

India

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 India.



Health

Group MediClaim (GMC)

AMD pays the full cost of the premium for the core coverage of sum insured of INR 8 lakhs for employees, spouse, 2 children and 2 parents/ in-laws

Health Plus Plans

Exclusively designed Health Plus Plans (HPP) to enhance the healthcare experience. This is a voluntary plan within your Health Coverage that can be paid for with Flex Points or through a salary contribution.

Outpatient Benefits

Covers expenses that includes doctor consultations, prescribed diagnostics, health check, dental, vision, and vaccination related expenses. AMD pays the full cost of coverage of the core plan of INR 15K annually for employees only with a 10% co-pay.

Voluntary Flexible Benefits (Plan Options for Family Members & Sum Insured)

Employees can make choices based on their needs and pay the premium with flex points or through salary contribution for additional coverage and protection for self and their family.

- GMC policy from INR 10 lakhs to 25 lakhs
- Outpatient benefits up to INR 20K per year including spouse and children

Critical Illness Insurance

Critical illness insurance pays a cash benefit of INR25 Lakhs if the employee is diagnosed with a listed critical illness. AMD pays the full cost of coverage.

Group Term Life Insurance

Employees automatically receive coverage equal to 3 times their CTC (min 50lakhs and max 5cr.). 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 3 times their CTC. 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 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

Pay and Annual Incentives

In addition to your base pay, 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 Security

Provident Fund & Gratuity benefit is offered according to local statutory policy.

National Pension System

AMD offers a Voluntary Pension plan up to 14% of basic salary contribution based on individual's tax regime

Car Lease Vehicle Benefit

AMD offers a market-competitive voluntary benefit to eligible levels for acquiring a car through an organization for professional or personal use that provides tax benefits to employees.

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:

- **Privilege Leave:** 20 working days per year
- **Sick Leave:** 12 calendar days
- **Casual Leave:** 7 calendar days
- **Maternity Leave:** 26 weeks calendar days as per statutory norms, Adoption of child : up to 12 weeks, Miscarriage : up to 12 weeks, Tubectomy : up to 10 working days.
- **Paternity Leave:** 10 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
- **Recharge Days:** AMD offers companywide Recharge Days. These are designated paid days off encouraging employees to disconnect from work to focus on your wellbeing.

Family Benefits

Adoption Reimbursement

AMD reimburses up to a maximum limit of \$10,000 per child for expenses incurred during the child's adoption.

Creche Benefit

Female Employees having child(ren) between 6 months – 6 years of age can avail creche benefit up to INR 15,000 per month by enrolling into AMD registered creche center or file for reimburse through enrollment into any pan India creche centers.

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 Benefits

AMD provides these benefits:

- Marriage Gift
- Meal Subsidy
- Onsite Doctor