

2024 Israel Gender Pay Gap Report

Intel is committed to achieving pay equity for all Israel employees and since 2019 has achieved pay equity in Israel. Intel's 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.

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 weighted average gross pay difference is 2.3%. 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, etc.) or job changes during the year. When looking at December 2024 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.

Intel Israel - Gender Pay Gap figures

What is included in the report?

- 2024 earnings for all employees who were employed at Intel Israel between January 1, 2024 – December 31, 2024.
- The employees were grouped by grade level and job type into 24 different segment groups, which include 88% 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 employees or more, more than 4 from each gender and groups with more than 10% of each gender

1	2	3	4	5	6	7
Percent of Gross Wage Gap between Men and Women (ALL)						
1%	0%	-3%	-5%	-1%	0%	3%
Percent of Gross Wage Gap between Men and Women (Part Time)						
-6%	7%	1%	-5%	8%	---	---
Percent of Gross Wage Gap between Men and Women (Full Time)						
1%	0%	-3%	---	-1%	0%	3%
Average Job Percent						
97.8%	98.3%	99.4%	74.2%	99.6%	99.6%	99.7%

8	9	10	11	12	13	14
Percent of Gross Wage Gap between Men and Women (ALL)						
-4%	-16%	-2%	-2%	-8%	0%	-7%
Percent of Gross Wage Gap between Men and Women (Part Time)						
6%	-16%	-2%	4%	---	---	---
Percent of Gross Wage Gap between Men and Women (Full Time)						
-4%	---	---	-2%	-8%	0%	-7%
Average Job Percent						
99.8%	78.2%	78.4%	99.5%	100%	100%	100%

15	16	17	18	19	20	21
Percent of Gross Wage Gap between Men and Women (ALL)						
2%	-8%	-4%	0%	-6%	-5%	2%
Percent of Gross Wage Gap between Men and Women (Part Time)						
-14%	---	-23%	---	---	---	38%
Percent of Gross Wage Gap between Men and Women (Full Time)						
3%	-8%	-4%	0%	-6%	-5%	1%
Average Job Percent						
99.4%	99.9%	99.5%	98.6%	100%	100%	99%

22	23	24
Percent of Gross Wage Gap between Men and Women (ALL)		
0%	-2%	-4%
Percent of Gross Wage Gap between Men and Women (Part Time)		
-20%	---	---
Percent of Gross Wage Gap between Men and Women (Full Time)		
1%	-2%	-4%
Average Job Percent		
98.8%	100%	100%

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

1	Women	Men	13	Women	Men
	50%	42.1%		46.2%	44.4%
2	Women	Men	14	Women	Men
	44.3%	46%		68.2%	50%
3	Women	Men	15	Women	Men
	64%	54.4%		42.4%	37.3%
4	Women	Men	16	Women	Men
	50%	45.2%		73.3%	56.6%
5	Women	Men	17	Women	Men
	56.5%	53.8%		62.2%	50.4%
6	Women	Men	18	Women	Men
	52.8%	33.3%		60%	42.9%
7	Women	Men	19	Women	Men
	47.5%	54.1%		61.5%	46.3%
8	Women	Men	20	Women	Men
	64.9%	59.2%		85.7%	43.8%
9	Women	Men	21	Women	Men
	76.2%	46.9%		43.4%	52.2%
10	Women	Men	22	Women	Men
	47.4%	56.2%		43.9%	39.4%
11	Women	Men	23	Women	Men
	55.1%	51.2%		51.6%	47.4%
12	Women	Men	24	Women	Men
	54.5%	28.6%		57.7%	42.9%

Our commitment



Performing yearly analysis **to monitor and advance pay equity** in Israel.

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 through programs that promote networking, role models and mentoring through Employee Resource Groups that are open to all employees. Offering variety of technical development programs and opportunities.



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

- Flexible work, for example: gradual return from maternity leave.
- Paid maternity and paternity leave (regardless of gender)



Expand opportunities to build the best and brightest workforce

through efforts such as:

- Scholarship program
- Workshops and meetups for STEM potential candidates (around CV writing and LinkedIn profiles)
- Exposure events in universities
- Routine Social Media and RM activities



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