

REWARDS SUMMARY FOR CHINA

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
Commercial Medical Insurance	We offer a variety of comprehensive medical plans - outpatient, hospitalization & surgical, over the counter medication funds – Maximum amounts apply. Critical illness is also provided.
AMT Fitness Clubs	Employees can enjoy fitness activities organized by Site Champions in their work locations.
Health Screening	Company provides employees with annual health screening.
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

Commercial Accidental Death & 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 48 times of monthly basic salary.
Commercial Life Insurance	In the event of death, there will be a payout of 48 times of monthly basic salary.
Pension Fund	Employees will be enrolled in the mandatory pension plan in accordance with applicable laws and, where applicable, employees are also eligible to participate in company supplemental pension allowance plan.
Housing Fund	Employees will be enrolled in the mandatory housing fund in accordance with applicable laws and, where applicable, local employees are also eligible to participate in company supplemental housing allowance plan.

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
General Allowance	All employees receive a general allowance every month.
Transportation Allowance	All employees receive a transportation allowance based on job grade and city location.

TIME OFF	
Holidays	We observe eleven annual national holidays.
Paid Time Off (PTO)	Full time new hires working 40 hours per week will accrue 12 days in their first year (including statutory annual leave). Your length of service determines how much PTO you accrue each year, up to a maximum of 20 days.
Statutory Annual Leave	Employees are entitled to statutory annual leave, from 0 to 15 days, based on their years of total work experience in accordance with applicable law.
Paid Sick Leave	We offer 10 days of sick leave with full pay which can be carried forward to the following, up to a maximum of 25 days.
Special Leaves	Employees are given special leave for occasions such as marriage, maternity, paternity, bereavement as according to local HR special leave policy.
PERKS	
Tuition Assistance	Company provides financial assistance, up to two years tuition reimbursement, 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.
Congratulations & Condolences	Employees will receive congratulatory gifts/bereavement wreaths upon arrival of their newborns or demise of their immediate family members.
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 China 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	