

Singapore

# 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 Singapore.



## Health

### Health and Wellness Benefit

The benefit offers coverage for outpatient medical, preventive care, dental, optical and fitness benefits with an annual limit of SGD 2,400 for employee only and SGD 3,400 for employees and eligible dependents.

### Group Term Life Insurance

Employees automatically receive coverage equal to 36 times their basic monthly salary (up to SGD 1,000,000 sum assured). AMD pays the full cost of coverage.

### Group Critical Illness Insurance

Employees receive a benefit of SGD 50,000 upon diagnosis of any of the 37 covered critical illnesses. 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 SGD 2,000,000) 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 SGD 28,900 per disability for employees and their eligible dependents for inpatient and surgical treatment. AMD pays the full cost of coverage.

### Group Major Medical

Covers medical expenses beyond the Group Hospital and Surgical insurance, with an overall limit of SGD 80,000 and a 20% co-insurance for employees and their eligible dependents. AMD pays the full cost of coverage.

### Work Injury Compensation (WICA)

Employees are covered under the Work Injury Compensation Act (WICA), which provides compensation for work-related injuries, illnesses, or occupational diseases as per statutory requirements.

### 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.

## Central Provident Fund (CPF)

Contributions to CPF are made as per statutory requirements for Singapore Citizens and Permanent Residents.

## Mileage Claim

Employees using their personal vehicles for business purposes within Singapore can claim mileage reimbursement at SGD 0.70 per km.

## 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:** 12 – 25 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
- **Medical leave:** 60 days of paid hospitalization leave inclusive of 14 days of paid sick leave.
- **Long-Term Illness Leave:** up to 12 months
- **National Service Leave:** Paid leave during reservist training
- **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
- **Compassionate Leave:** 3 continuous working days for temporary/seasonal employees

## Family Benefits

### Maternity Benefit

Employees are eligible to receive SGD 4,000 per delivery.

### Parental Paid Time Off

- **Maternity leave:** 16 paid weeks regardless of citizenship
- **Paternity leave:** 4 paid weeks regardless of citizenship
- **Shared Parental Leave:** 3 – 6 weeks
- **Adoption Leave:** 12 paid weeks
- **Childcare Leave:** 6 working days regardless of citizenship
- **Extended Childcare Leave:** 2 working days regardless of citizenship
- **Unpaid Infant Care Leave:** up to 12 days

### 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).