holidays:** TI follows the statutory public holiday calendar.

**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:** TIers are eligible for time off for bereavement, marriage/wedding and education.

**Other leave programs (sick leave, child sickness, maternity leave, paternity leave, paid leave, unpaid leave):** TI complies with all statutory leave regulations.

## Health & well-being

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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.

**Health insurance:** TI provides comprehensive group health insurance, which complements French social security, to cover a wide range of medical expenses for employees and their eligible family members. The plan also includes income protection in the event of short-term or long-term disability. In the unfortunate event of an employee's death, financial support is provided to the employee's spouse and education annuities to dependent children.

**Life and disability insurance:** Tlers receive life insurance and robust income protection in the event of illness or disability. Should an employee face a serious or extended period of sickness, the plan can provide income replacement support for an extended period, potentially until the statutory retirement age.

**Medical check-ups:** TI arranges occupational health check-ups for all employees, starting at the time of hiring and recurring every five years thereafter, supporting long-term health monitoring. These appointments are organized through the company at no cost to the employee.

**Public transport reimbursement:** TI reimburses 50% of public transportation costs for eligible employees who commute by public transit, helping reduce the financial burden of a daily commute.

**Meal benefit:** French employees benefit from a company-supported meal program: Paris office employees can choose between a subsidized on-site canteen or daily meal vouchers.

## Career growth & development

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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.*