

Argentina

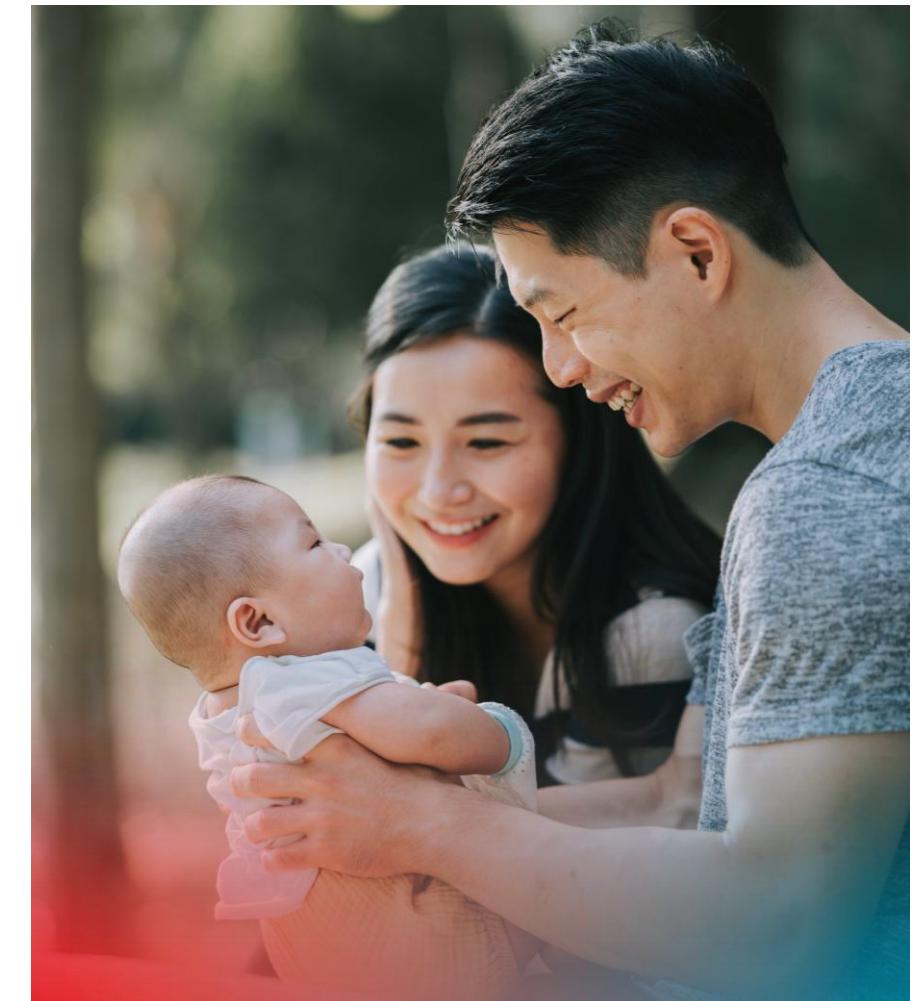
Total Rewards at a glance

AMD understands that your overall wellbeing is key to our success. That's why we offer market-competitive, inclusive benefits as part of your Total Rewards that support you and the people that matter to you most.

Your AMD benefits provide the resources you need to build physical, emotional, and financial health. And because we value everything that's unique about you, we offer you the opportunity to choose the benefits that best meet your individual needs.

You're eligible for benefits if you are a regular employee in Argentina. Coverage for you, your spouse, and your eligible dependents is effective on your first day of work.

Here's a summary of benefits offered to regular employees.



Your Health

[Medical plans »](#)

[Emotional Health Support »](#)



Your health

Medical plans

AMD offers supplemental medical plan coverage to you and your eligible dependents. This coverage is provided through Organización de Servicios Directos Empresarios (OSDE).

Emotional Health Support

Emotional health support through Lyra Health offers confidential short-term counseling and emotional wellbeing resources for you and your household family members. Services available to AMDers include:

- Up to eight sessions of mental health coaching and therapy per year
- Personalized plans for self-care developed alongside mental health experts who understand your needs
- On-demand resources for meditating, improving sleep, easing stress, and more

Your money and rewards

[Pay and incentives »](#)

[Employee Stock Purchase
Program \(ESPP\) »](#)

[Education Assistance Program »](#)

[Employee life insurance »](#)

[Survivor benefits »](#)



Your money and rewards

Pay and incentives

In addition to your base pay, AMD offers an annual cash bonus to eligible employees, paid in late March/early April. Sales employees who aren't participating in the Annual Incentive Bonus Plan (AIP) are eligible to participate in the Sales Incentive Plan (SIP).

Based on performance, you are eligible for a restricted stock unit (RSU) award as part of our annual merit cycle. RSU awards increase employee ownership in AMD and provide upside opportunity when the stock price increases.

Employee Stock Purchase Program (ESPP)

After one month of service, if you are at the Corporate Vice President (CVP) level or below, you can participate in the ESPP and purchase AMD stock at a discount through paycheck deductions. You can sign up during the open enrollment periods starting in April and October each year to elect after-tax contributions to the ESPP. You can contribute up to 15% of your salary and your contributions, subject to plan limits, are then used to purchase stock at 85% of the lowest market price at the beginning or end of each offering period.

Education Assistance Program

Subject to manager approval and company funding, you can be reimbursed up to ARS 1,100,000 annually.

Your money and rewards

Survivor benefits

Survivor Income Benefit

To help with immediate financial needs following the death of an AMD employee, the survivor income benefit provides funds to a named beneficiary. The benefit is equal to one month of the employee's base salary.

Annual Incentive Plan (AIP) Payout

If an employee who is participating in the AIP dies prior to receiving a payout for that plan year, AMD will pay to their beneficiary a lump sum payment in accordance with the terms of the Plan.

Stock Acceleration

At death some unvested Restricted Stock Units ("RSU") will accelerate, depending upon which plan the shares were granted under. The accelerated and released shares will be deposited to the employee's E*TRADE account, with taxes withheld and reported as usual.

Employee life insurance

You automatically receive life insurance coverage equal to ARS 181,500.

Your work and life

[Paid time off »](#)

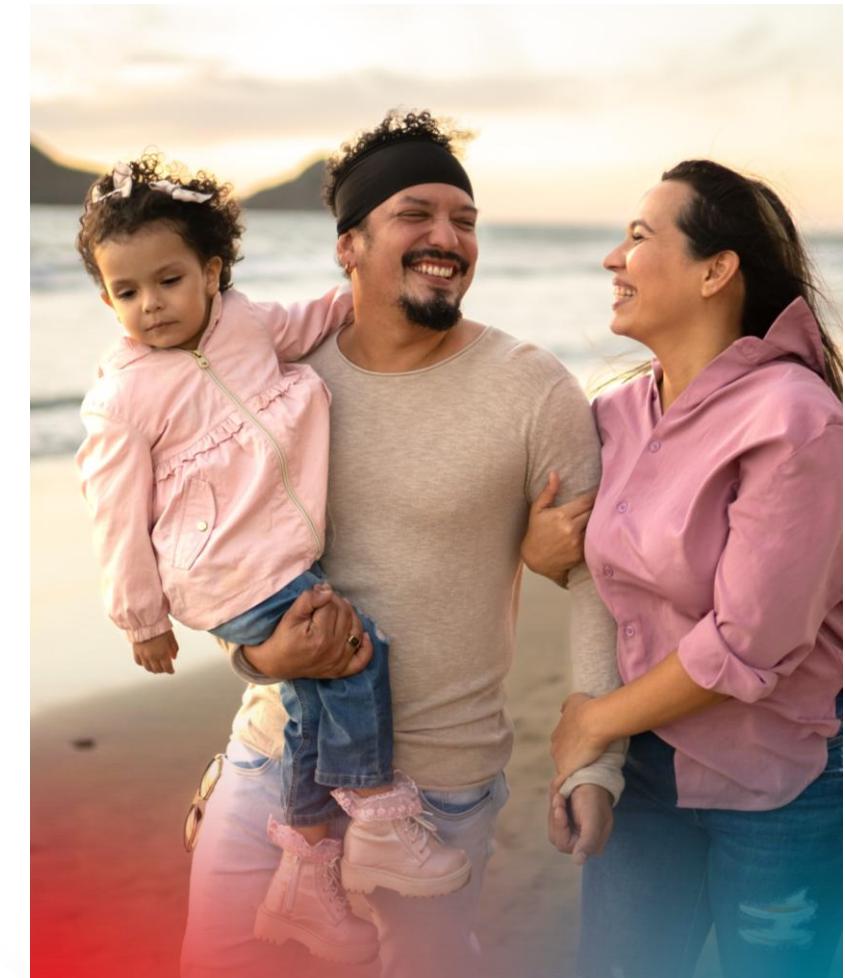
[Family benefits »](#)

[Leaves of absence »](#)

[Business travel accident
insurance »](#)

[Discounts »](#)

[Matching gifts and volunteer
rewards »](#)



Your Work and Life

Paid time off

Vacation

AMD provides up to 40 days of vacation per year, based on years of service.

Holidays

AMD offers 17 paid holidays.

AMD Recharge Days

All employees have four additional company-wide days to relax and recharge.

Sick leave

Paid sick leave of up to three months per year if your length of service is five years or less, and for a period of up to six months if your length of service is more than five years.

Bereavement leave

You receive up to 20 days of paid bereavement leave for the loss of an immediate family member (spouse, partner, child, or parent), and up to five days of paid bereavement leave after the loss of other family members (sibling, grandchild, or grandparent).

Your work and life

Leaves of absence

Parental leave

Non-birthing parents are eligible to take 10 paid days of parental leave.

Family benefits

Adoption/surrogacy reimbursement

AMD will reimburse you up to USD \$10,000 for expenses related to a formal adoption or surrogacy.

Business travel accident insurance

You automatically receive business travel accident insurance, which pays an accidental death benefit of 3 times your salary, up to \$1 million, if you die as a result of a covered accident while traveling on company business.

When you're traveling overseas on company business, you're covered up to \$250,000 if you need medical care.

Your work and life

Discounts

AMD Product Rebate Program

When you purchase AMD retail-box CPU products, AMD Radeon consumer graphics cards, and motherboards packaged with AMD APU or server parts, you can save 15%-25%.

Matching gifts and volunteer rewards

AMD will match donations up to \$1,500 to eligible nonprofit organizations. And you can receive a volunteer reward of \$25 per hour (up 10 hours per year) to donate when you volunteer in company-sponsored events or individual activities that benefit an eligible nonprofit organization.