

Taiwan 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.

Time off

Take time for what matters with generous paid time off and a variety of leave programs that support life's important moments.

Paid time off: Tlrs receive 13 days of paid time off to use for vacation, time with family and personal activities upon joining.

Floating leaves: Every year, Tlrs also receive two days of floating leaves to provide flexibility to their work schedule.

Holidays: Employees receive 16 paid days off for public holidays.

Additional leave programs:

- **Paid sick leave:** Tlrs receive 18 days of paid sick leave with valid doctor's note.
 - **Menstruation leave:** Menstruation leave is combined with paid sick leave – each month female employees receive one paid menstruation leave dependent on their available paid sick leave hours.
- **Maternity leave:** TI offers 12 weeks of paid maternity leave to support employees' physical and mental needs postpartum.
- **Other leave programs (half paid or unpaid sick leave, parental leave, marriage leave, compassionate leave, etc.):** 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.

Group life & medical insurance: Tlrs receive comprehensive group insurance coverage, including life & accidental coverage, critical illness payment, inpatient medical insurance and additional cancer coverage to support employees' medical needs. Dependents can also receive in-patient medical coverage for free.

Annual health screening: Tlrs receive free health screenings on an annual basis.

Counseling services: TI offers an Employee Assistance Program to help Tlrs 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.

Professional health center: On-site occupational nurses and doctors provide employees with a safer working environment by providing expert for health-related inquiries.

Sports clubs and festive activities: Employees can choose to participate in a variety of sports clubs, company-wide tournaments, as well as many festive activities that allow opportunities for employees to relax and bond.

Lifestyle perks: Employees receive additional perks and discounts from various shops, restaurants and other services.

On-site canteen: The Chung-ho site's canteen provides discounted, nutritious meals for employees – available 24 hours a day.

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.

Online resources: Tlers have access to a broad variety of learning resources including classroom trainings, online webinars, articles, podcasts and more.

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.

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.