



INTEL 2019-20 CORPORATE RESPONSIBILITY REPORT: GRI CONTENT INDEX

GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation	
GRI 101: Foundation					
General Disclosures					
GRI 102: General Disclosures	Organizational Profile				
	102-1	Name of the organization	13		
	102-2	Activities, brands, products, and services	14		
	102-3	Location of headquarters	20		
	102-4	Location of operations	20		
	102-5	Ownership and legal form	13	Intel Annual Report on Form 10-K p 66-63	
	102-6	Markets served	15	Intel Annual Report on Form 10-K p 84-85	
	102-7	Scale of the organization	13, 18-21	<ul style="list-style-type: none"> Intel Annual Report on Form 10-K p 58 2020 Proxy Statement p 52 	
	102-8	Information on employees and other workers	23, 55	Additional information in the 2019 Diversity and Inclusion Annual Report .	
	102-9	Supply chain	46		
	102-10	Significant changes to the organization and its supply chain	14, 46	Intel Annual Report on Form 10-K p 41	
	102-11	Precautionary Principle or approach	52	Intel Code of Conduct	
	102-12	External initiatives	26	Specific charters/principles are covered in the relevant section of the 2019-20 Intel CSR Report by topic.	
	102-13	Membership of associations	26, 34, 38-39, 47, 59, 67	Memberships are covered in relevant sections of the 2019-20 Intel CSR Report. A list of our major trade association memberships is available on our Report Builder website.	
	Strategy				
102-14	Statement from senior decision-maker	3			
102-15	Key impacts, risks, and opportunities	29	Additional information in the Strategy and Management Approach of each report section and in the Intel Annual Report on Form 10-K p 50.		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 101: Foundation				
General Disclosures				
GRI 102: General Disclosures	Ethics and Integrity			
	102-16 Values, principles, standards, and norms of behavior	26		
	102-17 Mechanisms for advice and concerns about ethics	27		
	Governance			
	102-18 Governance structure	27	Additional detail is included on our Report Builder website and in our 2020 Proxy Statement p 35-36.	
	102-19 Delegating authority	26		
	102-20 Executive-level responsibility for economic, environmental, and social topics	26	Governance and management structures for managing key areas are included in each relevant section and on our Report Builder website.	
	102-21 Consulting stakeholders on economic, environmental, and social topics	26, 29	2020 Proxy Statement p 37	
	102-22 Composition of the highest governance body and its committees	27	2020 Proxy Statement p 9, 16	
	102-23 Chair of the highest governance body	27	2020 Proxy Statement p 27	
	102-24 Nominating and selecting the highest governance body	27	2020 Proxy Statement p 16	
	102-25 Conflicts of interest		2020 Proxy Statement p 51	
	102-26 Role of highest governance body in setting purpose, values, and strategy	27		
	102-27 Collective knowledge of highest governance body	27	2020 Proxy Statement p 24	
	102-28 Evaluating the highest governance body's performance		2020 Proxy Statement p 25	
102-29 Identifying and managing economic, environmental, and social impacts	27	2020 Proxy Statement p 35		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 101: Foundation				
General Disclosures				
GRI 102: General Disclosures	Governance, continued			
	102-30 Effectiveness of risk management processes	27	2020 Proxy Statement p 28	
	102-31 Review of economic, environmental, and social topics	27	2020 Proxy Statement p 35	
	102-32 Highest governance body's role in sustainability reporting	27	2020 Proxy Statement p 35	
	102-33 Communicating critical concerns	69	2020 Proxy Statement p 117	
	102-34 Nature and total number of critical concerns			Omission Reason: Confidentiality constraints. Explanation: We do not publicly disclose all of the issues due to their proprietary nature.
	102-35 Remuneration policies	22, 24	2020 Proxy Statement p 58	
	102-36 Process for determining remuneration	24	2020 Proxy Statement p 58	
	102-37 Stakeholders involvement in remuneration	24	2020 Proxy Statement p 58	
	102-38 Annual total compensation ratio		2020 Proxy Statement p 58	
	102-39 Percentage increase in annual total compensation ratio		2019 Proxy Statement p 89; 2020 Proxy Statement p 102 Percentage increase in annual total compensation ratio is 345%.	
	Stakeholder Engagement			
	102-40 List of stakeholder groups	29		
	102-41 Collective bargaining agreements		Approximately 15% of employees are covered by a union, Works Council, or collective agreement. See also our Human Rights Principles .	
	102-42 Identifying and selecting stakeholders	29		
102-43 Approach to stakeholder engagement	29			
102-44 Key topics and concerns raised	29			



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 101: Foundation				
General Disclosures				
GRI 102: General Disclosures	Reporting Practices			
	102-45 Entities included in the consolidated financial statements		Intel Annual Report on Form 10-K p 7	
	102-46 Defining report content and topic Boundaries	29, 69		
	102-47 List of material topics	29		
	102-48 Restatements of information	69		
	102-49 Changes in reporting	69	There are no significant changes to topic boundaries from our 2018-19 CSR Report.	
	102-50 Reporting period	69		
	102-51 Date of most recent report	69		
	102-52 Reporting cycle	69		
	102-53 Contact point for questions regarding the report	69		
	102-54 Claims of reporting in accordance with the GRI Standards	69	We self-declare the report to be prepared in accordance with the GRI Standards: Comprehensive option.	
	102-55 GRI content index	69	Our GRI Content Index is provided in our Report Builder website.	
102-56 External assurance	70	"Independent Limited Assurance Statement" in the Appendix of the 2018-19 Intel CSR Report p 70.		
GRI 200 Economic Standard Series				
GRI 103: Management Approach (Economic Performance, Indirect Economic Impacts)	103-1 Explanation of the material topic and its Boundary	19, 26, 29	<ul style="list-style-type: none"> Intel Annual Report on Form 10-K p 2 2020 Proxy Statement p 3 	
	103-2 The management approach and its components	19, 29	<ul style="list-style-type: none"> "Governance and Management" on our Report Builder website Intel Annual Report on Form 10-K p 2 2020 Proxy Statement p 5 	
	103-3 Evaluation of the management approach	29, 69		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 200 Economic Standard Series				
Economic Performance				
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	19	Intel Annual Report on Form 10-K p 2	
	201-2 Financial implications and other risks and opportunities due to climate change	35	Intel Annual Report on Form 10-K p 50	
	201-3 Defined benefit plan obligations and other retirement plans	24	Intel Annual Report on Form 10-K p 101	
	201-4 Financial assistance received from government	19, 22	The company's primary use of incentives and grants is for construction of new facilities. These activities are managed on a local level in the location where they are built, and information is usually disclosed by the government/municipality. Additional details on our tax rate and credits are available in our Intel Annual Report on Form 10-K p 38-39.	
Indirect Economic Impacts				
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	29, 35, 37-38, 41, 60, 67	We make significant investments in education and technology resources for local communities, as well as investments in alternative energy and water conservation.	
	203-2 Significant indirect economic impacts	19		
Procurement Practices				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	47, 59		
	103-2 The management approach and its components	47, 59		
	103-3 Evaluation of the management approach	47, 59		
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	19, 47		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 200 Economic Standard Series				
Anti-Corruption				
GRI 103: Management Approach (Anti-corruption, anti-competitive behavior)	103-1 Explanation of the material topic and its Boundary	27		
	103-2 The management approach and its components	27		
	103-3: Evaluation of the management approach	27, 29, 69		
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	27		
	205-2 Communication and training about anti-corruption policies and procedures	27		
	205-3 Confirmed incidents of corruption and actions taken			Omission Reason: Specific legal prohibition. Explanation: Attorney client privileged information. We do not publicly disclose this information.
Anti-Competitive Behavior				
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Intel Annual Report on Form 10-K p 107-109	
GRI 300 Environmental Standards Series				
GRI 103: Management Approach (Materials, Energy, Water, Emissions, Effluents and Waste, Environmental Compliance)	103-1 Explanation of the material topic and its Boundary	33		
	103-2 The management approach and its components	33, 35, 40, 45		
	103-3 Evaluation of the management approach	6, 22, 33		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 300 Environmental Standards Series				
Materials				
GRI 301: Materials	301-1 Materials used by weight or volume			Omission reason: Not applicable. Explanation: Our systems are not designed to calculate in totality materials in this way. See our Making Silicon Chips website for a detailed description of the manufacturing process and materials used.
	301-2 Recycled input materials used			Omission reason: Not applicable. Explanation: Given the complexity and size of our products, calculation of the percentage of recycled content is not applicable; more significant are our efforts to design out materials such as lead and halogens.
	301-3 Reclaimed products and their packaging materials	42, 45, 52	Intel does not have data collection processes to track, record, and report this information in exactly this way. However, we estimate a majority of our packaging material is reusable/recyclable.	
Energy				
GRI 302: Energy	302-1 Energy consumption within the organization	35	Also see Report Data File and our CDP questionnaire response on our Report Builder website.	
	302-2 Energy consumption outside of the organization	35		
	302-3 Energy intensity	35		
	302-4 Reduction of energy consumption	35		
	302-5 Reductions in energy requirements of products and services	38		
Water				
GRI 303: Water	303-1 Water withdrawal by source	40, 76		
	303-2 Water sources significantly affected by withdrawal of water	76		
	303-3 Water recycled and reused	40		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 300 Environmental Standards Series				
Biodiversity				
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Water page	We complete Environmental Impact Assessments as part of our site selection process, and regularly assess the ongoing impacts of our operations on biodiversity. Based on analysis and mapping, we do not believe that any of our manufacturing or assembly and test operations have direct impact on the protected areas on the United Nations List of Protected Areas.	
	304-2 Significant impacts of activities, products, and services on biodiversity		A few of our operations are located in areas considered by some to be rich in biodiversity, but we know of no major negative impacts from our operations on threatened species of protected areas.	
	304-3 Habitats protected or restored	41		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Omission reason: Not applicable. Explanation: Location and nature of operations not applicable.
Emissions				
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	36	Also see our CDP questionnaire response on our Report Builder website.	
	305-2 Energy indirect (Scope 2) GHG emissions	36		
	305-3 Other indirect (Scope 3) GHG emissions	36		
	305-4 GHG emissions intensity	36		
	305-5 Reduction of GHG emissions	47-48		
	305-6 Emissions of ozone-depleting substances (ODS)		See the Data File on our Report Builder website.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		See the Data File on our Report Builder website.	



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 300 Environmental Standards Series				
Effluents and Waste				
GRI 306: Effluents and Waste	306-1 Water discharge by quality and destination	40, 76		
	306-2 Waste by type and disposal method	42		
	306-3 Significant spills	78	No major spills reporting in 2019. Other non-compliance issues included in the report.	
	306-4 Transport of hazardous waste	42		
	306-5 Water bodies affected by water discharges and/or runoff			Omission Reason: Not applicable. Explanation: We discharge water in compliance with local permits back to municipal water treatment operations.
Environmental Compliance				
GRI 307: Environmental Compliance	307-1 Non-compliance with environmental laws and regulations	78		
Supplier Environmental Assessment				
GRI 103: Management Approach	308-1 New suppliers that were screened using environmental criteria	48, 52		
	308-2 Negative environmental impacts in the supply chain and actions taken	48, 52		
GRI 400 Social Standards Series				
GRI 103: Management Approach (Employment, Labor/ Management Relations, Occupational Health and Safety, Training, and Education)	103-1 Explanation of the material topic and its Boundary	19, 30-31		
	103-2 The management approach and its components	19, 23		
	103-3 Evaluation of the management approach	6, 22, 25		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Employment				
GRI 401: Employment	401-1 New employee hires and employee turnover	25	Additional information in the 2019 Diversity and Inclusion Annual Report .	We do not disclose age groups. Omission Reason: Specific legal prohibition. Explanation: Attorney client privileged information.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	24	Benefits related to life insurance, vacation, and tuition reimbursement are prorated for part-time employees. Contract employees are not eligible for a number of benefits, including long-term disability, equity incentive plan, and tuition reimbursement.	
	401-3 Parental leave	24		
Labor/Management Relations				
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	19, 23-25	We provide a minimum number of weeks' notice to employees prior to implementing significant operational changes that could substantially affect them in accordance with local requirements in the different locations where we operate. We also have regular meetings with all employees via webcast, to provide information on business changes.	
Occupational Health and Safety				
GRI 403: Occupational Health and Safety	403-1 Workers representation in formal joint management-worker health and safety committees	24		
	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	24, 49	We had zero work-related employee or onsite contractor fatalities in 2019.	
	403-3 Workers with high incidence or high risk of diseases related to their occupation	24		
	403-4 Health and safety topics covered in formal agreements with trade unions	24		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Training and Education				
GRI 404: Training and Education	404-1 Average hours of training per year per employee	23		Omission Reason: Not applicable. Explanation: We do not track training hours by gender. Training is required for employees based on job function or available to all employees, gender is n/a.
	404-2 Programs for upgrading employee skills and transition assistance programs	23	Additional information on the Intel HR Services and Benefits website.	
	404-3 Percentage of employees receiving regular performance and career development reviews	23	Full-time or part-time employees of Intel Corporation who are either active or on leave of absence, are eligible for "Focal" (Intel's annual review). Functionally 100% of employees receive this review.	
Diversity and Equal Opportunity				
GRI 103: Management Approach (Diversity and Equal Opportunity, Non-discrimination)	103-1 Explanation of the material topic and its Boundary	55		
	103-2 The management approach and its components	55		
	103-3 Evaluation of the management approach	55	Additional information in the 2019 Diversity and Inclusion Annual Report .	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	22, 56	2020 Proxy Statement p 25	We do not disclose age groups. Omission Reason: Specific legal prohibition. Explanation: Attorney client privileged information.
	405-2 Ratio of basic salary and remuneration of women to men	58	Additional information in the 2019 Diversity and Inclusion Annual Report .	
Non-discrimination				
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken			Omission Reason: Specific legal prohibition. Explanation: Attorney client privileged information.



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Freedom of Association and Collective Bargaining				
GRI 103: Management Approach (Freedom of Association and Collective Bargaining, Child Labor, Forced or Compulsory Labor, Security Practices, and Human Rights, Supplier Social Assessment)	103-1 Explanation of the material topic and its Boundary	30-31		
	103-2 The management approach and its components	30-31		
	103-3 Evaluation of the management approach	30-31		
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	48-50	We operate in a number of countries identified by stakeholders as being at higher risk for labor concerns. We have not identified any Intel operations with significant risk and conduct on-site third-party audits of our top suppliers. Refer to our Human Rights Principles .	
Child Labor				
GRI 408: Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	30, 47	Our policies prohibit the employment of anyone under the age of 16 in any position, and workers under the age of 18 are not to perform hazardous work. We expect our suppliers to meet these expectations and we audit high-risk suppliers.	
Forced or Compulsory Labor				
GRI 409: Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	47		
Security Practices				
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	24-25, 31		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Human Rights Assessment				
GRI 412: Human Rights Assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	27, 30-31	Please also see Intel's Human Rights Principles .	
	412-2 Employee training on human rights policies or procedures	27, 30-31		
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	19, 23-24, 47		
Local Communities				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	29, 62		
	103-2 The management approach and its components	29, 62		
	103-3 Evaluation of the management approach	29, 62		
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	29		
	413-2 Operations with significant actual and potential negative impacts on local communities	19, 29		
Supplier Social Assessment				
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	47		
	414-2 Negative social impacts in the supply chain and actions taken	48-50		



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Public Policy				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	28		
	103-2 The management approach and its components	28		
	103-3 Evaluation of the management approach	28		
GRI 415: Public Policy	415-1 Political contributions	28	View a detailed list of our direct and indirect political contributions on our Report Builder website.	
Customer Health and Safety				
GRI 103: Management Approach (Customer health and safety, marketing and labeling, and customer privacy)	103-1 Explanation of the material topic and its Boundary	15, 30		
	103-2 The management approach and its components	15, 30		
	103-3 Evaluation of the management approach	15, 30		
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	15, 30	Information is available on our Quality and Reliability Resources website.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Information is available on our Quality and Reliability Resources website.	
Marketing and Labeling				
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling	15	Information is available on our Quality and Reliability Resources website.	
	417-2 Incidents of non-compliance concerning product and service information and labeling	15	Information is available on our Quality and Reliability Resources website.	
	417-3 Incidents of non-compliance concerning marketing communications			Omission Reason: Confidentiality constraints. Explanation: We do not publicly disclose this data.



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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Customer Privacy				
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		Intel Annual Report on Form 10-K p 56	
Socioeconomic Compliance				
GRI 103: Management Approach	103-1 Explanation of the material topic and its Boundary	26, 62, 74		
	103-2 The management approach and its components	26, 62, 74		
	103-3 Evaluation of the management approach	26, 62, 74		
GRI 419: Socioeconomic Compliance	419-1 Non-compliance with laws and regulations in the social and economic area		Intel Annual Report on Form 10-K p 107-109	