

REWARDS SUMMARY FOR TAIWAN

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: hospitalization & surgical, cancer coverage, and accidental medical reimbursement. Spouses and children are eligible for coverage as dependents.
Medical Insurance for Parents	Hospitalization & Surgical Plans for Parents with 100% premiums borne by employees.
AMT Fitness Centers	Our onsite fitness centers in Hsinchu/Tainan offices make it easy for you to work daily exercise into your schedule. In addition, contracted fitness centers are also available for employees working in remote locations.
AMT Wellness Centers	Our onsite wellness centers in Hsinchu/Tainan offices provide employees access to leisure place, massage room, lactation room.
Annual Health Screening and Vaccination	We provide employees with annual health screening and vaccinations.
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 & Dismemberment (AD&D) Insurance	AD&D insurance provides financial protection in the event of accidental death or upon permanent disability or dismemberment arising from an accident. You will receive up to 28 times of monthly basic salary, or up to a maximum of NT25,000,000.
Life Insurance	In the event of death, there will be a payout of 28 times of monthly basic salary, up to a maximum of NT20,000,000.
Pension	Employees are eligible for mandatory pension (LPA) and company supplemental pension plan (LPA Top-up plan).

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	<p>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.</p> <p>Actual bonus payouts are based on a combination of financial, operational and individual performance as compared to goals established for the year.</p>
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
Allowances	Company provides different allowances for eligible employees based on job requirements.
Overtime Meal Subsidy	Company provides eligible employees a meal subsidy of NT\$100 per meal when they work overtime.
TIME OFF	
Flexible Working Hours	Company offers flexible working hours.
Holidays	We observe 12 national holidays and 7 floating holidays.
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 a maximum of 30 days.
Paid Sick/Personal Leave	We offer 12 days of sick leave and 5 days of personal leave with full pay per year.
PERKS	
Travel Subsidy	Company provides up to NT\$60,000 annual travel subsidy for every employee subject to company's performance.
Tuition Assistance	Company will provide financial assistance, up to NT\$165,000 per year, to eligible employees for approved educational activities intended to improve skills and knowledge required for their position at Applied Materials.
Car Loan Program	Company provides a one-time, up to NT\$360,000, car loan without interest.
Birthday and Festival Subsidies	Employees enjoy a cash subsidy during their birthday months and on Chinese New Year, Dragon Boat Festival and Moon Festival.
Congratulations and Condolences	Employees will receive congratulatory monetary gifts upon their marriages, arrival of their newborns or condolence monetary gifts/wreaths upon the demise of their immediate family members.
Travel Assistance (TA)	BTA 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.
<p>This summary includes highlights of Applied Materials Taiwan 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.</p> <p><i>Benefits eligible employees are regular full-time employees on our Taiwan payroll.</i></p> <p><i>Your eligible dependents include your spouse and children.</i></p>	