

REWARDS SUMMARY FOR FRANCE

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		
Healthcare Benefit	Employees and their dependents are covered by private healthcare coverage. Healthcare benefits include dental and vision benefits. Healthcare benefits are paid both by yourself and Applied Materials:		
	% Of the premium paid by	Applied Materials	Employee
	Mandatory coverage	52,51%	47,49%
	Additional coverage	50%	50%
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.		
Work Council's social benefits	Every year, Applied Materials finances the work council social activities and benefits (vacation and Christmas vouchers, cinema discounts).		
Employees events	Applied Materials organizes company events on a biannual basis in order to get people together for fun and sport activities.		
Welfare programs	Each site provides different programs to promote relaxation. A wellness voucher is also provided annually to encourage sports activities for all employees.		
Special personal events	Applied Materials is at your side during the important moments of your life. Flowers are delivered for marriage, birth, or bereavement.		

FINANCIAL AND INCOME PROTECTION

Life insurance and education annuities	Applied Materials provides income protection in the event of death, short-term or long-term disability through our life insurance (prévoyance) contract. The cost of this benefit is shared by Applied Materials and by employees.										
Retirement Plan	<p>Applied Materials provides a retirement plan funded by contributions from Applied and employees.</p> <p>Applied contributes 4.72% of salary up to the social security earnings ceiling, and 12.95% above the ceiling.</p> <p>Employees are required to contribute 3.15% of salary up to the social security earnings ceiling and 8.64% above the ceiling.</p>										
Short-term, long-term, and definitive disability benefits	<p>Sickness waiting period exemption: After your first year of service, Applied Materials covers you from your first day of sick leave while the Social Security starts to do it on the 4th day.</p> <p>The disability benefits plan allows you to receive a replacement income on top of the social security, as shown below:</p> <table> <tr> <th>Benefit</th><th>Payment</th><th>Duration</th></tr> <tr> <td>Short-term and long-term disability</td><td>Annual salary within the limit of "Tranche C"</td><td>While disabled up to three years</td></tr> <tr> <td>Definitive disability</td><td>From 60% to 100% of the annual salary depending on the degree of disability</td><td>Until retirement</td></tr> </table>		Benefit	Payment	Duration	Short-term and long-term disability	Annual salary within the limit of "Tranche C"	While disabled up to three years	Definitive disability	From 60% to 100% of the annual salary depending on the degree of disability	Until retirement
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Company savings plan (Plan Epargne Entreprise - PEE)	An employee savings scheme is provided to you which allows contributions and capital gains to be tax-free after a five-year blocking period (with some exceptions). Your plan is managed at no cost to you with investment fund iotuibss to invest your assets held in the PEE.
Survivor Benefit	In the event of death a one-time monetary payment to a surviving family member of the deceased employee who relied on the employee's Applied income for financial support.

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	<p>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.</p> <p>Actual bonus payouts are based on a combination of financial, operational and individual performance as compared to goals established for the year.</p>
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
Referral bonus	This bonus rewards employees who refer successful hires. This premium is up to 1 800 € per referral.
Shift Premium	Shift premiums compensate employees working in shift. These shift premiums are paid based on your hourly rate and specific situations (day / night work, week / weekend, bank holidays).
Seniority premium (Bargain agreement)	You are eligible for the bargain agreement seniority premium which corresponds to a percentage of your base salary and overtime payment. This percentage is 3% as of three years seniority and is accrued by one point up to 15%.
Meal subsidy	Applied Materials pays 5,10 € per meal to subsidy expenses, through vouchers or meal premiums.
Seniority Awards	Applied Materials is committed to recognize your engagement and contribution to the company through vouchers

TIME OFF AND PERKS

Holidays and Time off	Employees are entitled to 25 days of paid time off, The metalworking bargain agreement provides up to 5 additional days in case of specific personal events and up to 3 additional seniority days. Finally, based on the Applied Materials Working Time Agreement you are also entitled to RTT days.
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 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.

This summary includes highlights of Applied Materials France 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.