

Korea

# 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 Korea.



## Health

### Group Term Life Insurance

Employees automatically receive coverage equal to 3 times their annual base salary (up to KRW 30mil sum assured). AMD pays the cost of coverage.

### Medical Insurance

Employees and their eligible dependents are covered under both statutory and additional hospitalization benefits, including daily inpatient allowances and cancer coverage.

### Group Personal Accident Insurance

Employees are covered with a benefit amount equal 3 times of their annual base salary (up to KRW 30mil sum assured). AMD pays the cost of coverage.

### Short-Term Disability Insurance

Designed to support employees who are unable to work for an extended period due to non-work-related health conditions, employees receive a percentage of their salary during recovery.

### 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 Korean government.

### Annual Health Check

Employees are entitled to an annual health check-up benefit up to KRW 400,000 per annum.

### 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 8.33% of your base salary.

## Meal Allowance

Employees can receive a meal allowance of KRW 180,000 per month.

## Flexible Benefit Program

Employees can access a benefit allowance of KRW 1,200,000 per annum for English Language studies, health club memberships, or job-related training.

## Transportation Allowance

Sales and Marketing employees will receive KRW 360,000 per month, while other employees will receive KRW 120,000 per month.

## Mileage Claim

Employees claim mileage reimbursement at KRW 250 per km for business travel using their personal vehicle.

## 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:** 15 days with 1 additional day for every 2 years of service, up to maximum 25 days per annum
- **Global Recharge Days:** 4 company-wide assigned days to relax and recharge
- **Marriage Leave:** 6 days for employee marriage, 2 days for marriage of child
- **Sick Leave:** 10 working days per annum
- **Summer Leave:** 3 working days
- **Special Leave:** 1 paid day for parent's milestone 60<sup>th</sup> 70<sup>th</sup> or 80<sup>th</sup> birthday.
- **Long Service Leave:** 3-5 days in recognition of employee's milestone service
- **Physiological Leave:** 1 paid day per annum
- **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:** 90 days of paid leave
- **Paternity Leave:** 10 days of paid leave
- **Childcare Leave:** up to 1 year of unpaid childcare leave

### Family Care Leave

Eligible employees can request up to 90 days per annum of unpaid family care leave for each family member in need.

### Children's Education Subsidy

Employees with children enrolled in Kindergarten, Elementary, Middle, or High School, as well as Junior College or University, are eligible for this subsidy.

- Kindergarten: up to KRW 1mil per annum
- Elementary / Middle/High: up to KRW 2mil per annum
- Junior College / University: up to KRW 5mil per annum

### Marriage Allowance

Employees are eligible to receive a marriage allowance when they or their children or their siblings get married.

### Birthday Allowance

Employees can receive a birthday allowance of KRW 100,000 for their parents and parents-in-law's milestone 60<sup>th</sup> 70<sup>th</sup> or 80<sup>th</sup> birthday.

### Paternity / Maternity Allowance

Employees can receive a allowance of KRW 200,000 following the birth of their child.

### 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).