

REWARDS SUMMARY FOR SPAIN

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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| 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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| Accidental Death and Dismemberment Benefit (AD&D) | Applied Materials provides AD&D insurance. This benefit covers you and/or your survivors in case of death and disability due to [occupational and non-occupational] accidents while on Business Trip outside of home country. |
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COMPENSATION

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| Base Pay | 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 AND 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 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 Spain 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.