

## Germany 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).

**Equity programs and retention cash awards:** TI's equity programs are designed to build a sense of ownership in TI, and are granted to employees based on their contributions, future potential, critical skills and market or competitive practice. With the same purpose, TI's retention-cash award program can award employees in locations or job roles where equity isn't part of TI's compensation practice.

**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 makes a basic contribution to an employee's pension plan, and employees also have the option to voluntarily contribute to their pension from their monthly base salary. Voluntary contributions may be eligible for a matching contribution from TI (restrictions apply).

### 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 30 paid days off per year.

**Flex days:** In addition to vacation days, full-time employees (in non-shift work) are entitled to four paid flex days per year, with one flex day provided per quarter. Flex days may be used for paid time off to compensate for any overtime work.

**Public holidays:** TI follows the statutory public holiday calendar. There are 9-13 public holidays applicable to the various TI locations in Germany, depending upon the state in which the employee works.

**Special leave:** TIers are eligible for time off for bereavement, marriage, relocation/moving, wedding/wedding anniversary, etc.

**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.

**Child sickness leave:** Employees can take up to two additional paid days off for childcare per year in the event their child(ren) are sick.

**Daily sickness allowance insurance:** Daily sickness allowance insurance is paid by TI; there is no cost for employees.

**Other leave programs (sick leave, maternity leave, parental leave, unpaid leave, family care 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.

**Medical center:** Tlers located in the Freising office have access to an on-site medical center that provides support and medical services without the need for an appointment for any immediate medical need that may occur. *(The center does not fulfill or replace the role of a general practitioner or medical specialist, and employees should not visit for regular/ongoing treatments, examinations or check-ups.)*

**On-site cafeteria:** Tlers located in the Freising office have access to a subsidized on-site cafeteria that provides breakfast and lunch for all employees.

**Fitness offers:** TI offers many opportunities for Tlers to find the right fit for their fitness lifestyle. Every employee has the option to join TI's Texins fitness network, which offers solo/group activities, events and discounts for sports clubs (membership fees apply). Additionally, employees can receive discounts to the local Freising swimming pool for themselves and family members. Tlers who purchase a membership through our external wellness partner have access to exclusive sports/leisure activities, wellness facilities and wellbeing apps.

**Business bike:** Employees have the option of leasing bikes or e-bikes for private and business use through TI.

**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.

**Additional perks:** TI offers several additional employee perks, including electric vehicle charging stations, on-site dry cleaning and mail packaging services in Freising (fees apply), an extensive care network of qualified and insured caregivers for children/family members, discounts on public transport tickets for daily commutes and an employee purchasing portal with special discounted offers from top brands. Tlers also have access to a variety of work-life benefits including support for legal or financial resources, caregiving services, help with other daily challenges and a list of vetted referrals in an employee's local community.

## 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.)

**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.*