

China

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 China.



Health

Medical Care (Inpatient and Outpatient)

AMD pays the full cost of the premium for coverage for employees and their children.

Employees are reimbursed up to ¥20k for inpatient and outpatient services. Services for employees are reimbursed at 100%; services for children are reimbursed at 50%.

Annual Physical Exams

To underscore the value of preventive health care, AMD covers the full cost of physical exams for employees.

Voluntary Upgrade Options for Family Members

Employees pay the full premium (at competitive, below-retail-market rates) to cover their children, parents, spouses and employees themselves.

Critical Illness Insurance

Critical illness insurance pays a cash benefit if the employee is diagnosed with a covered illness. AMD pays the full cost of coverage.

Group Term Life Insurance

Employees automatically receive coverage equal to 36 times their basic monthly salary (¥400k minimum). AMD pays the full cost of coverage.

Accidental Death & Dismemberment Insurance

Coverage is payable in the event of an employee's serious injury or death at a rate equal to 36 times their basic monthly salary (¥400k minimum). 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.

Social Insurance

This benefit is offered according to local statutory policy.

Housing Fund

This benefit is offered according to local statutory policy.

Supplementary Housing Allowance

AMD offers a market-competitive allowance to all employees across mainland China.

Transportation Allowance

AMD provides a monthly allowance for travel between home and work. The amount depends on where employees live (Tier 1 city: ¥1,200 per month; Tier 2 city: ¥900 per month).

Meal Allowance

AMD provides a monthly allowance of ¥400.

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:** 15-20 working days per year, based on tenure
- **Global recharge days:** 4 company-wide assigned days to relax and recharge
- **Sick leave:** 30 calendar days
- **Maternity leave:** 158 calendar days; for additional time off, local statutory policies apply
- **Paternity leave:** 20 working days
- **Parental leave:** 5 to 10 days to care for a child before the child's third birthday, based on location
- **Nursing leave:** 5 to 15 working days per year, based on circumstances and location
- **Marriage leave:** duration based on location
- **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

Family Benefits

Adoption and Surrogacy Reimbursement

AMD reimburses up to a maximum limit per child for expenses incurred during the child's adoption or surrogate birth, where permitted by law.

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).

Other Non-Cash Subsidies

AMD provides these non-cash benefits:

- Children's Day gift
- Woman's Day gift
- Mid-Autumn Festival gift
- Employee's birthday gift
- Chinese New Year gift
- Marriage subsidy
- Newborn subsidy
- Hospitalization subsidy
- Bereavement subsidy
- Heating allowance (in Beijing)