

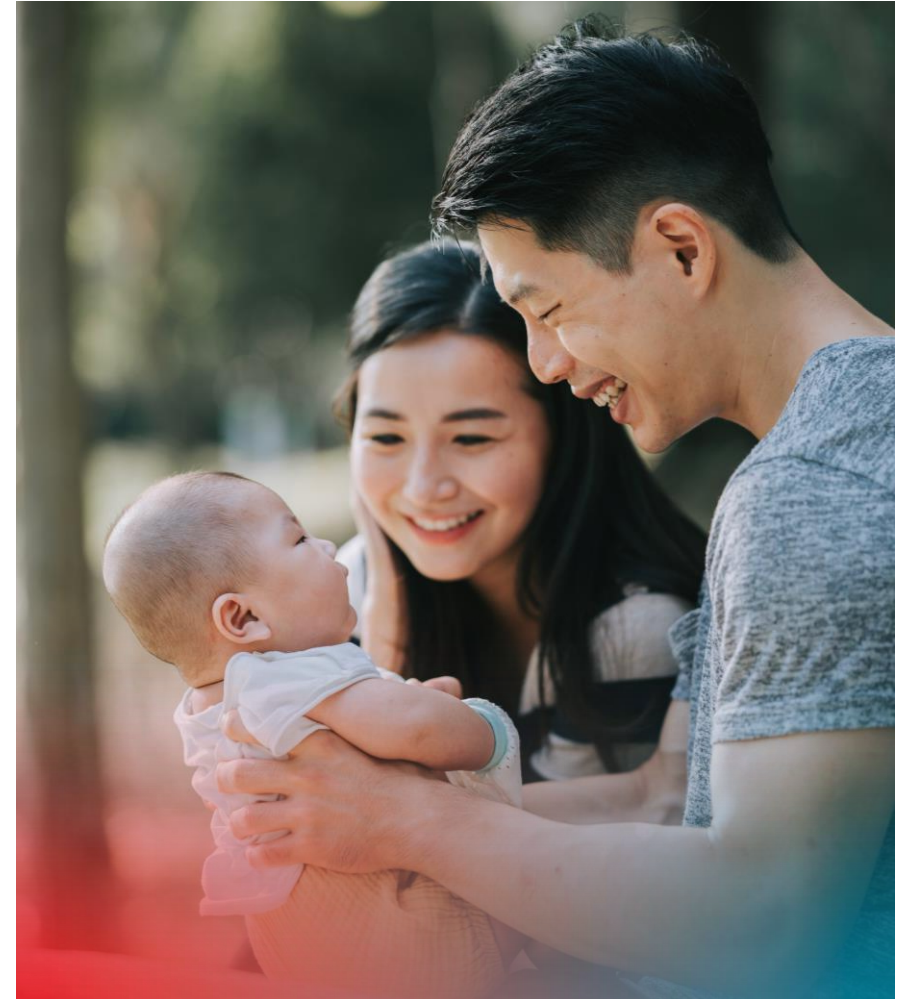
Spain

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 Plans »](#)

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



Your health

Medical Plans

AMD offers a private health insurance plan covering medical consultations, diagnostic tests, hospital admissions, surgery and treatments, healthcare abroad, second medical opinions and employees can visit any professional or any emergency room in the Sanitas medical network.

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 »](#)

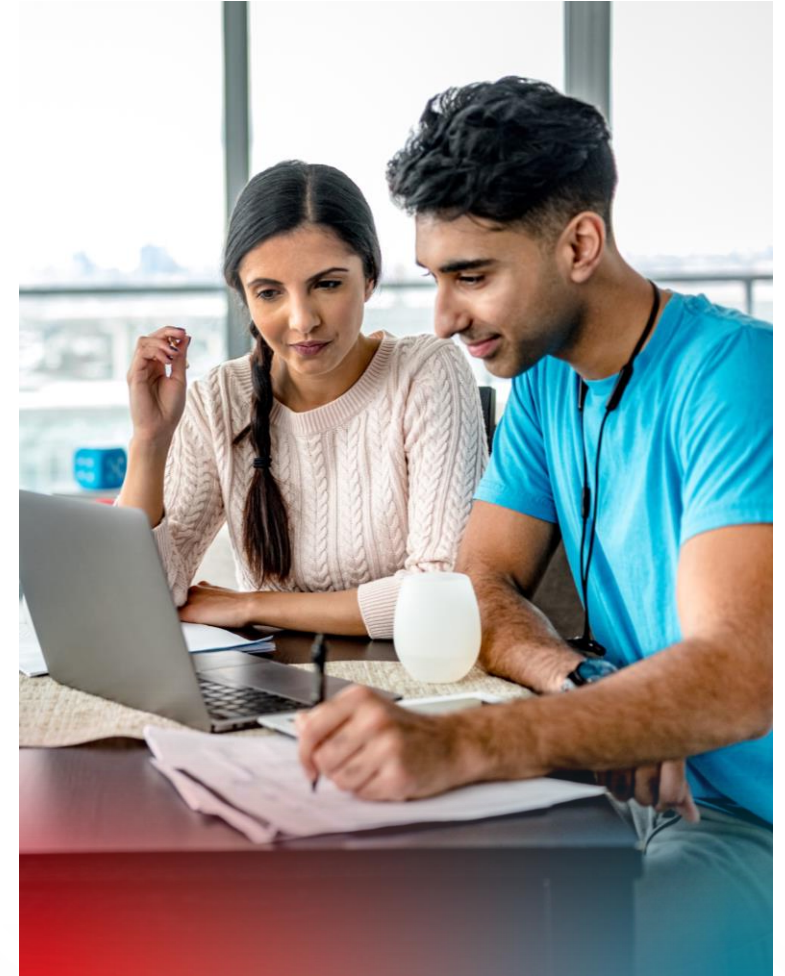
[Employee Stock Purchase Program \(ESPP\) »](#)

[Employee Life Insurance »](#)

[Education Assistance Program »](#)

[Recognition »](#)

[Survivor Benefits »](#)



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.

Life insurance

AMD offers a life insurance plan, providing a lump sum in the event of an employee's death or disability. The lump sum payment is 2 x an employee's annual salary in the event of death, permanent disability or absolute permanent disability due to any cause, and 4 x an employee's annual salary in the event of death, total permanent disability and absolute permanent disability by accident.

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 5000 EUR annually.

Recognition Awards

Spotlight bonuses, peer recognition tools, service awards, and the employee referral program allow employees to celebrate each other.

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 some unvested Restricted Stock Units ("RSU") will accelerate, depending upon which plan the shares were granted under. The accelerated and released shares will be deposited to the employee's E*TRADE account, with taxes withheld and reported as usual.

Your work and life

[Paid Time Off »](#)

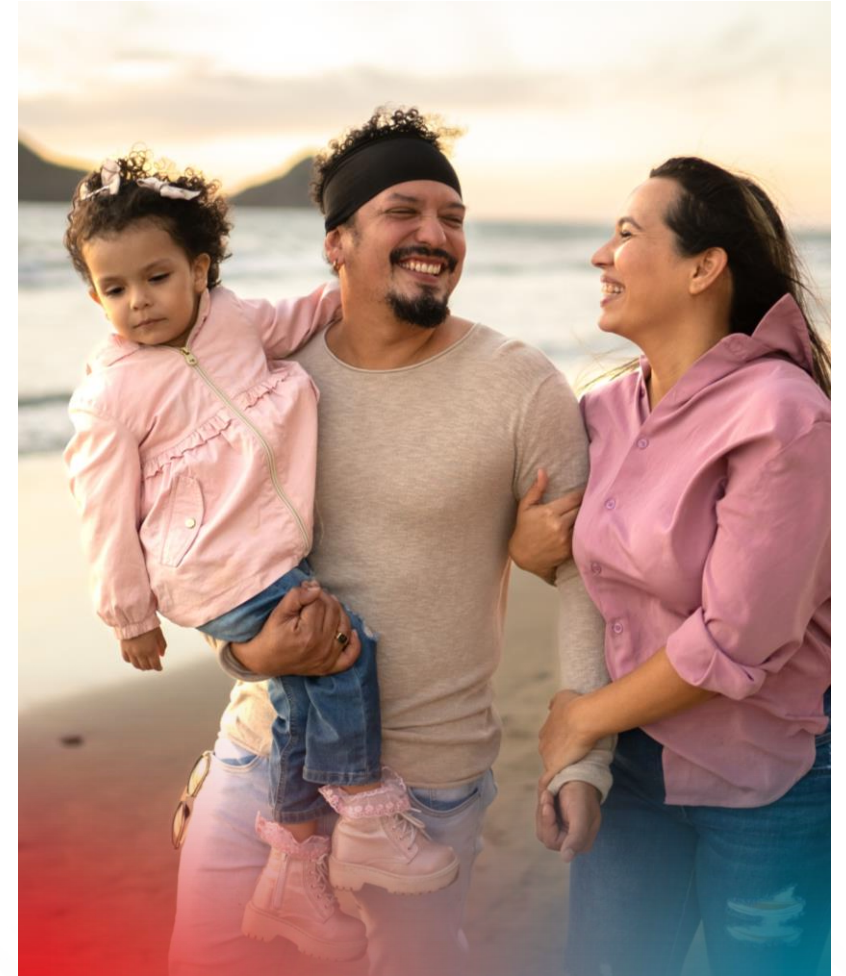
[Family Benefits »](#)

[Allowances »](#)

[Discounts »](#)

[Matching Gifts and Volunteer Rewards »](#)

[Business Travel Accident Insurance »](#)



Your Work and Life

Paid Time Off

Vacation

AMD offers up to 25 days annual leave per year (prorated for an incomplete year of employment or for those who work part-time).

AMD Recharge Days

All employees have four additional company-wide days to relax and recharge.

Sick Leave

AMD subsidize the sick leave allowance to 100% of the employee's base salary for the first 18 months.

First Year Child Leave

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

Bereavement Leave

You receive up to 20 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).

Family Benefits

Adoption / Surrogacy Reimbursement

AMD will reimburse you up to \$10,000 for expenses related to a formal adoption or surrogacy.

Your work and life

Allowances

AMD offers allowances to eligible employees such as home office allowance or company car allowance provided this benefit is granted to the employee in the employment agreement or a separate agreement.

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%.

Learning and Development

E-learning resources including Udemy for Business (UFB), LinkedIn Learning, Skillsoft e-learning, getAbstract, MIT, Aperian (formerly GlobeSmart), O'Reilly/Safari Books Online, Gartner and TED Talks.

Matching Gifts and Volunteer Rewards

AMD will match donations up to \$1,500 to eligible nonprofit organizations. And you can receive a volunteer reward of \$25 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.

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.