

An aerial photograph of a park. In the foreground, a paved walkway with a repeating geometric pattern curves through a green lawn. Several people are walking on the path, including a person pushing a stroller. In the background, more people are scattered across the grass, some sitting on blankets. A few trees are visible, including a large one on the right and several smaller ones. The scene is brightly lit, suggesting a sunny day.

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# Intel's Approach to Global Diversity, Inclusion and Social Impact

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# Rising Expectations and Need for Action

Investors, customers, employees and governments have increased their focus on corporate purpose and the role of companies in society — trends heightened by the COVID-19 crisis.



## Climate Change

The United Nations reports that climate change is affecting every country on earth — disrupting economies and changing weather patterns, with greenhouse gas emissions at their highest levels.




## Technology Inclusion

Nearly 12 million children in the U.S. continue to live in homes without a broadband connection. Worldwide, more than 4 billion people still do not have access to the internet.



## Health and Safety

According to the World Health Organization, 1.35 million people die each year as a result of road traffic crashes. And as of August 2022, more than 6.4 million lives have been lost to COVID-19.



## Intel's Purpose

We create world-changing technology that improves the life of every human on the planet.

Technology has never been more important to **humanity**, and our **industry, communities and world**.



# Leading in the Future Means Living Up to Our Purpose

## Responsible

Revolutionize how technology will improve health and safety

## Inclusive

Make technology fully inclusive and expand digital readiness

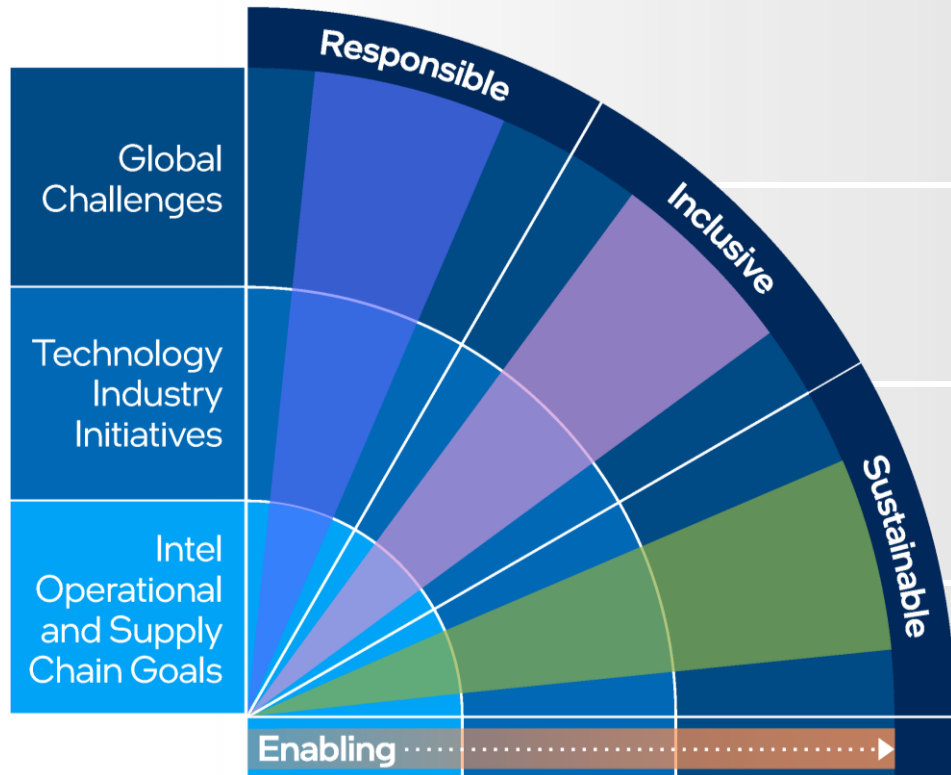
## Sustainable

Achieve carbon-neutral computing to address climate change

## Enabling

Accelerate the ways we enable progress through our technology and the expertise and passions of our employees

# Technology for Global Impact



## Responsible

Revolutionize how technology will help improve health and safety



## Inclusive

Make technology fully inclusive and expand digital readiness



## Sustainable

Achieve carbon-neutral computing to address climate change



## Enabling

Accelerate the ways we enable progress through our technology and the expertise and passion of our employees



Committed to raising the bar to create long-term value for Intel and our stakeholders

# This Is Not Added Work. This Is How We Work.



What  
this  
means

We use the power of our technology and global scale, and the expertise and passions of our people, to create a more **inclusive and responsible workplace, industry and world.**

# History of Leadership

We have a long history of innovating to accelerate the depth and breadth of our global impact.



We collaborate with others to create more diversity and inclusion, address global challenges, broaden access to opportunity, and inspire the next generation of innovators.

# Strategy to Accelerate Global Diversity, Inclusion and Social Impact

Be a catalyst to accelerate business outcomes and innovate talent strategies to drive workforce representation and inclusion, corporate responsibility and positive social impact globally.



## Inclusive Leadership and Accountability

Advance culture of inclusion, reach representation goals and strengthen accountability systems

## 2030 RISE Strategy and Goals

Enable achievement of CSR milestones to ensure Intel's continued leadership in corporate responsibility and sustainability

## Integration of DEI Processes and Systems

Prioritize processes and systems where DEI needs to be embedded into our culture and employee lifecycle

## External Leadership and Impact

Lead the industry with bold moves, transparent commitments and policy and standards that drive equitable outcomes

**2**

Years Early

Reached full market representation in our U.S. workforce in 2018

**2019**

Achieved gender pay equity across our global workforce in 2019

**\$1.4**

Billion

Annual 2021 spend with diverse-owned suppliers



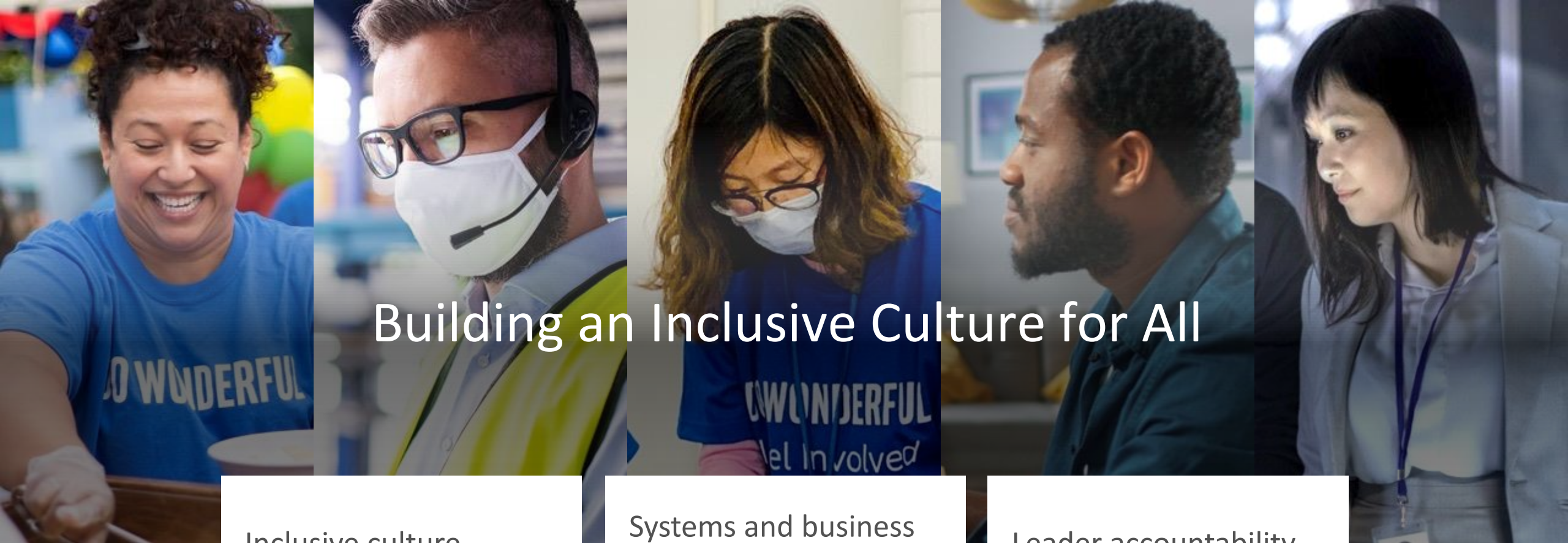


# Creating an Inclusive Culture for All

What  
this  
means

Provide a workplace where everyone has access and opportunity to achieve their career best and have a sense of belonging.

Diversity and inclusion are **instrumental** in **driving innovation** and delivering **strong business growth**.



# Building an Inclusive Culture for All

Inclusive culture

Systems and business practice integration

Leader accountability

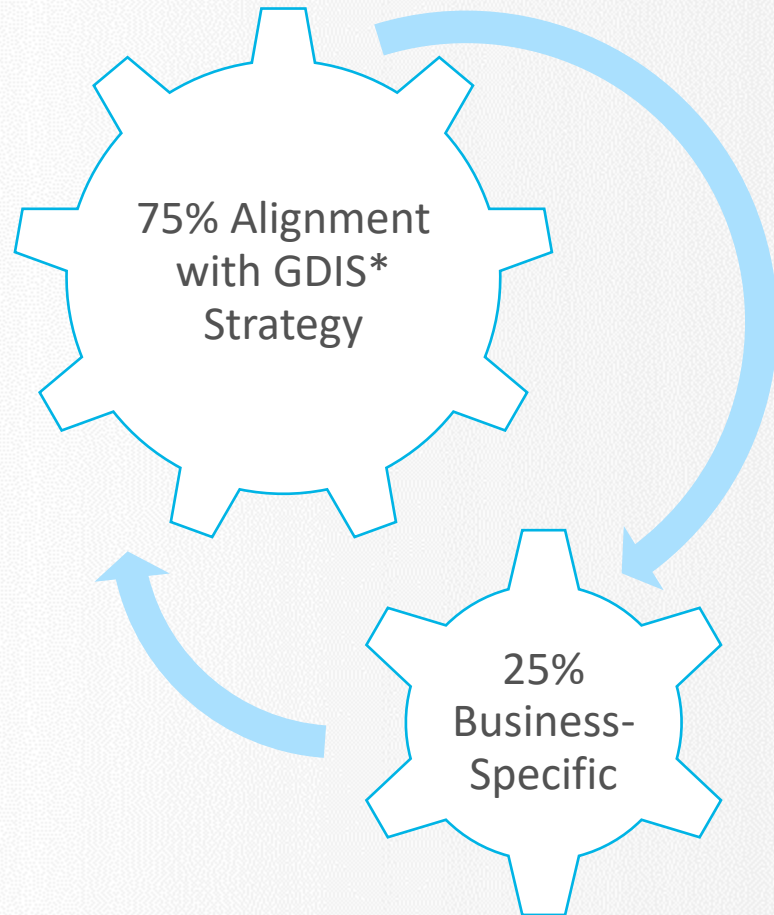
We believe that when **every employee has a voice** and a sense of belonging, Intel can be more **innovative, agile and competitive**.

# Diversity & Inclusion (D&I) Specialists

A team of D&I experts, aligned to Intel's Business Units



# Alignment with Corporate Direction



## Examples:

- Data analysis, action plans
- Inclusive Leaders
- Cross-org focus on developing Black/African American talent and their managers
- Sponsorship and mentoring
- Executive engagement



# Inclusion for Innovation

## Intel Scholars Program

awarding scholarships to technical women and URM students pursuing degrees in STEM fields

## Inclusive Language in Engineering Guide

removes potentially offensive terminology from coding language

## Employee Resource Groups (ERGs)

- 38 ERGs and **8** Leadership Councils
- Over 33,000 employees
- **16** Countries

**2016**

launched confidential employee Warmline



**83%**

of employees who used the service in 2021 have stayed at Intel



**91%**

would recommend it to others

**2021**

Introduced Executive Warmline for senior leaders

A woman with her hair in a ponytail, wearing a red and blue plaid shirt, is looking down at a tablet computer. She is standing in a greenhouse, surrounded by green plants. The background shows the metal frame and glass panels of the greenhouse structure.

Our ambitions are big and our challenges are great

Tackling the world's greatest challenges takes a collective of businesses and community partners with a shared **responsibility, commitment to action and accountability.**



# Building an Inclusive Technology Industry

Drive full inclusion and accessibility across the industry by creating global alliances and common metrics to advance progress.

We consider accessibility during product design and development for a wider range of users.

Diverse suppliers provide new perspectives and solutions to improve the ways in which Intel operates.

We support the development of a **more diverse** technology industry and aim to **inspire more girls** and **under-represented minorities** to pursue tech careers.

# Advancing Diversity and Inclusion Through Collaboration



## Alliance for Global Inclusion

Industry coalition to create and implement shared diversity and inclusion metrics across the industry

## \$1.4B annual spending

with diverse suppliers **in 2021**, a tenfold increase in diverse supplier spends since our diverse supplier program's inception in 2015

## Intel Capital

made a commitment to double investments in Black founders over the next five years

## 2021

11% of venture dollars committed were for companies led by Black founders

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## The Valuable 500

Joined in 2021 — a global CEO community focused on advancing disability inclusion through business leadership



The Intel logo is centered on a solid blue background. It features the word "intel" in a white, lowercase, sans-serif font. A small blue square is positioned above the letter 'i'. To the right of the word "intel" is a registered trademark symbol (®).

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