2024 UK Gender Pay Gap Report

Intel is committed to achieving gender pay equity for all UK employees and since 2019 has achieved gender pay equity in the UK. 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 4 of this report.

Gender pay gap is the difference between the average hourly wage of men and women across the workforce, without differentiation for job, grade or other business factors that can influence pay.

Globally, the tech industry experienced a period of macro-economic uncertainty throughout the year. Consequently, our calculations this year reflect the impact of measures taken to improve efficiencies at Intel.

When we look at Intel UK's overall operation in 2024, our numbers have reached the lowest level since reporting started. The median hourly pay gap continued to narrow by 0.7%. While the mean hourly pay gap narrowed by 5.6%.

The latest results show the median GPG at 27.4% and the mean GPG at 21.4%.

At Intel we strive for and are committed to an engaged workforce that reflects the best and brightest talent in our industry.

About the Report

Intel UK is made up of Intel Corporation (UK) Ltd. and Intel Research and Development (R&D) UK Limited. Although we are required to report on only Intel Corporation (UK) Ltd, for full transparency, this report includes figures for all operations. The UK requirements for this report are binary in regard to gender (specifying female compared to male). The reported figures are calculated in line with regulations. We also set out the details behind our gender pay gap in the UK and our commitment to addressing the gap.

Intel UK Gender Pay Gap figures

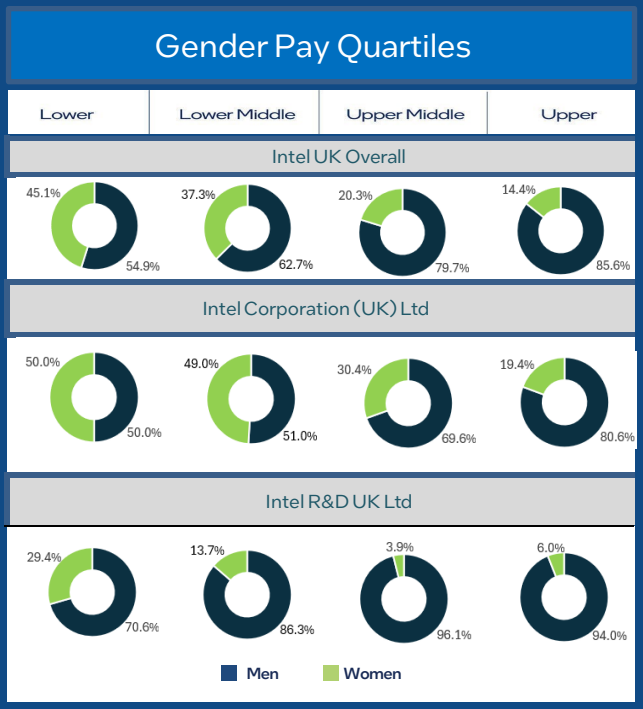
Where does the 21.4% gap come from?

The primary reason behind that gap of 21.4% is differences in gender representation across different levels and roles. 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 achieving 25% representation of women in senior leadership roles.

	Gender Pay Gap		Gender Bonus Gap	
	Mean	Median	Mean	Median
Intel UK Overall	21.4%	27.4%	35.2%	50.5%
Intel UK Corporation Ltd.	21.0%	25.3%	15.7%	43.8%
Intel UK R&D Ltd.	25.9%	28.6%	53.4%	50.1%

The mean is the average, and the median is the middle number when hourly rates of pay are ranked lowest to highest.



Represents an equal proportion of headcount ranked by quartile from lowest paid (Lower Quartile) to highest paid (Upper Quartile) employee.

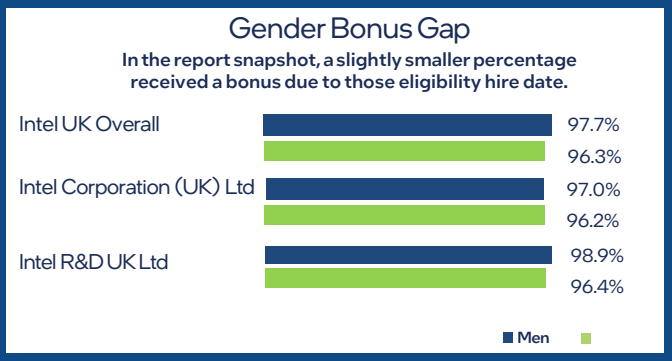
Differentials: Intel Corporation (UK) Ltd & Intel Research and Development UK Ltd

There's a higher gender pay gap at Intel Research and Development (R&D) UK Ltd than at Intel Corporation (UK) Ltd . The primary cause of this relates to female representation in senior roles. Proportionally more women occupy the lower quartile and fewer women occupy the upper quartile by pay in the R&D organization relative to Intel Corporation (UK) Ltd.

Details behind the gender pay gap in the UK

Intel pays men and women equitably for the work they do and the role they perform, factoring in experience, tenure and performance. Due to the nature of our work, a substantial proportion of our recruitment focuses on people with qualifications and experience relating to science, technology, engineering and math (STEM). It is widely recognized that women are under- represented when it comes to STEM qualifications and experience, and this constrains our ability to even out gender representation and pay.

Additionally, we see a slight difference in **those who received bonuses amongst men and women**. At Intel, employees are eligible for bonuses regardless of gender, however eligibility for the bonus programs is based on hire date in a given pay-out period.



Our UK Gender Pay Results – April 2024

	Workforce by gender	Women's hourly rate of pay is lower by		Women's bonus pay is lower by		Receiving bonus pay	Quarter pay bands The proportion of Men and Women in each pay quarter			
Entity	Men	Mean	Median	Mean	Median	Men	Lower Quarter	Lower Middle Quarter	Upper Middle Quarter	Upper Quarter
Intel UK Overall	Men: 70.1% Women: 29.9%	21.4%	27.4%	35.2%	50.5%	Men: 97.7% Women: 96.3%	Men: 54.9% Women: 45.1%	Men: 62.7% Women: 37.3%	Men: 79.7% Women: 20.3%	Men 85.6% Women: 14.4%
Intel Corporation (UK) Ltd.	Men: 61.8% Women: 38.2%	21.0%	25.3%	15.7%	43.8%	Men: 97.0% Women: 98.3%	Men: 50.0% Women: 50.0%	Men: 51.0% Women: 49.0%	Men: 69.6% Women: 30.4%	Men: 80.6% Women: 19.4%
Intel Research and Development UK Ltd.	Men: 86.8% Women: 13.1%	25.9%	28.6%	53.4%	50.1%	Men: 98.9% Women: 96.4%	Men: 70.6% Women: 29.4%	Men: 86.3% Women: 13.7%	Men: 96.1% Women: 3.9%	Men: 94.0% Women: 6.0%

Declaration:

I can confirm that all the data contained in this report is accurate and is calculated in accordance with legislative requirements for the snapshot date of 5th April 2024.

Harry Demas

Harry Demas

Our commitment to addressing the gap

Retention

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.

Continue to foster an inclusive culture in alignment with Intel's values where everyone can have the opportunity to grow and thrive.

Embrace various background, experiences, and ideas to create a better workplace and build a stronger more competitive company.

Drive retention and development that promote networking, role models and mentorship through Employee Resource Groups that are open to everyone, such as:

- Women Intel Network (WIN)
- Women in Tech (WIT)

Work with managers to **help Intel live into its value of inclusion**, as well as creating professional development programmes.

Invest in a range of programmes 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).

Attraction

Expand opportunities to build the best and brightest workforce through efforts such as:

- Intel UK 13-mth internship program across multiple departments, may lead to graduate roles.
- School STEM Advocacy and Outreach
- Employee community volunteering to support STEM

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 UK. 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 UK employees' pay. This can be attributed to our strong local leadership commitment to pay equity.

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

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Understanding the figures section with some definitions:

- **Bonus Gap** refers to the gap between men and women on the value of all bonus items taken together.
- **The Lower Quartile** sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.
- **The Upper Quartile** sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.