

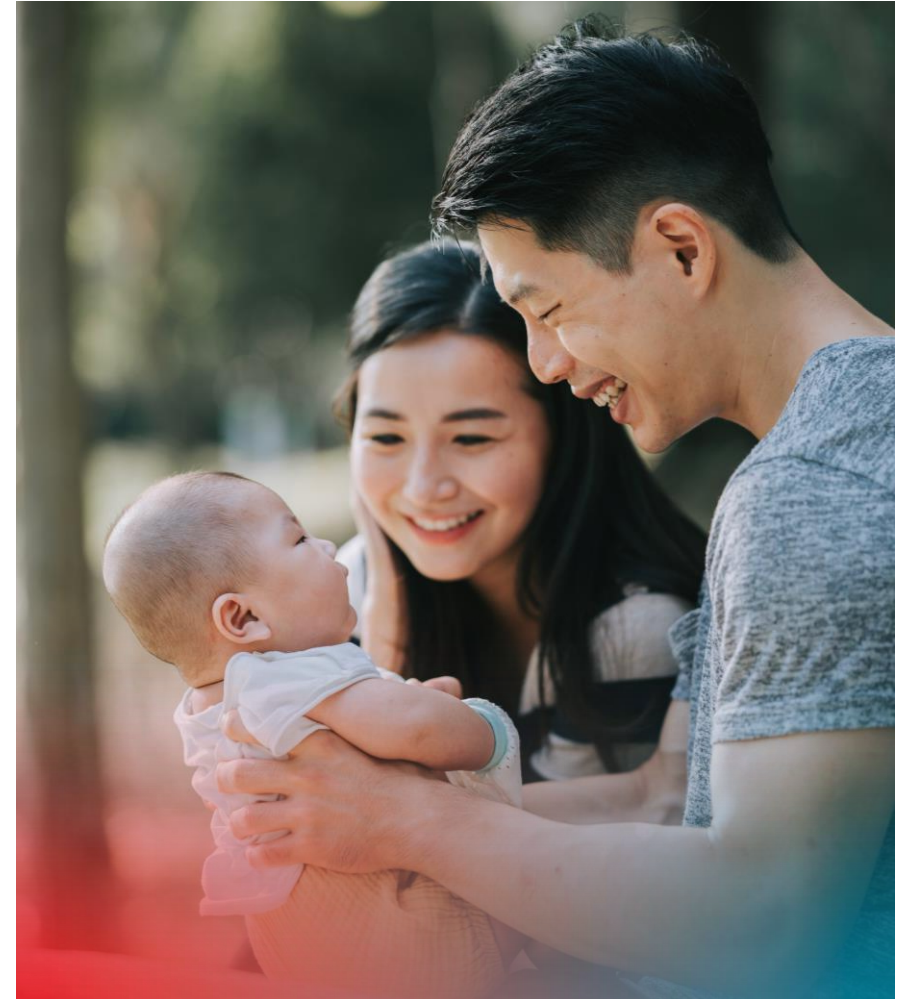
Serbia

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 Plan »](#)

[Annual Health Check Up »](#)

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



Your health

Medical Plan

Our Medical plan provides access to medical treatment when you need it. AMD fully covers the cost of your cover, and you can choose whether to cover your dependents at your own cost.

Annual Health Check Up

Via our medical plan, you will be eligible to have an annual health check up.

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

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.

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 565,000 RSD annually.

Employee Life Insurance

In the unfortunate event of an employee's death, this benefit will provide a lump sum payable to the beneficiary.

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, all unvested Restricted Stock Units ("RSU") will accelerate. The accelerated and released shares will be deposited to the employee's E*TRADE account, with taxes withheld and reported as usual.

Employee Accident Insurance and Occupational Disease Insurance

Our mandatory accident insurance plan covers an employee's death due to an accident, and disability. You'll also be covered under our mandatory Occupational Disease insurance.

Recognition

Ongoing recognition of outstanding performance and achievement is an essential part of AMD's compensation philosophy. AMD's Recognition Programs offer several ways to recognize and motivate our exceptional employees while supporting our commitment to a high-performance culture that drives business strategy and results.

Service Awards

AMD rewards employees who reach significant service milestone to recognize all their contributions - past, present and future - to the growth and success of AMD. Service awards begin at five years of service, and employees receive an award for every additional five years of service completed.

Your work and life

[Paid Time Off »](#)

[Family Benefits »](#)

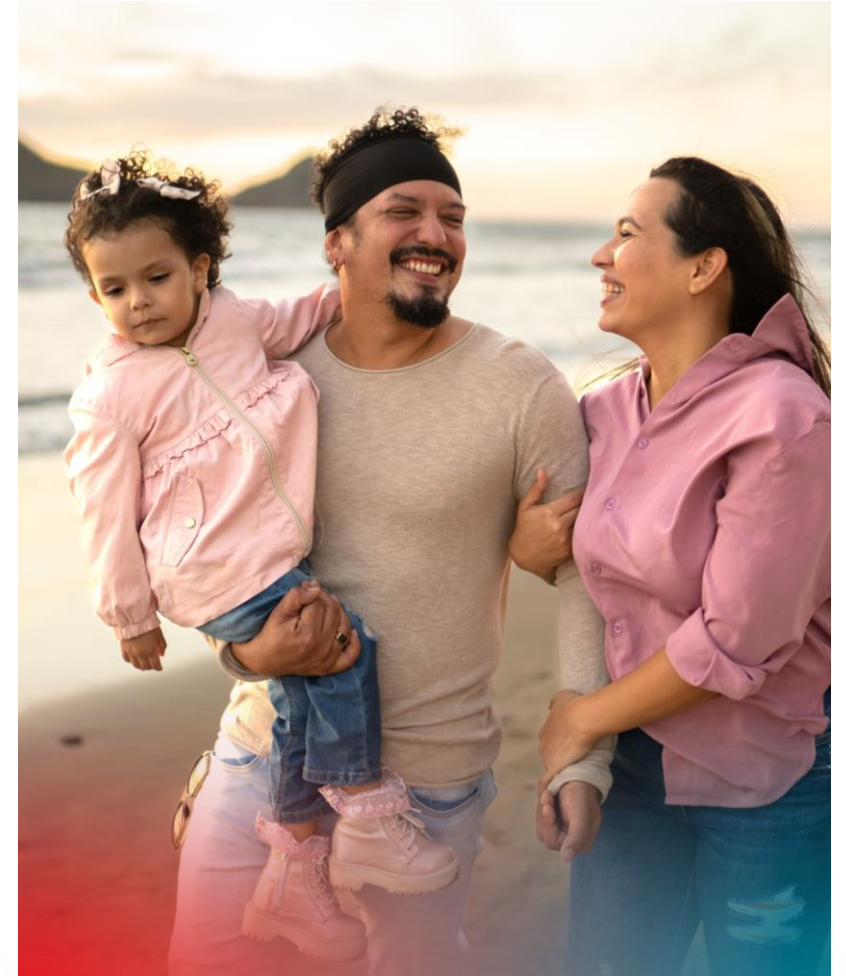
[Allowances »](#)

[Fitness Pass »](#)

[Business Travel Accident Insurance »](#)

[Discounts »](#)

[Matching Gifts and Volunteer Rewards »](#)



Your Work and Life

Paid Time Off

Annual Leave

AMD offers up to twenty-five working days annual leave per year for all employees, regardless of length of service or performance. This is prorated for an incomplete year of employment or for those who work part-time.

AMD Recharge Days

In addition to your annual leave, AMD provides four additional company-wide days to relax and recharge. These days typically are announced at the beginning of the year.

Sick leave

AMD will supplement sick leave pay to 100% of salary for the first thirty days of sick leave. Longer absences will be regulated by law.

Bereavement leave

You receive up to twenty 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).

First Year Child Leave

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

Your work and life

Family benefits

Adoption/Surrogacy Reimbursement

AMD will reimburse you up to the equivalent of 10,000 USD for expenses related to a formal adoption or surrogacy.

Allowances

Car Allowance

AMD offers a car allowance to eligible Field Sales and Marketing employees provided this benefit is granted to the employee in the employment agreement or a separate agreement.

Home Office Allowance

AMD offers a home office allowance to those working permanently from home, with a home office contract.

Food Allowance

All employees will receive 6,680 RSD per month paid on top of your salary to use towards your food purchases.

Travel Allowance

All employees without a company car allowance will receive a travel allowance as per Serbian legislation. This benefit will be paid on top of your salary each month and is subject to tax and social contributions.

Fitness Pass

AMD will offer a set contribution of 60% towards your Fitpass membership. This benefit is voluntary and the employee's contributions of 40% will be deducted from your salary each month.

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.

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 USD to eligible nonprofit organizations. And you can receive a volunteer reward of \$25 USD 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.

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