

2022 U.S. BENEFITS AT-A-GLANCE



At AMD, we're on a mission to build great products that accelerate next-generation computing experiences.

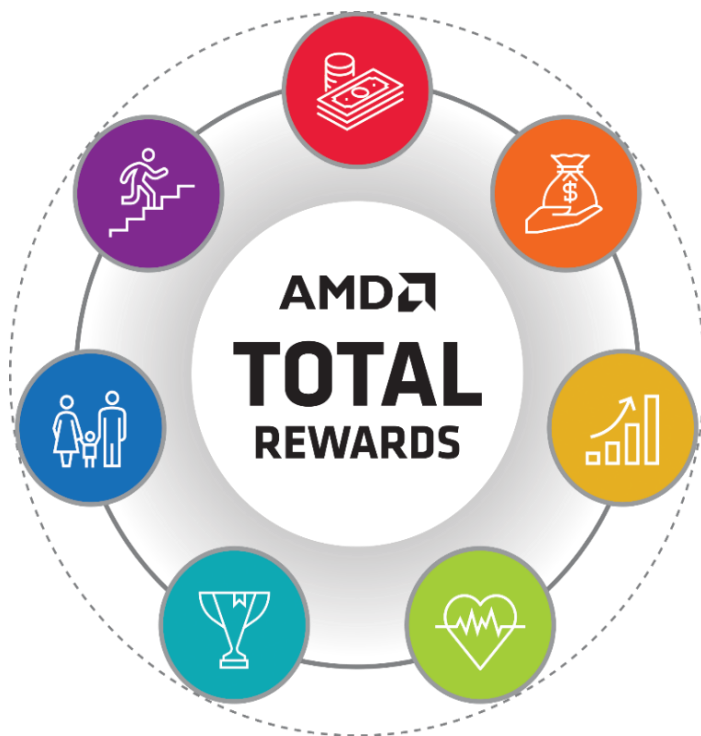
In support of that mission, our Total Rewards benefits programs provide a blend of monetary and non-monetary rewards to attract, retain, and recognize talented employees while generating valuable and differentiated business results.

The below summaries capture the benefits for:

- [1. Regular employees](#)
- [2. Executives](#)
- [3. Co-ops / Interns](#)

U.S. BENEFITS AT-A-GLANCE

for regular AMD employees



As a **regular AMD employee** working at least 20 hours per week, you and your family are eligible for the following benefits:

- ✓ Medical, Dental and Vision Plan Options
- ✓ 401(k) Retirement Savings Plan with company match
- ✓ Health Savings Account (HSA) with Company contribution
- ✓ Healthcare / Limited Purpose / Dependent Care Flexible Spending Accounts
- ✓ Wellness Program
- ✓ Backup Care Program
- ✓ Employee Assistance Program
- ✓ Group Basic Life Insurance
- ✓ Paid Parental, Paid Sick and Bereavement Leave Programs
- ✓ Vacation
- ✓ Holidays
- ✓ Disability Insurance
- ✓ Supplemental Life Insurance and Voluntary Accidental Death & Dismemberment Insurance
- ✓ Supplemental Critical Illness, Accident, and Hospital Indemnity Plans
- ✓ Business Travel Accident Program
- ✓ Legal Plan
- ✓ Employee Discounts
- ✓ Employee Stock Purchase Plan (ESPP)
- ✓ Career Development, Education & Training
- ✓ Incentive Compensation under either the Annual Incentive Plan or Sales Incentive Plan, dependent on the role



AMD Benefits *(regular)*

Medical, Dental and Vision Plans

Medical Plans	<ul style="list-style-type: none"> Two plans available with Anthem Blue Cross with IngenioRX Pharmacy <ul style="list-style-type: none"> High Deductible Health Plan (HDHP) has a higher deductible, but lower premiums and is eligible for a <i>triple-tax advantaged Health Savings Account (HSA)</i> Anthem Blue Cross PPO health plan Kaiser Permanente (KP) HMO (California only) All plans provide free preventive care coverage Prescriptions are covered after coinsurance and includes optional home delivery Second Opinion Medical Service
Dental Plans	<ul style="list-style-type: none"> Two plans available with Cigna: EPO or PPO EPO provides <i>in-network coverage only</i>, up to \$1,500 per year PPO provides <i>in and out-of-network coverage</i>, up to \$2,000 per year with an orthodontia benefit (separate lifetime maximum)
Vision Plans	<ul style="list-style-type: none"> Two plans available with Vision Service Plan (VSP): Base Plan or Buy-Up Plan Base Plan provides coverage for an eye exam only and plan discounts Buy-Up Plan provides comprehensive coverage with a yearly allowance towards frame or contact lenses Diabetic Eyecare Plus Program

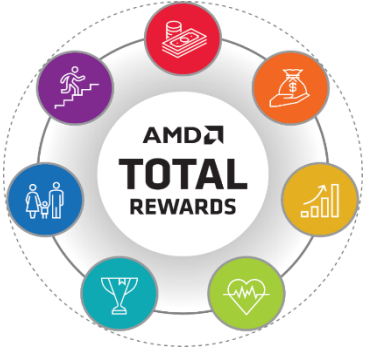
Tax Savings Accounts

Health Savings Account (HSA)	<ul style="list-style-type: none"> AMD funds a prorated amount of \$500 (employee only) or \$1,000 (employee + dependent(s)) to employees enrolled in HDHP
Dependent Care FSA	<ul style="list-style-type: none"> Contribute up to \$5,000 annually
Health Care FSA	<ul style="list-style-type: none"> Contribute up to \$2,750 annually
Limited Purpose FSA	<ul style="list-style-type: none"> Contribute up to \$2,750 annually, available for HDHP medical plan enrollees

Retirement Program

401(k)	<ul style="list-style-type: none"> 401(k): Pre-tax, Roth and after-tax contributions available and Roth in-plan conversions AMD matches 75%, up to the first 6% of employee contributions. True up is available. Vesting – 100% as of date of hire (or date of eligibility, if applicable) Employees can defer 1-100% of eligible base compensation.
Employee Stock Purchase Program (ESPP)	<ul style="list-style-type: none"> Contributions up to 15% of salary for regular employees with at least one month of service Six-month Offering Periods beginning May 9th and November 9th Purchase Price of 85%, the lower of closing price at beginning or end of Offering Period

AMD Benefits *(regular)*



Family Planning

Paid Parental Leave	<ul style="list-style-type: none">• 12 work weeks fully-paid for bonding with a new child during the 12-month period following the birth, adoption, or foster placement of a child
Fertility Benefits	<ul style="list-style-type: none">• \$25k lifetime max benefit for fertility medical services and \$10k lifetime max for fertility drugs
Adoption Reimbursement	<ul style="list-style-type: none">• Receive reimbursement of up to \$10,000 to help with expenses related to adoption or surrogacy

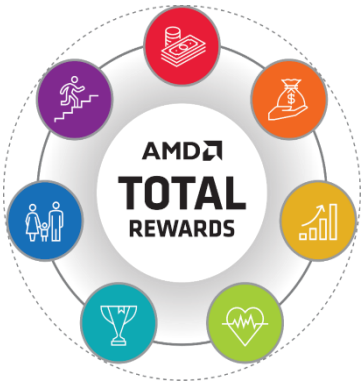
Wellness Program

Employee Assistance Program	<ul style="list-style-type: none">• Confidential program that offers complimentary expert assistance from experienced counselors for you & your household family members
Healthy Lifestyle (HLC) Program	<ul style="list-style-type: none">• Track wellbeing activities to earn perks
Virtual Visits	<ul style="list-style-type: none">• Connect with a doctor from your tablet or mobile device
Future Moms Program	<ul style="list-style-type: none">• Opportunity to earn \$500 for completion of our pregnancy program that provides useful resources for you and your family
Backup Care	<ul style="list-style-type: none">• Receive up to 20 days of backup care per year for self, pet, elder or childcare
Enhanced Work/Life Services	<ul style="list-style-type: none">• Save time and money with guidance, research, and referral services for everyday life: locating ongoing care; house & home services; fitness; pet care; financial and legal consultations and much more
Employee Discounts	<ul style="list-style-type: none">• LifeMart Discount Program: Savings on everything from travel, hotel, cars, dining, electronics, entertainment, home & leisure, and much more• Employee Rebate Program: 15%-25% off for purchases of AMD retail-box CPU products, AMD Radeon consumer graphics cards, and motherboards packaged with AMD APU or Server part.

Life Insurance Plans

Employee Basic Life Insurance Employee Optional Life	<ul style="list-style-type: none">• 2x Annual Salary• Elect 1-8x Annual Salary additional (maximum \$3,000,000)
Employee Accidental Death & Dismemberment Insurance	<ul style="list-style-type: none">• Employee only or Family: \$50,000 to \$750,000
Dependent Life Insurance Optional Spousal Life	<ul style="list-style-type: none">• Spouse: \$5,000 to \$500,000• Child: \$10,000, \$20,000 or \$25,000

AMD Benefits *(regular)*



Income Replacement Plans

Short Term Disability Long Term Disability	<ul style="list-style-type: none">66.67% salary replacement in the event you are not able to work due to your own injury or illness
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Paid Time Off*

Vacation	<ul style="list-style-type: none">1-4 years of service = 15 days per yearIncreasing under our policies based on years of service
Holidays	<ul style="list-style-type: none">12 total paid holidays – 8 fixed and 4 floating days
Paid Sick Leave (PSL)	<ul style="list-style-type: none">Up to 4 weeks of paid sick time
Pandemic Leave	<ul style="list-style-type: none">Up to 10 days of paid leave if you or an eligible family member is ill due to a pandemic

*Some benefits such as vacation, sick time, etc. may be pro-rated based on regular hours worked.

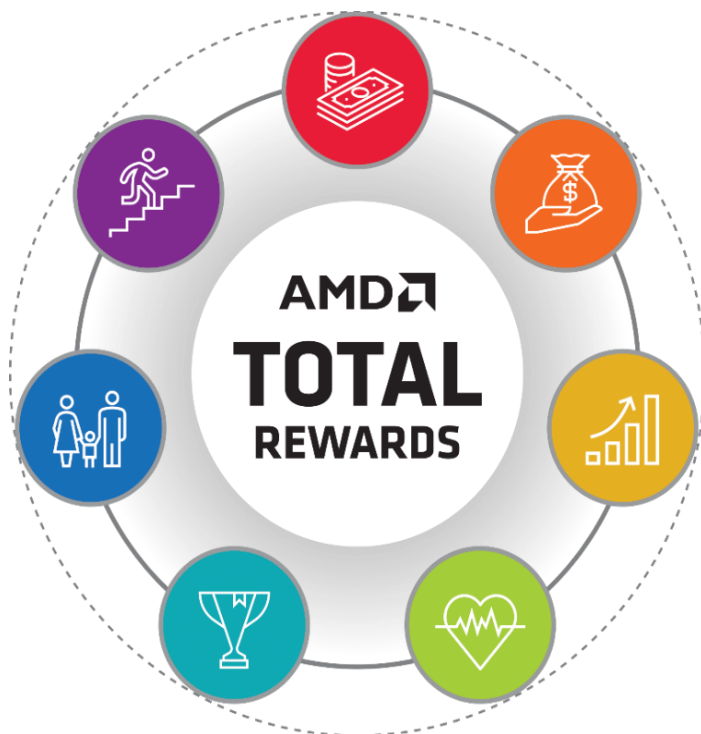
Supplemental Benefits

Voluntary Benefit Plans	<ul style="list-style-type: none">Critical Illness, Accident and Hospital Indemnity plans all available for you and your eligible dependents
Legal Plan	<ul style="list-style-type: none">MetLife legal plan available, which includes identity theft protection
Discounted group rates	<ul style="list-style-type: none">Discounted group rates on home, auto & pet insurance

The information in this Benefits at a Glance highlights the benefit plans available to employees. These highlights are not complete descriptions of the benefits. AMD may terminate, amend or modify any benefits described in this publication, in whole or in part, at any time, for any reason, to the extent permitted by applicable law. The descriptions of the benefits are not guarantees of current or future employment or benefits. If there is any conflict between this Enrollment Guide and the official plan documents, the official plan documents will govern.

U.S. BENEFITS AT-A-GLANCE

for AMD executives



As an **AMD executive** (Directors/Fellows and above) working at least 20 hours per week, you and your family are eligible for the following benefits.

- ✓ Medical, Dental and Vision Plan Options
- ✓ 401(k) Retirement Savings Plan with employer match
- ✓ Health Savings Account (HSA) with Company contribution
- ✓ Healthcare, Limited Purpose and Dependent Care Flexible Spending Accounts
- ✓ Wellness Program
- ✓ Backup Care Programs
- ✓ Employee Assistance Program
- ✓ Group Basic Life Insurance
- ✓ Paid Parental, Paid Sick and Bereavement Leave Programs
- ✓ Unlimited vacation
- ✓ Holidays
- ✓ Disability Insurance
- ✓ Supplemental Life Insurance and Voluntary Accidental Death & Dismemberment Insurance
- ✓ Supplemental Critical Illness, Accident, and Hospital Indemnity Plans
- ✓ Business Travel Accident Program
- ✓ Legal Plan
- ✓ Employee Discounts
- ✓ Employee Stock Purchase Plan (ESPP)
- ✓ Career Development, Education & Training
- ✓ Incentive Compensation under either the Annual Incentive Plan or Sales Incentive Plan, dependent on the role



AMD Benefits *(executive)*

Medical, Dental and Vision Plans

Medical Plans	<ul style="list-style-type: none"> Two plans available with Anthem Blue Cross with IngenioRX Pharmacy <ul style="list-style-type: none"> High Deductible Health Plan (HDHP) has a higher deductible, but lower premiums and is eligible for a <i>triple-tax advantaged Health Savings Account (HSA)</i> Anthem Blue Cross PPO health plan Kaiser Permanente (KP) HMO (California only) All plans provide free preventive care coverage Prescriptions are covered after coinsurance and includes optional home delivery Second Opinion Medical Service
Dental Plans	<ul style="list-style-type: none"> Two plans available with Cigna: EPO or PPO EPO provides <i>in-network coverage only</i>, up to \$1,500 per year PPO provides <i>in and out-of-network coverage</i>, up to \$2,000 per year with an orthodontia benefit (separate lifetime maximum)
Vision Plans	<ul style="list-style-type: none"> Two plans available with Vision Service Plan (VSP): Base Plan or Buy-Up Plan Base Plan provides coverage for an eye exam only and plan discounts Buy-Up Plan provides comprehensive coverage with a yearly allowance towards frame or contact lenses Diabetic Eyecare Plus Program

Tax Savings Accounts

Health Savings Account (HSA)	<ul style="list-style-type: none"> AMD funds a prorated amount of \$500 (employee only) or \$1,000 (employee + dependent(s)) to employees enrolled in HDHP
Dependent Care FSA	<ul style="list-style-type: none"> Contribute up to \$5,000 annually
Health Care FSA	<ul style="list-style-type: none"> Contribute up to \$2,750 annually
Limited Purpose FSA	<ul style="list-style-type: none"> Contribute up to \$2,750 annually; available for HDHP medical plan enrollees

Retirement Program

401(k)	<ul style="list-style-type: none"> 401(k): Pre-tax, Roth and after-tax contributions available and Roth in-plan conversions AMD matches 75%, up to the first 6% of employee contributions. True up is available. Vesting – 100% as of date of hire (or date of eligibility, if applicable) Employees can defer 1-100% of eligible base compensation.
Employee Stock Purchase Program (ESPP)	<ul style="list-style-type: none"> Contributions up to 15% of salary for CVP and below employees with at least one month of service Six-month Offering Periods beginning May 9th and November 9th Purchase Price of 85%, the lower of closing price at beginning or end of Offering Period

AMD Benefits *(executive)*



Family Planning

Paid Parental Leave	<ul style="list-style-type: none">12 work weeks fully-paid for bonding with a new child during the 12-month period following the birth, adoption, or foster placement of a child
Fertility Benefits	<ul style="list-style-type: none">\$25k lifetime max benefit for fertility medical services and \$10k lifetime max for fertility drugs
Adoption Reimbursement	<ul style="list-style-type: none">Receive reimbursement of up to \$10,000 to help with expenses related to adoption or surrogacy

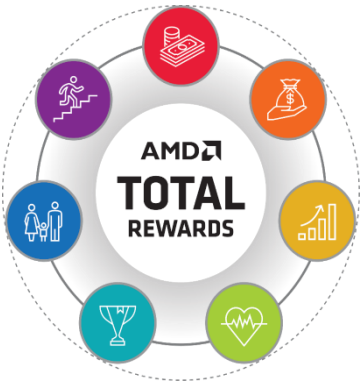
Wellness Program

Employee Assistance Program	<ul style="list-style-type: none">Confidential program that offers complimentary expert assistance from experienced counselors for you & your household family members
Healthy Lifestyle (HLC) Program	<ul style="list-style-type: none">Track wellbeing activities to earn perks
Virtual Visits	<ul style="list-style-type: none">Connect with a doctor from your tablet or mobile device
Future Moms Program	<ul style="list-style-type: none">Opportunity to earn \$500 for completion of our pregnancy program that provides useful resources for you and your family
Backup Care	<ul style="list-style-type: none">Receive up to 20 days of backup care per year for self, pet, elder or childcare
Enhanced Work/Life Services	<ul style="list-style-type: none">Save time and money with guidance, research, and referral services for everyday life: locating ongoing care; house & home services; fitness; pet care; financial and legal consultations and much more
Employee Discounts	<ul style="list-style-type: none">LifeMart Discount Program: Savings on everything from travel, hotel, cars, dining, electronics, entertainment, home & leisure, and much moreEmployee Rebate Program: 15%-25% off for purchases of AMD retail-box CPU products, AMD Radeon consumer graphics cards, and motherboards packaged with AMD APU or Server part.

Life Insurance Plans

Employee Basic Life Insurance	<ul style="list-style-type: none">3x Annual salary (maximum \$2,000,000)
Employee Optional Life	<ul style="list-style-type: none">Elect 1-8x Annual Salary additional (maximum \$3,000,000 combined with basic life)
Employee Accidental Death & Dismemberment Insurance	<ul style="list-style-type: none">Employee only or Family: \$50,000 to \$750,000
Dependent Life Insurance Optional Spousal Life	<ul style="list-style-type: none">Spouse: \$5,000 to \$500,000Child: \$10,000, \$20,000 or \$25,000

AMD Benefits *(executive)*



Income Replacement Plans

Short Term Disability Long Term Disability	<ul style="list-style-type: none">66.67% salary replacement in the event you are not able to work due to your own injury or illness
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Paid Time Off*

Vacation	<ul style="list-style-type: none">Flexible time off
Holidays	<ul style="list-style-type: none">12 total paid holidays – 8 fixed and 4 floating days
Pandemic Leave	<ul style="list-style-type: none">Up to 10 days of paid leave if you or an eligible family member is ill due to a pandemic
Paid Sick Leave (PSL)	<ul style="list-style-type: none">Up to 90 days of paid sick leave

*Some benefits such as vacation, sick time, etc. may be pro-rated based on regular hours worked.

Supplemental Benefits

Voluntary Benefit Plans	<ul style="list-style-type: none">Critical Illness, Accident and Hospital Indemnity plans all available for you and your eligible dependents
Legal Plan	<ul style="list-style-type: none">MetLife legal plan available, which includes identity theft protection

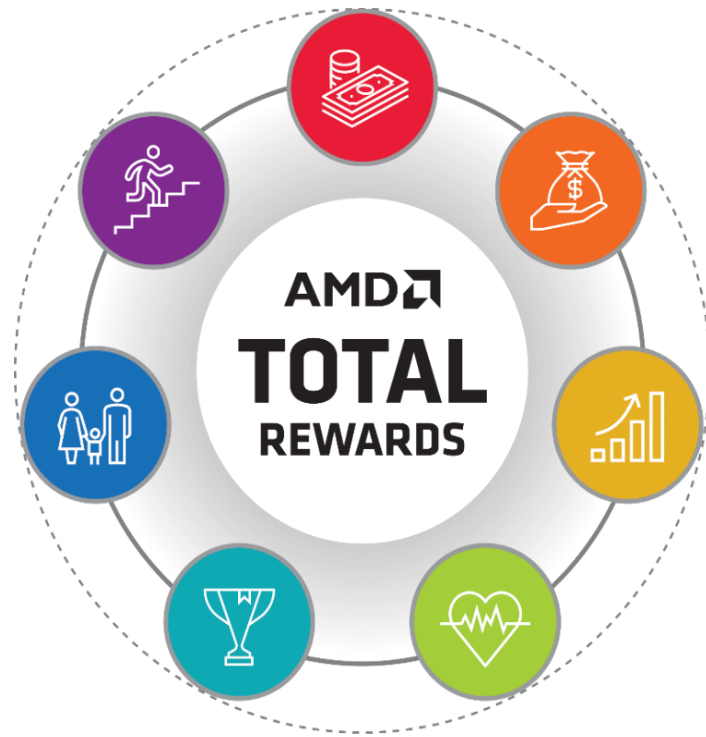
Executive Benefits

Executive Physical	<ul style="list-style-type: none">An in-depth and comprehensive health exam that goes beyond a standard physical
Deferred Income Account (DIA) program	<ul style="list-style-type: none">The AMD Deferred Income Account Plan is a nonqualified plan under federal tax law and IRS regulationsExecutives can defer 1%-50% of eligible base compensation and 1%-100% of your eligible bonus (AIP) or Commissions (Sales Incentive Plan) payments

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U.S. BENEFITS AT-A-GLANCE

for AMD interns/co-ops



As an **AMD intern or co-op employee** working at least 20 hours per week, you and your family are eligible for the following benefits:

- ✓ Medical, Dental and Vision Plan Options
- ✓ Group Basic Life Insurance & Accidental Death & Dismemberment
- ✓ Paid Sick Time
- ✓ Holidays
- ✓ Tuition Assistance
- ✓ Employee Assistance Program
- ✓ Employee Discounts
- ✓ Access to on-site gyms



AMD Benefits *(intern/co-op)*

Medical, Dental and Vision Plans

Medical Plans	<ul style="list-style-type: none"> Two plans available with Anthem Blue Cross with IngenioRX Pharmacy <ul style="list-style-type: none"> High Deductible Health Plan (HDHP) has a higher deductible, but lower premiums and is eligible for a <i>triple-tax advantaged Health Savings Account (HSA)</i> Anthem Blue Cross PPO health plan Kaiser Permanente (KP) HMO (California only) All plans provide free preventive care coverage Prescriptions are covered after coinsurance and includes optional home delivery Second Opinion Medical Service
Dental Plans	<ul style="list-style-type: none"> Two plans available with Cigna: EPO or PPO EPO provides <i>in-network coverage only</i>, up to \$1,500 per year PPO provides <i>in and out-of-network coverage</i>, up to \$2,000 per year with an orthodontia benefit (separate lifetime maximum)
Vision Plans	<ul style="list-style-type: none"> Two plans available with Vision Service Plan (VSP): Base Plan or Buy-Up Plan Base Plan provides coverage for an eye exam plus and plan discounts Buy-Up Plan provides comprehensive coverage with a yearly allowance towards frame or contact lenses Diabetic Eyecare Plus Program

Life Insurance Plans

Employee Basic Life Insurance Employee Optional Life	<ul style="list-style-type: none"> 2x Annual Salary Elect 1-8x Annual Salary additional (maximum \$3,000,000)
Employee Accidental Death & Dismemberment Insurance	<ul style="list-style-type: none"> Employee only or Family: \$50,000 to \$750,000
Dependent Life Insurance Optional Spousal Life	<ul style="list-style-type: none"> Spouse: \$5,000 to \$500,000 Child: \$10,000, \$20,000 or \$25,000

Paid Time Off*

Holidays	<ul style="list-style-type: none"> 12 total paid holidays – 8 fixed and 4 floating days
Paid Sick Leave (PSL)	<ul style="list-style-type: none"> Allocated at the rate of 6.67 hours per month (to max of 80 hours)

Wellness

Employee Assistance Program	<ul style="list-style-type: none"> Confidential program that offers complimentary expert assistance from experienced counselors for you & your household family members
Tuition Assistance	<ul style="list-style-type: none"> Co-ops/interns may apply for reimbursement of up to \$600 of co-op/internship fees charged by an institution in connection with assigning course credit (“Co-op Assistance”). Co-op Assistance is contingent on the employee meeting eligibility requirements as determined exclusively by AMD management.
On-site gyms	<ul style="list-style-type: none"> Select sites like Austin, Santa Clara and Ft. Collins have free facilities for you to use while