

REWARDS SUMMARY FOR GREECE

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 |
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| Medical Insurance | <p>We offer a medical plan which covers inpatient, outpatient, lab tests. Accidental medical reimbursement is also provided under the plan.</p> <p>Employees have the option purchase dependent coverage at preferential prices.</p> |
| 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

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| Accidental Death & Dismemberment (AD&D) Insurance | AD&D insurance provides financial protection in the event of accidental death, permanent disability, or dismemberment arising from an accident. You may receive up to 24 times of monthly basic salary. Beneficiaries may receive up to a maximum of 28 monthly salaries in the event of accidental death |
| Life Insurance | A one-time payment of 24 times of monthly basic salary is paid to your beneficiary in the event of death. |

COMPENSATION AND STOCK

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| 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 |
| Allowances | Company provides different allowances for eligible employees based on job requirements. |
| Meal Allowance | Company provides eligible employees a meal allowance of 100 euros net per month. |

TIME OFF

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| Flexible Working Hours & Remote work | Company offers flexible working hours and remote work based on company policy. |
| Holidays | We observe 11 national holidays and 3-6 floating holidays. Floating holidays are employer's discretion and reviewed every calendar year |
| Paid Time Off (PTO) | Full time new hires working 40 hours per week will be granted proportion of their normal leave in their first year depending on recruitment date. Your length of service determines how much PTO you accrue each year as up to a maximum of 26 days. |
| Paid Sick/Personal Leave | We offer 3 days of sick leave and 5 days of personal leave with full pay per year. |
| Special Vacation | Based on personal events, Applied Materials provides additional time off, e.g. marriage, parental, bereavement, etc. |

PERKS

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| 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 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 Greece 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.