


2024 ***GENDER PAY GAP***

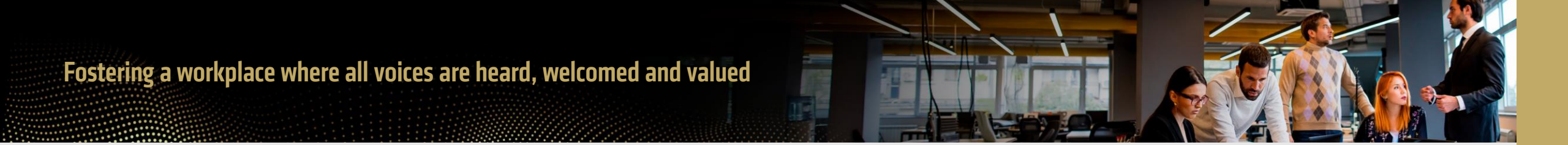
XILINX IRELAND UNLIMITED COMPANY ("AMD")*

Fostering a workplace where all voices are
heard, welcomed and valued



AMD 
together we advance_

*Xilinx Ireland Unlimited Company is a subsidiary of Xilinx, Inc. and Xilinx Inc. was acquired by Advanced Micro Devices, Inc. (AMD) in February 2022



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► About AMD

At AMD, our purpose is to build great products that accelerate next-generation computing experiences and help solve the world's most important challenges.

From powering the cloud services that have become an essential part of how we work, game, and connect, to enabling breakthroughs in science, medicine, and industry that improve our daily lives, AMD technology is used by billions of people every day.

We are committed to pushing the envelope in high-performance and adaptive computing responsibly and in alignment with our core values and inclusive culture.

► Our Approach To Inclusivity

We strive to attract, acquire, develop, and advance the most engaged, diverse, and inclusive workforce in the semiconductor industry, including appropriately growing our population of women and other underrepresented groups across all levels of the organization. With a more diverse and inclusive workforce, we can continue to provide exceptional leadership products and deliver strong business performance.

Promoting equal opportunities for women is part of our broader work to build a more inclusive culture, and this requires intentional effort and continuous change. Our approach to improving the representation of women involves providing mentorship, training, and programs specifically tailored to address the unique challenges they face in our industry.

We also recognize the importance of external partnerships in advancing the semiconductor industry through thought leadership and collaboration, as well as programs which serve to elevate women in the industry.

AMD is a proud sponsor of the Global Semiconductor Alliance (GSA) and its Women's Leadership Initiative (WLI). In Ireland, we partner with external networks such as Connecting Women in Technology, the 30% Club, and the AmCham.

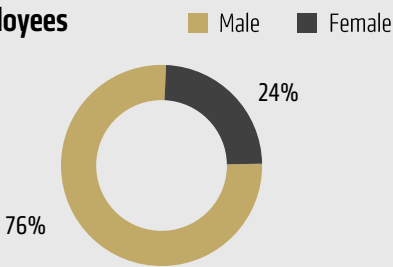
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Our Data

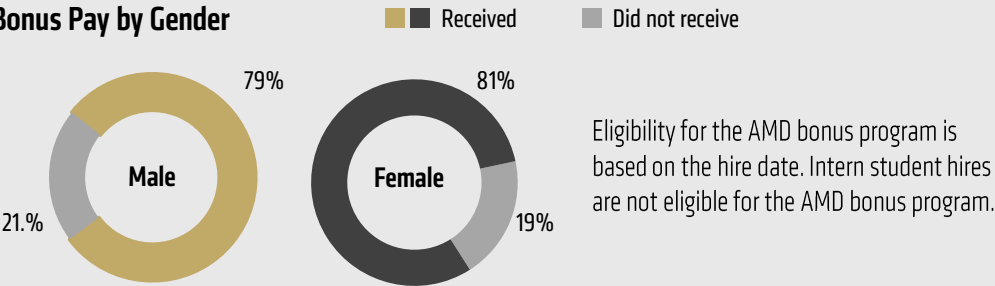
The analysis below is based on the government's methodology, as of 30 June 2024.

Mean hourly difference	Median hourly difference	Mean bonus remuneration difference	Median bonus remuneration difference	Mean hourly difference of fixed-terms employees	Median hourly difference of fixed-terms employees
11.4%	19.3%	12.9%	29.8%	-2.8%	0%

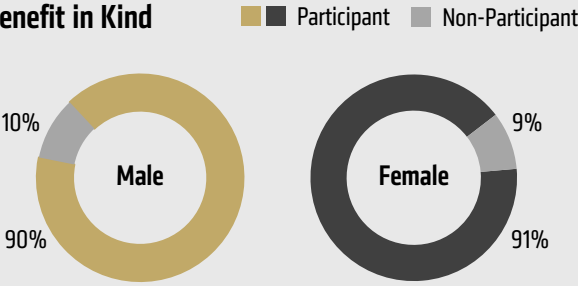
Total Employees



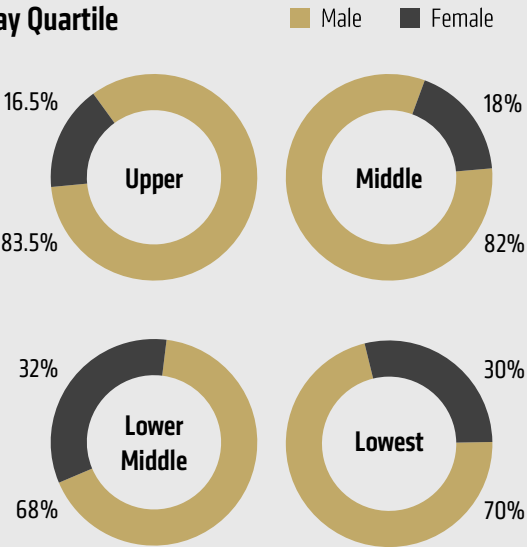
Bonus Pay by Gender



Benefit in Kind



Pay Quartile



Full-time unlimited terms employees	Full-time fixed-term employees	Part-time employees
96.11%	3.63%	0.26%

All part-time employees are female and therefore no comparison data is available.



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➤ Gender Pay Gap in Ireland

Our company's principal activity in Ireland is research and development and engineering operations for AMD high-performance and adaptive computing solutions. Ireland hosts one of the largest AMD R&D sites in Europe with a strong record of delivering products with significant commercial success.

At the reporting date, our company's workforce comprises 76% male and 24% female employees. Our analysis shows an overall mean gender hourly pay gap of 11.4%, which can be attributed to the over-representation of male employees in technical and engineering positions, which are core competencies employed at Ireland sites.

This representation issue is a broader industry challenge, as women are generally under-represented in STEM (Science, Technology, Engineering, and Mathematics) occupations globally*.

As male employees are more prevalent in higher-paid engineering and senior positions, and bonuses are based on a percentage of base pay, bonus remuneration gaps tend to be higher for men. Although all employees (except interns) are eligible for bonus payments, this year's report indicates that the proportion of women receiving bonuses is slightly higher than men's as a result of our efforts on talent and career progression for women.

When looking at the pay quartiles, we continue to see the gap in the upper and middle quartiles, driven by more men occupying senior level positions in engineering, at our Ireland sites.

➤ Our Commitment and Progress

We recognize the importance of increasing the representation of women and other underrepresented groups in engineering and will continue our efforts to recruit diverse talent and foster an inclusive and innovative culture, where the best ideas win, regardless of the individual's identity.

Our internal data shows that in the reporting period, 25% of our open roles were filled by women. We also doubled the number of new female engineering hires compared to last year.

We recognize greater work needs to be done, and we have programs in place across the company to attract, retain and support women including:

- Annual analysis of employee compensation, including compensation equity
- Flexible work schedules, including home working
- First-year Child Leave which provides ten additional paid days beyond the statutory entitlements.
- First twenty-six weeks of maternity leave pay at full pay
- Global Adoption and Surrogacy Reimbursement Program
- AMD Recharge Days: four additional company-wide vacation days to relax and recharge
- Mentorship programs and Employee Resource Groups for women to network and coach one another, including the AMD Ireland Women Forum
- Free confidential counseling via the Employee Assistance Program for employees and their household family members
- Global training to reduce unconscious bias in the workplace

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► Advancing Girls and Women in Technology

AMD invests in STEM education programs worldwide to help prepare students for and help them envision themselves in STEM professions. In Ireland, our employees engage with local universities and nonprofit organizations to help empower teachers and inspire young female students to pursue STEM education.

AMD Learning Lab at Maynooth University

In 2023, AMD and Maynooth University came together to establish an AMD Learning Lab in Dublin, Ireland, to support the “STEM Passport for Inclusion” program, created by Dr. Katriona O’Sullivan, Associate Professor, Department of Psychology at Maynooth University.

The program addresses inequalities with access to STEM careers among secondary school female students in socially disadvantaged communities. Maynooth uses a well-designed pathway that provides educational qualification, education support, and mentoring from industry role models to help students progress to tertiary (university-level) education and achieve a STEM qualification.

In addition to providing AMD-powered Lenovo laptops, more than 30 AMD employees volunteered as mentors to 800 students over 16 days at the Dublin office.

Teen-Turn

Teen-Turn aims to provide teen girls, particularly those from underserved areas, the opportunity to gain hands-on STEM experience so that they can visualize themselves in those kinds of careers and therefore make third level course choices accordingly.

In partnership with CWiT, AMD hosted transition-year “Teen-Turn” girls (secondary students aged 15 to 16) in our Dublin office for two weeks during the summer, giving them the opportunity to gain experience working in tech.

In addition, AMD welcomed at its site over 100 students from 10 counties for the Irish Technovations Finals.

Digital Future Initiative

Digital Futures is a program developed to raise students’ awareness of the diversity of career opportunities in the technology sector and promote STEM careers throughout Ireland.

As part of the initiative in partnership with CWiT, AMD engineers visit schools and share an engaging presentation that illustrates what it is like to have a career in tech.

In 2023, more than 1,000 young people attended presentations by AMD volunteers to find out more about STEM careers.

STEM Teacher Internship Program

To inspire innovative learning, in partnership with the Dublin City University STEM Teacher Internship Program, AMD funds two interns per year for 12 weeks, primarily in engineering.

This provides teachers with hands-on engineering experience they can draw on to demystify and excite young children about STEM.



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