

# 2023 UK Gender Pay Gap Report

**Intel is committed to achieving gender pay equity for all our employees and since 2019 has achieved gender pay equity globally including 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. More information around Intel's global pay equity can be found on page 4 of this report.

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 the year. Consequently, our calculations this year reflect the impact of measures taken to improve efficiencies at Intel.

When we look at Intel UK's overall operation in 2023, our numbers remained similar to 2022, shifting slightly in most cases. The median hourly pay gap continued to narrow by .9%. However, the mean hourly pay gap increased slightly by 1.5%, driven by a slight decrease in female representation in the highest pay levels.

The latest results show the median GPG at 28.7% and the mean GPG at 27.0%.

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 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). 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 the UK and our commitment to addressing the gap.

# Intel UK Gender Pay Gap figures

## Where does the 27.0% gap come from?

The primary reason behind that gap of 27.0% 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.

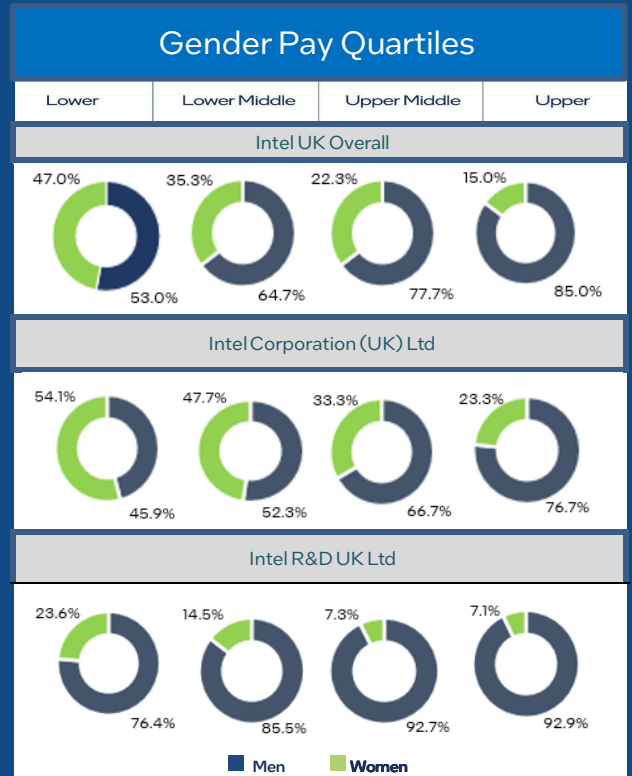
These goals include raising the representation of women in technical roles in the company to 40% and achieving 25% representation of women in senior leadership roles.

	Gender Pay Gap		Gender Bonus Gap	
	Mean	Median	Mean	Median
Intel UK Overall	27.0%	28.7%	50.0%	56.9%
Intel UK Corporation Ltd.	28.7%	29.6%	46.4%	51.3%
Intel UK R&D Ltd.	23.0%	24.9%	49.7%	55.4%

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

## Differentials: Intel Corporation (UK) Ltd & Intel Research and Development UK Ltd

There's a higher gender pay gap at Intel Corporation (UK) Ltd than at Intel Research and Development (R&D) UK Ltd. The primary cause of this relates to female representation in senior 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 Corporation (UK) Ltd.

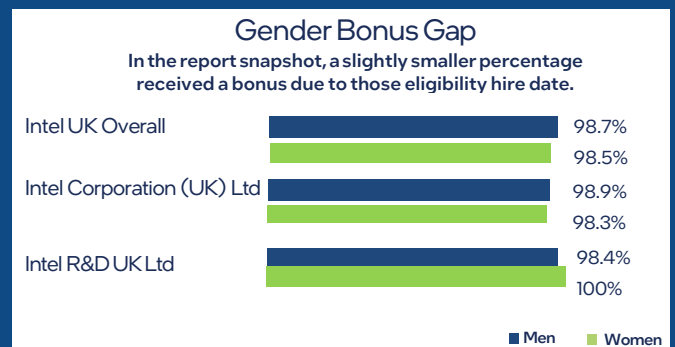


Represents an equal proportion of headcount ranked by quartile from lowest paid (Lower Quartile) to highest paid (Upper Quartile) employee.

# Details behind the gender pay gap in the UK

**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 programs is based on hire date in a given pay-out period.





## Our UK Gender Pay Results – April 2023

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			
	Men	Mean	Median	Mean	Median	Men	Lower Quarter	Lower Middle Quarter	Upper Middle Quarter	Upper Quarter
Intel UK Overall	Men: 70.1% Women: 29.9%	27.0%	28.7%	50.0%	56.9%	Men: 98.7% Women: 98.5%	Men: 53% Women: 47%	Men: 64.7% Women: 35.3%	Men: 77.7% Women: 22.3%	Men: 85% Women: 15%
Intel Corporation (UK) Ltd.	Men: 61.8% Women: 38.2%	28.7%	29.6%	46.4%	51.3%	Men: 98.9% Women: 98.3%	Men: 45.9% Women: 54.1%	Men: 52.3% Women: 47.7%	Men: 66.7% Women: 33.3%	Men: 82.1% Women: 17.9%
Intel Research and Development UK Ltd.	Men: 86.8% Women: 13.1%	23.0%	24.9%	49.7%	55.4%	Men: 98.4% Women: 100%	Men: 76.4% Women: 23.6%	Men: 85.5% Women: 14.5%	Men: 92.7% Women: 7.3%	Men: 92.9% Women: 7.1%

### 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 5<sup>th</sup> April 2023.

Tiffany Doon Silva

# 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 inclusive hiring** as well as through efforts such as:

- Intel UK 13-mth internship program across multiple departments, may lead to graduate roles.
- School STEM Advocacy and Outreach.
- Employee community volunteering to support STEM
- Specific UK activities to celebrate International Women's day

# 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 UK. 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 adjustments in addition to normal pay review increases. To date, our global analysis has not identified any adjustments to UK 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 for Intel UK, which solely compared genders.



## 2023 UK Gender Pay Report

### Understanding the figures section with some definitions:

- **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.