

REWARDS SUMMARY FOR THE NETHERLANDS

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 Insurance | In the Netherlands, it is mandatory to be covered for basic healthcare costs. The basic package is determined each year by the government. You may choose your own insurer with additional coverages. Insurers usually offer their own additional insurance policies (e.g., for alternative medicine, glasses and physical therapy). Applied Materials has a special agreement with a local insurer for a 5% discount on the basic package and a 10% discount on additional packages |
| Health Screenings | To help you stay healthy, eye exams, lung function exam and blood tests may be covered. Frequency of the exams depend on your job grade. |
| 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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| Pension (Defined Contribution Scheme) | Applied Materials provides a defined contribution pension plan and contributes 2.2%–26.5% of your salary, depending on your age. Employees contribute only 5%. Upon reaching retirement age, a benefit is payable in form of lump sum, or income from the investments via an insured annuity or a lifelong annuity. |
| Payment in the Event of Work Disability and Illness | Applied Materials offers income protection in the event of short-term, long-term disability and illness. Employees in the Netherlands are required to receive replacement income for a period of 24 months if they can no longer work due to work disability or illness (provided they are eligible). Applied Materials will continue to pay at least 100% of wages during the first 12 months and 70% during the following 12 months of disability. |
| Accident Insurance | From the first day you start working at Applied Materials, you benefit from an Accidental Death & Dismemberment Insurance. This is offered to at no cost to you. A one-time payment of 200% of annual income is payable in the event of death due to accident. A one-time payment of 400% of annual income is payable in the event of total permanent disability due to work accident. |

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 |

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| Shift allowance | The shift work allowance compensates employees who work shifts. This benefit is calculated by the hour based on the specific situation (working during the day/at night, during the working week/on the weekend, public holidays, etc.). |
| Referral bonus | This bonus rewards employees who refer successful hires. This premium is up to € 2.000 per referral. |
| Company car and car expense allowance | Applied Materials offers company cars that can be used for both business and private use. Eligible employees receive a car. The maximum value of the car is based on employee's job scale. |
| Seniority reward | Applied Materials offers vouchers in recognition of your involvement and contributions to the company |
| Travel Allowance | Applied Materials contributes to the travel costs of employees who use their own transport. The compensation is 19 cents per kilometer, with a maximum of € 250 per month (net). This is calculated on the basis of 214 working days per year. |

TIME OFF AND PERKS

| Holiday and Leave | <p>Employees of Applied Materials in the Netherlands benefit from 20 days of statutory leave and six non-statutory days of leave.</p> <p>In addition, employees are entitled to additional days based on their seniority. See below:</p> <table><tr><th>Years in service</th><th>Number of extra holiday days</th></tr><tr><td>2</td><td>1</td></tr><tr><td>5</td><td>2</td></tr><tr><td>10</td><td>3</td></tr><tr><td>15</td><td>4</td></tr></table> <p>Unused statutory days of leave expire after six months following the end of the calendar year in which they were accrued. Non-statutory days expire after five years.</p> | Years in service | Number of extra holiday days | 2 | 1 | 5 | 2 | 10 | 3 | 15 | 4 |
|--------------------------------|--|------------------|------------------------------|---|---|---|---|----|---|----|---|
| Years in service | Number of extra holiday days | | | | | | | | | | |
| 2 | 1 | | | | | | | | | | |
| 5 | 2 | | | | | | | | | | |
| 10 | 3 | | | | | | | | | | |
| 15 | 4 | | | | | | | | | | |
| Annual group and summer events | We organize events (e.g., Summer event, Christmas event) for the whole team and like to enjoy each other's company. | | | | | | | | | | |
| Sustainable employability | We offer a €175 voucher to help you pay for sports equipment and apparel. | | | | | | | | | | |
| 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 Netherlands 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.