

The Intel logo, consisting of the word "intel." in a lowercase, sans-serif font, is positioned inside a white square. A small blue square is located to the top-left of this white square.

Ireland RISE Report

Our Commitment to Corporate Responsibility

2022 – 2023 Impact



Making history together
since 1989



Neil Philip



Joe Bolger



Joe English

Our RISE strategy underpins our ongoing growth

For over 30 years Intel has called the North Kildare town of Leixlip our home here in Ireland. From this small town our manufacturing operations have grown to be some of the most significant in Europe, with our products enabling world-changing technology upon which we all depend.

In most recent years, there has been a considerable transformation at our campus as we constructed our new manufacturing facility, Fab 34. This new facility doubles our manufacturing footprint here in Ireland and paves the way for production of Intel's most advanced technology. The development of our Leixlip campus would not be possible without the support and close partnership of many stakeholders. From our employees to our local communities, our suppliers and our industry partners, this close-knit network has been at the heart of our continued success.

During this time of growth and change lies an opportunity for a more sustainable and responsible future. We are continuing to focus on environmental leadership and last year introduced our most significant water conservation project to ever be implemented at the Leixlip campus. The new system – called a nano-filtration system – will capture water that is lost during our on-site filtration process and redirect it for use in other parts of our manufacturing operations, resulting in at least 484 million litres of water being saved every year.

We are also proud to continue to support projects in our local communities such as the upgrade to the playground facility at the Leixlip Amenities Centre and support for the pop-up swimming pool.

Our dedication to environmental sustainability and social responsibility is deeply ingrained in Intel's DNA and key to our success as a business. We are committed to playing our part here in Ireland and hope you will enjoy reading in this report some of the ways we are making this happen.

Neil Philip, Joe Bolger, Joe English

Intel Ireland Factory Managers

Intel has a long history of leadership in corporate responsibility. We have a track record of setting ambitious goals and transparently reporting on both our progress and challenges. For decades, we have worked to advance progress on complex issues together with our customers and other stakeholders. With our 2030 corporate responsibility "RISE" strategy and goals, we aim to create a more responsible, inclusive, and sustainable world, enabled through our technology and the expertise and passion of our employees. Our strategy not only raises the bar for ourselves and our supply chain, but also increases the scale and global impact of our work through new collaborations with our customers and a broad range of stakeholders.

To understand how our RISE strategy is being implemented here in Ireland, read on.

Responsible



We have a long history as a leader in advancing safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond. This includes our strong focus on employee health, safety, and wellness, as well as our work to advance human rights and to scale responsible minerals sourcing practices.

Inclusive



Diversity, equity, and inclusion have long been core to Intel's values and instrumental to driving innovation and delivering strong business growth. We are advancing diversity, equity, accessibility, and inclusion in our global workforce, and advocating for public policies and laws that combat discrimination and inequities impacting our employees and our communities.

Sustainable



Driving to the lowest possible environmental footprint as we grow helps us create efficiencies and respond to the needs of our stakeholders. We work across three main focus areas—climate, water, and waste—and invest in conservation projects and set company-wide environmental targets. We also collaborate externally to increase our "hand-print"—the ways in which Intel® technologies can help others reduce their footprints.

Enabling



We continue to make progress in engaging with co-travellers and industry collaborators to achieve the broad, societal impact to which we aspire. We remain committed to creating a better world through the power of our technology, and our employees' expertise and passion remain a key driving force in this process. We also believe that the health of our company and the communities where we operate depends on an increasingly inclusive community of innovators prepared for the jobs of the future.

Responsible

Lead in advancing safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond.



BY THE NUMBERS

8

Consecutive years Intel have achieved prestigious NISO external safety awards for workplace health and safety excellence and best in class safety performance at a national level.

13,849

Safety audits completed in 2022.

200

The number of emergency response team members who provide 24/7 service at the Intel Leixlip campus.

17,339

Equivalent jobs supported in addition to the 4,900 people working directly for Intel in Ireland.



Leading through our people



As a member of the Intel's dedicated emergency response team, John Galway, who lives in Dublin, has continuously demonstrated his commitment to safety through his innovative designs and projects. He designed an ergonomic chemical response cart and an overhead camera to facilitate live practical classes during the COVID pandemic. John went above and

beyond his job requirements to set up an NFC tagging system for use on-site, streamlining the program and improving efficiency. His dedication to ensuring compliance testing and training needs showcases his exceptional commitment to safety. Visit the Intel Ireland newsroom to read more about our safety leaders.

As Ireland's most significant private industrial investment, and one of the country's largest employers, we are keenly aware of our responsibility to keep our workforce and neighbouring areas safe while practicing responsible business practices across our operations and our community. As we work to expand manufacturing operations and evolve our Leixlip campus in Kildare, we strongly rely upon the collaboration and partnership with many stakeholders to support the safety and wellness of our employees and the wider community.

An evolving campus

Our campus in Leixlip - and the way our employees experience it - is evolving. There are many amenities and services for our employees to enjoy. For example, we recently opened a new cycle shelter which has capacity for 140 bikes with secure access and charging points for e-bikes. The shelter forms part of a brand new commuter plaza - a hub for the many ways that our employees travel to the campus. In 2022 we also opened a new fitness centre. This is the second fitness centre to be located at the Leixlip campus, making sure there is plenty of choice and availability for employees. The 300-year-old Nelson's cottage has also opened as a creative space for employees with dedicated areas and equipment for the likes of music and art.

Supporting diverse suppliers

For nearly a decade, Intel has been committed to diversity and inclusion beyond its workforce to our suppliers globally. We believe a diverse supply chain supports greater innovation and value for our business while helping to enable Intel's vision to create world-changing technology to improve the life of every person on the planet. In 2022, we achieved \$2.2 billion annual spending with diverse suppliers. \$29.3 million was spent by our Construction Ireland Group in 2022 with diverse suppliers. While we are proud of this achievement, we are not done yet. We remain committed to staying on track with a solid diverse and inclusive supply chain focus through 2030 and beyond.

Employee wellness

The wellbeing program at Intel, named Thrive at Intel, encompasses a holistic viewpoint of well-being. The Thrive at Intel program is aimed at supporting the physical, mental, and emotional wellbeing of employees. The program approaches wellbeing through three pillars: Mind, Body, and Life. Each wellbeing pillar addresses a specific area with a range of different approaches and interventions to promote holistic wellness in the workplace. This year to date, the employee participation rate in the Thrive programme, at seminars, consultations and workshops, has increased by 46%.

Inclusive

Advance diversity and inclusion across our global workforce and industry, and expand opportunities for others through technology, inclusion, and digital readiness initiatives.

BY THE NUMBERS

24.7%

The percentage of technical roles held by women at Intel globally.

10%

Intel is committed to advancing accessibility and increasing the percentage of employees who self-identify as having a disability to 10% of our workforce.

152

The total number of students that have been selected as Intel Women in Technology scholars since the program first began.

11

The number of specially designed evacuation chairs donated by Intel to local community organisations. The chairs enable stairway evacuation for the mobility impaired.

At Intel, we believe our current and future workforces need to reflect the diversity of the world in which we operate and together with a broad range of stakeholders, we're working to make careers in technology fully inclusive and to expand digital readiness for everyone. In Ireland, we will continue to expand our talent pipeline through strategic partnerships with academic institutions across the country and by working to support inclusive programs across the education life-cycle. We will also continue to implement targeted programs to increase the number of women hired for technical roles.

Employee Resource Groups at Intel

At Intel, we offer 40 Employee Resource Groups (ERGs) and 8 Leadership Councils that connect over 33,000 employees. Our ERGs are pivotal to enabling us to both celebrate progress and identify key areas for action and improvement. Here in Ireland, we have a number of active local chapters of our Employee Resource Groups, for example, a Pride group, an Intel Diverse Abilities Network group and a Women at Intel network. Our ERGs are one of the channels used to facilitate open and direct communications with employees and executives. Our 2022 Inclusion survey indicated that 76% of those engaged in ERGs reported that the groups help them develop at Intel through networking, career development, mentorship or sponsorship.

Intel support development of Leixlip playground

Intel Ireland has made a financial donation towards the development of a Leixlip playground. The playground, which is located at the Leixlip Amenities Centre, will be developed to create an accessible outdoor playground space for children with disabilities. A number of local district councillors have been working on the project idea and Intel was delighted to get on board to help bring it to life. Funding for the upgrade is being provided by Kildare County Council and additional support from Intel will enhance the scale of the project. The playground will be one of the first of its kind and has been designed with accessibility at its core.

Enabling community initiatives

The Intel Pride of Place is a competition that invites community organisations located in Leixlip, Celbridge and Maynooth, to share their project ideas that help improve their organisations whilst also benefiting the local community. The competition embraces projects that focus on diversity and inclusion. For example, Start with Art, a recently formed group of carers for their adult children with disabilities, received a grant from Intel to support a series of art classes for beginners, with classes taking place in the Leixlip Community. Maynooth Autism Friendly Town Initiative also received an award to support the purchase of resources for their social club, connecting children and their families, who are often socially isolated, to share special interests and experiences.



Leading through our people



Trish O'Callaghan is a Dry Etch Process Engineer at Intel. From Lucan, in Dublin, Trish graduated from Maynooth University with a Bachelor's Degree in Chemistry with Pharmaceutical Chemistry and then went on to achieve a PhD in Inorganic Chemistry in a joint venture between Maynooth University and TU Dublin. Trish explains what inspired her become an engineer; "I did a work placement as part of my undergrad and really enjoyed the research aspect of the work so made the decision to go on and do

a PhD. After my PhD, I knew I wanted to go into industry and a friend had gotten a job in Intel, so I submitted a CV and started work a couple of months later. My Dad is an engineer and he was always fixing things for me, and I realised that I also get a lot of job satisfaction out of fixing things. I found that although it wasn't a conscious decision to pursue a career in engineering, I loved the challenge of it".

Sustainable

Be a global leader in sustainability and enable our customers and others to reduce their environmental impact through our actions and technology.



BY THE NUMBERS

1.6 BILLION

Litres of water conserved at Intel Ireland since 2020.

88%

Of the water that we take in at our campus is returned to the river Liffey.

70 MILLION

kWh of electricity have been conserved at Intel Ireland since 2020.

0.6%

Of our total waste at Intel Ireland in 2022 was sent to landfill.



Exploring the Friends of the Rye

The Rye Water is an important feature which runs through the Northern part of our campus. We recently reached a special milestone when the 30th annual water quality study of the Rye was completed. To mark such a detailed history of river studies, Intel published a new book, called 'The Friends of the Rye' which shares some of the findings of these studies in recent years. Intel also created a special, student friendly, companion booklet to the main publication which was distributed to primary schools across North Kildare. These booklets are designed for students aged between 8 and 10 years of age. They capture the story of the Rye through its various inhabitants. The booklet has fun, interactive activities for the students to complete.

Celebrating Sustainable Kildare Initiative

A tree-planting ceremony was held at Barretstown to mark three 'Sustainable Kildare' campaigns which took place throughout 2022. The campaigns encouraged businesses and their employees to reduce their carbon emissions by making small changes to their daily activities, such as taking shorter showers, turning off unnecessary lights, and walking, using public transport or cycling instead of driving. The planting of trees in their grounds was a special activity to commemorate the Sustainable Kildare environmental initiative and to create a lasting legacy for the project. The campaign was first launched in October 2021 and hosted by County Kildare Chamber with support from Intel Ireland. It was the first ever climate action championship to take place in Ireland.

What do you see series

The Intel manufacturing campus in Leixlip has a number of notable industrial features. The Intel Ireland YouTube channel contains an animation series called 'What do you see?' which shares a number of short animations explaining exactly what you see at our campus. The latest video to be added to the series explores the Retention Pond located at the back of the Intel campus.



Scan the QR code to view the videos.

Leading through our people



Victor Kutischev is an Electrical technician in our Corporate Services team who moved to Ireland in 1998. Victor has a passion for nature and photography and dedicates much of his time off to exploration of the Irish waters and mastering underwater photography. Four years ago, he started to explore the grounds and nature around Intel by bicycle, taking footage of the

treasures he has managed to capture. There are deer, foxes, badgers, and a rich array of freshwater marine life, including crayfish. Victor notes that 'It's easy to think about our campus as just a place of work, but if you take the time to walk the grounds, you'll discover what a rich environment it is for nature'.

Enabling

Through innovative technology and the expertise and passion of our employees, we enable positive change within Intel, across our industry, and beyond.



BY THE NUMBERS

€30,000

Was donated by Intel Ireland to Global Action Plan in 2022.

200

Intel Ireland employee participated in the 2022 Charity Cycle event.

€10.7 MILLION

The amount that has been donated to Irish organisations through the Matching Grant program since it first began in 2008.

165,700

The total number of hours volunteered by Intel Ireland employees in 2022.



Leading through our people



Sean Moriarty is a volunteer at Rathcoffey GAA Club in Co. Kildare. He explains: "I have been on the club committee for 30 years and served as chairperson for 10 years and several other roles over the years. During this period, we have seen significant progress in the club, from the development of our facilities, the creation of a very successful Ladies Football section, and most recently the creation of the 'GAA All Stars' section, which

another Intel employee Kevin Regan is a key part of – this has been a huge success in the club. Intel's Matching Grant program has been a huge success, encouraging the volunteer ethos across its employee base. It has been a key enabler for Rathcoffey GAA over the years, from the provision of team equipment, to supporting several development projects around the club.

Acting alone, Intel cannot achieve the broad, societal impact we aspire to. We are committed to creating a better world through the power of our technology and the expertise and passion of our employees. Here in Ireland, it is through the passion and dedication of our employees that we find continued ways to enable progress towards our goals. The impact of our employees' efforts in recent years has been more essential than ever.

Intel supports pop-up swimming pool in Leixlip

Intel Ireland are delighted to provide financial support for the pop-up swimming pool which has been brought to Leixlip by Kildare County Council and Swim Ireland. The pool, located at Leixlip GAA Club for a number of months, is 12 meters by 3.4 meters, in a hard sided marquee and is heated to 30 degrees providing the perfect environment to learn to swim or enjoy being in the water. The pool, which was officially opened on May 24th, is open to individuals, schools, clubs and groups to use and Kildare Sports Partnership is running specific programmes with an emphasis on the disability sector and older adults.

€1.3 million donated to Irish organisations thanks to Intel employees

15 years ago, Intel began a Matching Grant program. Every year, for every hour that an Intel employee volunteers at an approved organisation, there's a 'match', or grant, of \$10 paid by the Intel Foundation to the organisation where they give their time. Intel Ireland recently revealed the results of its 2022 Matching Grant program which saw 314 community organisations and schools from across 24 different counties in Ireland receiving grants totalling €1,341,960. The 314 organisations which were part of the Matching Grant initiative include charities such as Irish Red Cross, the Samaritans and Irish Dogs for the Disabled, a variety of sporting clubs ranging from GAA to handball, and various other organisations such as animal sanctuaries and scouting groups.

Intel's Community Advisory Panel






At Intel Ireland we strive to be a valued and conscientious member of the community. In support of that objective, we established the Community Advisory Panel (CAP) in early 1994. The CAP has been in place continuously ever since. The purpose of the CAP is to ensure there is an active two-way flow of information and consultation between Intel and the community in which we work. The CAP meets regularly to review new developments on the Leixlip campus, to raise issues, which may potentially affect the community, and to help set the direction for Intel's community efforts.

Engage With Us

We'd Love to Hear from You

We are so proud to call Leixlip our home now for over 30 years and we are committed to creating a better tomorrow for our local communities here in North Kildare and further afield. We hope that you will continue to stay connected with us through our online platforms and community events. We love hearing from you through our social media channels and we will continue to share all our latest news and updates on our online newsroom (newsroom.intel.ie) and our intel.ie website.

Stay Connected

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-  youtube.com/IntelIreland

Meet the Intel Ireland Public Affairs Team



Sarah Sexton

Sarah is the Intel Ireland Public Affairs Director, a role that she has held since early 2023. Sarah joined Intel almost 20 years ago and has held a number of different roles, most recently leading communications for Intel Ireland.



Conor Halpin

Conor has been part of the Ireland Public Affairs team for almost 5 years having first joined Intel as an intern whilst studying at Maynooth University. Conor, who hails from Celbridge, manages the Intel volunteer programmes, and leads much of our community and sustainability activities.



Tracey Nolan

Tracey has worked at Intel for over 20 years holding a number of different roles in that time. Tracey manages Intel's education partnerships and leads strategic programmes for the Ireland Public Affairs team.

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