

REWARDS SUMMARY FOR INDIA

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 Insurance	We offer medical insurance coverage for employee and dependents, with a voluntary option to insure parents as well. Premiums for medical coverage for parents is 75% borne by company and 25% by employee. Employees have the option to top up both policies by paying 100% of the premiums.
Health Club Facility Reimbursement	Reimbursements are available to employees when you join fitness clubs, sports or yoga centers subject to max amount.
Annual Health Checkup	Employees have the option to choose between basic health screening or comprehensive package (which includes basic Cancer screening tests) with a corporate health partner. Additional tests are available at corporate discounted rates
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

Personal Accident Insurance	Personal accident insurance provides financial protection in the event of a serious injury or upon accidental death of up to a max amount.
Life Insurance	Basic life insurance covers up to two times of annual base pay upon death.
Provident Fund	Applied contributes 12% of basic salary (uncapped) into the EPF provident fund.

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

TIME OFF	
Holidays	All employees are eligible for 11 annual designated company paid national/festival holidays.
Privilege Leave	All employees are eligible for 20 days of leave in a calendar year.
Sick Leave/ Casual Leave	All employees are entitled to 13 days of Sick Leave/Casual Leave per calendar year.
Special Time off	Based on personal events, Applied Materials provides additional time off, e.g. marriage, parental, bereavement, etc.
Medical Exigency Leave	Employees will be eligible for 30 days of medical exigency leave per calendar year.
PERKS	
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.
Tuition Assistance	Applied Materials will provide financial assistance subject to max amount, to eligible employees for approved educational activities intended to improve skills and knowledge required for their position at Applied Materials.
Personal Loan	Applied provides a short-term interest free personal loan, which can be repaid by 15% of employee's gross salary over a maximum of 24 months.
Creche Facility	Applied offers access to a care center for parents with children below 6 years old for full-time employees in Bangalore and Chennai.
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 India Pvt Ltd, 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.	
<i>Benefits eligible employees are regular full-time employees on India payroll and regularly work 40 hours or more per week. As a new hire, if you do not enroll within 30 calendar days of your hire date for insurance, you will be automatically covered under the employee policy but no cover will be provided for dependents.</i>	
<i>Your eligible dependents include your spouse and children. Your siblings, parents, grandchildren (except those in your court-ordered custody) and any other relatives or individuals not described above are not eligible for benefits coverage under Applied Materials' plans.</i>	