

REWARDS SUMMARY FOR BELGIUM

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 Insurance	Applied Materials helps you to cover medical expenses that are not covered by social security allowance. You and your family are eligible to participate in the plan and the premium is covered by Applied Materials. The benefits provided under this plan cover: Hospital stays in Belgium (hospital care) and Outpatient care up to one month prior to admission and three months after discharge and Outpatient care for serious illness and emergency assistance and coverage abroad
Health Checks	Applied Materials provides on-site medical check-ups including respiratory and blood tests. Health checks are available by appointment at Applied Materials in Belgium.
Flu Vaccine	Applied Materials attributes great importance to the wellbeing of its staff. Vaccines are delivered and administered on site. It is your responsibility to make the necessary arrangements to obtain the vaccine.
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.

FINANCIAL AND INCOME PROTECTION

Defined Contribution Pension Plan	<p>In addition to the federal program, you benefit from a defined contribution plan (DC) for your gross pension to help you prepare for retirement. This plan, held by AG Insurance, is co-funded by you and by Applied Materials, as shown below:</p> <table data-bbox="389 1218 1555 1297"> <tr> <th>AMAT contribution</th><th>Employee contribution</th></tr> <tr> <td>2% of S* up to the statutory limit and 8% above</td><td>1% of S* up to the statutory limit and 4% above</td></tr> </table> <p>The pensionable age according to the plan is 67, but you can receive your lump sum as of the statutory (pre)pension age. This lump sum comes from payments of premiums, accrued interest and any profit sharing. Please note that in the event of death before pensionable age and while in service, eligible dependents receive a lump sum equivalent to 2.5 x S*.</p>	AMAT contribution	Employee contribution	2% of S* up to the statutory limit and 8% above	1% of S* up to the statutory limit and 4% above
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Disability Pensions and Sickness Benefits	Applied Materials provides income protection in the event of short or long-term illness, including assistance for business travel.				
Accidental Death and Dismemberment Benefit (AD&D)	Accidental Death and Dismemberment insurance policy covers you and those who survive you in the event of death and dismemberment due to an accident at work, and also while travelling on business.				

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.
Seniority Bonuses	Applied Materials is keen to support your commitment and your contribution to the company through gift vouchers.
Company Car and Travel Allowance Benefits	Applied Materials supplies company cars for business and private use for eligible employees. The value depends on their job level. The travel allowance can be offered as an alternative with management approval.
Meal Vouchers	Applied Materials pays €6.91 per day of work on site for an employee contribution of €109/day of work on site.
Referral Bonus	This bonus rewards employees who have recommended a newly hired person in the amount to €2,000 per recommendation when for eligibility criteria are met. Payment is made after successful completion of the trial period.
Travel Allowance	Applied Materials contributes to the travel-related expenses if you use your own transport by paying a travel allowance.
Overtime Pay	Overtime pay is available for eligible employees for overtime pay. Overtime is paid via a supplementary payment which cannot be exchanged for compensatory time. Payment ranges from 150% to 200% of the hourly rate.
Make Possible Recognition Program	We offer a number of programs for employee recognition: Thank You eCards, Special awards, On-The-Spot awards, Quarterly awards
TIME OFF	
Holidays and Leave	Full time employees entitled to 20 days leave, 12 days compensatory time-off time and 10 public holidays. Please note that Belgian public holidays falling on weekends are replaced by days off in lieu. In addition, employees benefit from additional days depending on your seniority. Please note that days not taken are lost at the end of the calendar year in which they have been accumulated.
Special Leaves	Employees are given special leave for occasions such as marriage, maternity, paternity, bereavement and etc.
PERKS	
Group Summer Annual Events	Each year we organize two events, one at Christmas and the other in summer, as opportunities to socialize with colleagues.
Wellness Voucher	Each year we offer a €100 Sport & Culture voucher to help you fund your sports and culture activities.
Eco-voucher	Each year we offer up to €257 in eco-vouchers to help you in your environment friendliness activities.
Tuition Assistance	Employees wishing to gain further education can do so through the Tuition Assistance Program. Approved educational activities that improve required on-the-job skills may be financed by Applied Materials.
Travel Assistance (TA)	TA is a global program provided to help keep you safe and healthy while on international business travel. Coverage is provided at no cost to all employees and their families traveling internationally.
Social Responsibility	At Applied Giving you have the option to make an online charitable donation, log volunteer hours and request matching dollars from the Applied Materials Foundation. Participation is optional.
This summary includes highlights of Applied Materials Belgium 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.	