

Brazil

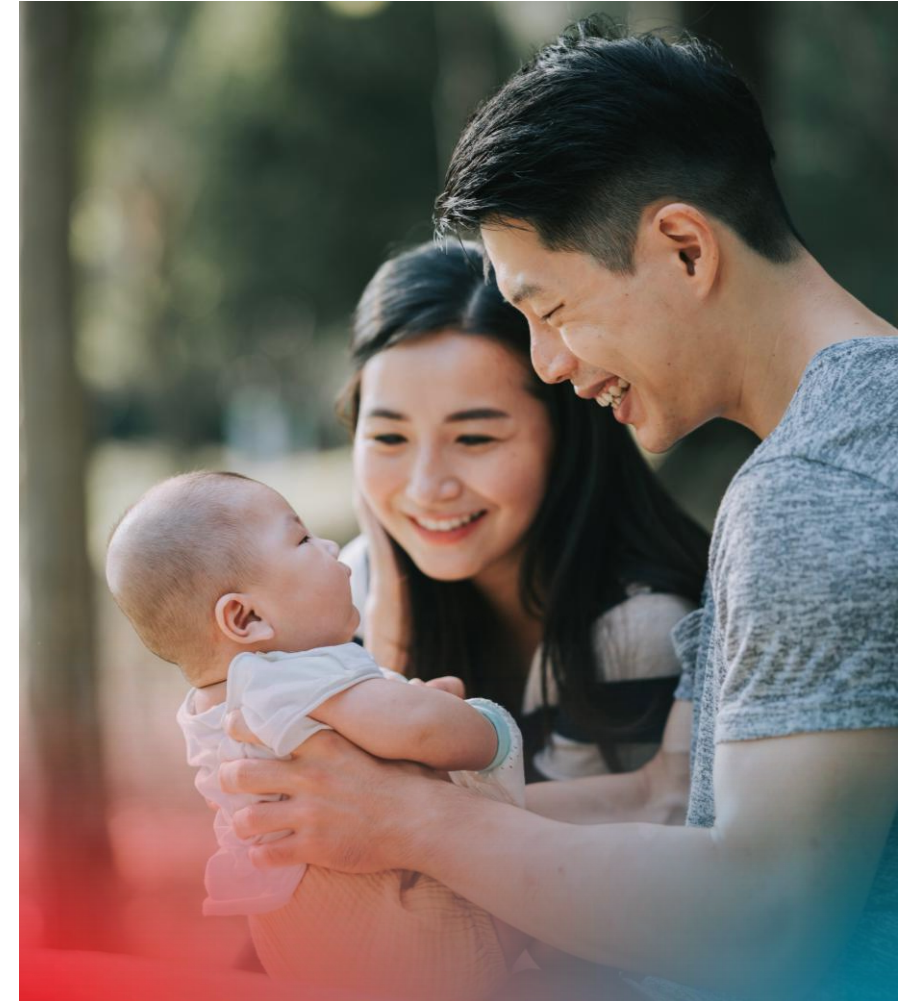
Total Rewards at a glance

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 Brazil.. 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, Dental and vision plan »](#)

[Emotional Health Support »](#)



Your health

Medical, Dental and Vision plan

AMD provides a combined broad network medical, dental and vision plan through Omint. This is available to you and your eligible dependent family members. This combined plan includes services ranging from doctor's visits to complex treatments at an in-network provider.

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 »](#)

[Retirement Plan »](#)

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

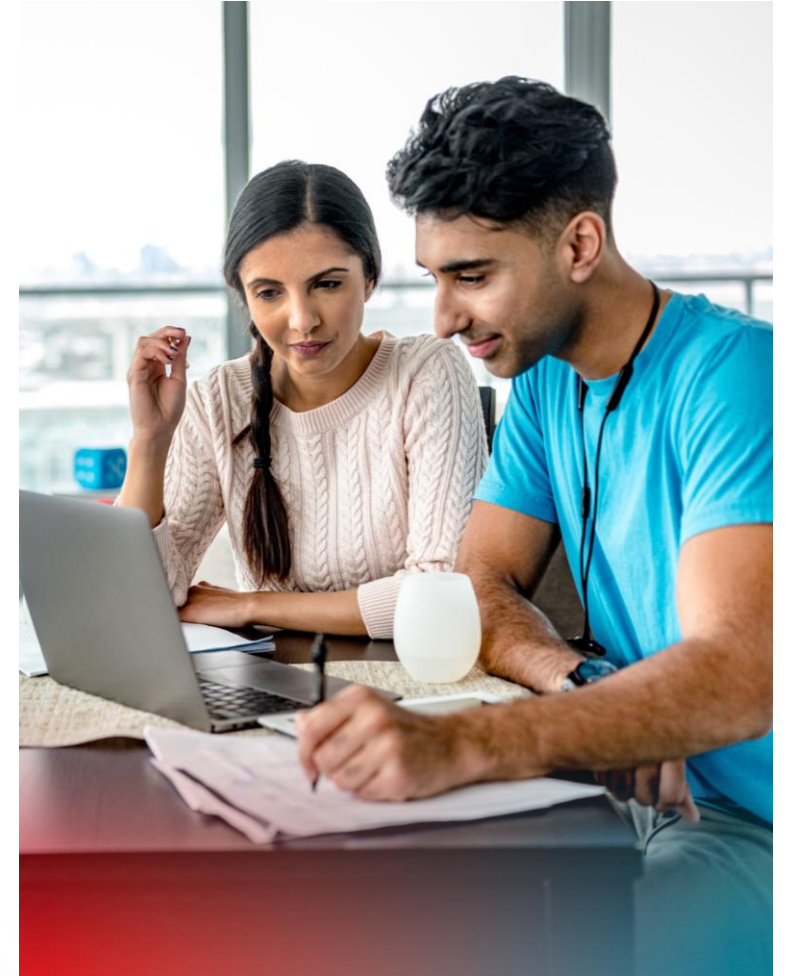
[Education Assistance Program »](#)

[Employee life insurance »](#)

[Survivor benefits »](#)

[Accidental Death and Dismemberment »](#)

[Long-term disability »](#)



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.

Retirement Plan

To help you build retirement savings, AMD matches 50% of the first 6% of your pay that you contribute to your plan with Icatu. You can defer up to 12% of your eligible base pay. You're fully vested in the plan if you are to leave AMD.

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 BRL 27,000 annually.

Your money and rewards

Employee life insurance

You automatically receive life insurance coverage equal to 24 times times your monthly salary, up to BRL 1,378,000. A spousal benefit is provided at 12 times monthly base salary and a child benefit at 24 times monthly base salary up to BRL 10,000. AMD pays the full cost for basic coverage.

Accidental Death and Dismemberment (AD&D)

You automatically receive supplemental ADD coverage equal to 24 times your monthly salary up to a maximum of BRL 1,378,000. A spousal benefit provided equal to 12 times your monthly base salary is also provided.

Long-term disability

AMD provides a Total Permanent Disability (TPD) benefit equal to 24 times your monthly base salary up to a maximum of BRL 1,378,000. A spousal benefit provided equal to 12 times your monthly base salary is also provided.

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.

Your work and life

[Paid time off »](#)

[Family benefits »](#)

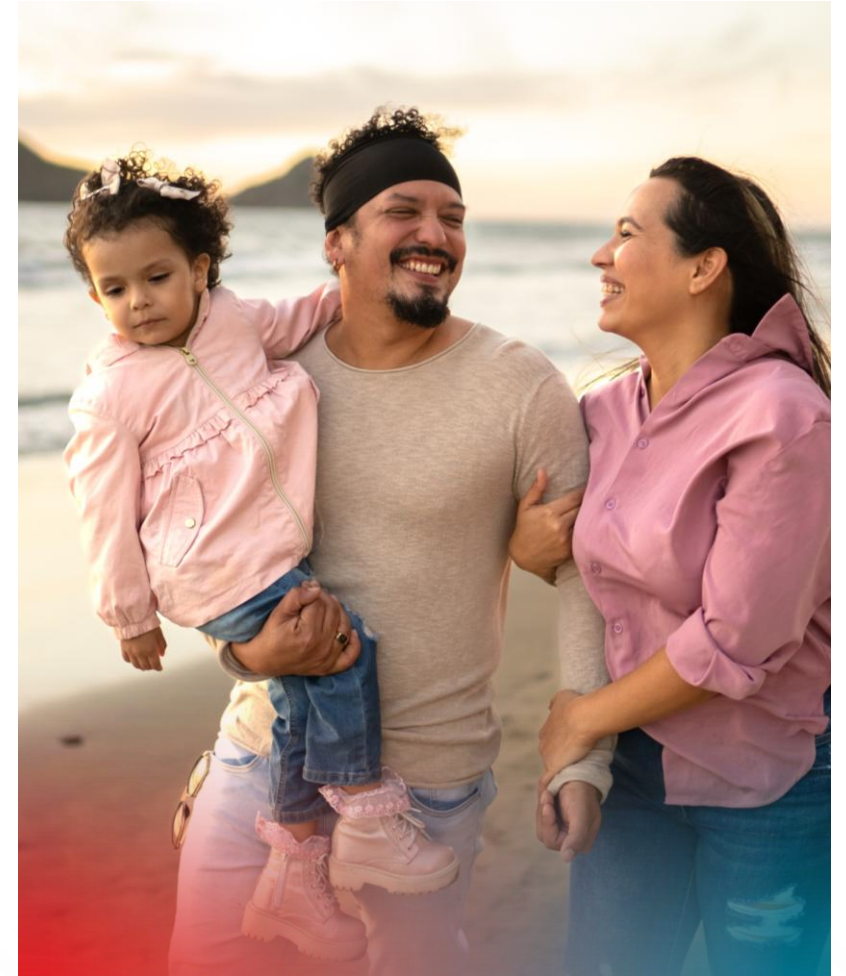
[Leaves of absence »](#)

[On-site fitness centers »](#)

[Business travel accident insurance »](#)

[Discounts »](#)

[Matching gifts and volunteer rewards »](#)



Your work and life

Paid time off

Vacation

Up to 30 calendar days annual vacation per year, subject to reconciliation based on the number of unexcused absences during the year.

Holidays

AMD offers 11 paid holidays.

AMD Recharge Days

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

Sick leave

Up to 15 calendar days employer-paid sick leave (work or non-work-related) per year. Additional days of sick leave shall be borne by social security, as needed

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.