

The Intel logo, consisting of the word "intel" in a lowercase, sans-serif font, is positioned within a white square. To the left of this square, there is a small blue square and a larger light blue square, both partially overlapping the white square.

Ireland RISE Report

Our Commitment to Corporate Responsibility

2021 – 2022 Impact



Making history
together since 1989



“

In this time of growth and change lies an opportunity for a more sustainable and responsible future.”

- Neil Philip

Our RISE strategy continues to guide our journey

Intel has innovated and invested in Ireland since 1989, and as the flag-bearer of Intel's European manufacturing presence, our operations in Ireland are vital to Intel's ability to create world-changing technology upon which we all depend.

For Intel in Ireland, the past number of months have been an exciting time full of growth and transition. We continue to work on our latest manufacturing expansion in Leixlip, a facility that, once complete, will bring the total amount invested by Intel in Ireland to over €30 billion. In this new fab we will make Intel's newest and most complex products, an honour which the local team proudly embraces. We have continued to focus on environmental leadership, proudly launching our first water restoration project in the Wicklow mountains in collaboration with the National Parks and Wildlife Service. We also came together with County Kildare Chamber to introduce Sustainable Kildare, Ireland's first ever climate action championship for small and medium businesses in the county. Finally, we announced plans to further drive sustainability by pledging to achieve net-zero greenhouse gas emissions in our global operations by 2040.

Our relationship with Ireland is one of close connections that have been built over the past three decades. Our journey so far, and the exciting times that lie ahead, would simply not be possible without our network of closely knit stakeholders. From our dedicated employees to businesses and suppliers across Ireland and our community partners here in North Kildare, we are creating history together.

In this time of growth and change lies an opportunity for a more sustainable and responsible future. We are committed to playing our part and I hope you will enjoy reading in this report, some of the ways we are making this happen.

Neil Philip

Intel Ireland Factory Manager, Vice President
Manufacturing, Supply Chain and Operations Group,
Intel Corporation

Intel's RISE Strategy

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



Lead in advancing safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond. We will also collaborate with others and revolutionise how technology will improve health and safety through strategic healthcare, manufacturing and transportation initiatives.

Inclusive



Advance diversity and inclusion across our global workforce and industry, and expand opportunities for others through technology, inclusion, and digital readiness initiatives. Together with a broad range of stakeholders, we will strive to make technology fully inclusive and expand digital readiness for everyone.

Sustainable



Be a global leader in sustainability by continuing to invest in reducing our own environmental footprint, including goals for absolute carbon emissions reductions, 100% renewable energy use, net positive water use, and zero total waste to landfill. We will also take on the challenge together with our customers and others to achieve carbon neutral computing through improved product energy efficiency and sustainable design – and the increased application of technology solutions to reduce emissions in high-impact industries.

Enabling



Through innovative technology and the expertise and passion of our employees we enable positive change within Intel, across our industry, and beyond. We believe that the health of our community depends on an increasingly inclusive community of innovators prepared for the jobs of the future. We are collaborating with others to broaden access to opportunity, support community needs, and inspire the next generation of innovators.

Responsible

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



BY THE NUMBERS

7

Consecutive years that Intel has achieved prestigious NISO Safety awards for workplace Health and Safety excellence and best in class safety performance at a National level.

771

The number of Irish suppliers supported by Intel every year.

200

The number of Emergency Response Team members at Intel Ireland who provide a 24/7 service at our Leixlip campus.

\$26 million

The amount spent by our Construction Ireland Group in 2021 with diverse suppliers.



As the largest private investment ever made in Ireland, 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. We work together with many stakeholders, both inside of Intel and external to the company, to ensure the safety and wellness of our employees and the wider community.



Employee wellness

The wellbeing program at Intel, aptly named Thrive at Intel, encompasses a holistic viewpoint of well-being. Taking into account the role played by mental well-being, physical wellbeing, and the myriad of life-related challenges, every facet is considered to ensure that our employees are comprehensively supported. From 2012 to 2022, the Thrive online wellbeing content portal reached 78% of our total employee population. Within the same timeframe 36% of staff engaged with a wellbeing event, ranging from a keynote wellbeing session, a mental wellbeing workshop, or a one-to-one session scheduled with our catalogue of experts.



Economic impact

The building of our new fab in Ireland has supported more than 5,000 construction jobs over the past three years and provided a very welcome boost for a broad range of suppliers, contractors and transport operators at a time when the effects of COVID 19 were impacting so many aspects of the Irish economy. The new facility will also add 1,600 new Intel roles at Leixlip, bringing our total direct employment in Ireland to more than 6,500 people. Furthermore, an analysis by PwC shows that, once this latest phase of construction is complete, our presence in Ireland will contribute €2.75 billion to the economy annually.



Reimagining work

The pandemic compressed a decade's worth of change into months. From a crisis came an opportunity to reimagine how we work and collaborate. At Intel, it's meant creating our future as a "hybrid-first" company. We are focused on providing a dynamic, flexible, and inclusive workplace that enables all our employees to do their best work. As a manufacturing company, some roles will always be "on-site" full time. We believe this approach will support our culture as a results-driven organisation and enable our teams to execute with speed. Read more on the [Intel newsroom](#).

Leading through our people

Pat Kavanagh, who lives in Mountmellick Co. Laois, was named this year as an Intel Safety Star. Pat exemplifies safety in all aspects of his role as a Manufacturing Technician, an ergonomics assessor, first responder, and an active Emergency Response Team (ERT) member. As an ERT member

Pat is typically first on the scene for any incident or emergency that may happen on the Intel campus. To date this year Pat has responded to six personal medical issues, administering first aid and assistance as required. Visit the [Intel Ireland newsroom](#) to read more about our safety stars.



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

39

The number of different Intel Employee Resource Groups organisation around race, national origin, sexual orientation and gender identity, parenthood, disabilities, education, faith and beliefs, and other common affinities.

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.

139

Women in technology scholarships have been awarded by Intel Ireland since the programme began.

26,000

The number of technical women working at Intel globally.



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 lifecycle. We will also continue to implement targeted programs to increase the number of women hired for technical roles through sourcing and workforce development initiatives.



Recognising leading women in technology

Every year Intel Ireland recognises and acknowledges outstanding women in our workforce through the presentation of the Women's Achievement Awards. The recipients of the awards each year come from all areas of Intel's business operations in Ireland. The awardees are nominated by their organisations for having delivered a significant and measurable impact to Intel's business and reputation. They embody the future direction of Intel, they role model Intel values, and are themselves role-models to those around them. In 2022, 11 women from across all aspects of Intel's business in Ireland were selected as achievement awards winners. The award programme will continue in 2023.



Innovative solutions

In 2021 Intel worked with an organisation called Fastrack into IT and the Kildare & Wicklow Education and Training Board to launch a pilot training initiative offering an Advanced Manufacturing Technician Maintenance Skills programme to women. The pilot training initiative offered an innovative and dynamic programme to women seeking to pursue a career in the tech industry. The first group of women to complete this course have all just recently taken up full time roles at Intel Ireland. We are now looking to broaden this pilot, through an Intel sponsored program, to one of our academic partners in Ireland who are a key supplier of technical talent.



Inclusion Champions

Last year Intel Ireland launched an Inclusion champions programme, giving our employees the opportunity to nominate inspiring colleagues who are intentional in role modelling inclusive behaviours and practices as well as actively advocating for inclusion. Eight employees have been selected and celebrated as inclusion champions since the programme began. These employees exemplify inclusion from driving supplier diversity to advocating for inclusive design in the workplace to leading local chapters of our employee resource groups.

Leading through our people

Ann Tilson joined Intel 23 year ago as a manufacturing technician. Recently, Ann became the first, and so far only, woman on Intel Ireland's Dedicated Emergency Response Team (DERT). Intel's Emergency Response Team are the primary responders to any incident or emergency that may happen on the Leixlip campus.

"I am passionate about helping others, particularly women, within Intel. When I started in Leixlip, it was a very male dominated environment. Intel has made efforts to redress the imbalance through various incentives and equality and inclusion have become part of the culture at Intel".



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

€67 MILLION

The amount invested by Intel Ireland in conservation projects in the last 10 years.

90%

The percentage of Intel Ireland waste managed using a circular economy strategy in 2021.

397,000

Tonnes of carbon saved by Intel Ireland since 2012.

1.4%

The percentage of total waste sent to landfill by Intel Ireland in 2021.



At Intel, we continually strive to improve our operations and minimise our impact on the environment. In our view, a commitment to sustainability requires a broad portfolio of efforts; we invest in conservation projects and set company-wide environmental targets, seeking to drive reductions in greenhouse gas emissions, energy use, water use, and waste generation.



Intel and National Parks and Wildlife Service launch bog restoration project

In 2021 Intel Ireland launched its first water restoration project in conjunction with the National Parks and Wildlife Service. The restoration project will see 60 hectares of drained bog in the Wicklow Mountains re-wetted to increase water storage levels in part of the River Liffey headwaters by an expected 50-90 million litres. These headwaters supply the Poulaphouca (Blessington) reservoir, a drinking water source for the Greater Dublin Area. The bog restoration will also protect biodiversity, improve carbon storage, and is likely to improve water quality. This project is supporting our goal to achieve net positive water usage. This means that by 2030, we aim to put more water back into the external water network than is taken out by us.



New filtration system will save at least 484 million litres of water per year

In the Summer of 2022 Intel Ireland will introduce a new filtration system at our campus that will help us save 484 million litres of water every year. The new system – called a nanofiltration system – will capture water that is lost during our onsite filtration process and redirect it for use in other parts of our manufacturing operations. The nanofiltration system is the most significant water conservation project to ever be implemented at the Leixlip campus.



Intel Ireland – our water story

At Intel, we are committed to sharing information about our operations, including our water usage, in a clear, transparent, and comprehensive way. We recently launched the first instalment of our Intel Ireland Environmental series which will focus on the topic of water. In this **document**, we take a comprehensive look at the topic of water at Intel Ireland. The document includes a number of sections covering the likes of our water conservation journey, water infrastructure at Intel and the Rye River.



Leading through our people

Emer O'Brien is responsible for waste management at Intel. "There are extensive legislative requirements governing waste in the European Union (EU) and here in Ireland. This is reflected in a number of strict conditions in our Industrial Emissions Licence with regard to waste management practices with which the site must comply. Consequently, my role is very

much focused on compliance. Our environmental licence also requires that waste as a minimum is segregated into different waste streams, placed in the correct waste containers, stored only in designated waste storage areas on site and all waste containers are correctly labelled to indicate the waste they contain. Every person working at Intel has a role to play in this compliance".

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

€68,580

The amount donated to Intel Ireland's 2021 signature charities – Ronald McDonald House Charities & Cycle Against Suicide.

5

The number of times that Intel Ireland have been recertified to the Business Working Responsibly Mark.

\$2 MILLION

The amount raised by the Intel Foundation and Intel employees to support Ukraine aid efforts.

182,900

The number of hours volunteered by Intel Ireland employees in 2021.



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 employee's efforts in recent years has been more essential than ever.



Skills based volunteering

In 2021 Ronald McDonald House were selected as one of Intel Ireland's signature charities. The partnership with the charity focused on providing funds and expertise to support the development of a room in their new house which is currently under construction on the grounds of the new children's hospital in Dublin. Throughout the year Intel employees volunteered their time to provide practical, skills based, assistance to the charity in areas such as safety, engineering, and innovation in order to support design work on the new house.



Sustainable Kildare

In October 2021 Intel and the County Kildare Chamber announced Ireland's first ever climate action championship - Sustainable Kildare. The championship invited small and medium businesses in the county of Kildare to sign up to participate in an interactive environmental challenge. The three-week campaign encouraged staff to save as much CO₂ as possible by registering daily, eco-friendly activities and making small changes in their lifestyle. Over a 3-week campaign, participants undertake an average take of 162 eco-friendly actions each, for example switching off unnecessary lights, taking shorter showers and using public transport in place of car journeys. In total, 56,106 kgCO₂e was saved during the campaigns which was achieved through participants completing 41,716 activities.



€1.5 million donated to Irish organisations thanks to Intel employees

The 2021 Intel Matching Grant program saw 382 community organisations and schools from across Ireland receive grants totalling €1,493,328. 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. In a specific response to the challenges of the pandemic, the Intel Foundation expanded the remit of the Matching Grant program in the last 2 years to allow for hours to be logged by those home-schooling children. The expanded scope of the program recognises the efforts made by employees and has generated monetary grants of more than €450,000 for 126 Irish schools.

Leading through our people

Despite the continued impact of the global pandemic, Intel Ireland employees volunteered more hours in 2021 than ever before. In total, more than 182,900 hours were volunteered by Intel employees across Ireland. One of these volunteers – **Colin O'Brien**, a Fab 24 employee who works in

the Metrology team – was recognised as a global finalist in one of Intel's most prestigious awards – the Intel Hero award. Colin, who lives in Clane, Co. Kildare, set-up a first of a kind, new all-inclusive, non-competitive soccer academy at his local soccer club Clane United AFC.



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. We love hearing from you through our social media channels and 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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