

REWARDS SUMMARY FOR THE PHILIPPINES

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 Insurance	We offer a variety of comprehensive medical plans: outpatient, hospitalization and surgical, annual health screening, dental, and critical illness
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

Accidental Death, Total Permanent Disablement & Dismemberment (ADPD)	ADPD insurance provides financial protection in the event of accidental death or upon permanent disability or dismemberment arising from an accident. You receive up to 26 times of basic monthly salary, up to a maximum.
Life Insurance	In the event of death, there will be a payout of 26 times of monthly basic salary, up to a maximum. In the event of employment termination due to medical conditions, different benefits under the Life Insurance policy will be provided based on the benefits schedule.
Retirement Fund	Contributions are made to Social Security System according to mandatory legislative requirements.

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
Meal and Housing Allowances	All employees receive a meal allowance of PHP1,000 and housing allowance of PHP6,000 on a monthly basis.
Other Allowances	We provide different allowances for eligible employees based on job requirements.

TIME OFF

Holidays	We observe 10 annual designated company paid holidays and other special non-working days as declared by the government.
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Paid Time Off (PTO)	Full time new hires working 40 hours per week will accrue 10 days in their first year. Your length of service determines how much PTO you accrue each year, up to maximum of 20 days.
Marriage Leave	Employees enjoy 5 working days with pay for their first legal marriage.
Maternity Leave	Eligible female employees are entitled to 60 days for normal delivery, abortion, miscarriage or 78 days for caesarian delivery for the first 4 deliveries or miscarriages.
Parental Leave /Leave for Solo Parents	Eligible employees who are single parents are given 7 days of parental leave.
Family Care Leave	Confirmed employees are given 2 days of family care leave.
Paternity Leave	Male employees enjoy 7 days of paternity leave for the first 4 deliveries.
Compassionate /Critical Illness Leave	In the event of a death in the immediate family, employees get 3 consecutive working days of leave. For immediate family member admitted to the intensive care unit, employees get 1 working day of leave. Immediate family includes spouse, parent, parent-in-law, brother, sister, child, grandparents or grandparent-in-law.
Medical (Sick) Leave	Employees are entitled to 14 days of sick leave with pay per year, if no hospitalization is required. If hospitalization is required, employees are entitled to sick leave with pay up to 60 days inclusive of the 14 days of sick leave.
Leave due to Domestic Violence	A female employee who is a victim of domestic violence is given up to 10 days of paid leave, which is extendible when the necessity arises as specified in a protection order issued by an appropriate authority.
Special Leave Benefit for Women	Eligible female employees are entitled to 2 months of paid leave following surgery caused by gynecological disorders.
Leave of Absence	Employees can apply up to a maximum of 15 working days of leave without pay, subject to the approval of the supervisor.

PERKS

Well-Wishes/ Condolences	Employees will receive well wishes/congratulatory gifts/wreaths upon their hospitalization, arrival of their newborns or demise of their immediate family member.
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.
Education Assistance	Applied Materials will provide financial assistance, up to 80% of course fees or up to a maximum of PHP80,000, whichever is lesser, per calendar year, to eligible employees for approved educational activities intended to improve skills and knowledge required for their position at Applied Materials.
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 SEA 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.

Certain benefits are only available after confirmation.