

REWARDS SUMMARY FOR UK

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 private healthcare plan	As an Applied Materials employee, you can choose to enroll in the medical private healthcare plan. The purpose of this cover to add to, not replace the NHS. Your cost is fully funded by Applied Materials. You only pay taxes. Your dependents can also be covered, subject to the insurer's conditions. In this case the premium is paid by Applied Materials and the contribution towards dependents is deducted from your salary each month.
Flu Vaccines	Your Wellbeing is given a high priority for us, and therefore a payment is made to each employee via the payroll once a year to cover the cost of a flu vaccination. It is the responsibility of each employee to make their own arrangements to obtain the vaccination.
Health Assessments	Employee wellness program includes Health Assessment to promote good health, reduce illness, identify risk factors and early detection of serious common diseases. Depending on your role, you will be entitled to a health assessment every one or two years.
Eye Tests	You may also benefit from a company-funded eye test every two years and claim up to £50 for a pair of glasses for VDU work where your normal glasses are not sufficient.
Employee Assistance Program (EAP)	The EAP is available to you and your family for counseling, online coaching, money planning and more.
Wellness Benefit	Wellness Reimbursement program is an annual reimbursement program for sport activities and equipment up to £300 for eligible employees. Reimbursements are offered for a wide range of activities.

FINANCIAL AND INCOME PROTECTION

Permanent Health Insurance	You are provided with financial protection if you should become unfit for work due to an accident or illness disability. The insurance would compensate loss of earnings with an income continuance payment at 75% of your basic earnings, less Employment & Support Allowance (ESA) from 26 weeks after the start of the illness until recovery, termination, retirement, or death. This insurance is fully funded by Applied Materials.		
Life Benefits	To protect your family if the worst should happen, you become a member of the group life insurance plan from your first day of employment at Applied Materials. Your beneficiaries would be entitled to receive a lump sum payment of 4 times your basic annual salary. Applied Materials covers the full cost of this benefit.		
Pension Benefits Plan	Applied Materials helps you to save for the future by providing a Pension benefits scheme. New hires will be auto enrolled into the Applied Materials (UK) Pension and Family Security Scheme (Defined Contribution) Plan. You may choose your contribution level from the following:		
	Contribution Levels	Employee	Employer
	Contribution Level 1	4%	6%
	Contribution Level 2	5%	7.5%
	Contribution Level 3	6%	9%
	<p>There are a variety of investment funds available that should match your appetite for risk. However, if you do not select from the range of funds available, your contributions will be paid into the default investment solution. You will be able to view your fund value through Aviva's online member site and you will receive an annual statement showing the value of your fund.</p> <p>Additional Voluntary Contributions - to boost your pension savings, you can make additional contributions to your account in the form of regular and/or one-off single contributions.</p>		

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
Car Allowance	Depending on your job grade, you may be entitled to receive a car allowance as part of your compensation package. Where applicable, this will be paid monthly via the payroll and will be subject to tax deductions.
Referral bonus	This bonus rewards employees who refer successful hires, subject to meeting certain conditions. Standard referrals attract a bonus equivalent to 2,000 Euro, while a payment of up to 5,000 Euro may be given for successful referrals relating to «hot jobs».
Homeworking Benefits	Most employees in Applied Materials UK work from home, subject to the terms of the Applied Anywhere program. Once all necessary approvals have been obtained the company will arrange for an EHS visit to take place to assess your home-working arrangements and provide advice on how best to utilize your working space. The company will provide the necessary homeworking equipment in addition to a monthly allowance, based on your homeworking status. A contribution towards broadband costs will also be paid.
Overtime, Standby, Call Out and Shift Premium	A payment or time in lieu compensation applies to employees who have specifically been asked to provide unplanned support to the business out with normal working hours. Applied Materials will always endeavor to minimize the need for employees to attend the workplace under these circumstances. Eligibility to these premiums depends on career band and job level:
Service Awards	Applied Materials is committed to recognize your engagement and contribution to the company through service

TIME OFF

Holidays	In addition to the Public Holidays normally taken in the UK, you will also be entitled to 25 working days' paid holiday in each complete calendar year. One extra days' holiday will be accrued in the leave year following the achievement of 5 years' service (taking the allocation to 26 days per annum) and two extra days will be provided in the leave year following achievement of 10 years' service (taking the allocation to 27 days per annum). Applied Materials UK holiday year runs from 1 January to 31 December.
Sick Pay Scheme	Applied Materials provides you with a Sick Pay scheme, entirely funded by the company, to compensate the loss of earnings if you are unable to work due to illness for a particular timeframe. Your entitlement to Company sick pay increases with length of service.
Special Leaves	Employees are given special leave for occasions such as marriage, maternity, paternity, bereavement as according to leave policy.

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 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 UK 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.