

## REWARDS SUMMARY FOR CANADA

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
Medical	We offer a comprehensive medical plan with no waiting period that includes coverage (subjects to limitations and exclusions) for extended healthcare benefit, medical supplies and services, drugs, hospital coverage, emergency medical coverage
Dental	Dental plan covers preventive and basic services that are subject to annual limits. Plan also offers coverage for major care and orthodontia benefits with annual limits.
Vision	Vision plan offers coverage for prescription glasses, contact lenses, laser, eye surgery, eye exams and visual training subject with maximum allowed amounts.
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.
Wellness Program	Reimbursements of up 100 CAD per month are available to employees when they join fitness clubs, sports or yoga centers.

### FINANCIAL AND INCOME PROTECTION

Accidental Death and Dismemberment (AD&D) Insurance	AD&D insurance provides financial protection in the event of accidental death or upon permanent disability or dismemberment arising from an accident. You will receive up to 24 times of monthly basic salary, or up to a maximum (subject to evidence of insurability)
Life Insurance	In the event of death, there will be a payout of 24 times of monthly basic salary, up to a maximum (subject to evidence of insurability). Optional life insurance coverage for spouse and children is available.
Short Term Disability	STD replaces a portion of your income if you're unable to work due non- occupational illness or injury.
Long Term Disability	If you're unable to work for an extended period of time, LTD provides continued income protection after your STD benefits end.
RSPP	Applied matches 100% of eligible employee contributions (0-5% of base salary up to C\$5,000 per year)

### 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
<b>TIME OFF</b>	
Flexible Working Hours	Company offers flexible working hours.
Holidays	We observe 11 national holidays and 1 floating holiday.
Vacation	Full time new hires working 37.5 hours per week will accrue 10 days in their first year. Your length of service determines how much PTO you accrue each year, up to a maximum of 20 days.
Paid Sick/Personal Leave	We offer 10 days of sick leave and 3 days of personal leave with full pay per year.
Special Leaves	Employees are given special leave for occasions such as marriage, maternity, paternity, bereavement as according to local leave policy.
<b>PERKS</b>	
Tuition Assistance	Company will provide financial assistance, up to \$8,500 per year, to eligible employees for approved educational activities intended to improve skills and knowledge required for their position at Applied Materials.
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.
Meditation and Sleep App	Applied offers employees free premium access to our meditation and sleep app as part of our global benefits and wellness programs.
Family Building Educational Platform	Our family building educational platform offers educational resources to provide you with an expansive database of expert resources to help you build your family.
This summary includes highlights of Applied Materials Canada 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.	
<i>Benefits eligible employees are regular full-time employees on our Canadian payroll.</i> <i>Your eligible dependents include your spouse and children.</i>	