

Indonesia

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 Indonesia.



Health

Outpatient Medical Claim Benefit

Employees can claim up to IDR 13,900,000 per annum for outpatient medical expenses.

Private Insurance Allowance

Employees are eligible for a monthly cash allowance of up to IDR 8,200,000 per month (before tax) to purchase individual or private insurance plans.

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.

Religious Holiday Allowance

Eligible employees will receive one month's pay, prorated based on local legislation, if their service exceeds one month but is less than 12 months.

Money and Rewards

Car Allowance

The Car Allowance is provided to employees who interface with customers or partners and need to visit their offices.

Mobile Allowance

Employees are eligible for reimbursement of mobile phone expenses incurred for business purposes.

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:** 13-20 working days per year
- **Global Recharge Days:** 4 company-wide assigned days to relax and recharge
- **Sick Leave:** 14 working days per year
- **Marriage Leave:** 5 working days for first legal marriage and 2 working days for child's marriage
- **Long-Term Illness Leave** – up to maximum of 12 months
- **Collective Leave:** 8 days per annum
- **Military Leave:** up to one year of paid leave
- **Leave for Religious Duties:** up to three months of paid leave
- **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

Parental Paid Time Off

- **Maternity Leave:** up to 3 months of employer-paid leave and 1.5 months of paid leave in the event of miscarriage
- **Paternity Leave:** 10 working days
- **Special Leaves:** 2 working days for the circumcision of children and 2 working days for the baptism of children

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).