

Malaysia

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 Malaysia.



Health

Outpatient GP Panel Clinic Benefit

The benefit offers employees and their eligible dependents access to a broad network of GPs for cashless visits up to MYR 350 per visit.

Care Flex Account

The benefit offers employees and eligible dependents a combined annual limit depending on their family nucleus for medical, preventive care, dental and optical expenses.

Employee Health Screening

This benefit provides an annual limit of MYR 1,000 per employee supporting early detection of health risks, promoting overall wellness and preventive care.

Group Term Life Insurance

Employees automatically receive coverage equal to 36 times their basic monthly salary (up to MYR 2,000,000 sum assured). In the event of a critical illness diagnosis, 50% of the sum assured will be paid. AMD pays the full cost of coverage.

Group Personal Accident Insurance

Employees automatically receive coverage equal to 36 times their basic monthly salary (up to MYR 2,500,000) in case of injury, disability, or death due to accident, helping ease financial burdens and support recovery.

Group Hospital and Surgical Insurance

Provides coverage up to MYR 70,000 per annum for employees and their eligible dependents for inpatient and surgical treatment. AMD pays the full cost of coverage.

Employment Injuries

Employment Injury Scheme provides protection to an employee against accident or an occupational disease arising out of and in the course of his employment.

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.

Employee Provident Fund (CPF)

Contributions to EPF are made as per statutory requirements for Malaysia Citizens and Permanent Residents.

Non-Citizens working in Malaysia can opt to participate in the EPF scheme where AMD aligns the employer contribution rate to our local employees.

Meal Allowance

Employees are provided with a meal allowance of MYR 90 per month.

Mileage Claim

Employees using their personal vehicles for business purposes can claim mileage reimbursement at a rate of MYR 0.80 per km for cars and MYR 0.60 per km for motorcycles.

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:** 16 - 22 working days per year, based on tenure and working patterns.
- **Global recharge days:** 4 company-wide assigned days to relax and recharge
- **Marriage Leave:** 3 working days
- **Sick leave:** 14 - 22 working days
- **Long-Term Illness Leave:** up to 270 days
- **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
- **Public Duty Leave:** 7 working days
- **Examination Leave:** Actual exams days (first sitting only)
- **Judicial Leave:** Actual days of court hearing
- **Calamity Leave:** 3 continuous working days
- **Compassionate Leave:** 3 continuous working days

Family Benefits

Maternity Benefit

Employees are eligible for a lump sum amount towards maternity fees associated with delivery or miscarriage.

Parental Paid Time Off

- Maternity leave: 98 calendar days
- Paternity leave: 14 calendar days

Adoption Reimbursement

AMD reimburses up to a maximum limit per child for expenses incurred during the child's adoption.

Employee's Child Academic Excellence Grant

Employees' children who excelled in the SPM and STPM are eligible to receive a cash award.

Natural Disaster Aid

Employees can receive immediate financial relief through the Disaster Aid benefit, which helps cover costs for temporary shelter, repairs, essential household items, and transportation after a natural disaster.

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).