

Australia

Total Rewards at a Glance

AMD understands that employee wellbeing is key to our success. That's why we offer market-competitive benefits that help our employees and the people who matter to them most improve their physical, emotional, and financial health. Here's a summary of the benefits AMD offers to employees in Australia.



Health

Private Health Insurance Allowance

The allowance, structured to support employees in purchasing private health insurance, is tiered based on their family situation to ensure appropriate coverage for them and their dependents.

Group Life and Total Permanent Disablement (TPD)

Employees automatically receive coverage equal to 3 times of their annual base salary (up to AUD 1,250,000 sum assured). AMD pays the full cost of coverage.

Group Salary Continuance Insurance

This benefit provides employees with a monthly income equal to 75% of their base salary for up to five years if they are unable to work due to a long-term illness or injury. AMD pays the full cost of coverage.

Lyra Health

Employees and their family members have 24/7 confidential emotional health support at no cost to them to help with stress, anxiety, depression, substance use disorders, and relationship issues.

Global Business Travel Insurance

Employees who travel outside their home country for business are automatically covered up to an annual maximum amount if they need medical care.

Money and Rewards

Base Pay and Incentives

AMD pays an annual cash bonus to eligible employees in late March/early April. Sales employees who do not participate in the Annual Incentive Bonus Plan (AIP) are eligible to participate in the Sales Incentive Plan (SIP).

Employee Stock Purchase Program

Employees can purchase AMD stock at 85% of the market rate through paycheck deductions twice a year. Eligibility and enrollment rules apply.

Restricted Stock Units (RSUs)

For each RSU they have been granted, employees receive one share of AMD common stock on the RSU vest date, contingent on their employment with AMD.

Superannuation

Superannuation contributions are made to employees' chosen super fund in accordance with statutory requirements.

Salary Sacrifice

Salary sacrifice allows employees to contribute part of their pre-tax salary into superannuation while reducing their taxable income.

Mobile Allowance

Employees can claim reimbursement for mobile phone expenses incurred for business use.

Mileage Claim

Employees using their personal vehicles for business purposes can claim mileage reimbursement at a rate of AUD 0.50 per km.

Novated Car Lease Program

Eligible employees can opt for the Novated Car Lease Benefit, which allows you to lease a car of your choice offering a flexible and convenient way to acquire a vehicle while enjoying potential tax benefits.

Recognition Awards

AMD recognition programs recognize and motivate exceptional employees, supporting the company's commitment to a high-performance culture that drives business strategy and results.

Education Assistance

The Education Assistance program provides financial support to help employees pursue their educational development in ways that benefit them and AMD.

Work and Life

Paid Time Off

Time away from work allows employees to recharge. AMD offers different types of paid time off, including:

- **Vacation:** 20 days per year for full-time regular employees and 10 days per year for part-time employees
- **Global Recharge Days:** 4 company-wide assigned days to relax and recharge
- **Marriage Leave:** 5 days of paid leave
- **Sick and Carer's Leave:** 10 days per year for full-time regular employees and 5 days per year for part-time employees
- **Unpaid Carer's Leave:** 2 days of unpaid leave per occasion.
- **Bereavement Leave:** up to 20 working days for the death of an immediate family member; up to 5 working days for the death of next of kin
- **Jury Service Leave:** 10 days of paid leave
- **Long Service Leave:** In accordance to the provisions of Long Service Leave in Fairwork Ombudsman.
- **Unpaid Personal Leave:** 2 days of unpaid personal leave per occasion.

Family Benefits

Parental Paid Time Off

- **Paid Parental Leave:** up to 4 consecutive months of paid leave. To support your partner, employees are entitled to 10 paid working days.
- **Unpaid Paternity, Maternity and Adoption Leave:** combined of 52 weeks of unpaid leave.

Adoption Reimbursement

AMD reimburses up to a maximum limit per child for expenses incurred during the child's adoption.

Survivor Income Benefit (Death Benefit)

In the event of an employee's death, the employee's designated beneficiary is entitled to a payment equivalent to one month of the employee's salary (subject to local taxes).