

REWARDS SUMMARY FOR FINLAND

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	Occupational healthcare is provided at the statutory levels required by law. Services include health check for newcomers, General practitioner medical care and occupational healthcare, doctor and nurse appointments We provide executives with supplemental medical insurance which covers costs of specialist treatments up to a maximum amount per incident.
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

Survivor Benefit	In the event of death, a one-time monetary payment is paid to a surviving family member who was financially dependent on deceased employee.
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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
Car Benefits	Car benefits are provided to eligible employees in certain job grades.. Employee may select to have car allowance or licensed car as defined in Car Policy.
Flex Benefits	We provide flex benefit to for our employees which may be applied to sports, culture, public transportation or well-being. Half of the annual amount is loaded to your account in the beginning of the year and the other half is loaded in the beginning of July. The benefit is valid only during the calendar year and it cannot be transferred to the following year.
Compensated lunch & snacks	To promote importance of having healthy lunch Company provides compensated lunch by using flex benefits The compensation is limited to tax rules confirmed annually. In addition, coffee, tea and fruits are available at the Company cafeteria.

TIME OFF	
Flexible Working Hours & Remote work	Company offers flexible working hours and remote work based on company policy.
Holidays	We apply Annual Holiday Act and the Collective agreement for senior salaried employees in Technology industry
Paid Sick/Personal Leave	In case of sickness employees are encouraged to stay at home and work remotely depending on their condition. If the illness and absence from work continues after three days, a doctor's certificate is needed. The same new rules apply in case of illnesses of children.
PERKS	
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.
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.
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.

This summary includes highlights of Applied Materials Finland 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.