

An overhead photograph of four people (three men and one woman) sitting around a light-colored wooden conference table. They are engaged in a meeting, with one man pointing at a laptop screen. There are coffee cups, notebooks, and pens on the table. The background is a dark, textured wall.

2022 Israel Gender Pay Gap Report

Intel is committed to achieving gender pay equity for all our employees and since 2019 has achieved gender pay equity globally including in Israel. Intel's gender pay equity analysis compares pay for men and women based on a number of legitimate business factors such as job, grade, tenure and identifies unexplained pay differences. More information around Intel's global pay equity can be found on page 3 of this report.

The gender pay gap as defined by Israel regulation is the difference between the overall average gross earnings between men and women within a segment group of employees. The analysis does not differentiate for job, or other business factors that can influence gross pay.

The latest results show the average gross pay difference is 3%. When analyzing the data, in most cases the gaps are due to differences in work pattern that sometimes depend on employee's choice (such as shift, over time, stock purchase, car type, etc.) or job changes during the year. When looking at December 2022 pay data, the average pay gap is less than 1% when considering factors that are not associated with job changes or work patterns throughout the year.

At Intel, we strive for and are committed to an inclusive and engaged workforce that reflects the best and brightest talent in our industry. We are committed to diverse employment and a culture of equality and inclusion. Diversity and Inclusion are core values to Intel and are critical to Intel's continued success.

About the Report

The Israel requirements for this report are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics, reflecting the identities of men and women, in the manner set out by law, at Intel we recognize and support all gender identities. The reported figures are calculated in line with regulations. We also set out the details behind our gender pay gap in Israel and our commitment to addressing the gap.

Intel Israel - Gender Pay Gap figures

What is included in the report?

- 2022 earnings for all employees who were employed at Intel Israel between January 1, 2022 – December 31, 2022.
- The employees were grouped by grade level and job type into 33 different segment groups, which include ~98% of Israel-based men and women.
- There are no employees in Israel that require a minimum wage adjustment.
- Only those employees in groups with 10 or more and no less than 4 from each gender were included in the report

1	2	3	4	5	6	7	8
Percent of Gross Wage Gap between Men and Women (ALL)							
0%	0%	-4%	3%	-7%	-4%	-4%	7%
Percent of Gross Wage Gap between Men and Women (Part Time)							
---	---	---	---	---	---	-2%	---
Percent of Gross Wage Gap between Men and Women (Full Time)							
0%	0%	-4%	3%	-7%	-4%	-4%	7%
Partial Employment Average							
100%	99%	100%	100%	100%	100%	96%	100%

9	10	11	12	13	14	15	16
Percent of Gross Wage Gap between Men and Women (ALL)							
-12%	-1%	-6%	-9%	-10%	-2%	4%	-4%
Percent of Gross Wage Gap between Men and Women (Part Time)							
---	---	---	---	0%	-3%	-3%	---
Percent of Gross Wage Gap between Men and Women (Full Time)							
-11%	-1%	-6%	-9%	-16%	-1%	5%	-4%
Partial Employment Average							
98%	100%	100%	100%	77%	66%	79%	100%

17	18	19	20	21	22	23	24
Percent of Gross Wage Gap between Men and Women (ALL)							
-2%	-12%	-1%	-11%	-9%	33%	-8%	-4%
Percent of Gross Wage Gap between Men and Women (Part Time)							
---	---	23%	---	---	---	---	---
Percent of Gross Wage Gap between Men and Women (Full Time)							
-2%	-13%	-1%	-11%	-7%	40%	-8%	-3%
Partial Employment Average							
100%	98%	99.5%	100%	99%	93%	100%	99%

25	26	27	28	29	30	31	32	33
Percent of Gross Wage Gap between Men and Women (ALL)								
-10%	-10%	-1%	-3%	-7%	-5%	-5%	4%	-3%
Percent of Gross Wage Gap between Men and Women (Part Time)								
---	---	---	---	---	---	---	---	-13%
Percent of Gross Wage Gap between Men and Women (Full Time)								
-10%	-10%	-1%	-3%	-7%	-5%	-5%	1%	-3%
Partial Employment Average								
100%	100%	100%	100%	100%	100%	100%	94%	99.7%

Percentage of employees whose gross wage are lower than the average gross wage in each segment by gender

1	Women 55%	Men 54%	17	Women 50%	Men 44%
2	Women 44%	Men 53%	18	Women 54%	Men 33%
3	Women 70%	Men 56%	19	Women 54%	Men 54%
4	Women 56%	Men 56%	20	Women 71%	Men 48%
5	Women 73%	Men 54%	21	Women 73%	Men 55%
6	Women 63%	Men 59%	22	Women 56%	Men 100%
7	Women 53%	Men 44%	23	Women 86%	Men 45%
8	Women 25%	Men 43%	24	Women 57%	Men 43%
9	Women 86%	Men 42%	25	Women 71%	Men 45%
10	Women 54%	Men 53%	26	Women 78%	Men 46%
11	Women 52%	Men 51%	27	Women 54%	Men 33%
12	Women 70%	Men 44%	28	Women 68%	Men 56%
13	Women 67%	Men 53%	29	Women 69%	Men 49%
14	Women 51%	Men 43%	30	Women 76%	Men 59%
15	Women 68%	Men 67%	31	Women 62%	Men 41%
16	Women 61%	Men 48%	32	Women 71%	Men 70%
			33	Women 61%	Men 53%

What goals are Intel committed to?

Advancing diversity, equity, accessibility, and inclusion in our global workforce is embedded in our purpose. We're committed to our **RISE 2030** goals that build on our ongoing commitment to corporate responsibility and positive global impact.

These goals include raising the representation of women in technical roles in the company to 40% and doubling the number of women in senior roles.

Intel pays men and women equitably for the work they do and the role they perform, factoring in experience, tenure, and performance.

Our commitment to addressing the gap

Retention



Where possible, continue the yearly analysis with third-party experts **to monitor and advance global pay equity** that reviews base pay, bonuses and stock grants. Make adjustments to individuals identified through this process.



Execute on Intel's RISE2030 goals to ensure inclusive leadership practices are embedded in our culture globally:

- Double the number of women in senior leadership roles.
- Increase the representation of women in technical roles to 40%.
- Drive full inclusion and accessibility across the technology industry and implement a global inclusion index with common metrics to advance progress.



Drive retention and development through programs that promote networking, role models and mentoring programs such as:

- Women Intel Network (WIN)
- WIN – MINI (for maternity leave employees)
- Women in Tech (WIT)
- Females in Tech (FIT), STEM



Work with managers to **promote Diversity and Inclusion at Intel**, as well as create professional development programs.



Offer programs that **promote the progression of women into more senior roles**, including networking, sponsorship, and mentoring such as:

- Inclusive leaders' program, a skills-based program available to all Intel employees
- Authentic leadership presence, available to women leaders
- Women's Leadership Academy available to women leaders
- Warmline service confidential 1:1 supporting progression and retention
- Boost your career, workshops to aid career development



Invest in a range of programs to support work/life aspects such as:

- Flexible work hours and work week.
- Gradual return from maternity leave.
- Paid maternity and paternity leave (regardless of gender)
- Hybrid first approach which job function allows

Attraction



Attract future women employees through inclusive hiring as well as through efforts such as:

- Scholarship program for diverse candidates
- Workshops and meetups for female potential candidates (around CV writing and LinkedIn profiles)
- Exposure events in universities
- Routine Social Media and RM activities aimed for diverse talent
- Standardization of job descriptions for inclusive language to attract more diverse talent

Pay equity at Intel

At Intel, we strive for an inclusive and engaged workforce that reflects the best and brightest talent in our industry.

For the past several years, we've worked to **address gender pay equity globally**, including Intel Israel. We do this by closing pay gaps between employees of different genders in the same or similar roles, after accounting for business factors such as location, time at grade level and tenure.

Every year, Intel's legal and human resources teams work with third-party experts to monitor and advance global pay equity. Our analysis includes base pay, bonuses and stock grants. Individuals identified through this process receive adjustments in addition to normal pay review increases. To date, our global analysis has not identified any adjustments to Israel employees' pay. This can be contributed to our strong local leadership commitment to pay equity.

* Note: this analysis is different than the Gender Pay Gap for Intel Israel, which solely compared genders.



2022 Israel
Gender Pay Report