

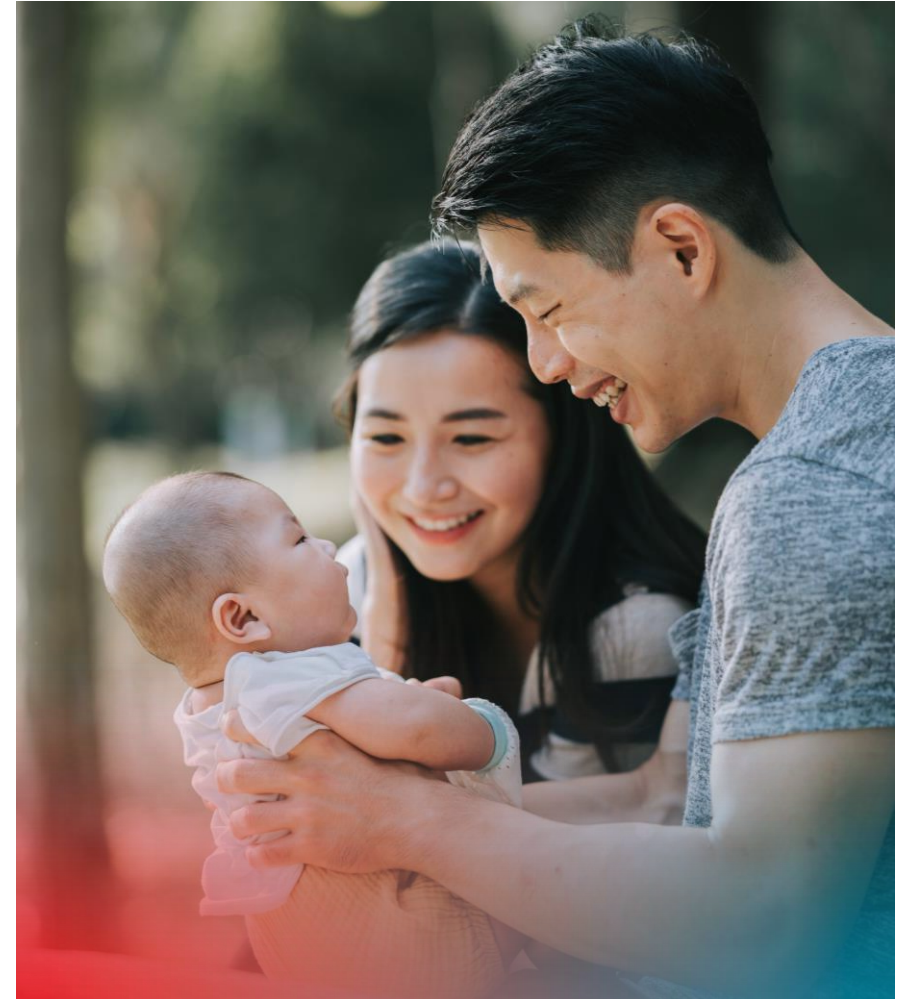
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# Total Rewards at a glance

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.

Here's a summary of benefits offered to regular employees, including Director/Fellow and above (D/F+).



# Your Health

[Health Insurance Reimbursement »](#)

[Employee Assistance Program \(EAP\) »](#)



# Your health

## Health Insurance Reimbursement

AMD offers reimbursement for employees and dependants private health insurance. The amount provided is determined by our benefits broker and is dependent on age.

## Employee Assistance Program (EAP)

The EAP through Lyra Health offers confidential short-term counseling and emotional wellbeing resources for you and your household family members.

# Your money and rewards

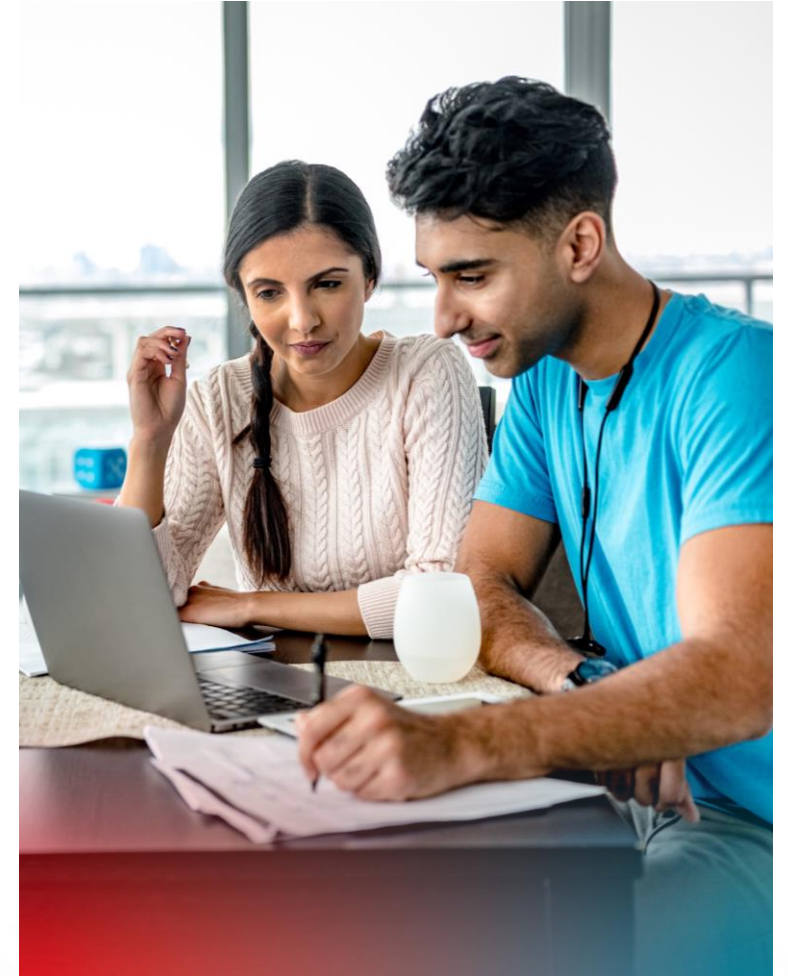
[Pay and Incentives »](#)

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

[Education Assistance Program »](#)

[Survivor Benefits »](#)



# 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.

## Recognition Awards

Spotlight bonuses, peer recognition tools, service awards, and the employee referral program allow employees to celebrate each other.

## 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 20,000 ILS annually.

# Your money and rewards

## 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 »](#)

[Allowances »](#)

[Gym Reimbursement](#)

[Discounts »](#)

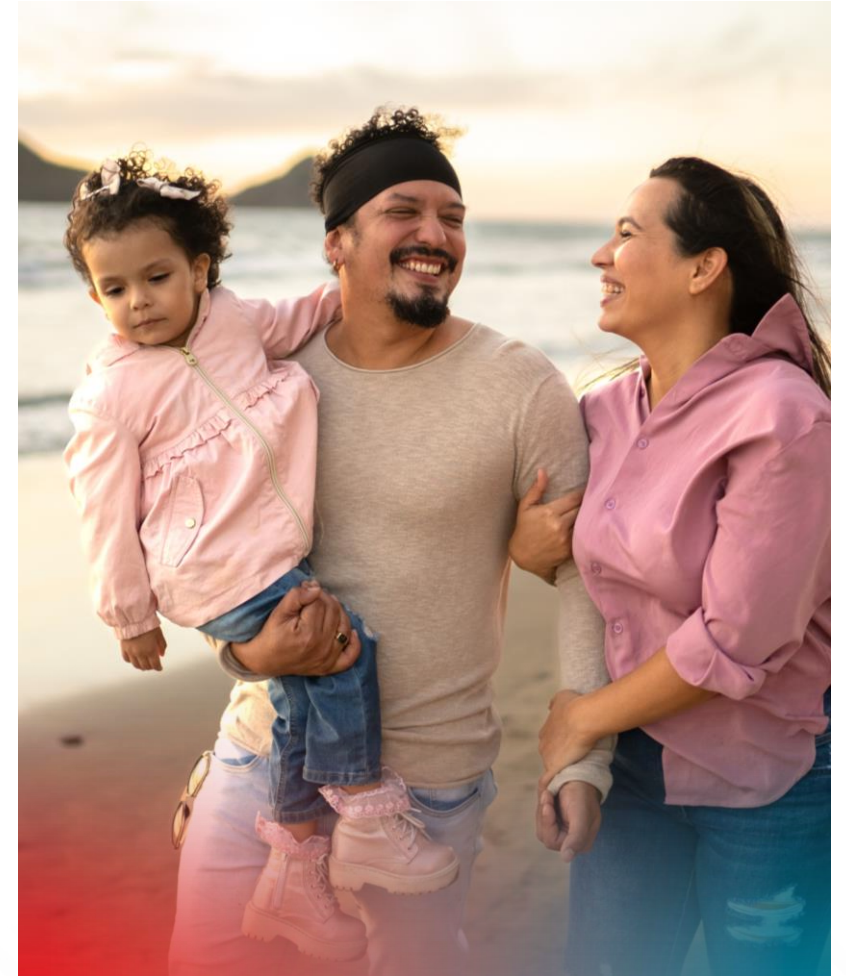
[Business Travel Accident](#)

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# Your Work and Life

## Paid Time Off

### Vacation

AMD offers 16 working days annual leave per year for the first 5 years of service, 18 days for 6 years, 21 days for 7 years and an additional 1 working day for each additional year after 8 years, up to a maximum of 28 days (prorated for an incomplete year of employment or for those who work part-time).

### AMD Recharge Days

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

### First Year Child Leave

All employees have ten additional paid days to use in the first year of your child's life.

### 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).

## Family Benefits

### Adoption / Surrogacy Reimbursement

AMD will reimburse you up to \$10,000 for expenses related to a formal adoption or surrogacy.



# Your work and life

## Allowances

### Home Office and Car Allowance

AMD offers allowances to eligible employees such as company car allowance provided this benefit is granted to the employee in the employment agreement or a separate agreement.

### Education Fund

AMD offers monthly contributions towards an Education fund. The employer contribution is 7.5% of base salary and the employee contribution: 2.5% of base salary. Payment is up to a maximum monthly salary of the applicable tax ceiling.

### Meal Vouchers

AMD offers daily meal vouchers to employees. AMD contribute 70 ILS per working day which is subject to tax.

## Gym Reimbursement

AMD offers a reimbursement for gym memberships. Reimbursements are processed via payroll and subject to tax.

## 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%.

# Your work and life

## 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.

## 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.

## Learning and Development

E-learning resources including Udemy for Business (UFB), LinkedIn Learning, Skillsoft e-learning, getAbstract, MIT, Aperian (formerly GlobeSmart), O'Reilly/Safari Books Online, Gartner and TED Talks.