

## REWARDS SUMMARY FOR ISRAEL

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	Supplemental medical coverage is provided through a private collective health insurance.
Health Checks	We provide employees with health checks. Frequency of health checks covered depends on age.
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

Company Pension Plan (Benefits for Life)	Applied Materials provides you with a pension plan that includes provision for retirement and protects you and your family in the event of death or disability.  Employer contribution is 7.35% and employee contribution is 6% on pensionable salary.
Life Benefits	Life insurance is provided through the pension plan with premiums paid from pension contributions.
Disability Benefits	Disability insurance is provided through the pension plan with premiums paid from pension contributions. In the event of disability, 75% of pensionable salary is payable after a waiting period, but benefit payment is retroactive to first day of disability.

### 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	We observe 7 annual company-paid holiday, which cover 9 full-days.
Time Off	Employees are granted 22 days of vacation leave.

## 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.
Childcare Vouchers	Vouchers are provided for baby care for employees who frequently travel for business trips (out of country for more than two weeks).
Wellbeing	We provide the maximum number of days legally allowed for convalescence days with an daily allowance provided.

This summary includes highlights of Applied Materials Israel 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.