

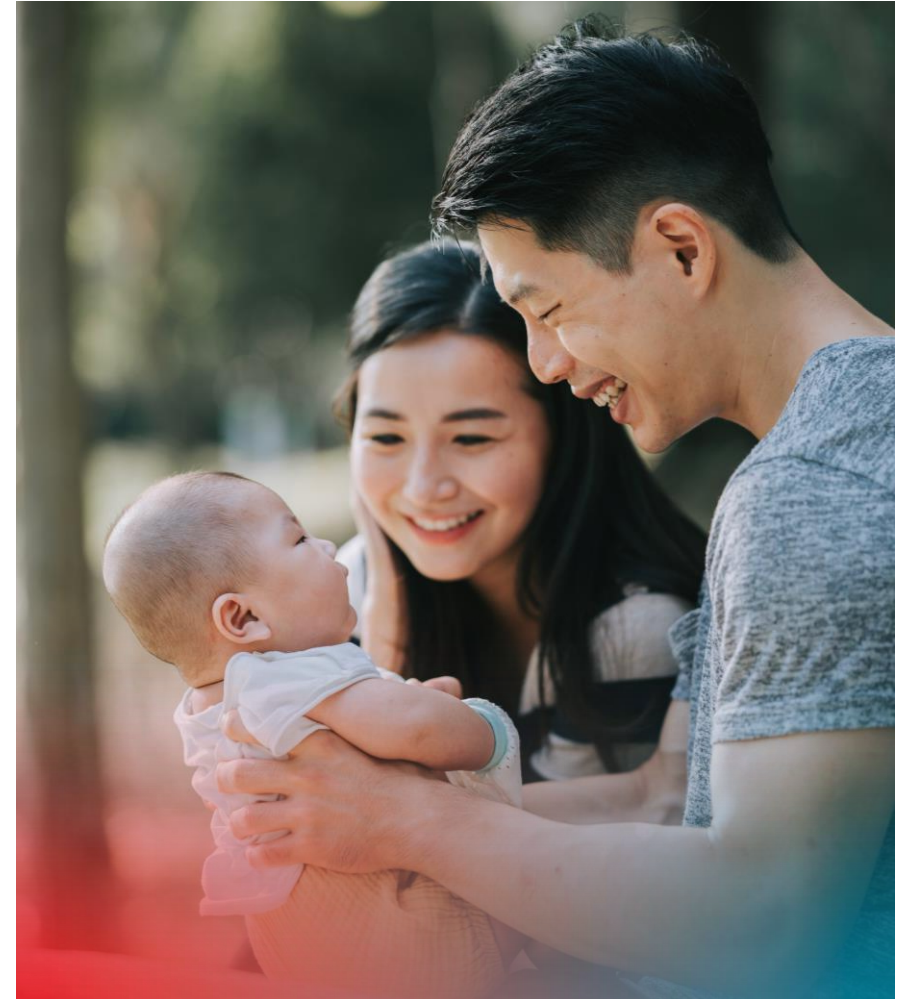
Italy

# 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

[Medical Plans »](#)

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



# Your health

## Medical Plans

AMD offers a health insurance covering reimbursements of medical expenses incurred in the event of an accident and/or diagnosed and/or suspected illness. Covers hospitalization (max 1million for executives and 500K for all other employees), outpatient treatment, diagnostic tests, physician fees, pharmaceutical expenses, dental treatments, lenses, funeral expenses and hearing.

## 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 »](#)

[Recognition »](#)

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

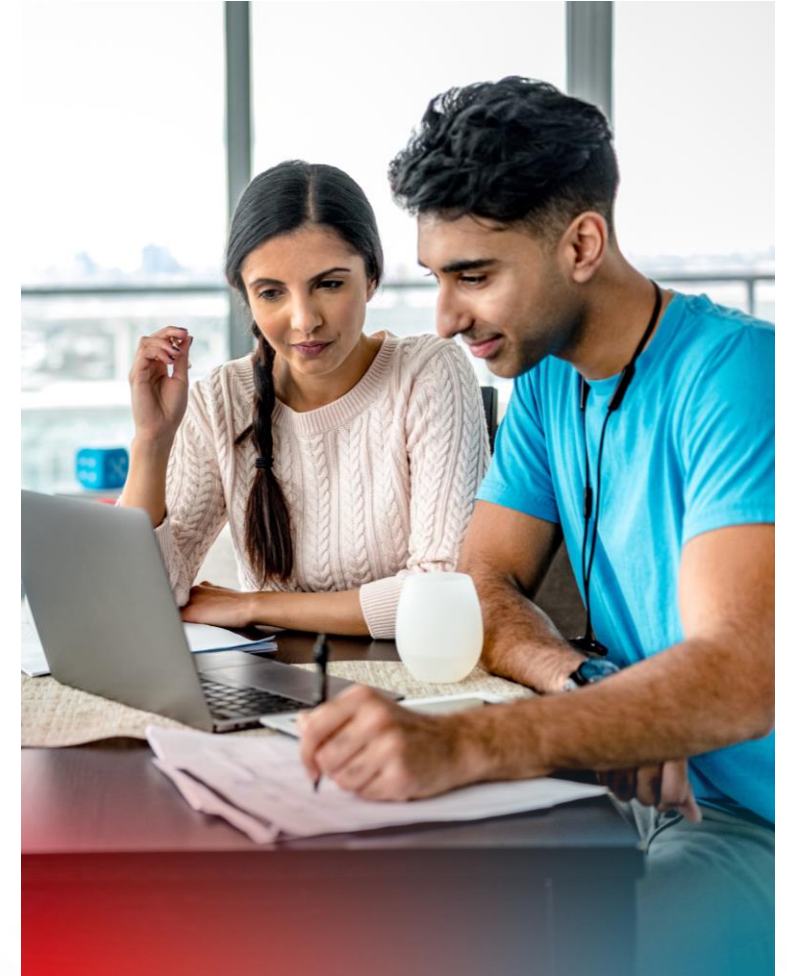
[Education Assistance Program »](#)

[Life and Total Permanent Disability Insurance »](#)

[Accidental Death & Disability »](#)

[Disability Due to Illness »](#)

[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

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 5000 EUR annually.

# Your money and rewards

## Life and Total Permanent Disability Insurance

AMD offers this plan providing employees with a lump sum in case of an accident and/or in case of illness. For executives (dirigenti), the amount of the lump sum is 300K in case of death (to beneficiaries) or in case of total permanent disability (to employee). For all other employees, the amount of the lump sum is 2 x gross annual salary in case of death (to beneficiaries).

## Accidental Death & Disability

AMD offers an AD&D plan providing employees with a lump sum in the event of death or permanent disability (occurred both during working time and non-working time). The amount of the lump sum is 5 x gross annual salary in case of death to beneficiaries and a sum calculated on 6 x gross annual salary, based on the final permanent disability occurred, in case of permanent disability to the employee.

## Disability Due to Illness

AMD offers this plan for executives (dirigenti) only, which provides a lump sum in case of a serious illness involving a residual disability of at least > 24%. Previous illnesses are excluded. The amount of the lump sum is a sum calculated on 6 times the gross annual salary, based on the final permanent disability occurred, with a limit of EUR 3.000.000.



# 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 »](#)

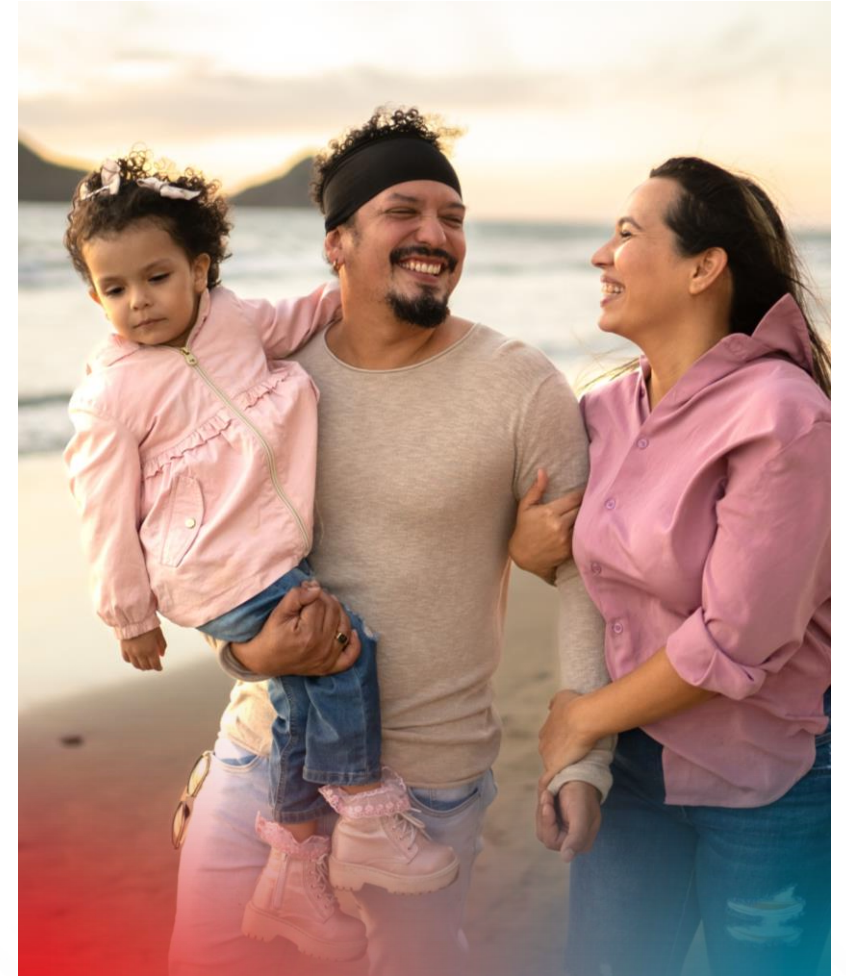
[Allowances »](#)

[Meal vouchers »](#)

[Discounts »](#)

[Matching gifts and volunteer rewards »](#)

[Business Travel Accident Insurance »](#)





# Your Work and Life

## Paid Time Off

### Vacation

AMD offers up to 26 days annual leave per year (prorated for an incomplete year of employment or for those who work part-time).

### Working Time Reduction Days (ROLs)

Employees are entitled to additional hours of work time reduction known as ROL.

### AMD Recharge Days

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

### Sick Leave

AMD pays full pay for the first year of an employee's sick leave.

### 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

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

## Meal Vouchers

AMD offers daily meal vouchers to employees for working days.

## 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%.

## 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.

## 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.