

REWARDS SUMMARY FOR JAPAN

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	Public health insurance is provided through the Tokyo Electric Health Insurance Association (HIA) to employees and eligible dependents (includes dental coverage).
Subsidy for hospitalization	Company provides JPY5,000 per day subsidy from the 6th to 40th day of your hospitalization.
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.
Health Screening	Applied Materials offers annual health screening to employees and eligible dependents.

FINANCIAL AND INCOME PROTECTION

Defined Contribution Pension Plan	Monthly contributions are made by company based on your career level (up to AMJ normal retirement age: 60) Employee can make voluntary contribution through monthly payroll.
Cash Balance Retirement Allowance Plan	Monthly contributions are made by Applied Materials based on your career level (up to AMJ normal retirement age: 60).
Life Insurance	A one-time payment of two times your annual base pay will be made to your beneficiary in the event of death.
Accidental Death & Dismemberment (AD&D) Insurance	AD&D insurance provides financial protection in the event of dismemberment or death due to occupational accident. You receive benefit up to a maximum amount depending on the degree of injury.
Group Long-term Disability (GLTD) Insurance	If you are unable to work for an extended period of time, GLTD provides continuous income equal to 70% of your monthly income for 3 years. After 3 years, 30% of your monthly income will be provided up to age 60. (For mental disorder cases, the benefit will be provided for 2 years.) Supplemental LTD insurance coverage is also offered for you to purchase.
ZAIKEI savings plan	ZAIKEI savings plan is available through monthly payroll deduction. Contributions are deposited into individual bank accounts that accumulates interest.

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 designated company paid holidays and 16 national holidays.
Annual Paid Time Off	Full time new hires working 37.5 hours will accrue 1-14 days on the first year of employment, depending on the month of hire. Your length of service determines how much annual paid time off (PTO) will be granted each year, up to a maximum of 20 days. Unutilized PTO days will be carried over for one year.
Special Paid Sick Leave	Employees are given 10 days of special paid sick leave per year. If you are unable to work for more than 7 consecutive days, special paid sick leave can be taken. Untaken special paid sick leave days will be carried over for one year, up to a maximum of 10 days.
Child Care Leave	We offer up to 1 year of child care leave (mothers, fathers, adoptive and foster parents). Child care leave benefit will be funded by public employment insurance.
Family Care Leave	We offer up to 6 months of family care leave. Family care leave benefits are funded by public employment insurance.
PERKS	
Tuition Assistance	Applied Materials provides financial assistance, up to JPY150,000 per year, to eligible employees for approved educational activities intended to improve skills and knowledge required for their position at Applied Materials.
Discount Programs (Relo Club)	Discounts, coupons and more on products and services you use every day are provided through Relo Club.
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.
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 Japan's 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 employees on our Japan payroll.</i> <i>Definition of eligible dependents depends on the program.</i>	