

Hong Kong

# 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 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 Hong Kong.



## Health

### Medical Care (Inpatient and Outpatient, Vaccinations, Dental)

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

### Physical Exams

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

### Group Term Life Insurance

Employees automatically receive coverage equal to 36 times their monthly salary (HK\$5 million maximum). AMD pays the full cost of coverage.

### Group Total and Permanent Disability Insurance

Employees automatically receive coverage equal to 36 times their monthly salary (HK\$5 million maximum). 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 (HK\$8 million maximum). 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).

## Retirement Benefits

Employee and AMD contributions are based on local statutory policy. AMD makes top-up contributions for employees with five or more years of service.

## 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.

## 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

## Rental Benefits

Eligible employees can allocate not exceeding 40% of monthly base salary (excluding the 13th month bonus) for tax deduction up to the amount of rent actually paid.

## Paid Time Off

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

- **Vacation:** 15-21 working days, depending on tenure
- **Global recharge days:** 4 company-wide assigned days to relax and recharge
- **Sick leave:** 10 days with full pay
- **Maternity leave:** 14 calendar weeks
- **Paternity leave:** 20 working days
- **Marriage leave:** 5 working days
- **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

In recognition of significant milestones in employees' lives, AMD provides these non-cash subsidies:

- Newborn subsidy
- Hospitalization subsidy
- Bereavement subsidy