

Japan

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 Japan.



Health

Group Term Life Insurance

Employees automatically receive coverage equal to 24 times their monthly base salary (up to JPY 80,000,000 sum assured).

Group Long-Term Disability Insurance

Employees are covered for a benefit amount equal to 60% of 1/12 of their annual base salary, up to a maximum of JPY 1,000,000.

Group Personal Accident Insurance

Employees are covered with a benefit amount equal 2 times of their annual base salary.

National Statutory Insurance Plan

Employees are covered under the National Statutory Insurance Plan, which provides essential health, pension, and unemployment benefits as mandated by the Japanese government.

Annual Health Check

Employees are entitled to an annual health check-up benefit up to JPY 65,000.

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.

Defined Contribution Plan

Defined Contribution Plan helps employees to build retirement savings with monthly contributions, including a company contribution up to JPY 55,000.

Commutation Allowance

Employees who commute using public transport will have the actual cost of a monthly commuter pass reimbursed by AMD.

Mileage Claim

Employees using their personal vehicles for business purposes can claim mileage reimbursement at a rate of JPY 40 per km.

Club Membership

Employees are automatically enrolled in the Relo Club Membership where they can access to a range of discounts at various partner stores.

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:** 14-24 working days per annum
- **Global Recharge Days:** 4 company-wide assigned days to relax and recharge
- **Marriage Leave:** 5 days for employee marriage, 2 days for marriage of child and 1 days for sibling's marriage.
- **Sick Leave:** 10 working days per annum
- **Menstrual Leave:** 1 day of paid leave per cycle
- **Long-Term Service Leave:** 5- 30 days awarded to employees at their service milestones.
- **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
- **Worker's Compensatory Leave:** Paid leave provided to employee who is unable to work due to illness or injury sustained on the job.

Family Benefits

Parental Paid Time Off

- **Maternity Leave:** 14 weeks of paid leave.
- **Paternity Leave:** 10 working days of paid leave
- **Childcare / Parental Leave:** up to 1 year of childcare leave until child's first birthday.
- **Nursing Leave:** up to 5 unpaid leave days for one child or up to 10 unpaid leave days if caring for 2 children or more.

Family Care Leave

Eligible employees can request up to 93 days of unpaid family care leave for each family member in need.

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).