

REWARDS SUMMARY FOR ITALY

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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| Healthcare benefit | <p>Giving you and your family access to good health coverage, be there for you if something happens our healthcare plan aims to provide peace of mind to you, on top of the social security public programs.</p> <p>Applied Materials provides you with a healthcare plan which allows you to benefit from a competitive and qualitative range of health services through our insurer. This insurance is fully funded by Applied Materials.</p> |
| Welfare Programs | Employees receive access to a Welfare Budget to be used for a large range of services to ease the balance between personal and professional life, including: children educational expenses, elderly and non-self-sufficient family assistance expenses net reimbursement, purchase of services and activities for personal time, work-life balance services through facilitations on products and services, and discounts for online shopping. |
| 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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| Life insurance and personal & Professional accident coverage | Applied Materials provides you with Life Insurance and Personal & Professional Accident coverage. |
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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 | 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 |
| Seniority Awards | On top of the National Collective Agreement (small salary increase every 2 years in the same company for the first 10 years), Applied Materials is committed to recognizing your engagement with and contribution to the company. Thus, you are granted gift vouchers or welfare budget to celebrate your anniversary within Applied Materials |
| Company Car benefit and Car allowances | Applied Materials provides company cars for business and private use for eligible employees |
| Referral bonus | This bonus rewards employees who refer successful hires. This premium is up to € 2.000 per referral. |

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| Lunch vouchers | Applied Materials provides employees with a lunch voucher of €6,20 for each working day. |
| Shift Premium | Shift premiums compensate on-shifts work schedule and special conditions necessary for business reasons with approval from managers and HR. A shift indemnity of € 300 is added to monthly salary (€ 250 if other incentives programs are applicable) and a surcharge of 30% to 100% is applied, depending on conditions (night, weekends, bank holiday). |
| Overtime, Standby, Call Out | For eligible employees, to compensate the work performed out of normal working time for business needs, Applied Materials pays every overtime hour from 140% to 200%, depending on conditions the work is delivered under. For being on call, on top of the payout of € 80 per day, actual hours worked are paid from 140% to 200%. |

TIME OFF

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| Time and Absence | Applied Materials is committed to supporting employees' professional and personal lives, which includes taking time away from work. We offer generous time off programs: vacation, minor illnesses, jury duty, bereavement, or leaves of absence. If you need extended time away to address or recover from health challenges for yourself or family, service to our nation, or some other reason we are here to support you. |
| Special Time off | Based on personal events, Applied Materials provides additional time off, e.g. marriage, parental, bereavement, etc. For more details see policies of your legal entity or contact your local HR department. |

PERKS

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| 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 business 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. |

This summary includes highlights of Applied Materials Italy 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.