



A MESSAGE FROM BRIAN KRZANICH



Intel Employees:

The end of the year and the holidays are always a great time to look back at the year and reflect. We recently celebrated the Thanksgiving holiday here in the United States, and like many of you, I spent the time with family and friends reflecting on what I am thankful for and what I value most. I always look back and think how lucky I was to come to Intel some 36 years ago, and to have stayed all this time, seeing the company grow into what it is today. I look at this last year and see the great changes we've made in this company as we continue to transition into a growth company. But I also have seen the great sacrifices everyone has made to get us here and I appreciate that every day.

One of the things I am thankful for is our Intel community, the brilliant minds in this company, and all that we accomplish together as a team. Our values and the way we treat one another are key to our accomplishments. We are a company that not only has a set of values, but I believe we all truly strive to come to work every day and live by them. One of the things I appreciate most about Intel is that we are a place where every employee is treated equally and fairly, and with dignity and respect. We are an inclusive workplace within the walls of Intel and through our actions and values, we can also be powerful role models in our communities and in the world. For anyone who knows me, I believe that actions mean more than words, so we're going to do a bit of both as we come to the end of this year to truly enhance and live by our values.

First, we will be making two small but very important additions and changes to our [Intel Values](#). The value of "Great Place to Work" will be changed to "An Inclusive, Great Place to Work" and some additional sub-bullets will be modified and added to clarify the value. Second, we will be adding a new sub-bullet under "Risk Taking" stating that we will "Embrace a growth mindset in everything we do." I believe truly embracing these two additions to Intel's Values are critical to our success. Adding to our values ensures they continue well beyond any of us at this company.

As I said above, I believe actions are even more important than words, so to help demonstrate our commitment to inclusion the team has come up with a great way to celebrate a day that is truly meant to represent the meaning of inclusion. December 10 is Human Rights Day, a day commemorating the Universal Declaration of Human Rights, first adopted by the United Nations General Assembly in 1948. The declaration reminds us all that the dignity and equal rights of all people is the foundation of freedom, justice, and peace in our world. Human rights belong to everyone equally, and bind us together as a global community with shared ideals and values. Intel has long demonstrated our

commitment to human rights, through our work to become [conflict-free](#) and eliminate the use of conflict minerals in our products, to our commitment to diversity and inclusion, and our focus on making the entire tech industry a more inclusive place. Our commitment is unwavering, and we'll continue to find new ways to put our commitment and values into action.

One of the many ways we can share Intel's Values and commitment to human rights and equality is by giving back. I'm pleased to share that starting December 7 and continuing through December 13, the Intel Foundation will do a 2x match of any employee donation to qualifying charitable and educational organizations. In addition, we'll be sharing opportunities with all of you to volunteer and be active in our local communities in the upcoming months. This is a great way to support our communities and amplify your humanitarian impact.

We are a great company, and we are changing the world for the better. We are showing people that we can transform. We can transform ourselves and we can transform the tech industry. We have shown the world this year that with the right mindset, ingenuity and products we are a growth company. And, with our commitment to diversity and inclusion, we have shown that we will not only talk about change, but we will be a force of change that is unstoppable.

Brian

Intel Values

Quality

Achieve the highest standards of excellence.
Do the right things right.
Continuously learn, develop, and improve.
Take pride in our work.

Risk Taking

Embrace a growth mindset in everything we do.
Foster innovation and creative thinking.
Embrace change and challenge the status quo.
Listen to all ideas and viewpoints.
Learn from our successes and mistakes.
Encourage and reward informed risk taking.

An Inclusive, Great Place to Work

Create an inclusive work environment that fosters diversity.
Treat one another equally, with dignity and respect.
Be open and direct.
Promote a challenging work environment that develops our workforce
Work as a team with respect and trust for each other.
Win and have fun.
Recognize and reward accomplishments.
Manage performance fairly and firmly.
Be an asset to our communities worldwide.

Discipline

Conduct business with uncompromising integrity and professionalism.
Ensure a safe, clean, and injury-free workplace.
Make and meet commitments.
Properly plan, fund, and staff projects.
Pay attention to detail.

Customer Orientation

Listen and respond to our customers, suppliers and stakeholders.
Clearly communicate mutual intentions and expectations.
Deliver innovative and competitive products and services.
Make it easy to work with us.
Excel at customer satisfaction.

Results Orientation

Set challenging and competitive goals.
Focus on output.
Assume responsibility.
Constructively confront and solve problems.
Execute flawlessly.