

2025 UK Gender Pay 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.

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.

Similar to the global tech industry, Intel UK continues to experience the impact of the macro-economic uncertainty. Consequently, our calculations this year reflect the impact of measures taken to improve efficiencies at Intel.

The latest results show the median gender pay gap for Intel UK is 22.9% and the mean gender pay gap for Intel UK is 19.2%.

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.

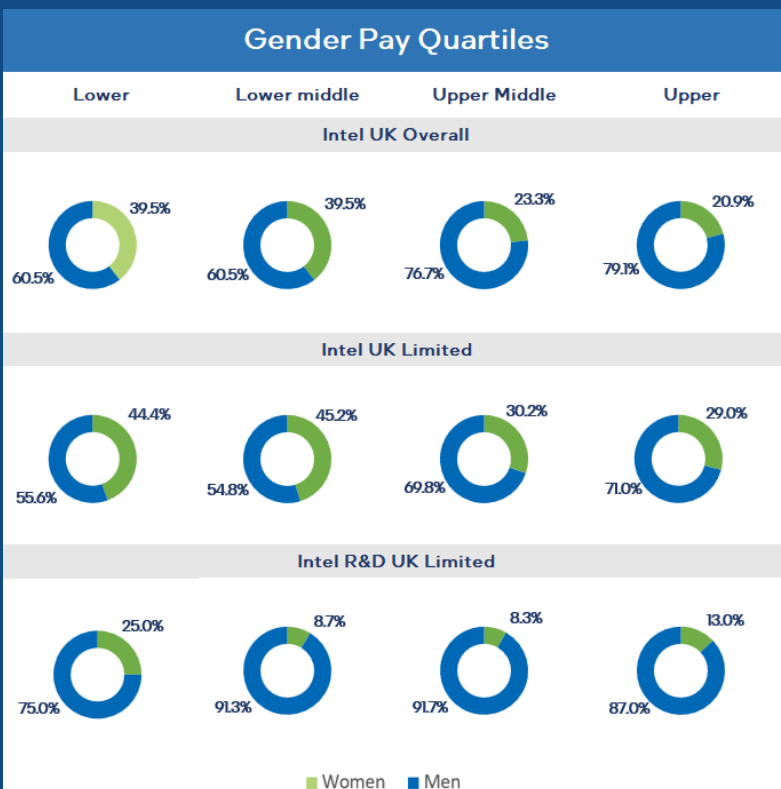
Intel UK's Gender Pay Gap figures

Where does the 19.2% gap come from?

The primary reason behind the gap of 19.2%, both in Intel UK generally and in our two separate entities for which we report, is differences in gender representation across different levels and roles.

	Gender Pay Gap		Gender Bonus Gap	
	Mean	Median	Mean	Median
Intel UK Overall	19.2%	22.9%	29.9%	50.6%
Intel UK Limited	17.4%	18.5%	4.5%	32.6%
Intel R&D UK Limited	17.3%	21%	31%	49.1%

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



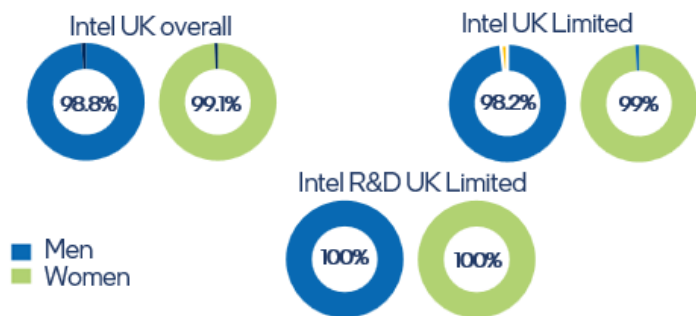
Represents an equal proportion of headcount ranked by quartile from lowest paid (Lower Quartile) to highest paid (Upper Quartile) employee

Differentials: Intel Research and Development UK Limited & Intel UK Limited

The median gender pay gap is slightly higher at Intel Research and Development UK Limited (R&D) than at Intel UK Limited. The primary cause of this relates back to female representation in senior leadership 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 UK Limited.

Gender Bonus Gap

In the report snapshot, a slightly smaller percentage didn't receive a bonus due to eligibility relating to hire date



Intel UK 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 UK, 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 2025

Entity	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			
	Proportion	Mean	Median	Mean	Median	Proportion	Lower Quarter	Lower Middle Quarter	Upper Middle Quarter	Upper Quarter
Intel UK Overall	Men: 68.2% Women: 31.8%	19.2%	22.9%	29.9%	50.6%	Men: 98.8% Women: 99.1%	Men: 60.5% Women: 39.5%	Men: 60.5% Women: 39.5%	Men: 76.7% Women: 23.3%	Men: 79.1% Women: 20.9%
Intel Corporation (UK) Ltd.	Men: 62% Women: 38%	17.4%	18.5%	4.5%	32.6%	Men: 98.2% Women: 99%	Men: 55.6% Women: 44.4%	Men: 54.8% Women: 45.2%	Men: 69.8% Women: 30.2%	Men: 71% Women: 29%
Intel Research and Development UK Ltd.	Men: 85.3% Women: 14.7%	17.3%	21%	31%	49.1%	Men: 100% Women: 100%	Men: 75% Women: 25%	Men: 91.3% Women: 8.7%	Men: 91.7% Women: 8.3%	Men: 87% Women: 13%

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 2025.

Candice C Moore

Our commitment to addressing the gap



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

Continue to foster an **inclusive culture** in alignment with Intel's values where everyone can have the opportunity to grow and thrive. Embrace various backgrounds, experiences, and ideas to create a better workplace and build a stronger more competitive company.



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)



Drive retention and development through programs that promote networking, role modeling and mentoring through Employee Resource Groups and networks that are open to all employees.

The Intel logo, consisting of the word "intel" in a lowercase, blue, sans-serif font, with a registered trademark symbol (®) to the right.

2025 UK
Gender Pay Report



2025 UK Gender Pay Report

Understanding the figures section with some definitions:

- **Hourly Remuneration** refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis. It is important to realise that this calculation includes everyone, not just those formally paid by the hour.
- **Bonus Recipients** sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes share awards as well as regular annual and quarterly performance bonuses.
- **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.