

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 notebooks, pens, and coffee cups on the table. The background is a dark, textured wall with some geometric shapes in the top left corner.

# 2025 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 2025 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?

- 2025 earnings for all employees who were employed at Intel Israel between January 1, 2025 – December 31, 2025.
- The employees were grouped by grade level and job type into 23 different segment groups, which include 87% 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)						
-2%	-2%	-1%	-2%	-6%	-1%	1%
Percent of Gross Wage Gap between Men and Women (Full Time)						
-3%	-2%	-0.2%	-2%	-6%	-1%	-1%
Percent of Gross Wage Gap between Men and Women (Part Time)						
27%	0%	-0.6%	---	-13%	0%	1%
Average Job Percent						
97.6%	98%	97.2%	97.6%	70%	95.2%	97.9%

8	9	10	11	12	13	14
Percent of Gross Wage Gap between Men and Women (ALL)						
-7%	-4%	1%	-4%	0%	-33%	-3%
Percent of Gross Wage Gap between Men and Women (Full Time)						
-7%	-4%	1%	-4%	0%	-33%	0%
Percent of Gross Wage Gap between Men and Women (Part Time)						
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Average Job Percent						
99.5%	98.9%	95.5%	99.3%	98.6%	77.2%	72.6%

15	16	17	18	19	20	21
Percent of Gross Wage Gap between Men and Women (ALL)						
-1%	-1%	0%	-3%	-3%	0%	-6%
Percent of Gross Wage Gap between Men and Women (Full Time)						
-1%	2%	0%	-3%	-3%	0%	-6%
Percent of Gross Wage Gap between Men and Women (Part Time)						
---	-1%	---	---	---	---	---
Average Job Percent						
99.1%	99.3%	98.2%	99.3%	96.8%	99.4%	99.7%

22	23
Percent of Gross Wage Gap between Men and Women (ALL)	
1%	-8%
Percent of Gross Wage Gap between Men and Women (Full Time)	
1%	-8%
Percent of Gross Wage Gap between Men and Women (Part Time)	
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Average Job Percent	
96.3%	99.8%

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

1	Women 52.3%	Men 45.3%	13	Women 78.6%	Men 25%
2	Women 53.4%	Men 49.5%	14	Women 41.9%	Men 43%
3	Women 47.3%	Men 51.8%	15	Women 52.4%	Men 53.4%
4	Women 56.3%	Men 50.4%	16	Women 54.8%	Men 53.3%
5	Women 54.2%	Men 41.3%	17	Women 41.5%	Men 55.6%
6	Women 52.1%	Men 54.2%	18	Women 54.2%	Men 47.6%
7	Women 41.4%	Men 38.9%	19	Women 51.7%	Men 25%
8	Women 64.3%	Men 52.5%	20	Women 35.7%	Men 52%
9	Women 58.4%	Men 56.7%	21	Women 66.7%	Men 25%
10	Women 41.8%	Men 41.4%	22	Women 41.2%	Men 40%
11	Women 54.7%	Men 50.3%	23	Women 71.4%	Men 27.3%
12	Women 58.6%	Men 69.3%			

# 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 backgrounds, 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 modeling 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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