

Taiwan

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 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 Taiwan.



Health

Medical Care (Hospital, Surgery, and Outpatient Services)

AMD pays the full cost of the premium for coverage for employees and their spouses and children. Employees are reimbursed for services up to specific annual maximums.

Physical Exams

To underscore the value of preventive health care, AMD covers the full cost of physical exams for employees.

Critical Illness Insurance

Critical illness insurance pays a cash benefit (NT\$500,000) if the employee is diagnosed with a covered illness. AMD pays the full cost of coverage.

Cancer Coverage

The plan provides allowances for a first-time cancer diagnosis, hospital and post-hospitalization services, surgery, and outpatient care for employees, their spouses, and their children. AMD pays the full cost of coverage.

Medical Reimbursement for Accident

The plan pays a cash benefit (NT\$30,000 per accident) if an employee or an employee's spouse or child is injured in an accident. AMD pays the full cost of coverage.

Occupational Hazard Coverage

Employees receive their monthly salary up to a maximum of NT\$1 million if they are unable to work due to a workplace injury or illness.

Voluntary Options for Parents

Employees pay the full cost of these voluntary plans for their parents at below-market prices.

Group Term Life Insurance

Employees automatically receive coverage equal to 36 times their monthly salary (NT\$20 million maximum). Coverage extends to spouses and children (NT\$100,000). AMD pays the full cost of coverage.

Accidental Death & Dismemberment Insurance

Coverage is payable in the event of an employee's serious injury or death at a rate equal to 36 times their basic monthly salary (NT\$25 million maximum). AMD pays the full cost of coverage.

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).

Retirement Benefits

Employee and AMD contributions are based on local statutory policy.

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.

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:** 15-30 working days per year, based on tenure
- **Global recharge days:** four company-wide assigned days to relax and recharge
- **Sick leave:** 12 working days
- **Maternity leave:** 8 calendar weeks
- **Paternity leave:** 20 working days
- **Recuperation leave:** Female employees can apply for this leave as needed, including during pregnancy, based on diagnoses.
- **Pregnancy physical examination leave:** 7 working days
- **Miscarriage leave:** 5 days to four weeks, depending on length of pregnancy. Under three months of pregnancy, leave is unpaid.
- **Parental leave:** up to two years of unpaid leave before the child's third birthday.
- **Marriage leave:** 8 working days
- **Personal leave:** up to 14 working days, unpaid
- **Bereavement leave:** up to 20 working days for the death of an immediate family member; up to 6 working days for the death of the employee's grandparents; up to five working days for the death of next of kin

Family Benefits

Adoption and Surrogacy Reimbursement

AMD reimburses up to a maximum limit per child for expenses incurred during the child's adoption or surrogate birth, where permitted by law.

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).

Other Non-Cash Subsidies

AMD provides these non-cash benefits:

- Employee's birthday gift
- Mid-Autumn Festival gift
- Dragon Boat Festival gift
- Marriage subsidy
- Newborn subsidy
- Hospitalization subsidy
- Bereavement subsidy