

BENEFITS AT-A-GLANCE

ITALY

AMD Total Rewards:

An important part of our AMD employee experience is our Total Rewards program. This is a holistic approach to AMD's compensation and benefits that provides a blend of monetary and non-monetary rewards to attract, retain, and recognize talented employees.

Rewards are based on external benchmarking and performance. AMD has a strong pay-for-performance culture. The better the company and you perform, the higher your rewards. We also gain important feedback from our employees through our annual employee survey to take action in areas most important to you.



BASE PAY

Market Competitive base pay

- AMD offers competitive salaries based on regular benchmarking by location, position and industry
- Employees will be eligible to participate in the annual merit cycle

SHORT-TERM INCENTIVES

Annual incentive plan

- AMD offers a bonus plan referred to as the AMD Annual Incentive Plan (AIP). This Bonus is a discretionary annual bonus opportunity for eligible employees based on company and individual performance

Sales incentive plan

- AMD offers an incentive plan referred to as the AMD Sales Incentive Plan (SIP). This Plan provides clear and easy-to-understand monetary incentives for eligible sales employees to reach their targeted Sales quotas each quarter.

LONG-TERM INCENTIVES

Restricted stock units (RSUs) awards

- RSUs represent a commitment by AMD to issue, on the RSU vest date, one share of AMD common stock for each RSU granted, contingent on your employment with AMD on the vesting date.

Employee Stock Purchase Plan (ESPP)

- Contributions up to 15% of salary for regular employees with at least one month of service
- Six-month Offering Periods between May - November
- Purchase Price of 85%, the lower of closing price at beginning or end of Offering Period

HEALTH, WELLNESS & RETIREMENT

Private Health Insurance

- AMD offers a health insurance covering reimbursements of medical expenses incurred in the event of an accident and/or diagnosed and/or suspected illness. Covers hospitalization (max 1million for executives and 500K for all other employees), outpatient treatment, diagnostic tests, physician fees, pharmaceutical expenses, dental treatments, lenses, funeral expenses and hearing

Accidental Death and Disability Insurance

- AMD offers a AD&D plan providing employees with a lump sum in the event of death or permanent disability (occurred both during working time and non working time). The amount of the lump sum is 5 x gross annual salary in case of death to beneficiaries and a sum calculated on 6 x gross annual salary, based on the final permanent disability occurred, in case of permanent disability to the employee.

Life and Total Permanent Disability Insurance

- AMD offers this plan providing employees with a lump sum in case of an accident and/or in case of illness. For executives (dirigenti), the amount of the lump sum is 300K in case of death (to beneficiaries) or in case of total permanent disability (to employee). For all other employees, the amount of the lump sum is 2 x gross annual salary in case of death (to beneficiaries).

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HEALTH, WELLNESS & RETIREMENT (CONTINUED)

Disability due to Illness	<ul style="list-style-type: none"> AMD offers this plan for executives (dirigenti) only, which provides a lump sum in case of a serious illness involving a residual disability of at least > 24%. Previous illnesses are excluded. The amount of the lump sum is a sum calculated on 6 times the gross annual salary, based on the final permanent disability occurred, with a limit of EUR 3.000.000.
Global Survivor Income Policy	<ul style="list-style-type: none"> AMD offers a global survivor income policy providing one month's base salary to an employee's beneficiary in the event of an employee's death
Global Adoption and Surrogacy Reimbursement Program	<ul style="list-style-type: none"> AMD offers a reimbursement plan for eligible expenses incurred for the adoption of a child or for using a surrogate to carry and give birth to the employee's child, where permitted by law. Amount is up to \$10,000 of eligible expenses per child.
Global Employee Assistance Program (EAP)	<ul style="list-style-type: none"> AMD offers a confidential full-service employee assistance program that offers expert assistance from experience counselors for you & your family. Telephone support 24/7 and 365 days a year
Global Business Travel Policy	<ul style="list-style-type: none"> AMD offers a global business travel policy covering doctor visits, prescription drug coverage and inpatient hospital expenses for urgent and emergency care whilst an employee is travelling for work. This policy also includes benefits in case of accidental death, dismemberment or paralysis.

RECOGNITION

Recognition awards	<ul style="list-style-type: none"> Spotlight bonuses, peer recognition tools, service awards, and the employee referral program allow employees to celebrate each other.
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TIME OFF PROGRAMS

Annual Leave	<ul style="list-style-type: none"> AMD offers up to 30 days annual leave per year (prorated for an incomplete year of employment or for those who work part-time).
Working Time Reduction Days (ROLs)	<ul style="list-style-type: none"> Employees are entitled to additional hours of work time reduction known as ROL.
AMD Recharge Days	<ul style="list-style-type: none"> 3 company-wide days per year where employees take time off to recharge.
Sick Leave	<ul style="list-style-type: none"> AMD pays full pay for the first year of an employees sick leave.
Family Leave	<ul style="list-style-type: none"> AMD offers 10 additional paid days for you to use in the first year of your child's birth.
Pandemic Leave	<ul style="list-style-type: none"> AMD offers up to 10 days of paid leave if you or an eligible family member is ill due to a pandemic.
Bereavement Leave	<ul style="list-style-type: none"> AMD offers up to 4 weeks paid time off for employees who need to take time away from work due to the loss of an immediate family member or 1 week for the loss of other family members.

LEARNING AND DEVELOPMENT

Career advancement, learning and development, and mentoring	<ul style="list-style-type: none"> Opportunities for employee career advancement, learning and development, and mentoring. E-learning resources include full-blown courses & videos from SkillsSoft and LinkedIn Learning (formerly Lynda.com), book summaries from getAbstract, stimulating articles from Harvard Business Review.
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PERKS

Allowances

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

Vouchers

- AMD offers daily meal vouchers to employees for working days.

Employee Discounts

- A Global discount programme of up to 25% off available to all employees who purchase AMD retail-box CPU products, AMD Radeon consumer graphics cards, and motherboards packaged with AMD APU or Server part. The rebate is only valid for consumer products sold at retail.

Matching Gift and Volunteer Reward Program

- Up to \$1,500 matched annually for donations to eligible non-profit organizations
- Receive a volunteer reward of \$25/hour (10 hours annually) to donate when volunteering in company-sponsored events or individual activities benefitting an eligible non-profit organization