

AMD JOB APPLICANT DATA PRIVACY NOTICE

1. Purpose

Through the process of applying and being evaluated for jobs on jobs.amd.com (“**Website**”) at Advanced Micro Devices, Inc. and its subsidiaries and affiliates worldwide (“**AMD**,” “**AMD Group**,” “**we**,” “**us**” or “**our**”), AMD will receive information about you including your contact information, government identifiers, skills, job experience, background, interests or any other information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household, such as: name, address, email address, phone number, and IP address (“**personal data**”). This **Data Privacy Notice** is a consolidated statement from each member of the AMD Group that describes how it collects, uses, discloses, and protects personal data and applies to any of AMD’s job applicants and prospective employees about whom we have collected personal data in the course of applying for employment with us (collectively, “you”).

AMD recognizes the confidential nature of the personal data in its care and is accountable for the compliance of itself and its directors, officers, management, employees, representatives, and agents in protecting this personal data. Any job applicants or prospective employees that AMD chooses to employ will be subject to our Policy 1706 – Global Privacy Notice for Workers which can be found [here](#) on the AMD intranet.

If you have any questions, comments, or concerns about this policy, please contact us at privacy@amd.com.

2. Details of Processing

a. Personal Data Processed

For purposes of this Data Privacy Notice, “personal data” mean any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household, such as: name, address, email address, phone number, or persistent device identifier. AMD collects and processes personal data directly from and about you in circumstances where you provide personal data (e.g., when you create an account on our Website or submit your application and during the job application and hiring process). However, in some instances, the personal data we collect has been inferred about you based on other information you provide us, through your interactions with us, from third parties, or from service providers. When we collect your personal data from third parties, it is either because you have given us express permission to do so, your permission was implied by your actions, or because you provided explicit or implicit permission to the third party to provide the personal data to us. AMD collects and processes personal data from and about you, including, but not limited to:

- **Personal identifiers.** AMD collects and processes your name, address, and email address.
- **Personal details.** AMD collects and processes your Social Security number, passport number, health insurance number, password, and date of birth.
- **Online identifiers.** AMD collects your IP address and other online identifiers when you use AMD’s Website.

- **Professional and employment-related information.** AMD collects your education and employment history, curriculum vitae/resume, letter of application, previous employment background and references, technical skills, educational background (including degrees, licenses and certifications), professional qualifications and registrations, training courses attended, language capabilities, and other relevant skills.
- **Job preference information.** AMD collects and processes information relating to the posting and description of the job to which you apply, your compensation expectations, and your preferred start date.
- **Health information.** AMD collects and processes information about your ability to perform certain job functions, the need for accommodations, or a disability.
- **Protected class information.** AMD may receive protected class information from you as defined and permitted by applicable law (such as race/ethnic origin, gender, nationality, date of birth, marital/family status, disability status, copies of citizenship and right to work information, and veteran status).
- **Inferences drawn from other personal data.** AMD may draw inferences to create predictive or analytical information that concerns your ability and eligibility to work at AMD. For instance, when we ask you to attend an interview (either in person or by telephone or video), we may generate information about you during the interview, such as details about our communications, assessments and interview notes.
- **Other information.** AMD collects comments you may submit along with your application and your signature data (in connection with any documents you electronically or physically sign and provide to AMD).

b. Publicly Available Data

AMD also collects and processes publicly available data about you. For purposes of this Data Privacy Notice, “publicly available data” means information that is lawfully made available through federal, state, or local government records, or information that AMD has a reasonable basis to believe is lawfully made available to the general public through widely distributed media, by the job applicant, or by a person to whom the job applicant has disclosed the information, unless the job applicant has restricted the information to a specific audience. AMD collects and processes publicly available data from and about you, including, but not limited to:

- **Results of screening checks.** With your permission, AMD may receive information from third parties contained in background check reports and in public government records (such as work history, credit history, driving records, criminal records, and court records). AMD may also receive information from your references.
- **Publicly available information.** AMD may review publicly available social media pages (e.g., LinkedIn) and other public Internet postings, to the extent permissible under applicable law.

c. Purposes

Purpose of Processing	Categories of Personal Data	Justification of Processing ¹
Assessment of suitability of applicant. We use personal data to assess your suitability as an AMD employee, to evaluate your qualifications for available or anticipated employment positions at AMD, and to enter into an employment contract with you.	All personal data and publicly available data indicated above	Performance of agreement (recruitment decisions)
Maintaining your account. For as long as you have an online account, we will keep the personal data we need to maintain your account.	Personal identifiers and personal details	Performance of agreement (recruitment decisions)
AMD talent pool. We also keep personal data as part of our talent database so that we can contact you about current and future open positions at AMD. If you do not want to be considered for future job opportunities with the AMD Group, you may request to be removed from our talent database and your account will be deleted.	All personal data and publicly available data indicated above	Legitimate interests
Communications. We use personal data to communicate with you for employment related purposes. AMD personnel may contact you using your personal data. You may also agree through your account to 'Receive new job posting notifications', which are auto-generated notifications by email. You can adjust your preferences related to these auto-emails through your account.	All personal data and publicly available data indicated above	Performance of agreement (recruitment decisions)

¹ Also contains the legal basis for the following areas: European Economic Area (EEA) and Brazil.

Compliance with laws. We may also be required to collect and process personal data to comply with employment laws, and to carry out pre-employment screening against global exclusion and sanction lists for the purposes of international and US export control regulations. To do this, we will search or ask one of our service providers to search third party databases to ensure you are not on a sanctioned list.	All personal data and publicly available data indicated above	Compliance with legal obligations
---	---	-----------------------------------

d. Specific pieces of personal data

In the course of providing administrative employment services, including processing job applications, we may collect the following specific pieces of personal data from you:

- Name, email address, gender, home address and telephone number, date of birth, and marital status.
- Residency and work permit status, military status, nationality, and passport information.
- Social security or other taxpayer/government identification number.
- Payroll information and banking details.
- Wage and benefit information.
- Retirement account information.
- Sick pay, paid time off, retirement accounts, pensions, insurance, and other benefits information (including the gender, age, nationality and passport information for any spouse, minor children or other eligible dependents and beneficiaries).
- Date of hire, date(s) of promotions(s), work history, technical skills, educational background, professional certifications and registrations, language capabilities, and training records.
- Records of locations worked, salary history and expectations, performance appraisals, letters of appreciation and commendation, and disciplinary and grievance procedures (including monitoring compliance with and enforcing our policies).
- Disciplinary investigation records, including the investigators notes, witness information and contacts, and pictures or videos submitted by staff, bystanders, guests, and managers.
- Where permitted by law and applicable we may collect the results of credit and criminal background checks, the results of drug and alcohol testing, health screening, health certifications, vaccination information, medical records, driving license number, automobile insurance information, vehicle registration and driving history.
- Social media information, including profile pictures and publicly shared data.
- Voicemails, e-mails, correspondence, documents, and other work product and communications created, stored or transmitted using our networks, applications, devices, computers or communications equipment.

- Date of resignation or termination, reason for resignation or termination, information relating to administering termination of employment (e.g., references).
- Your resume or CV, cover letter, previous and/or relevant work experience or other experience, education, transcripts, or other information you provide to us in support of an application and/or the application and recruitment process.
- References and interview notes.
- Personal data that is necessary for us to retain and administer benefits to another person relating to you.
- Inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

3. Disclosures of Personal Data

a. Disclosures and National Transfers

AMD will disclose and/or transfer personal data within the AMD Group or to third parties for the business-related purposes set out above. AMD will take reasonable precautions to only allow access to personal data by those employees, agents, contractors or third parties who have a legitimate business purpose for such access.

AMD may disclose or otherwise transfer personal data to others including, without limitation:

- Third party service providers that assist with AMD's recruitment and employment activities;
- Governmental authorities in relation to social welfare and employment; and
- As otherwise necessary or required or permitted by law or due to a request from a competent court, regulator or other authority, or to protect the safety of AMD workers or third parties.

AMD may also transfer personal data to a party to which AMD is contemplating selling or is selling a business unit, entering into a joint venture, corporate restructuring, merger, divestiture, or other similar transaction (in which case, personal data may be included among the transferred assets or in response to diligence requests), provided that such access to personal data will be allowed only to the extent necessary for legitimate business purposes.

b. International Transfers

Personal data may be disclosed among members of the AMD Group for the purposes outlined in this Data Privacy Notice. Due to the international nature of AMD's operations, AMD may receive personal data collected from individuals located in one country and may transfer it to another country, such as the United States and/or countries in the Asia region, which may not have laws offering the same level of protection for personal data as those where the individual was located when the personal data was received. The relevant recruitment Website is hosted on servers in the United States, and therefore personal data submitted to the Website will be available for use and review by AMD and third-party service providers in the United States for the purposes described above. AMD will take reasonable steps to transfer personal data using measures consistent with the legal requirements applicable to the personal

data. For example, AMD will safeguard personal data received from an individual located in the European Economic Area (“EEA”) consistent with the European General Data Protection Regulation (EU) 2016/679 (“GDPR”) when personal data is stored and transferred outside the EEA.

4. Security and Integrity of Personal Data

AMD will take reasonable steps to comply with its physical and IT security policies, including the policies listed above, as amended from time to time, and employ data security techniques to protect against accidental or unlawful destruction, loss, alteration, and unauthorized disclosure of or access to personal data.

Where AMD engages third parties to provide services that involve a third-party having access to personal data, and where required by law, AMD will impose contractual obligations to protect the security of such personal data.

AMD will take reasonable steps to ensure the integrity of personal data and will assist workers in keeping their data accurate, complete, and current. To this end, you may be asked from time to time to review and update your personal data and to inform AMD of any changes which need to be made to correct any inaccuracies or to update this information, for example, change of your home address.

5. Retention Period

AMD will store and maintain personal data applicable to you only as long as required to make the recruitment decision (including future recruitment decisions in accordance with this Data Privacy Notice) and for a period of time thereafter based on legitimate business considerations, including compliance with laws and regulations or to defense against legal claims.

If your application is successful, your personal data will form part of your employment records and will be retained by AMD accordingly and will be subject to our Policy 1706 – Global Privacy Notice for Workers which can be found [here](#) on the AMD intranet.

6. Knowledge of Unauthorized Disclosure

Any employees who have knowledge of an impending unauthorized disclosure, whether intentional or unintentional, and who fail to act to prevent the unauthorized disclosure will be subject to discipline as described in the Enforcement section below and/or as otherwise described in our employee policies, up to and including the immediate dismissal of the offending employee(s).

7. Children

We do not knowingly collect personal data from children that are under 16 years old as part of the job applicant process and do not sell or share the personal data of individuals under 16 years of age.

8. Your Privacy Rights

To the extent required by privacy and data protection laws, AMD will respond to your requests in relation to the personal data that AMD holds about you. For further information on your privacy rights, please

see our AMD.com website [Privacy Notice](#). If you are a California resident, please see the “Your Privacy Rights” section of our Privacy Notice at <https://www.amd.com/en/legal/privacy.html#rights>

If you are an individual located in the EEA, you may also refer to our AMD.com website Privacy Notice at <https://www.amd.com/en/legal/privacy.html> for further information regarding our EU subsidiaries.

9. Cookies

Cookies are small files stored on your device when you visit a website. Cookies can perform a variety of functions, such as remembering your information so that you do not have to enter it again or to forward you to a relevant sub-site. The cookies on job application webpages may collect and contain information, including online identifiers and language, and will be used for the purpose of maintaining your session (and will not be permanently stored on your computer). The cookies are necessary for the functionality of the Website. AMD does not deploy or allow third parties to deploy cookies for marketing or advertising purposes in connection with webpages that are intended to collect personal data for AMD job applications.

10. Changes, Questions, and Contact

You may contact us at privacy@amd.com in case of any questions. For information related to AMD's data protection officers in regions that require one, contact:

Email: privacy@amd.com

If AMD makes any material changes to this Data Privacy Notice, such changes will be available at this Website.

This Data Privacy Notice was last updated on April 25th, 2024.