



2023 Ireland Gender Pay Report

Under the Gender Pay Gap Information Act 2021, Intel Ireland is required to report on its gender pay gap across a range of metrics.

Intel is committed to achieving gender pay equity for all our employees and since 2019 has achieved gender pay equity globally including in Ireland. 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.

Globally, the tech industry experienced a period of macro-economic uncertainty throughout 2022. Consequently, our calculations this year reflect the impact of measures taken to improve efficiencies at Intel.

The overall mean gender pay gap for Intel Ireland is 6.5%.

At Intel we strive for and are committed to an inclusive and engaged workforce that reflects the best and brightest talent in our industry. We are committed to diverse employment and a culture of equality and inclusion. Diversity and Inclusion are core values to Intel and are critical to Intel's continued success.

About the Report

Intel Ireland is made up of Intel Ireland Limited and Intel Research and Development Ireland Limited (R&D). This report includes figures for all three. The Irish legislative requirements for this report are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics, reflecting the identities of men and women, in the manner set out by law, at Intel we recognize and support all gender identities. The reported figures are calculated in line with regulations. We also set out the details behind our gender pay gap in Ireland and our commitment to addressing the gap.

Intel Ireland's Gender Pay Gap figures

Where does the 6.5% gap come from?

The primary reason behind that marginal gap of 6.5%, both in Intel Ireland generally and in our two separate entities, is differences in gender representation across different levels and roles. Advancing diversity, equity, accessibility, and inclusion in our global workforce is embedded in our purpose. We're committed to our [RISE 2030](#) goals that build on our ongoing commitment to corporate responsibility and positive global impact.

These goals include raising the representation of women in technical roles in the company to 40% and achieving 25% representation of women in senior leadership roles.

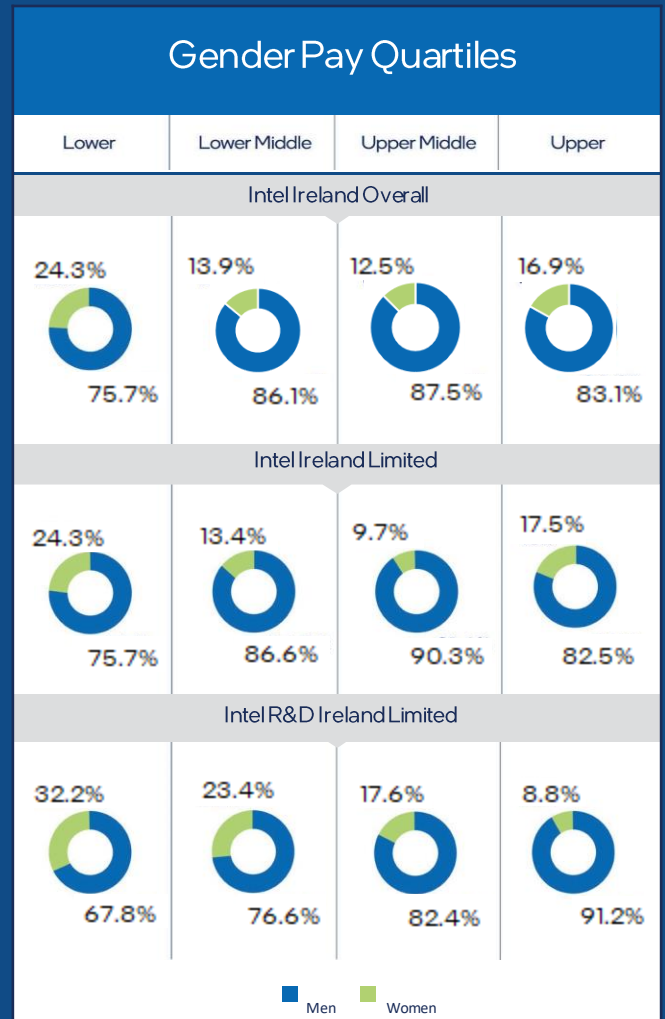
	Gender Pay Gap		Gender Bonus Gap	
	Mean	Median	Mean	Median
Intel Ireland Overall	6.5%	8.3%	8.2%	0.2%
Intel Ireland Limited	2.7%	9.0%	-9.2%	1.9%
Intel R&D Ireland Limited	23.7%	30.2%	49.0%	45.1%

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

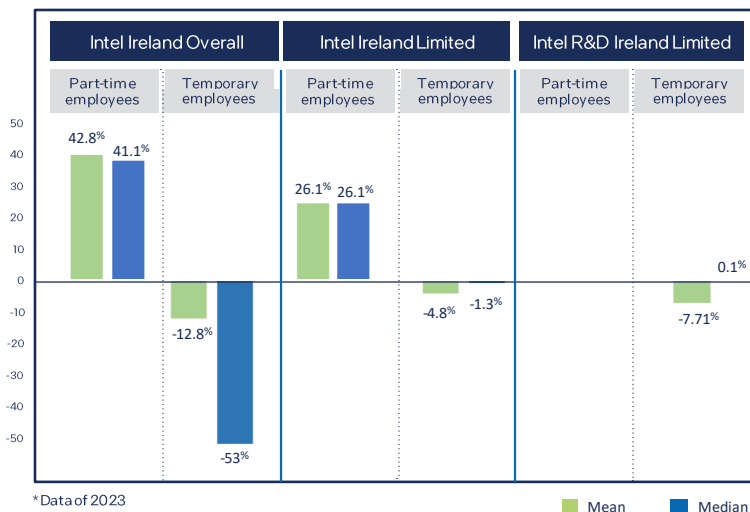
Differentials: Intel Research and Development Ireland Limited & Intel Ireland Limited

There's a higher gender pay gap at Intel Research and Development Ireland Limited (R&D) than at Intel Ireland 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 Ireland Limited.



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



*Data of 2023

■ Mean ■ Median

Temporary and Part-Time Workers

Intel is committed to gender pay equity for all our workforce whether part-time, full-time or contract workers. Just as for full-time permanent workers, different gender representation in different positions and roles is a contributor to a gender pay gap for part-time and temporary colleagues. The numbers of employees in these categories are comparatively small and the results may be subject to year-on-year movements for that reason. Intel is committed to gender pay equity for all our workforce whether part-time, full-time or contract workers.



Details behind the gender pay gap in Ireland

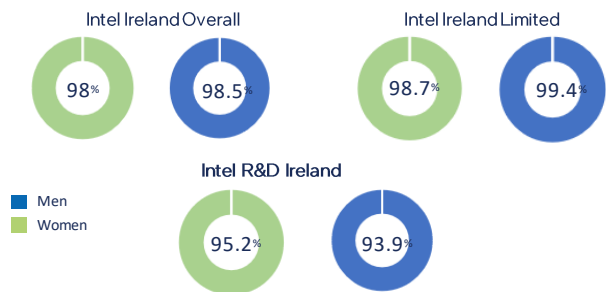
Intel pays men and women equitably for the work they do and the role they perform, factoring in experience, tenure and performance. Due to the nature of our work, a substantial proportion of our recruitment focuses on people with qualifications and experience relating to science, technology, engineering 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, employees are eligible for bonuses regardless of gender, however eligibility for the bonus programmes are based on hire date in a given pay-out period.

We also see a **gap between men and women who participate in our benefits programmes**, with men opting to participate more often than women. A minority of employees voluntarily choose not to accept benefits, often for good reason (for example, health insurance is sometimes refused because coverage already exists from a spouse's employment). It is important to note that an employee's gender does not affect their eligibility for benefits.

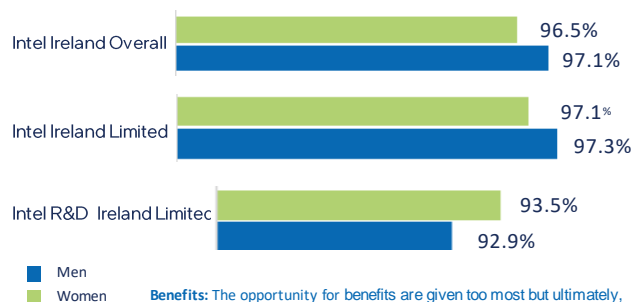
Gender Bonus Gap

In the report snapshot, a slightly smaller percentage received a bonus due to their eligibility hire date.



Gender Benefits in Kind

Proportion of men vs women receiving benefits in kind in the relevant reference period



Benefits: The opportunity for benefits are given too most but ultimately, it's a choice that the employee makes individually on whether to

100% from

Our commitment to addressing the gap

Retention



Continue the yearly analysis with third-party experts to **monitor and advance global pay equity** that reviews base pay, bonuses and stock grants. Make adjustments to individuals identified through this process.



Execute on Intel's RISE 2030 goals to ensure inclusive leadership practices are embedded in our culture globally:

- Achieve 25% representation of women in senior leadership roles.
- Increase the representation of women in technical roles to 40%.
- Drive full inclusion and accessibility across the technology industry and implementing a global inclusion index with common metrics to advance progress.



Drive retention and development through programmes that promote networking, role models and mentoring programmes such as:

- Women Intel Network (WIN).
- Women in Tech (WIT).
- Females in Tech (FIT), STEM.



Work with managers to **promote diversity and inclusion at Intel**, as well as creating professional development programmes.



Offer programmes that **promote progression of women into more senior roles**, including networking, sponsorship and mentoring.



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

- Flexible work hours and work week.
- Gradual return from maternity leave.
- Paid maternity and paternity leave (regardless of gender).

Attraction



Attract future women employees through strategic hiring, returners programmes and press for progress, as well as through efforts with:

- [MOU University and college partnership](#).
- [Mini Scientists](#).
- Transitional year (TY) programs.
- University Academy.
- School STEAM Advocacy and Outreach.
- TrailblazHER program.
- STinT program.

Support for Women in STEM disciplines

To help close the gender pay gap in Intel Ireland, we need to hire more women in STEM and senior roles. This can be supported through global and local efforts by the government and educational institutions of Ireland, to increase the number of women receiving education, qualifications and experience in STEM disciplines.

The Irish government has pointed out that of almost 120,000 people in the country working in STEM, just over a quarter are women.* Intel is actively trying to redress this balance. For 17 years, Intel Ireland has encouraged high-achieving female students to become the next leading generation of technologists through

our Women in Technology scholarship programme. The programme offers financial support, an Intel mentor and an opportunity to work at the company.

As an example, Intel Ireland is working with an organisation called Fastrack to IT to offer an Advanced Manufacturing Technician Maintenance Skills programme to women. This initiative creates an education pathway for women towards manufacturing technician roles. A number of programme graduates have already gone on to secure jobs at Intel.

*Recommendations on Gender Balance in Stem Education, Department of Education, March 2022



Pay equity at Intel

At Intel, we strive for an inclusive and engaged workforce that reflects the best and brightest talent in our industry.

For the past several years, we've worked to **address gender pay equity globally**, including Intel Ireland. We do this by closing pay gaps between employees of different genders in the same or similar roles, after accounting for business factors such as location, time at grade level and tenure.

Every year, Intel's legal and human resources teams work with third-party experts to monitor and advance global pay equity. Our analysis includes base pay, bonuses and stock grants. Individuals identified through this process receive a pay adjustment in addition to normal pay review increases. To date, our global analysis has not identified any adjustments to Ireland employees' pay. This can be contributed to our strong local leadership commitment to pay equity.

* Note: this analysis is different than the Gender Pay Gap Information Act 2021 for Intel Ireland, which solely compared genders.



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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.
- **Benefits in Kind** sets out the percentage of our people who are in receipt of non-cash benefits of monetary value – for example health insurance.