

Diversity, Belonging & Inclusion

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

EMPLOYEE HEALTH AND SAFETY

Why It Matters

Diversity and inclusion are key drivers that contribute to our ability to build great products that accelerate next-generation computing experiences. Research shows that businesses with diverse teams are more innovative, make better decisions and achieve higher performance. And inclusion initiatives foster a work environment that enables all employees to participate and thrive, which in turn creates a sense of community and purpose – what we at AMD call “belonging.”

As the technology industry and our role in society continue to grow, it is essential that we support the next generation of innovators whose diverse backgrounds can help create technological solutions for some of the world’s toughest challenges. In particular, Black and Hispanic workers remain underrepresented in the science, technology, engineering and math (STEM) workforce compared with their share of all workers. Women are also significantly underrepresented in STEM occupations, making up a quarter or fewer of workers in computing and engineering.¹ While the tech sector has taken steps to make progress in recent years, it still has significant work to do.

At AMD, we see it as both a challenge and an opportunity for us to create a diverse workforce and promote a culture of belonging and inclusion.

Our Approach





We are committed to growing diversity, belonging and inclusion (DB&I) in our workforce to help embrace different viewpoints and experiences, foster innovation, challenge the status quo when needed, and drive business performance. To achieve our aspirations, we need a strong culture that reaches across all aspects of our business. That's why we have set a goal that 70 percent of employees participate in AMD Employee Resource Groups and/or other AMD inclusion initiatives by 2025.²

Additionally, we are committed to increasing the percentage of global female hires in engineering roles and the percentage of under-represented group hires within our U.S. workforce year over year. For 2021, we have made these efforts a component of our company's strategic metrics and milestones to inform our incentive plan.

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To achieve our DB&I goals, we will focus on:

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- Listening to our employees in our annual Employee Satisfaction Survey and curated groups;
- Deepening our relationships in the United States with historically Black colleges and universities and Hispanic-serving institutions;
- Working to reduce unconscious bias in the workplace by educating our global workforce on the power of multiple voices in the interviewing and promotions processes;
- Evaluating employee compensation programs annually so that colleagues performing similar work in the same geography at the same level have equitable compensation opportunities;
- Ensuring that every AMDer across the globe has the opportunity to amplify their unique voice to contribute to our company's success; and
- Offering mentors to new employees from our employee resource groups.

By building a diverse talent pipeline, encouraging a culture of respect and belonging, and increasing the inclusion of under-represented groups, we will make AMD stronger. We also will elevate our talent and improve business outcomes by encouraging employees to bring their whole selves to work. Our Multi-Voice Initiative encourages and supports all AMDers who champion, and when needed, challenge and change our company culture with their unique perspective.

What we're doing is working. In our annual AMDer Survey, we ask multiple questions on how our culture and processes support our commitment to DB&I. The responses to those questions and the overall index, score in the top 10 percent of global companies within the tech industry. In 2020, we were also recognized by the Best Places to Work for LGBTQ Equality, the Bloomberg Gender-Equality Index and Forbes most Just U.S. Companies.

Our Global Workforce

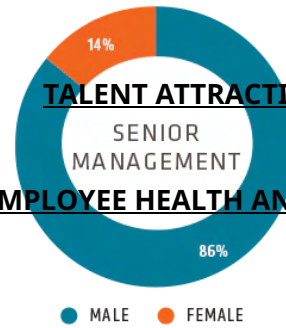
AMD publishes workforce diversity statistics as part of our annual corporate responsibility reporting. The diversity summary data below is based on calendar 2020 data and a total of 12,600+ AMD employees.

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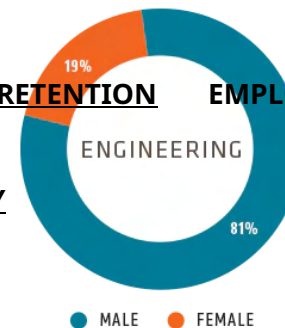
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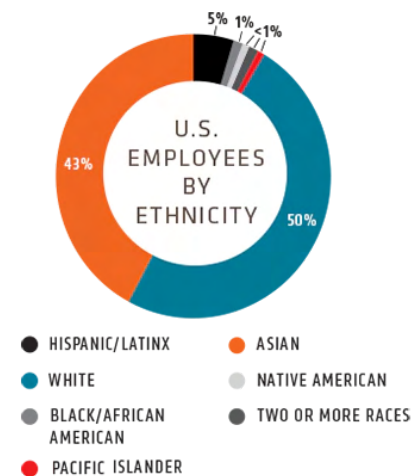
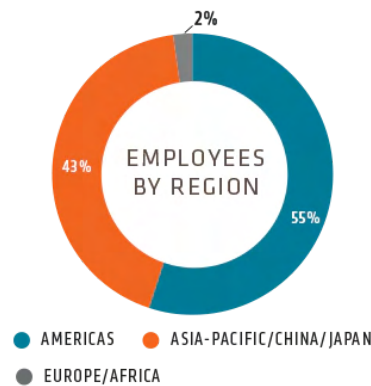
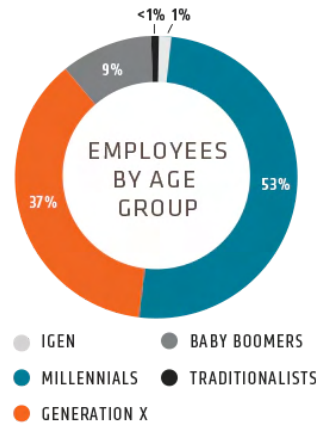
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Since 2016, AMD has published the gender composition of our engineering and management teams repeatedly. Since 2018, we annually review our Diversity, Belonging and Inclusion strategies and metrics with members of the AMD Board of Directors. We are constantly striving to improve our gender and diversity numbers through specific programs.

SEE OUR GENDER, DIVERSITY AND OTHER EMPLOYEE-RELATED DATA ([/EN/CORPORATE-RESPONSIBILITY/ESG-DATA-TABLES](/en/corporate-responsibility/esg-data-tables))

Talent Attraction and Retention

There is currently intense competition for talent in the semiconductor industry, with companies vying to attract and retain skilled individuals who will help them achieve their long-term goals. Our goal is to be an employer of choice, with passionate, innovative, fully engaged employees.

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AMD is proud to be an equal opportunity employer that is committed to creating an inclusive environment for employees across the globe.

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Recruitment

We recognize the challenge of increasing the representation of women and underrepresented groups in engineering and other roles. We 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.

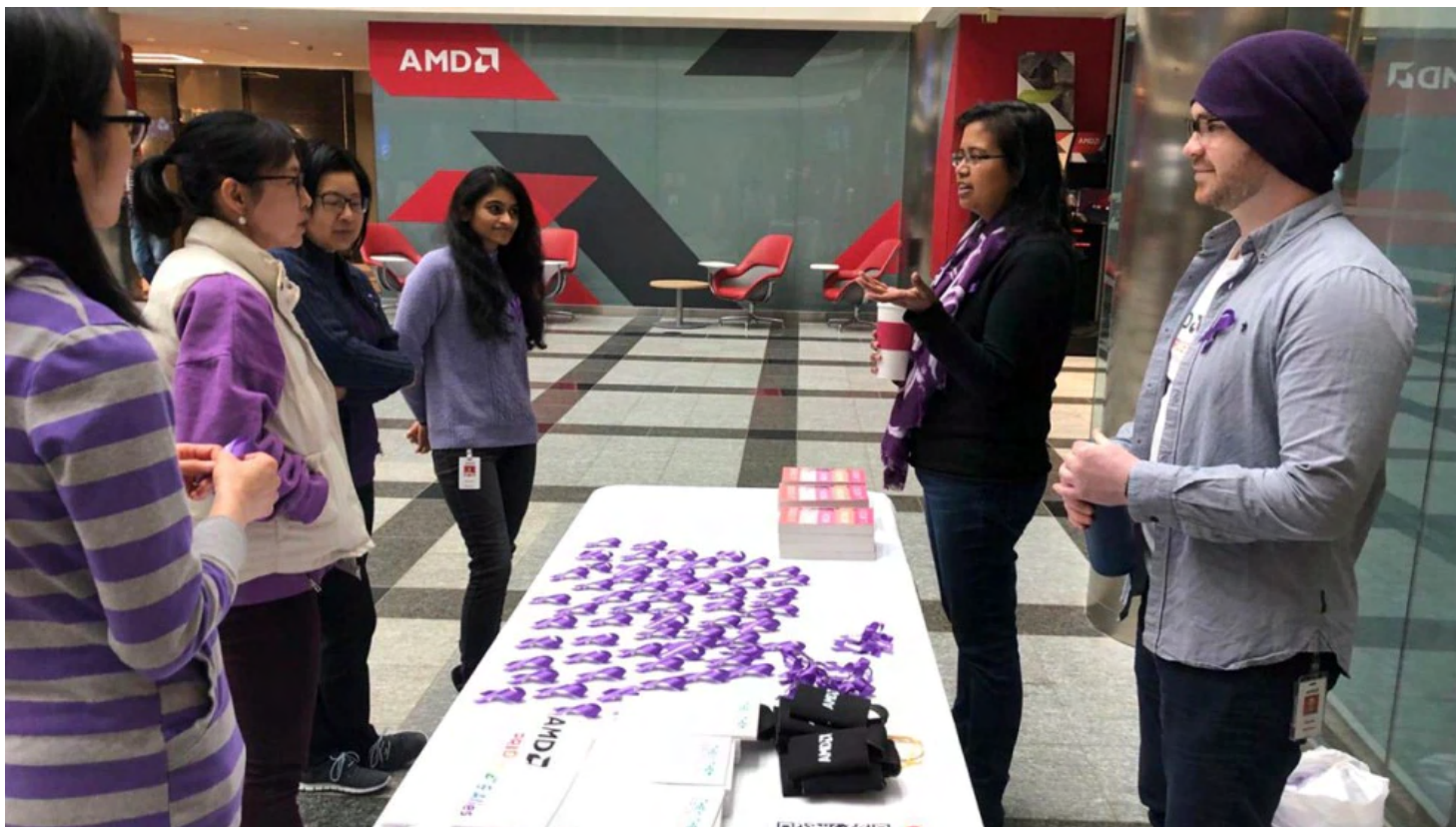
In 2020, as part of our university recruitment efforts, we continued efforts to increase the number of female hires at AMD. For example, we engaged in events that brought together our female engineers to represent AMD at Tech Talks, AMD Lobby Days and Women in Engineering Events at the University of Texas at Austin and the University of Illinois. We also participated in a Women’s Hackathon for Bay Area universities in California.

To offer opportunities to other diverse candidates, we continued to partner with leaders at historically black colleges and universities (HBCUs) and Hispanic-serving institutions (HSIs) in the U.S. to invite underrepresented students to learn about AMD and join the future generation of engineers. For example, regarding HBCUs in 2020, we held recruitment events at North Carolina A&T State University, including an AMD Lobby Day and a

2020, we held recruitment events at North Carolina A&T State University, including an AMD Lobby Day and a STEM career fair. In addition, a member of the AMD Research team was appointed to their Board of Computational Data Science and Engineering. This appointment has allowed us to deepen our partnerships and discuss desired skillsets with faculty, allowing students to learn what will make them successful at AMD. We also participated in STEM career fairs at Howard University and Prairie View A&M University.

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Our engagement with HSIs was equally strong in 2020 as we attended STEM career fairs at the University of Texas at San Antonio, Texas State University, the University of Texas at Austin and San Diego State University.

We continue working with the Society of Hispanic Professional Engineers and the National Society of Black Engineers to reach a broader audience and connect with students outside of the universities with which we currently partner.

To support these new hires when they join AMD, we implemented an employee resource group (ERG) Sign Up feature within our New Hire Onboarding platform. New hires may view and select ERGs they would like to join. Employees who help lead an ERG at a given site serve as cultural ambassadors – welcoming the new hire, communicating our company’s commitment to belonging and inviting them to attend events. This unique but simple process enables new hires to have access to our ERGs immediately. Through this connection, ERGs introduce new hires to the benefits of membership such as building their network outside of their team and finding mentors to grow in their careers.

Additionally, we are committed to helping students and graduates expand and apply their theoretical knowledge while building on-the-job skills. Interns with our AMD University Relations program are encouraged to display their talents, build professional networks, participate in real life engineering challenges and apply for full-time opportunities upon graduation.

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Total Rewards

Our Total Rewards programs reflect our commitment to having an equitable and inclusive environment that enriches the total wellbeing of our employees. We support our employees with competitive rewards including excellent compensation; comprehensive healthcare coverage; retirement savings plans with company matching; paid holiday and vacation time; and life and disability insurance. Our benefits packages also include fertility, adoption and surrogacy as well as transgender-inclusive benefits. Additionally, we offer a variety of work/life balance programs, including family care, global parental leave and alternative work plans. And our employees have access to employee assistance programs to help resolve personal and professional issues.

Employee Education and Training

We promote an environment of continued learning at AMD. Employee education and training are provided in different forms and vary by country. In some countries, we offer tuition assistance programs and other learning programs such as Leadership Training, Skillsoft Learning, Ted Talks and Microsoft. We also have a pay-for-performance management and assessment process that encourages, recognizes and supports high-performing individuals and teams, which is reported annually to the Board of Directors.

Employee Performance Management

Under our pay-for-performance philosophy and guiding principles, we reward not only those team members who demonstrate the highest level of contribution to the company, but also those who continually improve their capabilities. This ensures that rewards are differentiated based on the impact the employee's performance has on the company as well as how they get their work done.

Talent Management

Our talent management activities support the complex and dynamic nature of our business, but our goal is simple: deliver our strategy by having the right talent in place now and in the future. Throughout the year, our CEO and senior executives hold cross-functional discussions about our top talent and the leadership and technology skills our business requires.

Employee Engagement

We know that AMDers do their best when they are fully engaged and able to bring their full selves to work. For example, our YouTube series “[I Am AMD](#)” highlights our employees sharing their stories and why they feel they belong at AMD. This series features AMDers in various roles across the company bringing their passion for technology and their unique backgrounds together to create an amazing work environment and innovative products.

I Am AMD: Tech Careers



Our employee resource groups (ERGs) encourage employee engagement and are an important part of our company’s culture. While we had affinity groups for years – most notably the AMD Women’s Forum – we introduced a corporate ERG policy in 2016 to clarify the process and encourage the formation of other groups. ERGs create a space for employees who share a common identity and their allies to meet and support one another in building their community and sense of belonging in the workplace.

Our ERGs include the following:

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- **AccessAbility:** Serves AMDers living with disabilities personally and professionally by creating a culture of inclusivity through shared experiences, helpful resources and participating in activities together.



- **AMD AAF African American Forum:** Strengthens African American employees at AMD through professional development, career management and mentoring that will enable retention and growth.



- **AMD Asians Making a Difference:** Provides an inclusive environment where members have the chance to develop strong professional relationships, build community and promote the education of Asian cultures and topics.



- **AMD Caregivers:** Empowers AMDers with knowledge, means and encouragement to make sound decisions concerning the health, happiness and well-being of family members.



- **AMD Emerging Leadership Forum:** Develops next-generation leaders in AMD and equips them with the resources to develop their careers and drive value for AMD.



- **AMD Go Green:** Connects employees and the environment to educate and inspire AMDers around the globe to conserve resources, save money and improve their quality of life.



- **AMD Impacto:** Empowers and elevates the AMD Latino/Hispanic community and it advocates to promote diversity and inclusion at AMD.



- **AMD Pride:** Promotes an inclusive employee environment, regardless of sexual orientation or gender identity, via education, networking and collaboration.

- **AMD Salute:** Provides awareness and support to current and former military, transitioning military, military spouses, dependents and general supporters of the armed forces globally

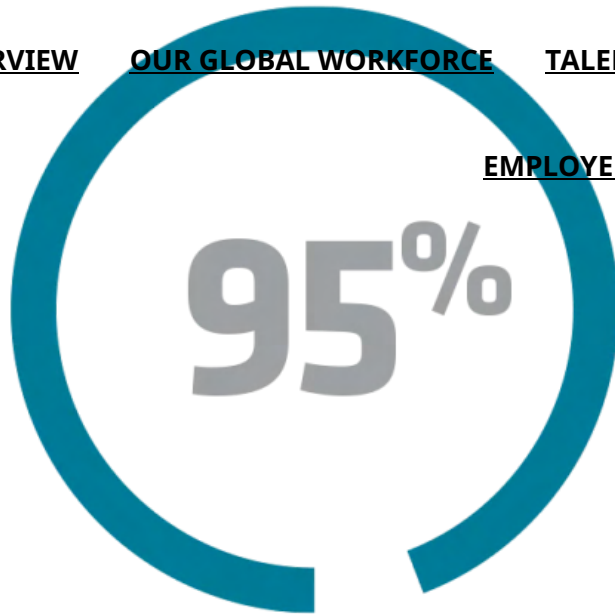
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- **U-AMD:** Promotes the exchange of skills and learning directly from AMD employees or industry experts to expand AMD knowledge sharing.

- **AMD Women's Forum:** Strives to recruit, retain and promote women at AMD through impactful programming and advocacy to create a stronger, more successful company.

Listening to Our Employees

AMD employees are our most important stakeholder group. We know that employees are increasingly seeking employers with values matching their own. We periodically survey our employees worldwide to understand their overall satisfaction, specifically asking them about their impressions of our corporate responsibility programs. Our most recent AMDer Survey was completed in 2020. We invited 100 percent of our employees to participate, and 96 percent responded.



OF EMPLOYEES ARE PROUD TO WORK FOR AMD

The survey consists of 65 questions across 10 dimensions:

- Clarity of Direction
- Pride in Company
- Continuous Improvement
- Teamwork & Collaboration
- Recognition & Reward
- Resources & Support
- Direct Manager Relationship
- Performance Management
- Growth & Development
- Employee Empowerment

The survey also measures our performance using three indexes that group existing individual questions with common themes from the dimensions listed above:

- Engagement Index – An emotional and intellectual commitment to AMD, your team and your job.
- Manager Quality Index – Management engaging hearts and minds with day-to-day interactions and decisions.
- Belonging & Inclusion Index – A work environment in which all individuals are treated fairly, have equal access to opportunities and resources and can contribute fully to our success. Personal views and values are

respected, allowing you to be your true self at work.

Our AMDer Survey scores have increased steadily and significantly over the past several years. In 2020, we saw our highest scores to date. Results for every survey dimension and index listed above hit all-time highs in 2020 and scored above external benchmarks for high-performing companies within the tech industry. While we are pleased with these results, we strive for continuous improvement in all areas of AMD employee experience by respecting and leveraging the voice of our employees.

Employee Health and Safety

For more than a decade, our Global Environmental, Health and Safety (EHS) Standards have established excellence as the benchmark for AMD sites around the world. In addition to requiring all of our facilities to meet applicable local, regional and national regulations, we set standards that go beyond legal requirements and establish premier practices to protect employee safety and health. Health and safety-related areas addressed under the Global EHS Standards include injury and illness prevention, employee well-being, ergonomics, emergency preparedness and response, as well as electrical, equipment and chemical safety.

Our company's workforce injury and illness case rate remains below the industry average, due in part to our focus on training and early reporting of injury and illnesses. Our worldwide case rate for 2020 was 0.04 per 200,000 work hours – compared to OSHA's 2019 Private Industry case rate of 2.8, according to the U.S. Bureau of Labor Statistics. We also track health and safety metrics for our wafer foundry suppliers aimed at improving safety performance year over year.

At the beginning of the COVID-19 pandemic, AMD responded quickly by implementing safety and health protocols globally. These efforts included establishing a health team of registered nurses that lead contact tracing efforts and implementing quarantine protocols to limit the potential for workplace transmission. To address potential ergonomic issues encountered by employees working from home, we provided additional work from home training, virtual assessments and equipment allowance.

[SEE OUR HEALTH AND SAFETY DATA \(/EN/CORPORATE-RESPONSIBILITY/ESG-DATA-TABLES\)](/en/corporate-responsibility/esg-data-tables)

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DIGITAL IMPACT (/EN/CORPORATE-RESPONSIBILITY/DIGITAL-IMPACT)

SUPPLY CHAIN RESPONSIBILITY (/EN/CORPORATE-RESPONSIBILITY/SUPPLY-CHAIN-RESPONSIBILITY)

ENVIRONMENTAL STEWARDSHIP (/EN/CORPORATE-RESPONSIBILITY/ENVIRONMENTAL-STEWARDSHIP)

ESG DISCLOSURE AND REPORTING (/EN/CORPORATE-RESPONSIBILITY/ESG-DISCLOSURES)

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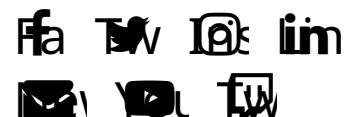
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[Statement of Purpose and Values \(/en/corporate/our-values-and-principles/our-values-and-principles-human-resources-labor.pdf\)](#)

[Fair and Open Competition \(/en/corporate/competition\)](#)

[UK Tax Strategy \(https://www.amd.com/system/files/documents/amd-uk-tax-strategy.pdf\)](#)

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