

REWARDS SUMMARY FOR IRELAND

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
Private Healthcare Plan	Private healthcare plan is provided to employees which contributes towards your health expenses and hospital cover for you, your partner, and children in full time education up to the age of 21. You may also purchase additional coverage at your expense.
Flu Vaccines	Employees may expense the cost of a flu vaccination consultation to a maximum of €25 each year with proper receipts. The vaccine can be administered at pharmacies in the local area or by GP.
Company Paid Health Screening	As part of the Company's employee wellness program, the Company Health Screening aims to promote good health, reduce sickness, identify risk factors and early detection of serious illness. A health screening may be done every two years.
Vision	Applied Materials covers the cost for annual eye exams and computer glasses (frames and lenses) where tests reveal that lenses are required for work. The cost of safety glasses up to a max of €350 (less any PRSI entitlements) when prescribed are also covered.
Wellness Allowance	An annual wellbeing allowance of €200 may be used on gym, exercise classes, sports clothes, footwear, activity trackers or other items that increase physical activity.
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.
Cycle to Work	Every five years Applied offers you the opportunity to purchase a new bicycle and pay for it monthly through salary deduction. This represents a tax advantage as the amount is deducted from your salary before tax income.
Sports and Social Club	You can join the sports and social activities club. The club is sponsored by employee and Applied contributions and dedicated to activities for employees like theatre, concert, cinema, sporting, or leisure event.

FINANCIAL AND INCOME PROTECTION

Sick Pay Scheme	On top of Social Welfare benefits, Applied Materials provides you with a Sick Pay scheme that compensates the loss of earnings if you are unable to work due to illness or an accident. Entirely funded by the company, this insurance covers you until the 26th week of absence where an application is made for you to become covered by Insurance. Subject to additional policy provisions.
Disability	Disability plan provides you with financial protection should you become unfit for work due to an accident or illness disability for longer than 26 weeks. Applied Materials fully pays this insurance for the employees. It would compensate the loss of Income at 66.67% of your base salary at the commencement of absence less once the annual rate of the State Disability for a single person.
Life Benefits	To protect your family if the worst should happen, you are covered with a life Insurance at no cost to you. Through this coverage, your beneficiaries would be entitled for a lump sum payment of 4 times your annual salary. This may be a subject to taxation.
Pension Plan	All employees have the option of joining the Defined Contribution Pension Plan. A Defined Contribution (DC) pension scheme is an occupational pension schemes where your own contributions and the Company's contributions are both invested, and the proceeds used to buy a pension and/or other benefits at retirement. Employee can decide the level of contribution to make and Applied Materials Ireland will add a percentage based on the employee level. Members of pension scheme can choose to increase their contributions to their pension in a tax effective way through additional Voluntary Contributions.

Employee contribution - % of the salary	Employer contribution - % of the salary
3%	6%
4%	7%
5%	8%
6%	9%

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
Service Awards	Applied Materials is committed to recognize your engagement and contribution to the company through service
Approved Profit-Sharing Scheme (APSS)	Through the APSS Applied Materials employees in Ireland can purchase company stock with their own bonus and / or a part of their salary. The employees can therefore benefit from a substantial income tax advantages as they buy shares with a pretax income (PRSI and USC still apply).
Shift Premiums	Due to business needs, Applied Materials Ireland expects flexibility in the working hours including shift work. To recognize this readiness and engagement of the employees, shift premiums are paid to compensate additional 3 hours worked per week above the contractual 39 hours and time required to complete pass-down.
Company Car benefit and Car allowance	Applied Materials provides company car benefit to employees at certain career band and levels. Eligible employees can choose to receive either a car or an allowance.
Homeworking Policy	For certain job roles and criteria where it is deemed suitable for an employee to work from home, Applied Materials can contribute to the costs incurred setting up a home office.
Overtime	A payment applies to employees who have specifically been asked to stay on longer to finish the daily workload, or to work on a weekend or bank holiday.

TIME OFF

Paid Vacation	Employees are entitled for 22 days of paid leave and 9 public holidays. In addition, you can earn one extra day per year of service up to a maximum total of 27 days annual leave on top of your public holidays.
Special Leaves	Employees are given special leave for occasions such as marriage, maternity, paternity, bereavement as according to leave policy.

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.
Tuition Assistance	Through this program Applied Materials provides financial assistance to fund third level courses that employees wish to undertake to enrich or expand their job or future career. This supports our goals to develop, improve and enrich employee's knowledge and skill levels.
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.

This summary includes highlights of Applied Materials Ireland 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.