

REWARDS SUMMARY FOR GERMANY

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	<p>In addition to the national healthcare system, Applied Materials offers a health program to support you in optimizing your health in all aspects — physical, emotional, financial and social.</p> <p>The German health care system is managed both by public and private health funds. Any employee residing in German territory must have minimum health coverage, within one of those systems. Depending on your situation, you may have the choice between both systems, as described below:</p> <table border="1"> <thead> <tr> <th></th><th>Contribution</th></tr> </thead> <tbody> <tr> <td>PUBLIC INSURANCE (Gesetzliche Krankenversicherung)</td><td>Does not depend on the individual situation (medical history, age...) but on a percentage of the salary. It is paid both by the employer and the employee.</td></tr> <tr> <td>PRIVATE INSURANCE (Private Krankenversicherung)</td><td>Contributions depend on the individual situation (medical history, age ...) and choice of coverage and the insured risks. Prerequisite is individual income.</td></tr> </tbody> </table>		Contribution	PUBLIC INSURANCE (Gesetzliche Krankenversicherung)	Does not depend on the individual situation (medical history, age...) but on a percentage of the salary. It is paid both by the employer and the employee.	PRIVATE INSURANCE (Private Krankenversicherung)	Contributions depend on the individual situation (medical history, age ...) and choice of coverage and the insured risks. Prerequisite is individual income.
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Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.						
Health-Checks	<p>To help you protect your health: vision screenings, respiratory exams, blood analysis, and other exams are available on appointment and based on your work environment.</p> <p>If recommended, further examinations can be carried out, such as pulmonary function test or work under special conditions (travel and/or climate exposure).</p>						
Wellbeing Activity	We offer different wellbeing activities through external providers as e.g. fitness, courses, lunchtime workout, public pool. Programs may differ per location. Please contact local coordinator for more information.						

FINANCIAL AND INCOME PROTECTION

Company Pension Plan (Benefits for Life)	<p>From your first day of employment at Applied Materials you benefit from a modern and comprehensive Company Pension Plan that provides provision for retirement and protects you and your family in the case of disability or death. Your plan is divided into two accounts as per below:</p> <table border="1"> <tbody> <tr> <td>Base Account</td><td> <p>Applied Materials contributes 2-8% to the plan, depending on pensionable salary and social security ceiling.</p> <p>Employees do not contribute to this plan.</p> </td></tr> <tr> <td>Supplementary Plan</td><td> <p>Employees decide on contribution amounts, with a minimum of EUR 250/ half-year and a maximum of 50% annual gross base salary.</p> <p>Applied Materials matches 50% of your contribution up to 1% of your annual base salary to this plan.</p> </td></tr> </tbody> </table>	Base Account	<p>Applied Materials contributes 2-8% to the plan, depending on pensionable salary and social security ceiling.</p> <p>Employees do not contribute to this plan.</p>	Supplementary Plan	<p>Employees decide on contribution amounts, with a minimum of EUR 250/ half-year and a maximum of 50% annual gross base salary.</p> <p>Applied Materials matches 50% of your contribution up to 1% of your annual base salary to this plan.</p>
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Life Benefits	Life benefits provided through the Applied Materials pension plan protect your family in case of death. Beneficiaries receive a one-time payment of your accrued pension benefits.
Short-Term and Long-Term Disability Benefits	You may receive company disability pension if you need to terminate employment with Applied Materials before reaching the statutory pension age, based on the account value earned (as per local plan in place). You may also receive temporary or unlimited disability pension from the state plan.
Accidental Death and Dismemberment Benefit (AD&D)	Applied Materials provides AD&D insurance. This benefit covers you and/or your survivors in the event of death and disability due to occupational and non-occupational accidents while on business trips outside of home country.

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
Invention Bonus	In accordance with the German Employee Invention Act, Applied Materials rewards employee inventions through a cash incentive. All employees involved in patentable or registerable inventions are eligible to this incentive.
Seniority Award	Applied Materials is committed to recognize your engagement with and contribution to the company through vouchers based on seniority.
Company Car Benefit and Car Allowances	Applied Materials provides company cars for business and private use. Eligible employees can receive a car whose value depends on their grade.

TIME OFF

Holidays and Time Off	Employees are granted 30 days of vacation leave, based on a 5-days workweek.
Sick pay	Employees are covered during sick leave with continued salary up to 6 weeks. Should the employee be out of work longer than 6 weeks, the employee receives a percentage of their net income for a maximum of 72 weeks within 3 years timeframe.
Special Vacation	Based on personal events, Applied Materials provides additional time off, e.g. marriage, maternity, home purchase, etc. For more details see policies of your legal entity or contact your local HR department.

PERKS

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.
Annual Events	Summer Festival, Christmas event, Bike-to-work-day event, etc. We organize team events and are keen to create enjoyable time together.
Car Allowances	Car allowances are provided to eligible employees depending on grade levels.

This summary includes highlights of Applied Materials Germany 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.