

Italy 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.

Pension: TI participates in Italy's TFR (Trattamento di Fine Rapporto), which is a mandatory severance and savings scheme in which a portion of each employee's gross salary is accrued monthly throughout their employment.

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 26 paid days off per year.

ROL (Riduzione dell'Orario di Lavoro) days: In addition to standard vacation, employees are entitled to ROL hours each year, which increases with seniority.

Public holidays: TI follows the statutory public holiday calendar.

Ex Festività: All employees receive an additional 32 hours (approximately 3.5 days) of Ex Festività leave per year, representing compensation for abolished public holidays.

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, medical visits, blood donations and breast feeding.

Other leave programs (sick leave, child sickness leave, maternity leave, paternity leave, adoption leave, parental 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.

Medical insurance: TI provides all employees with medical reimbursement insurance, covering a wide range of health care expenses from the first day of employment.

Additional medical insurance: In addition to TI's own health insurance, all employees benefit from supplementary medical coverage.

Occupational health check-ups: TI arranges legally required pre-hire and regular periodic health check-ups for all employees.

Accident insurance: TI provides all employees with comprehensive accident insurance, covering both work-related accidents and accidents during leisure time. The coverage includes protection for death and permanent disability, providing peace of mind both inside and outside the workplace.

Lunch vouchers: Tlers receive meal vouchers monthly, which can be used at a wide range of participating restaurants and food outlets. The vouchers are loaded onto a card and are available for use from the day after they are issued.

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.