

REWARDS SUMMARY FOR AUSTRIA

We support you in creating your best life – physically, emotionally and financially – so you can focus on what matters most to you. 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 is effective on your first day of employment.

HEALTH AND WELLNESS

program	summary
Health	Employees and their dependents are covered from the first day of employment. Inpatient and outpatient services is covered, including dental, vision, and prescription drugs. Most services are free of charge at contracted hospitals. Hospitalization is covered at 100% after the deductible; dental services: covered at 80% of contracted costs; and glasses and contact lenses: copays of 10% of the cost. Orthodontics are covered for children under age 18. Participation in the national health insurance system is mandatory. Both Applied and employees contribute for the coverage.
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.
Health-Checks	Vision screenings, respiratory exams, blood analysis, etc. are available on appointment and based on your work environment.
Wellbeing Activity	We offer different wellbeing activities through external providers as e.g. fitness, courses, lunchtime workout, public pool. Offers may differ per location. Please contact local coordinator for more information.

FINANCIAL AND INCOME PROTECTION

Company Pension Plan (Benefits for Life)	<p>In addition to the statutory Old Age Pension in Austria, Applied Materials provides you with a benefit from a modern and comprehensive Company Pension Plan that includes provision for retirement and protects you and your family in the case of disability or death.</p> <p>Employer contribution is 4% and employee contribution is 2% on salary. Covered salary is base salary. Contributions are invested in an insurance contract with guaranteed returns.</p>
Life Benefits	The life benefits provided through the Applied Materials pension plan protects your family in case of death. Your survivors would receive a onetime payment of your accrued pension benefits: the survivors' benefit is 60% of the prospective retirement pension for the surviving widow(er) and 15% per orphan.
Short-Term and Long-Term Disability Benefits	Disability pension is available if you have diagnosis of disability before reaching the age 60 and you are not able to return to work. The disability pension will be 60% of the prospective retirement pension.
Accidental Death and Dismemberment Benefit (AD&D)	Applied Materials provides AD&D insurance. This benefit covers you and/or your survivors in case of death and disability due to [occupational and non-occupational] accidents while on Business Trip outside of home country.

COMPENSATION AND STOCK

Base Salary	Base pay is made up of base salary only in some countries, and base salary plus additional local allowances where locally required or appropriate. For our sales-incentive employees we manage base pay as Total Target Compensation ("TTC"). Base pay is set at levels competitive with industry peers, and according to role, location and employee performance. Base salaries are generally reviewed annually.
Bonus	Employees participate in one of the below bonus plans, based on the employee's role and level: Applied Incentive Plan (AIP), Discretionary Bonus Incentive Plan (DBI), or Sales Incentive Plan (SIP) for employees in sales. Actual bonus payouts are based on a combination of financial, operational and individual performance as compared to goals established for the year.
Stock Awards	For employees who are receiving stock awards, awards are made in the form of Restricted Stock Units (RSUs) which generally vest over a 4 year period.
Employees' Stock Purchase Plan (ESPP)	The ESPP enables you to purchase company stock at a discounted price every February and August. Contribute from 1% to 25% of your base salary—up to US\$ 6,500—to purchase stock every six months at a minimum discount of 15%. Discount of 15% is taxable on next pay period after purchase.
Make Possible Recognition Program	We offer a number of programs for employee recognition: Thank You eCards, Special awards, On-The-Spot awards, Quarterly awards
Seniority Award	Applied Materials is committed to recognize your engagement with and contribution to the company through vouchers based on seniority.
Invention Bonus	In accordance with the Austrian Employee Invention Act, Applied Materials rewards employee inventions through a cash incentive. All employees involved in patentable or registerable inventions are eligible to this incentive.
Company Car Benefit and Car Allowances	Applied Materials provides company cars for business and private use. Eligible employees can receive a car whose value depends on their grade.

TIME OFF	
Sick pay	By law, Austrian employees are covered during their sick leave with continued salary up to 11 weeks. After 11 weeks the employee is covered by 50% salary pay, thereafter receives payment from the health insurance which covers a certain percentage of the net income for a maximum of 78 weeks.
Holidays and Time Off	Applied Materials' employees in Austria are granted 25 days statutory leave when less than 25 years of service or 30 days statutory leave when 25 or more years of service, based on a 5-days workweek.
Special Leaves	Based on personal events, Applied Materials provides additional time off, e.g. marriage, birth, etc.
PERKS	
Tuition Assistance	Employees wishing to gain further education through the Tuition Assistance. Therefore, approved educational activities that improve required on-the-job skills can be financed by Applied Materials. Further information about the program is included in the TAP policy.
Travel Assistance (TA)	TA is a global program provided to help keep you safe and healthy while on international travel. Coverage is provided at no cost to all employees and their families traveling internationally.
Social Responsibility	At Applied Giving you can make an online charitable donation, log volunteer hours and request matching dollars from the Applied Materials Foundation. Participation is optional.
Annual Events	Summer Festival, Christmas event, Bike-to-work-day event, etc. We organize team events and are keen to create enjoyable time together.
This summary includes highlights of Applied Materials Austria benefit programs and other plans. Plan provisions are subject to change at any time. If there are any differences between the information in this summary and the provisions of the plans, the official plan document or contract will govern.	