

Norway 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.

Occupational Pension Plan: TI provides a fully financed pension plan, with no mandatory employee contribution required. Contributions are calculated as a percentage of base salary and invested in funds, with a choice of five investment profiles.

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 25 paid days off per year, with employees aged 60 and above receiving 30 paid days off per year. Holiday pay, equivalent to 12% of a Tler's previous salary from the year before, is accumulated and paid out to cover vacation periods.

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. Employees who accumulate more than 30 travel days per year are automatically granted four additional days off in recognition of their frequent travel.

Special leave: Tlers are eligible for time off for bereavement, marriage, military service, court duty and their child's first day of school.

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

Work accident insurance: TI provides all employees with work accident insurance from their first day of employment – covering accidents at work, during work hours/work-related activities and work-related illness. The insurance provides financial protection through both lump sum payments and expense refunds, depending on the nature of the claim.

Leisure accident insurance: For non-occupational accidents that occur outside of work, Tlers are covered by a leisure accident insurance policy. The coverage includes medical disability, incapacity for work and accidental death.

Life insurance: TI provides all employees with life insurance, covering death from any cause – including accidental death and dismemberment.

Long-term disability insurance: Tlers receive long-term disability insurance, providing monetary support if they become unable to work due to illness or injury. The insurance supplements statutory benefits and covers both medical disability and full incapacity for work.

Travel insurance: Tlers receive comprehensive travel insurance, covering both business and personal leisure travel worldwide. The coverage includes medical expenses, emergency transportation, journey cancellation, personal liability and luggage protection.

Fitness allowance: TI subsidizes fitness training for gym memberships and fitness activities. Tlers also receive discounted SATS gym membership through TI's corporate agreement, making it easy and affordable to stay active.

Lunch benefit: Tlers located in Oslo have access to a subsidized on-site canteen, offering a buffet-style restaurant with a multitude of options. A monthly contribution is deducted from the employee's salary, providing a convenient and affordable lunch option every working day.

Meal costs for overtime: FTI will cover meal costs for employees working extended days of 10 hours or more, ensuring those going the extra mile are well taken care of.

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.