



Total Rewards at Applied Materials

Summary of benefits in Europe

APPLIED MATERIALS, INC. IS THE LEADER IN MATERIALS ENGINEERING SOLUTIONS USED TO PRODUCE VIRTUALLY EVERY NEW CHIP AND ADVANCED DISPLAY IN THE WORLD. OUR EXPERTISE IN MODIFYING MATERIALS AT ATOMIC LEVELS AND ON AN INDUSTRIAL SCALE ENABLES CUSTOMERS TO TRANSFORM POSSIBILITIES INTO REALITY. OUR INNOVATIONS MAKE POSSIBLE THE TECHNOLOGY SHAPING THE FUTURE.

WHEN YOU WORK AT APPLIED MATERIALS, YOU HAVE ACCESS TO A WIDE RANGE OF COMPETITIVE REWARDS AND BENEFITS COVERING YOUR PHYSICAL, EMOTIONAL AND FINANCIAL HEALTH. BENEFIT COVERAGE BEGINS ON YOUR FIRST DAY OF EMPLOYMENT.

Our winning culture and our people objectives are reflected both in the competitive compensation and benefits programs Applied Materials offers you. We are pleased to provide you with this guide fully dedicated to your total rewards and benefits package.

OUR TOTAL REWARD POLICY IS BASED ON 4 PILLARS:

TOTAL REWARDS AT APPLIED MATERIALS

For easy reference, you will find the following pictograms in the document:



Local Policy



Europe Policy



Global Policy



Funded by Applied















Funded by the employee

COMPENSATION

The Applied Materials Compensation Philosophy helps us attract and retain outstanding people, motivate employees to deliver the strategy and reward for world class performance.

Our compensation program is composed of various elements. Each of them has defined objectives:

- Competitive salaries regularly benchmarked to attract and retain talent
- Bonus programs that motivate and reward great performance
- A strong culture of recognition
- Equity compensation programs to share value

Policy	In a nutshell	Contributors
Base salary 	Provided for on-going performance and delivery in specific job responsibilities, the base salary is determined according to the relevant market rate together with experience and capabilities. Market studies are conducted annually, and salaries are reviewed each year.	
Bonus 	There are three bonus plans based on employee's career path and level: <ul style="list-style-type: none"> • Applied Incentive Plan (AIP) • Discretionary Incentive Plan (DBI) • Sales Incentive Plan (SIP) 	
Premiums 	Premiums are intended to compensate for exceptional work situations such as shift or overtime. This can be compensated in time in lieu or through cash payment according to local policy / local agreements.	
Allowances 	Allowances compensate for employment expenses such as commuting or business travel. They are regulated and provided locally.	
Recognition program 	We want to encourage a culture where a colleagues say, "Great Job!" or where managers send a personal note to their employees saying, "Thank you for your hard work". Recognition can be non-monetary (thank you cards for instance) or monetary through one-time payments (Team Awards, Special Awards and Quarterly Awards).	
Referral bonus 	The referral bonus rewards employees who refer successful new hires. This premium is up to EUR 2.000.	
Equities 	Employee Stock Purchase Plan (ESPP): The ESPP program is a chance to profit financially alongside Applied Materials. Employees can purchase company stock at a minimum discount of 15% off the market price.	 
	Restricted Stock Units (RSU): Depending on the career level, performance and manager discretion, the Stock program is intended to focus and reward performance that enhances shareholder value, attracts and retains employees, and reinforces pay-for-performance.	

- Base salary
- Bonus
- Premiums
- Allowances
- Recognition program
- Referral bonus
- Share ownership plan and RSU















**TOTAL
REWARDS AT
APPLIED
MATERIALS**

HEALTH AND FINANCIAL PROTECTION

Applied Materials provides employees with resources to manage their financial well-being. These resources include:

- Comprehensive health coverage
- Defined contribution pension plan
- Insurance in case of death or disability, on leisure time or during business travel

Most of the financial protection programs are funded by Applied Materials and are effective on the first day of employment.

Policy		In a nutshell	Contributors
Health		In addition to legal health care systems, in some countries Applied Materials employees can benefit from comprehensive and competitive health insurance. This enhances the health benefits of our employees and their families.	 
DC Pension Plan		In most European countries, in addition to public systems, employees benefit from a supplemental Defined Contribution pension plan to enhance their future pension benefit.	 
Sick pay		In most European countries, Applied Materials provides a Sick Pay benefit that compensates the loss of earnings if the employee is unable to work due to illness or an accident.	
Life		To protect their family and eligible dependents, employees benefit from life Insurance entirely financed by Applied Materials.	
Disability		To avoid the loss of income if an employee becomes unable to work due to illness or accident, Applied Materials provides disability insurance to replace income in case of disability.	
Business Travel Insurance		The BTA is a global program provided to help keep employees safe and healthy while on international business travel. This includes medical and security services (International SOS), and insurance coverage. Coverage is provided at no cost to all European employees travelling internationally on business.	



PERKS AND PERSONAL PROTECTION

Applied Materials provides employees with a wide range of benefits that help them fulfill their personal responsibilities and obligations, as well as for their development and work life balance.

Policy	In a nutshell	Contributors
Company Car	 Applied Materials provides company cars for business and private use. Eligible employees can receive a car, the value of which depends on their job grade.	 
Seniority awards	 Applied Materials values employees' loyalty and is committed to recognizing their engagement and contribution to the company through an award that increases with seniority.	
Holidays and time off	 In addition to legal leaves and holidays, employees are entitled to additional days off related to their life events. They also may benefit from supplementary days off according to their seniority or professional category according to local regulations.	
Wellbeing	 Applied offers vouchers or discounts to help employees to finance their sport activities.	
Employees events	 We organize team events such as summer events, Christmas parties, bike-to-work-days event and are dedicated making employees' time together enjoyable.	
Meal subsidize	 In some countries, Applied Materials helps employees pay for their meal expenses through vouchers or meal premiums.	
Tuition Assistance	 Applied provides financial assistance for employees to undertake academic or bachelor level related study, or training in an area related to an employee's job. This program supports our goals to develop, improve and enrich employees' knowledge and skill level.	
Employee Assistance Program (EAP)	 Applied Materials partners with Aetna/WPO to provide employees an Employee Assistance Program that offers employees and their families guidance and support on many subjects – from everyday matters to more serious issues, such as work-life services, health education and crisis management. This service is provided at no cost to employees.	

