

India 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.

National Pension Scheme (NPS): Tiers can make tax-exempt contributions to the NPS voluntarily to save for their financial futures.

Cost-saving benefits:

- **Company car lease** – Employees can lease a car through TI's lease partner for their commute to work. While the employee pays the EMI, TI covers the insurance premiums and fuel allowance.
- **Subsidized transportation** – TI provides subsidized transport services and free shuttles from our offices to nodal points for easy access to public transport.
- **Subsidized childcare** – TI partners with specific childcare providers to enable employees to obtain subsidized full day care and half-day care services for their children.

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 12 days of paid time off for public holidays. Each year, TI India will declare 10 national/festival holidays, and employees can choose two additional floating holidays to ensure they can take time off for the holidays that matter the most to them.

Paid time off: At the end of each month, Tiers accrue paid time off and receive a total of 20 days off per year.

Additional leave programs:

- **Sick leave/family care leave** – Employees receive 12 days off per year for personal illness, mental well-being and/or caring for sick dependents.
- **Maternity leave** – New mothers are eligible for up to 26 weeks of maternity leave if they have worked at TI for at least 80 days before the expected date of childbirth/adoption/surrogacy.
- **Paternity leave** – New fathers are eligible for four weeks of paternity leave within a year of child's birth/adoption.

- **Single father paternity leave** – New, single fathers are eligible for 26 weeks of paternity leave (includes adoption).
- **Medical leave** – TI supports up to 26 weeks of paid medical leave for employees undergoing a medical event that would keep them away from work for an extended period of time, with an additional 26 weeks of unpaid leave if required. Medical leave is subject to physician recommendation and internal approvals.
- **Compassionate leave** – In the unfortunate case that a loved one passes away, employees receive up to five days off per year to take time to be with family.

Health & well-being

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

Group medical insurance: TI provides group medical and health insurance coverage to employees and their dependents for expenses related to hospitalization due to illness, disease or injury – allowing Tiers to receive the treatment they need to keep themselves and their dependents healthy. Treatments ranging from traditional, advanced or Ayurvedic are covered. TI also provides a free annual health screening check-up to all Tiers. Employees can purchase additional top-up insurance coverage.

Group term life insurance: TI provides life insurance protection to employees in case of any unforeseen circumstances that may lead to their passing.

Group personal accident: TI offers compensation in case of an employee's death or permanent disablement due to an accident.

Employee Deposit Link Insurance (EDLI): Introduced by Central Government, EDLI provides life insurance coverage to all employees based on their PF deposit and is payable to the nominee of the employee in the event of their passing.

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.

Fitness center: TI's Texins Fitness Center aims to usher in a healthy balance of work and well-being by facilitating and encouraging employee participation in recreational activities, group sports and other Texins events.

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 Tier – 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.

Educational assistance: TI provides financial assistance to eligible employees who want to pursue formal education as part of their professional development.

Professional development reimbursement: Supporting professional growth and self-development is one of TI's primary focus areas. Employees can use a professional development allowance for purchasing technical/non-technical books, e-books, audio podcasts, magazine/online subscriptions, online courses and professional body memberships relevant to their work.

KLIB online library service: TI has partnered with "KLIB" to provide an easy-to-use, free online library service to Tiers. Employees can select their book of choice from the website, and it will be delivered to the TI office.

TI Global Recognition: The TI Global Recognition platform enables non-U.S. employees to give and receive recognition points. Managers can recognize employees around the world with TI Recognition Points, which can be accumulated and used to purchase items through an online catalog.

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.