

2021 UK Gender Pay Report

Intel Corporation (UK) Ltd.

‘Diverse talent is at the center of our integrated plan for a vibrant culture and technology leadership. We’re proud to have reached gender pay equity globally since 2019, including in the UK. Our transparency will continue to be a strong force driving our worldwide goals to significantly increase the number of women in our senior leadership and technical roles by 2030.’



Christy Pambianchi
Chief People Officer

Executive Summary

We're making progress—but there's more work to do

The UK Government requires Intel UK and other employers to publish an annual gender pay report, with information regarding mean and median pay gaps between men and women.

This year, we report that both our mean and median hourly pay gaps narrowed year over year and are the lowest they have ever been. The median hourly pay gap narrowed by 3.7% and the mean hourly pay gap narrowed by 7.1%, driven by a slight increase in female representation in the highest pay levels.

The latest results show the median GPG at 31.9% and the mean GPG at 24.8%. Intel is committed to further narrowing this gap.

A diverse and inclusive workforce is essential for the vibrant culture and technology leadership we need to achieve our bold goals as a company. We continue our transparent and systematic approach to both internal advancement and external recruiting—as reflected in our RISE 2030 goals.

UK Gender Pay Gap

The UK gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

Pay Equity

While the UK gender pay gap looks at differences between men and women's average earnings regardless of role or seniority, pay equity closes the gap in the average pay between employees of different genders in the same or similar roles after accounting for legitimate business factors that can explain differences in pay, such as performance, time in grade and tenure. Intel has achieved gender pay equity globally since 2019.

Raising the Bar Over the Next Decade

We are committed to transparently reporting our representation and pay equity data.

'To become the most inclusive company on the planet, we will keep collaborating—and pushing—everywhere.' –Dawn Jones, Chief D&I Officer

Integrated D&I Processes

We take action to advance a culture of inclusion and accountability by integrating measures across our performance management systems, compensation and benefit programs, and hiring processes.

We continue to link a portion of our executive and employee compensation to diversity and inclusion metrics to drive accountability and progress.

We offer a variety of employee resource groups and networks to support our multigenerational workforce, including Women at Intel (WIN).

We continue to support our employees by offering a range of programs to encourage women to seek and succeed in leadership positions.

A Culture of Accountability

Our commitment to fostering a diverse, equitable, and inclusive culture is a business imperative and key to our long-term success.

During 2021 we offered inclusive hiring training and continued our focus to increase the proportion of job requisitions posted internally to improve transparency of opportunities.

Throughout 2021, Intel also continued to invest in a range of support benefits and programs to help employees manage the impact of the global pandemic, including:

- Child/Elder Care Support
- Telecommuting Reimbursement Programs
- Flexible work hours
- Comprehensive Mental Wellness support

RISE 2030 Goals

In support of our corporate RISE 2030 goals for diversity and inclusion, we aim to ensure inclusive leadership practices are embedded in our culture globally and have set ourselves bold goals:

- Increase the representation of women in technical roles to 40%
- Double the number of women and underrepresented minorities in senior leadership roles
- Advance accessibility and increase the percentage of employees who self-identify as having a disability to 10% of our workforce
- Drive full inclusion and accessibility across the technology industry by creating and implementing a Global Inclusion Index with common metrics to advance progress

Our UK Gender Pay Results April 2021

Workforce by gender	Women's hourly rate of pay is lower by		Women's bonus pay is lower by		Proportion employees receiving bonus pay	Quarter pay bands The proportion of Men and Women in each pay quarter			
	Mean	Median	Mean	Median		Lower Quarter	Lower Middle Quarter	Upper Middle Quarter	Upper Quarter
Men: 67.8%	24.8%	31.9%	48.6%	54.3%	Men: 98.6%	Men: 44.0% Women: 56.0%	Men: 67.7% Women: 32.3%	Men: 79.2% Women: 20.8%	Men: 80.4% Women: 19.6%
Women: 32.2%					Women: 99.1%				

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 2021



The image features a central white 'intel' logo with a registered trademark symbol. The logo is set against a dark background filled with vibrant, glowing light trails in shades of blue and purple. These trails radiate from the center, creating a sense of depth and movement, reminiscent of a data tunnel or a futuristic space. Numerous small, out-of-focus light spots are scattered throughout the scene, adding to the ethereal and high-tech atmosphere.

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