

U.S.A. 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.

401(k) savings plan: A 401(k) plan allows Tlers to set aside money now to use in the future for retirement. TI matches up to the first 4% of an employee's contributions, and employees are vested immediately, which means there is no waiting period before owning the full 401(k) benefits.

Financial education: Receive one-on-one, personalized financial guidance and access to resources such as live workshops and virtual courses/webinars on topics including student debt, 401(k) contributions, financial and retirement planning.

Time off

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 11 paid holidays off per calendar year.

Paid time off: At the beginning of each month, Tlers accrue paid time off to use for vacation, time with family, personal activities or sick days. Tlers receive a total of 20-30 days of paid time off each year, depending on how long they have been with the company.

Additional leave programs:

- **Paid short-term and long-term disability leave** – TI provides paid short-term leave of up to 26 weeks for Tlers who experience a serious illness or injury, and offers long-term coverage for paid leave longer than 26 weeks.
- **Parental leave** – For birth, surrogacy or adoption of a child, Tlers receive four weeks of paid leave.
- **Maternity leave** – For delivery/postpartum recovery, Tlers receive eight weeks of paid leave, in addition to four weeks of parental leave (12 weeks total).
- **Bereavement leave** – Tlers and their family are supported with paid leave in the unfortunate case that a loved one passes away.
- **Military leave** – Special pay and other benefits may apply during military leave.
- **Other leave programs** – TI strives to support Tlers through any necessary or unexpected leaves of absence, and complies with all federal, state and local legal leave requirements.

Health & well-being

Your well-being matters – access health coverage, wellness programs and mental health resources for yourself and family members.

Health insurance (medical, dental and vision): TI offers comprehensive medical insurance with a nationwide network of health care providers and facilities to keep Tlers and their dependents healthy with preventive/routine care, prescription drug coverage, emergency care and mental health resources. TI also offers nationwide dental plans, including orthodontia benefits, and vision plans that cover eye exams, eyeglasses and contact lenses.

Health Savings Account (HSA): With a health savings account (HSA), Tlers can save for future health care costs on a tax-free basis. TI makes an annual contribution to the HSAs of eligible employees.

Flexible Spending Accounts (FSAs): TI offers the opportunity to save money on eligible dental/vision, dependent care and health care expenses on a pre-tax basis through flexible spending accounts (FSAs). Tlers can make contributions through paycheck deductions and then file claims for costs throughout the calendar year.

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.

Family planning and support: TI supports families of all shapes and sizes with surrogacy reimbursement, adoption assistance, fertility treatment coverage, on-site mothers' rooms, business travel milk shipment reimbursement, paid parental/maternity leaves, childcare discounts and referral services.

Lifestyle perks: Tlers enjoy a variety of benefits through TI's lifestyle programs, including:

- A concierge service to help with running day-to-day errands, gift recommendations, other tailored assistance, and discounted tickets for movies, museums, festivals, sports events, amusement parks and more.
- Additional perks and discounts at thousands of companies and name brands across the U.S.
- Personalized life coaching to help define goals and assist with issues ranging from work stress and weight loss, to managing major life events and parenting.

Fitness centers: TI offers Texins fitness centers for use by Tlers and their family members. Texins aims to usher in a healthy balance of work and well-being by facilitating and encouraging employee participation in personal training sessions, certified nutritional counseling, youth clubs/programs, free at-home workouts, and recreational sports and events. *(Texins is available at select site locations. Recreational and fitness offerings vary by site.)*

Life and accident insurance: TI provides life insurance for all employees and offers Tlers the ability to purchase additional life and accidental death & disability insurance to help protect their financial future against the unexpected.

Business travel insurance: Tlers and their accompanying dependents on 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.

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.

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.

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.

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.