



2020-21 Corporate Responsibility Report



Executive
Summary



A Letter from Our CEO

I am honored to return to Intel as CEO, and both humbled by the challenges and excited by the limitless opportunities made possible by the magic of technology.

Digital technology is transforming the world at an accelerated pace, driven by what I call the four “superpowers”: cloud, connectivity fueled by 5G, artificial intelligence (AI), and the intelligent edge. They are superpowers because each expands the impact of the others and together, they are reshaping every aspect of our lives and work. This goes straight to Intel’s purpose and my own passion: creating world-changing technology that touches and improves the lives of every person on the planet.

That potential impact has never been clearer to me than during this past year. We’ve seen unprecedented challenges, including a global pandemic that brought untold suffering with loss of life and livelihoods, heightened social injustice and inequities, and continued impact of climate change. As a technologist, I have been inspired to see the collective response to these challenges and the critical role technology has played, from the development of vaccines and new therapeutic treatments in record time, to the rapid deployment of online education and learning resources.

From my early days at Intel to today, I have been extremely proud of our company’s long-standing leadership in corporate responsibility and sustainability. This focus has positioned us to effectively create both long-term value and respond to the growing importance of environmental, social and governance issues to our investors, customers, employees, and other stakeholders.

In May 2020, we outlined our 2030 RISE strategy and corporate responsibility goals for the next decade to accelerate the integration of responsible, inclusive, and sustainable practices and innovative approaches in our operations and supply chain, across the technology industry, and beyond. All of this enabled through our technology and the passion and expertise of our employees.

While we are just one year into our work on these ambitious goals, I am proud of the progress and accomplishments detailed throughout this report. Most notably:

- **In our own operations and supply chain**, we made progress toward our 2030 goals of 100% renewable energy and net positive water use, increasing renewable energy from 71% to 82%, and conserving 7.1 billion gallons of water in 2020. For the fourth consecutive year, we received a Leadership score in CDP’s Supplier Engagement Rating for our work to engage our suppliers to expand their climate and water disclosure.
- **In collaboration with the industry**, we launched the Alliance for Global Inclusion, a new coalition focused on creating a shared set of diversity and inclusion metrics in four critical areas: leadership representation, inclusive language, inclusive product development, and STEM readiness in underserved communities.

- **For larger global impact**, we worked with over 170 customers, partners, governments, academia, and NGOs on 230 projects around the globe through Intel’s Pandemic Response Technology Initiative to accelerate access to technology at the point of patient care and speed scientific research, ensure access to online learning for students, and aid in economic recovery.

As we look ahead, we will build on this momentum to drive progress and take us to even greater heights in 2021 and in the years ahead, including:

- **Advancing diversity, equity, accessibility, and inclusion in our global workforce**, and advocate for public policies and laws that combat discrimination and inequities impacting our employees and our communities, as well as take actions to advance our 2030 goals, including doubling the number of women and underrepresented minorities in senior leadership and increasing representation of women in technical roles to 40%.
- **Accelerating change across the industry**, working with ecosystem partners to significantly expand global impact through responsible minerals sourcing practices, and collaborating to transform safety in transportation through Intel’s Mobileye business and Responsibility-Sensitive Safety (RSS) model and integration into standards development.
- **Evolving the Pandemic Response Technology Initiative to become the Intel RISE Technology Initiative (IRTI)** to create a broader platform for action to make a greater impact in the world. This expanded initiative will provide a disciplined framework through which Intel employees can work with customers and partners to solve problems and advance our RISE strategy and progress toward the UN Sustainable Development Goals through accelerated application of technology to global challenges in the areas of health and safety, inclusion and accessibility, and climate and sustainability.

We will help solve the world’s greatest challenges through deep technical collaboration with our customers, helping them transform their industries with radical innovation and leadership products, and achieve their own corporate responsibility goals. Along with customers, partners, governments, and NGOs, we also will support smart policies that accelerate the creation of safe and secure digital infrastructure, advanced manufacturing, and an inclusive and skilled future workforce.

I believe deeply in this company and the wonderful future we will create together. Our employees’ technology expertise and passion to have a positive impact in the world every day are what inspire my confidence that we can achieve our objectives for the next decade.

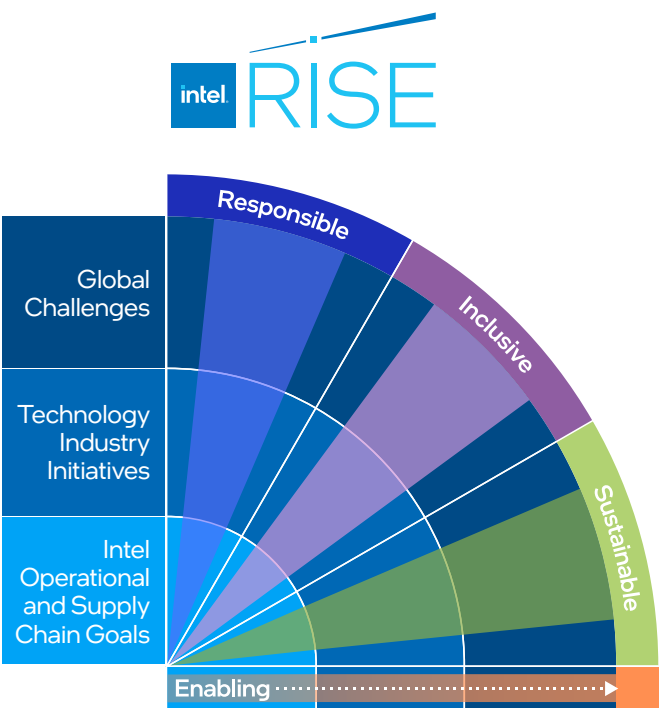
Pat Gelsinger, Chief Executive Officer
Intel Corporation

Corporate Responsibility and Our 2030 RISE Strategy

Intel's purpose is to create world-changing technology that improves the lives of every person on earth. Our continuing commitment to corporate responsibility is embedded in our purpose. That commitment—built on a strong foundation of transparency, governance, ethics, and respect for human rights—creates value for Intel and our stakeholders by helping us mitigate risks, reduce costs, build brand value, and identify new market opportunities to apply our technology to help address society's most complex issues.

Through our long-term focus on advancing transparency, setting ambitious goals, and integrating corporate responsibility across all aspects of our business, we have driven meaningful results and challenged ourselves to achieve higher levels of performance over time.

With our 2030 corporate responsibility “RISE” strategy and goals, we aim to create a more **responsible**, **inclusive**, and **sustainable** world, **enabled** through our technology and the expertise and passion of our employees. Our new strategy not only raises the bar for ourselves and our supply chain, but also increases the scale and global impact of our work through new collaborations with our customers and a broad range of stakeholders. Our aim is to fully harness the power of technology to solve increasingly complex and interconnected global challenges over the next decade and beyond. We know that acting alone, Intel cannot achieve the broad, societal impact we aspire to.



Responsible

Lead in advancing safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond



Inclusive

Advance diversity and inclusion across our global workforce and industry, and expand opportunities for others through technology, inclusion, and digital readiness initiatives



Sustainable

Be a global leader in sustainability and enable our customers and others to reduce their environmental impact through our actions and technology



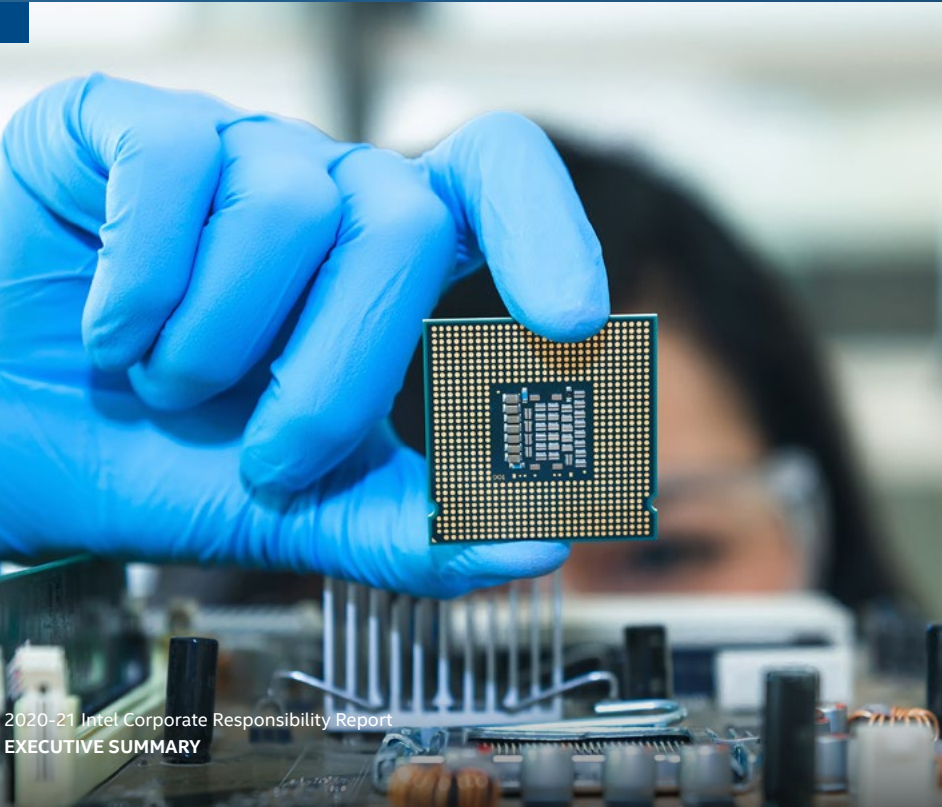
Enabling

Through innovation technology and the expertise and passion of our employees we enable positive change within Intel, across our industry, and beyond

In developing our 2030 RISE strategy and goals, we leveraged external frameworks such as the United Nations Sustainable Development Goals symbolized above.

Our Business

Intel put the Silicon in Silicon Valley, and today our technology remains at the core of the most exciting, life-changing innovations on the planet. We are an industry leader, creating world-changing technology that enables global progress and improves lives. We stand at the brink of several technology inflections—cloud, mobility fueled by 5G, artificial intelligence (AI) and machine learning, and the intelligent edge¹—that together will shape the future of technology. Silicon and software drive these inflections, and Intel is at the heart of it all with data emerging as a transformational force. We are unleashing the potential of data to unlock value for people, business, and society on a global scale. With a clear, shared purpose, we are inspired to create, innovate, and push the boundaries of technology.



\$77.9B in revenue

We achieved record revenue in 2020, for the fifth consecutive year. Our results amid the challenges of the COVID-19 pandemic and an uncertain economy reflect the importance of our technology and the resilience of our employees around the world.

\$100M in additional benefits

To aid employees during COVID-19, we committed to invest more than \$100 million in additional benefits, including special recognition for employees working on site, programs to help employees working from home improve their workspaces, and increased flexibility in our leave programs for employees caring for children and others.

\$13.6B invested in research and development

Every year we make significant investments in research and development to improve user experiences and value through advances in performance, power, cost, connectivity, security, form factor, and other features with each new generation of products.

12 years of linking pay to corporate responsibility

Since 2008, we have linked a portion of our executive and employee compensation to corporate responsibility factors such as diversity and inclusion, employee experience, climate change, and water stewardship.



We invest significant resources to build a diverse, inclusive, and safe work environment to attract, develop, and retain the talent needed to remain at the forefront of innovation. Our workforce is highly skilled, with approximately 90% serving in technical roles. The semiannual Employee Experience Survey invites our entire employee population to provide feedback on Intel culture, management, career opportunities, compensation, and benefits. In 2020, 88% of employees reported they were treated with dignity and respect at Intel, and 85% reported they were proud to work at Intel.

¹ Allocated resources that move, store, and process data closer to the source or point of service delivery.



Responsible

We are building on our long history as a leader in corporate citizenship to further advance safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond. This includes our strong focus on employee health, safety, and wellness and our work with our suppliers and other stakeholders to reduce risks of forced and bonded labor and to scale responsible minerals sourcing practices. We are also collaborating with others to revolutionize how technology can improve health and safety through strategic healthcare, manufacturing, and transportation technology initiatives.

10 employees recognized for safety achievements

In 2020, 10 employees were celebrated through the Intel Safety Always-Safety Star Program for their work to advance safety culture at Intel—from implementing safety-related artificial intelligence (AI) and sensing technology to deploying new contractor safety programs.

3TG and beyond

Over a dozen years ago, we began work to responsibly source tantalum, tin, tungsten, and gold¹ (3TG), and in 2017 we expanded our efforts to also address cobalt in our supply chain. Our mission for the future is to maintain the positive progress we've made while proactively addressing emerging risks from the expanding scope of materials and geographies.

\$23M in fees remediated

To prevent forced and bonded labor, we set expectations with our suppliers that workers should not have to pay for their employment. As a result, we have facilitated the return of over \$23 million in fees to suppliers' workers since 2014.

¹ Conflict minerals, as defined by the US Securities and Exchange Commission (SEC), is a broad term that means tin, tantalum, tungsten, and gold (3TG), regardless of whether these minerals finance conflict in the Democratic Republic of the Congo (DRC) or adjoining countries.

70M safer vehicles

Mobileye technology and our Responsibility-Sensitive Safety (RSS) model help keep more than 70 million vehicles—and their drivers and passengers—safer on the road through technology.

As global health and safety challenges continue to evolve and grow in complexity, technology will play a key role in making healthcare and life sciences more connected, personalized, and intelligent. During 2020, we collaborated with many customers on health-related technology solutions through our Pandemic Response Technology Initiative (PRTI). In the early days of the pandemic, hospitals were overwhelmed just diagnosing COVID-19 due to a shortage of tests. Intel partners stepped up to use medical imaging equipment, like CT machines and X-ray machines, to fill the gap for diagnosis using artificial intelligence (AI). Intel client and server solutions also helped enable faster and less expensive COVID-19 testing and coronavirus genome sequencing, and Intel® NUC Mini PCs were used to build remote ventilators so doctors could monitor multiple ventilated patients at a time without risking exposure. The PRTI also invested in an AI-enabled occupancy and social distancing controls project that replaces human observation monitoring of social distancing with environmental data and sensors to optimize air quality and physical distancing analysis.



Inclusive

Diversity, equity, and inclusion are core to Intel's values and instrumental in driving innovation and delivering strong business growth. We take action to advance a culture of inclusion and accountability by integrating measures across our performance management systems, compensation programs, and hiring processes. We are committed to transparently reporting our representation and pay equity data to hold ourselves accountable and encourage action by others. Through our 2030 goals, we continue to raise the bar for ourselves and our supply chain, and aspire to achieve wider impact by leading industry collaborations to advance inclusion and social equity and make technology fully inclusive and accessible for millions of people around the world.



During 2020, we began work to build and scale a number of programs and collaborations with our customers, governments, and other stakeholders in the areas of technology access and online learning, digital skills and readiness, accessible product design, and technology applications to advance social equity and human rights. Working with First Book, CDW, and other partners, for example, we launched an initiative to provide students and educators access to critical tools and resources, including Internet connectivity, technology devices, and hands-on STEAM learning solutions. Working with governments and academic partners, we also reached more than 100,000 youths in 11 countries through the Intel® AI for Youth program, which empowers youth to create their own social impact projects through skills in data science, computer vision, natural language processing, solutions-building, and AI ethics and biases.



4 industry-wide inclusion actions

We launched the Alliance for Global Inclusion to drive collective impact in four key areas: leadership representation, inclusive language, inclusive product development, and STEM readiness in underserved communities.

1M Girls Moonshot

The Intel Foundation has joined forces with the STEM Next Opportunity Fund, the Gordon and Betty Moore Foundation, and the Charles Stewart Mott Foundation to launch the Million Girls Moonshot, aimed at equipping 1 million more girls from under-resourced communities with an engineering mindset.

\$5M for HBCU tech law and policy center

To advance our social equity goals and increase inclusion in the legal and policy fields, we announced a \$5 million donation over the next five years to North Carolina Central University, a historically Black college or university (HBCU), to create a new tech law and policy center.

\$1.2B annual spending with diverse-owned businesses

We spent \$1.2 billion with diverse-owned suppliers in 2020, making progress toward our 2030 goal to reach \$2 billion annually.

Sustainable

We aspire to be a global leader in sustainability and enable our customers and others to reduce their environmental impact through our actions and technology. Our long-standing commitment to environmental leadership helps us achieve efficiency, reduce costs, and respond to the needs of our customers and community stakeholders. We invest in environmental projects and set company-wide environmental targets, seeking to drive reductions in greenhouse gas emissions, energy use, water use, and waste generation. We also work with others to expand the technology “handprint”—to accelerate the application of technology to reduce climate impact across the global economy.

As we continue to take actions to reduce Intel's own global manufacturing and supply chain climate footprint and to advance product energy efficiency, we have also taken on the global challenge to partner with the technology industry and other stakeholders to achieve “carbon-neutral computing.” Conceptually, carbon-neutral computing is achieved when the positive benefits of the ICT sector “handprint”—the ways in which technology is applied to reduce climate impact across the economy—equals or exceeds the climate and energy “footprint” of product-related emissions and carbon embedded in technology systems. To do our part, Intel's global challenge framework includes partnering with others to accelerate the sustainability of PCs across their lifecycles, improve the energy efficiency of data centers, and to accelerate handprint projects to reduce emissions across high-impact industries such as utilities, oil and gas, and manufacturing.



7.1B gallons of water saved in a year

We conserved 7.1 billion gallons of water internally and invested in water restoration projects that restored more than 1.3 billion gallons during 2020. These both advanced us toward our goal of net positive water use, resulting in 90% of fresh water usage that was returned or restored.

82% green power globally

In 2020, we significantly increased our renewable energy supply and purchases, from 71% to 82% globally, including 100% in the US, Europe, Israel, and Malaysia. Over the last five years, we've purchased more than 26 billion kWh of green power, enough to power more than 2.4 million US households for one year.¹

5% total waste to landfill

During 2020, we sent approximately 5% of our total waste to landfill and continue to work toward our goal of zero total waste to landfill by 2030. At the end of 2020, circular economy practices were applied to 63% of our manufacturing waste streams via re-use, recovery, or recycling.

161M kWh energy saved

Given the energy-intensive nature of semiconductor manufacturing, energy conservation has long been a priority for Intel. In 2020, we invested in projects that enabled us to conserve approximately 161 million kWh of energy, part of our goal to achieve cumulative energy savings of 4 billion kWh from 2020 to 2030.

¹ Based on average US household energy usage figures published by the US Energy Information Administration.



Enabling

Acting alone, Intel cannot achieve the broad, societal impact we aspire to. We are committed to creating a better world through the power of our technology and the expertise and passion of our employees. We also believe that the health of our company and the communities where we operate depends on an increasingly inclusive community of innovators prepared for the jobs of the future. Intel and the Intel Foundation are collaborating with others to catalyze action on global social and environmental challenges, broaden access to opportunity and support community needs, and inspire the next generation of innovators.

910,000 volunteer hours

Over the past decade, Intel employees donated more than 10 million volunteer hours. Despite COVID-19-related challenges, our employees and retirees found ways to continue to support local communities—including virtual activities—by volunteering 910,000 hours globally in 2020.

230 technology solutions for social impact

Through the Intel Pandemic Response Technology Initiative (PRTI), we committed \$50 million to combat the effects of COVID-19. We have partnered with more than 170 organizations on over 230 projects around the globe to make an impact in healthcare and education, and aid in economic recovery.

\$730M in charitable contributions since 1988

Since its founding in 1988, the Intel Foundation has enabled positive social impact in our local communities and for underserved populations through more than \$730 million in funding of programs and STEM initiatives.

Valuable skills for our communities

We believe that employees' donation of skills they have honed at Intel is particularly significant given the critical community needs they fill and because schools and nonprofits would have to pay high rates for this type of assistance. For example, in 2020 our legal team donated over 1,500 hours, estimated to be valued at over \$375,000.¹

¹ Based on Taproot's Pro Bono executive legal valuation rate of \$250/hr.

Our employees found countless ways to make a difference during the COVID-19 crisis. They made face shields for hospital staffs, helped turn a closed-down hotel into a COVID-19 shelter for homeless and at-risk individuals, and wrote a children's book to help kids struggling to navigate uncertainty caused by the virus. Luis D. Rojas saw hospitals in Costa Rica could struggle with the demand for patient beds, and knew Intel employees could provide exactly what was needed—data. Along with a team of co-workers and in partnership with the country's main public health agency, Caja Costarricense de Seguro Social, Luis and the team he led created mathematical models to project new cases and the anticipated need for ICU capacity. The volunteers invested over 1,000 hours leveraging their expertise in data science, statistical process control, and machine learning system deployment. The data analysis was presented to the president of Costa Rica, and became one of the key tools the country used to create public health policy and inform its pandemic response.



Performance Data Summary

Report Section	2020	2019	2018	2017	2016
Our Business and Financial Results					
Net revenue (dollars in billions)	\$77.9	\$72.0	\$70.8	\$62.8	\$59.4
Net income (dollars in billions)	\$20.9	\$21.0	\$21.1	\$9.6	\$10.3
Provision for taxes (dollars in billions)	\$4.2	\$3.0	\$2.3	\$10.8	\$2.6
Research and development spending (dollars in billions)	\$13.6	\$13.4	\$13.5	\$13.0	\$12.7
Capital investments (dollars in billions)	\$14.3	\$16.2	\$15.2	\$11.8	\$9.6
Employees at year end (in thousands)	110.6	110.8	107.4	102.7	106.0
Safety – recordable rate ¹ /days away case rate ¹	0.75/0.16	0.69/0.14	0.72/0.14	0.68/0.12	0.49/0.07
Environmental Sustainability					
Greenhouse gas emissions (million metric tonnes of CO ₂ equivalent) ²	2.88	2.88	2.58	2.46	1.62
Renewable energy purchased (% of global electricity use)	82%	71%	71%	73%	80%
Energy use (billion kWh – includes electricity, gas, and diesel)	10.6	9.6	8.3	7.3	6.5
Total water withdrawn (billions of gallons) ³	13.8	12.6	12.0	11.1	9.4
Net positive water (water returned + restored) progress	90%	90%	86%	77%	79%
Total waste generated (thousand tons)/% to landfill ⁴	414/5%	387/3%	205/7%	183/9%	177/7%
Supply Chain Responsibility					
On-site supplier audits (third-party and Intel-led audits)	126	207	221	170	157
Diversity and Inclusion					
Percentage of women in our global workforce	28%	28%	27%	27%	26%
Percentage of women on our Board (%) ⁵	30%	20%	20%	17%	18%
Social Impact					
Employee and retiree volunteer hours (in millions)/volunteerism rate	0.91/20%	1.2/39%	1.5/64%	1.2/36%	1.2/38%
Worldwide charitable giving (dollars in millions) ⁶	\$80.4	\$75.1	\$84.2	\$89.6	\$122.7

¹ Rate based on 100 employees working full time for one year; data is as of March 2021.

² Including Scope 1 and Scope 2 market-based method. For our 2030 goal, we refined our GHG inventory to include sources that were previously considered insignificant, and made changes to global warming potentials. 2019 figures have been updated to reflect this.

³ We define water withdrawals, or water usage, as total gallons of incoming fresh (potable) water used.

⁴ We updated the definition of “total waste” in 2020 to align with our 2030 goal. Our new 2030 goal total waste definition includes hazardous waste and non-hazardous solid waste, as well as additional non-hazardous waste and chemical debris.

⁵ Note that if all of the director nominees are elected at our 2021 Annual Stockholder Meeting, this will increase to 33%.

⁶ Includes total giving (cash and in-kind) from Intel Corporation and the Intel Foundation.



Looking Ahead to 2030

We are proud of the progress we made on our 2030 goals during the past year, but we know there is still much to do in the decade ahead, including beyond the walls of Intel. We invite you to read our full [2020-21 Corporate Responsibility Report](#) and visit our [2030 Goals](#) website to learn more about our goals and the progress made to date, our actions planned for the coming year, and opportunities for collective action and acceleration of technology solutions to key global challenges:

- Revolutionizing health and safety through technology
- Making technology fully inclusive and expanding digital readiness
- Achieving carbon neutral computing

Awards and Recognitions

Third-party ratings and rankings give us valuable feedback on our programs and practices, and help drive continuous improvement over time. Below is a selection of the corporate responsibility-related awards and recognitions that Intel received in 2020 and in the first quarter of 2021.

3BL Media. 100 Best Corporate Citizens

American Association of People with Disabilities and Disability:IN. Disability Equality Index

American Indian Science and Engineering Society. Top 50 Workplaces for Indigenous STEM Professionals

Bloomberg. Bloomberg Gender-Equality Index

Brave Blue World. 2020 Lighthouse Award for Water Stewardship

CDP. "A" Water Security Rating, "A-" Climate Change Rating, Supplier Engagement Leadership Rating

Center for Political Accountability. CPA-Zicklin Index of Corporate Political Disclosure and Accountability – Trendsetter Company

Center for Resource Solutions. Renewable Energy Markets Asia Award

Corporate Human Rights Benchmark. ICT Manufacturing Top 10

Corporate Knights. Global 100 Most Sustainable Corporations

Dow Jones Sustainability Index. North America Index

EcoAct. Sustainability Reporting Performance of the DOW 30

Ethisphere Institute. World's Most Ethical Companies

Fast Company. Best Workplaces for Innovators

Forbes. World's Best Employers, Best Employers for Women, America's Best Employers for Diversity, and America's Best Employers for Veterans

Forbes. World's Most Valuable Brands

Fortune. Fortune Blue Ribbon Companies

Fortune. World's Most Admired Companies

FTSE Group. FTSE4Good Index

Gartner. Supply Chain Top 25

Human Rights Campaign. Corporate Equality Index

Interbrand. Best Global Brands

ISS. 1 rating in both Environment & Social QualityScore¹

JUST Capital. Top Companies for the Environment

JUST Capital and Forbes. JUST 100

Labrador. US Transparency Awards

Minority Engineer. Top 50 Employers

MSCI. World ESG Leaders Index

NAFE. Top Companies for Executive Women

Newsweek. America's Most Responsible Companies

Religious Freedom & Business Foundation. Corporate Religious Equity, Diversity and Inclusion Index

RepTrak. Top 10 Most Reputable Companies Worldwide

Sustainalytics. Member, Global Sustainability Signatories Index

US Environmental Protection Agency. Green Power Partnership National Top 100

Wall Street Journal. Management Top 250

Wall Street Journal. Top 100 Most Sustainably Managed Companies

Women Engineer Magazine. Top 50 Employers – Reader's Choice

Working Mother. 100 Best Companies For Working Moms and Best Companies for Multicultural Women

¹ Score as of end of year 2020.



Intel is an industry leader, creating world-changing technology that enables global progress and enriches lives. With a clear, shared purpose, we are inspired to create, innovate, and push the boundaries of technology. We are committed to harnessing the breadth and scale of our reach to have a positive effect on business, society, and the planet.

This summary contains highlights of Intel's 2020-21 Corporate Responsibility Report, which was prepared in accordance with the Global Reporting Initiative (GRI) Standards, and aligned with other reporting frameworks such as the Task Force on Climate-Related Financial Disclosures (TCFD) and the Sustainability Accounting Standards Board (SASB) Standards.

To view or download the full report, visit www.intel.com/responsibility.



www.intel.com

News and information about Intel® products and technologies, customer support, careers, worldwide locations, corporate responsibility and sustainability, and more.

www.intc.com

Stock information, earnings and conference webcasts, annual reports, and corporate governance and historical financial information.

© Intel Corporation. Intel, the Intel logo, and other Intel marks are trademarks of Intel Corporation or its subsidiaries. Other names and brands may be claimed as the property of others.

Past performance does not guarantee future results. This summary document contains forward-looking results, and actual results could differ materially. Risk factors that could affect Intel's results are included in Intel's filings with the Securities and Exchange Commission, including our most recent reports on Form 10-Q and Form 10-K and earnings release.

