

REWARDS SUMMARY FOR SWEDEN

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	<p>Health care (statutory) is provided by the Swedish National Health Care. Participation in the national health care system is mandatory for all Swedish employees. Employees, together with their dependents, are covered from the first day of employment. The full range of inpatient and outpatient services is covered, as well as dental, vision, and prescription drugs. Depending on your specific medical case, wait times can range from three to 90 days.</p> <p>Social security contributions are fully employer-paid and include Pension insurance, Health insurance, Unemployment insurance, Surviving dependents' pension insurance, Parenthood insurance, Workplace accident insurance, General salary tax. For employees, only a creditable 7% pension contribution on gross income up to social security ceiling is required.</p>
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.
Health-Checks	To help you protect your health: Vision screenings, respiratory exams, blood analysis, etc. are available on appointment and based on your work environment. If recommended, further examinations can be carried out, such as pulmonary function test or work under special conditions (travel and/or climate exposure).
Wellbeing Activity	We offer different wellbeing activities through external providers as e.g. fitness, courses, lunchtime workout, public pool. Offers may differ per location. Please contact local coordinator for more information.

FINANCIAL AND INCOME PROTECTION

Company Pension Plan (Benefits for Life)	On top of the statutory Guaranteed Old Age Pension in Sweden, Applied Materials provides you with an Income-Based Pension Benefit. The pension benefit plan replicates the benefits related to the collective bargaining agreements, ITP1/2 (= retirement) and TGL (= life cover). All employees as from age 25 are eligible. Covered Pay is the monthly base salary * 12,2. (12,2 includes vacation pay). Insured benefit includes provision for retirement and protects you and your family in the case of disability or death. Premiums 100% employer paid. Contributions are invested in an insurance contract with guaranteed returns.
Life Benefits	The life benefits provided through the Applied Materials pension plan protects your family in case of death. Therefore, your survivors would receive a one-time payment of Insured benefit of 6 x PBA. Additional one-time lump sum of 2 x PBA for any children.
Short-Term and Long-Term Disability Benefits	The short-term disability benefit provides 80% of covered pay between sick day 1-14 with one qualification day, and then additional up to 90% of Covered Pay on top of the state benefit. For long-term disability different levels of benefits are provided after day 90: 10% up to 8 x PBA, then 65% up to 20 x IBA, then 32,5% up to 30 x IBA. These benefits all are fully employer-paid.
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.

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
Seniority Award	Applied Materials is committed to recognize your engagement with and contribution to the company through vouchers based on seniority.
Invention Bonus	In accordance with the Swedish Employee Invention Act, Applied Materials rewards employee inventions through a cash incentive. All employees involved in patentable or registerable inventions are eligible to this incentive.
Company Car Allowances	Applied Materials provides company cars for business and private use. Eligible employees can receive a car whose value depends on their grade

TIME OFF

Sick pay	Employees are covered during their sick leave with 80% continued salary for the 1 st 2 weeks. Should the employee be out of work longer than 2 weeks, then the employee is covered a salary continuation as determined by Swedish Law. There is a top-up employer benefit provided in case of sick leave from day 91 and above.
Holidays and Time Off	Employees are granted 30 days of leave according to Swedish Holiday Act.
Special Time off	Based on personal events, Applied Materials provides additional time off, e.g. marriage, birth, bereavement, etc.

PERKS

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.
Annual Events	Summer Festival, Christmas event, Bike-to-work-day event, etc. We organize team events and are keen to create enjoyable time together.

This summary includes highlights of Applied Materials Sweden 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.