

# 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.

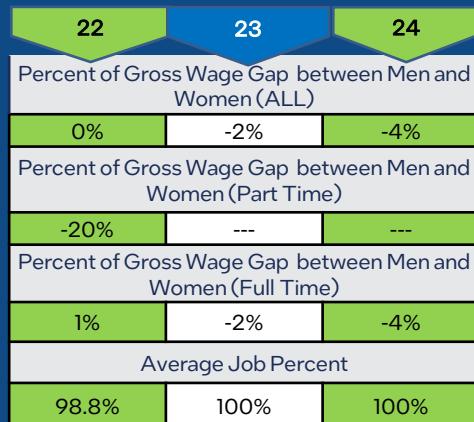
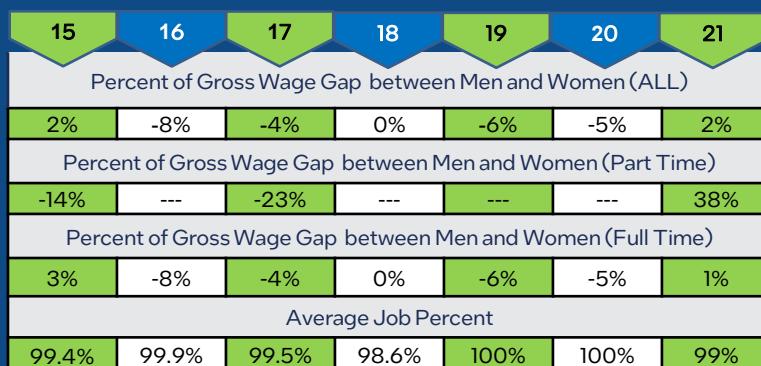
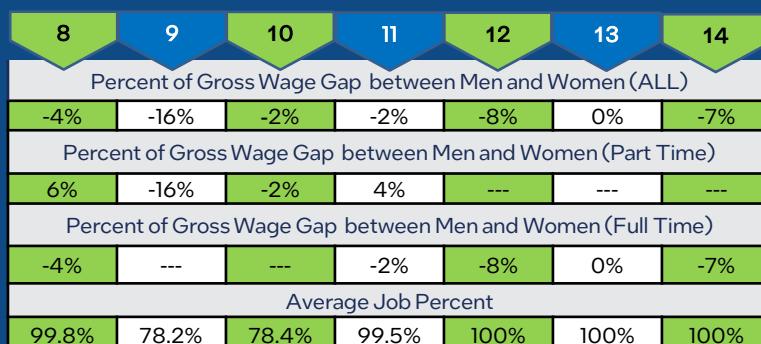
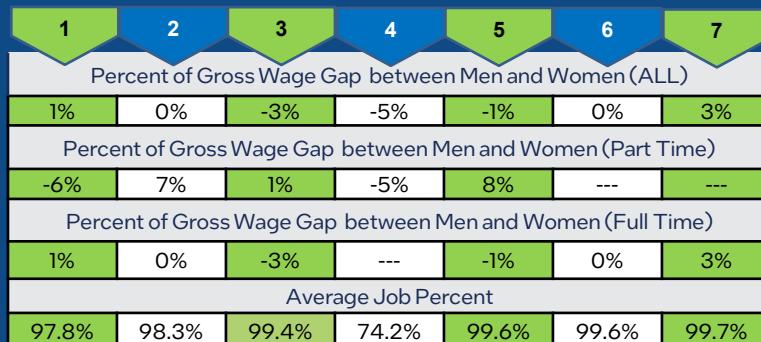
The latest results show the weighted average gross pay difference is 2.3%. When analyzing the data, in most cases the gaps are due to differences in work pattern that sometimes depend on employee's choice (such as shift, over time, stock purchase, etc.) or job changes during the year. When looking at 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



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

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



2024 Israel  
Gender Pay Report