



Costa Rica Community Impact Report





Ileana Rojas

Global Vice President of Design Engineering
Intel Costa Rica General Manager

Technology is increasingly central to every aspect of human existence. And that's why we continue to create world-changing technology that improves the life of every person on the planet. Intel Costa Rica is a key player in increasing digitization of our world and a growing need for semiconductors with our 3 Centers of Excellence: Assembly & Test Operations, Costa Rica Design Center and Corporate Services.

From 2020 to 2023, Intel has demonstrated its commitment to Costa Rica through a substantial investment of USD\$1.5 billion.

Innovating and investing in Costa Rica since 1997

The current workforce comprises more than 3,560 direct employees and approximately 4,200 contingent workers, marking the most intricate operation Intel has undertaken in Costa Rica since 1997. Intel Costa Rica is one of the top three contributors of Costa Rica's Gross Domestic Product (GDP).

We are making tremendous progress towards our efforts to build a resilient and sustainable semiconductor supply chain, right here in Belén, Costa Rica.

We recognize our responsibility to invest in our community – creating jobs, buying from local businesses, and nurturing the ecosystem of innovation we've helped create. Investing in our community also means investing in education and workforce development. Intel is working collaboratively with schools, universities, and others across the country to inspire and develop today's talent and the next generation of innovators. We are proud about our achievements in

terms of diversity and inclusion, sustainability, education and more, enabled by the passion of our people and our technology and we were recognized as the #1 more responsible company in ESG (Environmental, Social and Governance) in our country.

As we strive towards our bright and exciting future in Belén and Costa Rica, our commitment to our community is unwavering – we're working to do the right things right.

We are thankful for the connections we have with all of you in the community, whether newer or decades strong.

At Intel, we are unwavering in our commitment. Together, we seek to create more diverse, equitable, and inclusive outcomes in our workplace, in the communities in which we operate, in the semiconductor industry, and across society at large.

Our Approach to Community and Corporate Responsibility

Intel has a long history of leadership in corporate responsibility. For decades, we have worked to advance across a broad range of environmental, social, and governance related issues.

We continue to raise the bar for ourselves and leverage our leadership position in the global technology ecosystem to make greater strides in corporate responsibility and apply technology to address social and environmental challenges. Through our unified RISE corporate responsibility framework and goals, we aim to create a more responsible, inclusive, and sustainable world, enabled by our technology and the expertise and passion of our employees.

We value transparency, and through open and direct communication, we work to foster and develop trusted relationships with all stakeholders to engage with, listen to, and learn from to incorporate their input into our thinking and planning.

For more on Intel's RISE strategy and our goals, visit intel.com/responsibility.



Intel Costa Rica was named #1 most responsible company of Costa Rica in 2023

The Business Monitor of Corporate Reputation (MERCOR), in 2023, named Intel Costa Rica as the most responsible company of Costa Rica. This ranking evaluates the variables of environment, responsible with People and ethical in Corporate Governance. [Learn more >](#)



Economic Impact

For more than 27 years, Intel has supported a local ecosystem of innovation in Costa Rica. We're creating high-tech jobs, spending with local organizations, and so much more – all building on our ongoing investment in and commitment to the community.

Intel Costa Rica Investment and Growth

Intel directly employs over 3,400 people in Costa Rica in high-skill, high-paying jobs, and generates opportunities for more than 4,500 contractor workers. We announced a reinvestment for the next two years of 1.200 million dollars to continue enhancing our infrastructure and upskilling our talent for the upcoming technologies for a total 1.250-million-dollar investment since 2020.

Investing in semiconductor workforce development

Technology advances every day, offering enormous opportunities for all industries and sectors, so we need future professionals to have the skills that the semiconductor industry requires to face the new challenges. The work we develop with universities is another example of Intel's commitment to the country. This alliance between Intel and academia benefits the entire technological ecosystem of the country and improves employability opportunities for many people

We signed an educational agreement with Instituto Tecnológico de Costa Rica to continue exploring opportunities to develop projects in research, faculty training and more.

Intel Costa Rica invests in strengthening students' technical capabilities in the semiconductor area through the development and improvement of specialized courses at universities. These are programs with a minimum duration of 8 weeks, which are taught as free courses which benefited students of software engineering and electronics, among other areas. We aim to continue developing these type of alliances with other academic institutions in the future.



By Numbers

\$1.200 Million

Reinvestment announced in 2023 for the next 2 years

\$170.000

Curricula development investment in higher education on workforce development programs in the last 2 years

1.100

Students reached in higher education during 2023



Academia Forum with more than 120 participants

Education and Social Impact

Intel and the Intel Foundation have a strong legacy of building and expanding meaningful educational opportunities in science, technology, engineering, arts, and mathematics, including efforts designed to reach underrepresented communities. We're continuing this legacy in Costa Rica, investing in initiatives that are upskilling and reskilling Costa Rican talent and inspiring our next generation of innovators.



INNOW Technology Fest 2023

To encourage the Next Generation of Innovators, in 2023, we launched our first competition INNOW Technology Fest 2023 in collaboration with COVAO and Cedes Don Bosco. We trained to train students from different Technical Professional High Schools in technical skills, to encourage them to explore their technical capabilities and learn about the future careers.

Closing gender gaps in STEM careers: Stay in STEM - SiS Program

Stay in STEM Program includes a methodology and toolkit with best practices as part of an alliance between Intel Costa Rica and universities to raise awareness and include gender perspective, strengthen the insertion and retention of women in STEM areas, promoting gender equity. In 2023 we started collaborating with fourth different universities: Universidad Nacional, Universidad Técnica Nacional, Tecnológico de Costa Rica; and Universidad Latinoamericana de Ciencia y Tecnología. [Learn more >](#)

GO STEAM!

We are advancing in education accessibility, with Foundation STEAM and Ministry of Public Education through a program that benefited 64 women, including students and their female family members, from public high schools in our community. In 16 sessions they learned about electronics, circuits and programming.

This initiative inspired women to break biases and stereotypes, so that more women can participate in STEAM areas.

[Learn more >](#)



By Numbers

4000+

people reached by our STEM projects, children, teenagers, and adults.

1800+

women in our programs and activities in STEM

Education and Social Impact

Intel and the Intel Foundation have a strong legacy of building and expanding meaningful educational opportunities in science, technology, engineering, arts, and mathematics, including efforts designed to reach underrepresented communities. We're continuing this legacy in Costa Rica, investing in initiatives that are upskilling and reskilling Costa Rican talent and inspiring our next generation of innovators.



Annual books donation

In alliance with *Foundation Libros Para Todos*, Intel Costa Rica donated more than 1200 books for students of preschool, primary school students and literature books for school libraries.

This donation supported more than 520 children from different schools in provinces of Heredia and Limón.

AI Global Impact Festival 2023 – Costa Rica Award

The Intel AI Global Impact Festival is an annual digital readiness celebration of AI innovation by student innovators using Intel technologies, in partnership with government, academia, and civil society.

Students from Costa Rica, Nicolle Gamboa Mena, Melanie Espinoza Hernández, and Mariana Acuña Cordero participated in the category of "Creators of Impact in Artificial Intelligence", won a global award as they developed an AI-powered repository that allows conservationists to identify native bees in the local ecosystem.

Equipment donation

Intel donated 200 computers to different non-profit organizations and schools to improve their technology laboratories, including Technical Professional Highschool of Belén.

We also donated chairs, furniture, robotics equipment and more assets to Benefit NGO's, schools and non-profits with a focus on community impact and education.



By Numbers

200+

Computers donated to non-profits and high schools in Costa Rica

17

Activities, programs or project in STEM, Education and Innovation

Environmental Stewardship

Intel's longstanding commitment to minimize our impact on the environment and pursuing ambitious sustainability goals remain a key focus for us – even as we grow. From reducing our energy use, to investing in renewable electricity, to conserving and restoring water, and upcycling waste, a focus on the environment is a focus on our future.



By Numbers

117 million

gallons of water restored
by Intel-funded projects
in 2023

87.6%

Solid waste recycling

68M kWh

Energy conservation
since 2012

Our environmental commitment

Driving to the lowest possible environmental footprint as we grow helps us create efficiencies and respond to the needs of our stakeholders. We work across three main focus areas—climate, water, and waste—and invest in conservation projects and set company-wide environmental targets. We also collaborate externally to increase our “handprint”—the ways in which Intel® technologies can help others reduce their footprints.

Our Costa Rica operations achieved net positive water use

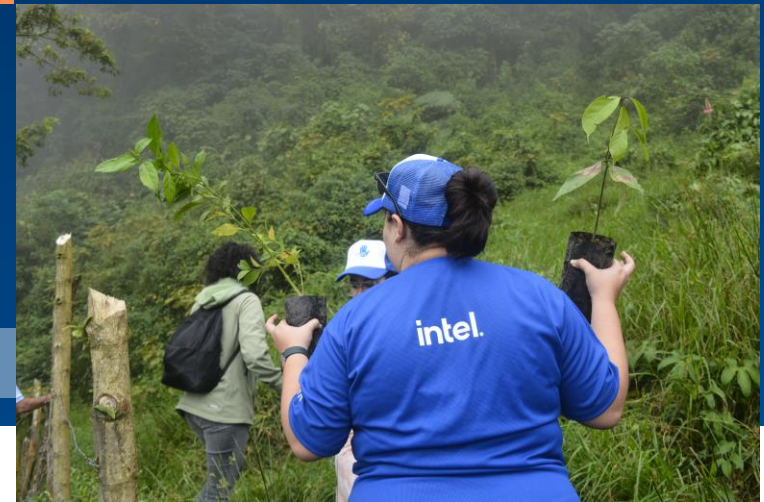
We actively have two water restoration projects benefiting Costa Rica in collaboration with FUNDECOR (Foundation for the Development of the Central Volcanic Mountain Range). We implemented Phase I in 2020, and the II Phase in 2023, with these projects will restore more than 117 million gallons of water each year, becoming a Site net positive water. [Learn more >](#)

How Intel is addressing climate change

In November 2023, Intel announced a new commitment to work with our value chain to achieve net-zero upstream greenhouse gas emissions by 2050. This new goal complements our 100% renewable electricity goal and our goal to reach net-zero GHG emissions across our global operations by 2040. We are also approaching 100% renewable energy in Costa Rica. [Learn more >](#)

Addressing Community Needs

It is an Intel value to make a positive difference in the communities where we operate and serve. In addition to Intel and Intel Foundation grant-making and donations, our employees are generously donating their time to support local nonprofits, schools and high schools.



Catalyzing Employee Volunteerism

More than 940 employees volunteered to contribute to our communities working focused on education, innovation, community and environment, exploring their values and turning passion into value.

There were more than 50 volunteering and social impact initiatives executed, supporting 41 non-profits organizations, schools and high-schools, and local government, and as a part of our commitment more than \$570,000 invested on contributions from Intel, Intel Foundation, and Intel employees to this organizations.

Costa Rica employees managed to carry out more than more than 11,300 hours in 2023, through the projects and different initiatives.

Putting sustainability in action

Intel Costa Rica employees also supported environmental sustainability initiatives in 2023 through volunteering donating their time with local nonprofits, helping in water restoration projects with FUNDECOR, and improving the community by cleaning up areas, and taking care of national parks.



By Numbers

11,300+

volunteering hours from Intel Costa Rica employees in 2023

\$570,000

Total charitable contributions from Intel, the Intel Foundation, and Intel Costa Rica employees to Costa Rica-based non-profit organizations in 2023

940+

Intel Costa Rica Employees involved in volunteering projects

Intel Costa Rica Awards 2023

Winner of Public-Private Partnerships for Development Recognition

We received an award for our "Artificial Intelligence For Youth implemented in the educational system in Costa Rican" program, in the category Public-Private Partnerships for Development organized by AmCham. This program was developed in a Public Private Alliance with Ministry of Public Education and CINDE (Costa Rican Coalition of Development Initiatives). We aim for students to become proficient in in Machine Learning and Artificial Intelligence (AI) skills, so students from Technical Professional High Schools can learn about a mega technological megatrend such as AI, with a focus on the ethical and legal implications and with a perspective of inclusion and diversity. [Learn more >](#)

Intel Costa Rica #1 most responsible company in 2023

The Business Monitor of Corporate Reputation (MERCOR), in 2023, named Intel Costa Rica as the most responsible company of Costa Rica. This ranking evaluate the variables of environment, responsible with People and ethical in Corporate Governance. [Learn more >](#)



American Chamber (AmCham) Social Responsibility awards ceremony.

#4

Environmental
Pillar

ESG Ranking
and others

#4

Social
Pillar

#1

Governance
Pillar

#1

Industry Award in
Technological products
and services



Engage With Us

We've love to hear from you

We share Costa Rica's values and vision, and we're committed to creating a better tomorrow for communities throughout our country. After all, we don't just work here - we live here too. We're raising our families here, volunteering in classrooms and nonprofits, protecting our environment, and helping to make our community a more vibrant place for everyone.

Visit www.intel.com/CostaRica to learn more about Intel's commitment to Costa Rica, sign up for updates, and share your feedback.

The Intel Costa Rica Community Relations Team



Adriana Diaz Benach
Community Relations and
Sustainable Operations Director



Ana Calderón Elizondo
Community Relations
Specialist

Stay connected



Intel



@WeAreIntel



WeAreIntel



@WeAreIntel