



2024-25

Corporate Responsibility Report

Executive Summary



Our CEO

I'm an engineer at heart. Nothing motivates me more than solving hard problems. Our teams across Intel are driven by this same mindset—inspired by the power of technology to enable new solutions to our customers' toughest challenges.

I fundamentally believe this will be a catalyst for innovation throughout our company for years to come—and every day brings new opportunities for us to improve.

In our 2024-2025 Corporate Responsibility Report, you will see we have made important progress in many areas. We are driving greater compute performance in our products while improving their power efficiency. Our water conservation and use of renewable energy is supporting a resilient and sustainable manufacturing footprint. And our close collaboration with partners across our value chain is helping customers to achieve their own sustainability goals.

But this work is never done—and we have a lot of hard work ahead as we take actions to reshape our company, strengthen our culture, and empower our engineers to do what they do best.

Underpinning this work is a consistent focus on technology, sustainability, and talent investments aligned with our long-term goals. At the end of the day, our work in these areas drives innovation and growth—because when great people engineer great products to delight our customers, we strengthen our business and help meet the needs of a changing world.

I am looking forward to the work ahead as we build a new Intel. Thank you for your feedback and your partnership.

A handwritten signature in white ink on a blue background. The signature is stylized and appears to read "Lip-Bu Tan".

Lip-Bu Tan,
Chief Executive Officer

Our Head of Sustainability

At Intel, we've long believed that corporate responsibility and innovation go hand in hand. This belief has guided our work for decades—from setting ambitious sustainability goals to embedding ethical practices across our global operations. As we approach the midpoint of our 2030 commitments, we're proud of our progress—but also clear-eyed about the challenges ahead.

This year marks an evolution in our approach.

We're sharpening our focus to drive deeper impact in the areas where Intel's leadership can be most transformational: **People**, **Sustainability**, and **Technology**. This streamlined framework allows us to act with greater clarity, agility, and accountability—while staying true to our core values. It reflects both the urgency of today's global challenges and the immense opportunity we have to shape a more inclusive, resilient, and sustainable future.

Across Intel, our teams continue to turn ambition into action. From advancing workplace safety and wellness, to scaling circular solutions and supporting next-generation talent in science, technology, engineering, and math (STEM)—we are future-proofing our business by creating value for society.

This report outlines where we've made progress and where we must go further. It also reflects the collaboration, persistence, and innovation that define our journey.

Thank you for your continued collaboration. Together, we're building a future that works—sustainably—for everyone.

Madison West

Madison West,
Head of Sustainability



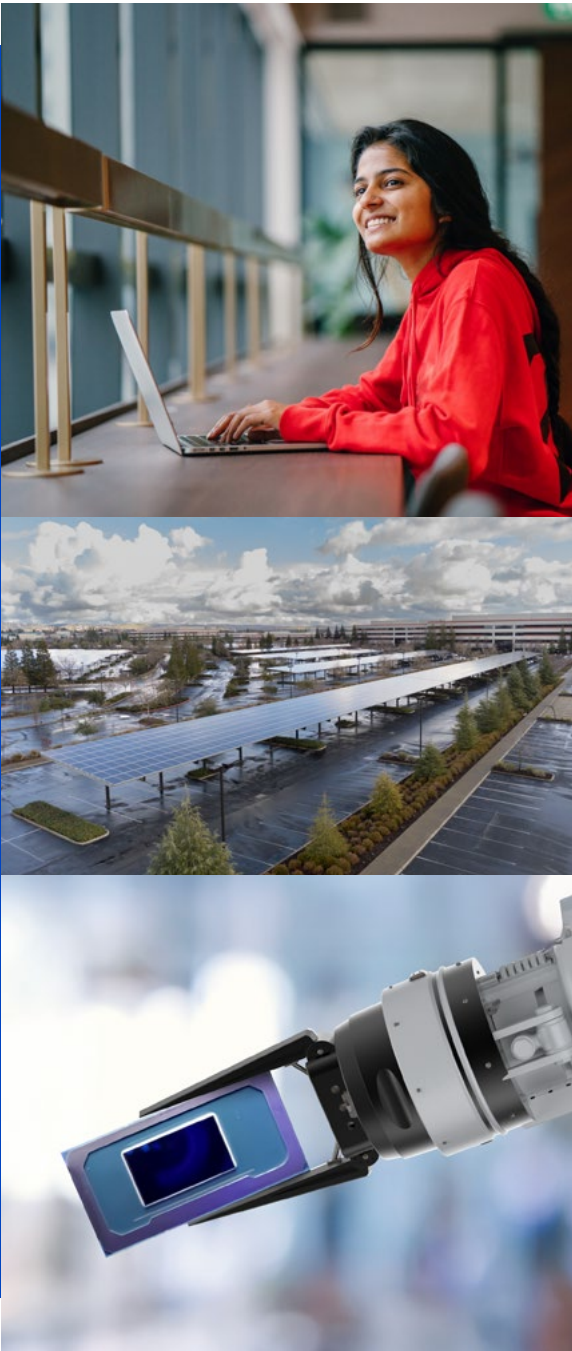
Our Corporate Responsibility Priorities

Our commitment to corporate responsibility—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, and build brand value. Through our focus on our long-term ambitions and integrating corporate responsibility across our business, we have driven meaningful results and challenged ourselves to achieve higher levels of performance over time.

In May 2020, we laid out corporate responsibility goals for the next decade. Since then, as the environment in which we operate has changed and evolved, we have revised some of those goals and added new ones. At the midpoint through the decade, we are proud of the progress we have made.

We are now once again sharpening our priorities to ensure that we are focused on the areas where we believe that Intel, as a leader in the technology ecosystem, can drive the greatest impact. To the right we have outlined our current corporate responsibility priorities in three main focus areas:

People, Sustainability, and Technology.



People

Advance a culture of safety and wellness in our workplace. We are committed to providing a safe and injury-free workplace for all our employees, contractors, customers, partners, and the public. We focus on prevention, early intervention, and integrating safety into our daily business. We aim to achieve a recordable injury/illness rate of less than 0.5 per 100 employees.

Expand opportunities to reach and retain available top talent across the markets in which we operate. Our people work with our customers and stakeholders to create life-changing technology and unlock new business opportunities. As such, we invest significant resources to create an inclusive workplace and attract, develop, and retain world-class talent. Over the next year, we aim to integrate consistent talent indicators across all of our talent systems and processes.

Sustainability

Enable our operations and our customers to reduce their environmental impact. We aspire to be a global leader in sustainability—in our own operations and beyond. Our environmental projects and company-wide initiatives are driving reductions in greenhouse gas emissions, energy use, water use, and waste to landfill around the world. We aim to achieve net positive water,¹ zero waste to landfill,² and 100% renewable electricity in our operations by 2030. We also strive to achieve net-zero Scope 1 and 2 emissions by 2040 and Scope 3 upstream emissions by 2050.

Technology

Leverage our technology as a force multiplier. We continuously look for ways to leverage our technology expertise to enrich lives and solve challenges in health, education, climate change, supply chain, and other areas. With each new generation of products, we strive to offer higher performance and improved energy efficiency compared to previous generations. We aim to increase product energy efficiency 10X by 2030 for Intel client and server microprocessors³ to reduce the Scope 3 GHG emissions of our products in customer applications and overall energy consumption.

Advance supply chain resilience. An agile and resilient supply chain supports greater innovation for our business and broadens participation across the technology industry. In 2025, we aim to accelerate the integration of small businesses and emerging suppliers into our supply chain by engaging new suppliers to compete for Intel contracts. We continue to reaffirm our commitment to our resilient supply chain by delivering value and innovation to our customers, employees, and stockholders.

¹ Net positive water is defined as water returned through water management practices, plus water restored to local watersheds, equivalent to >100% of our fresh water consumption.

² Intel defines zero waste to landfill as less than 1%.

³ Progress on the client component of our goal is measured using the SPEC® CPU2017 Integer Rate benchmark and Display On Idle Power using a 2019 baseline. Desktop and notebook product efficiencies should be reported together as a single number through a weighted average of desktop and notebook processor sales volumes. Progress on the data center component of our product energy efficiency goal is measured using SPEC® Server Efficiency Rating Tool (SERT®) suite on Intel and/or OEM commercial systems, using an end-of-2019 baseline. SPEC and SERT are registered trademarks of the Standard Performance Evaluation Corporation (SPEC).

This year’s highlights

New CEO

Intel’s Board of Directors appointed Lip-Bu Tan as Chief Executive Officer, effective March 18, 2025. Upon his appointment, Tan said, “Intel has a powerful and differentiated computing platform, a vast customer installed base and a robust manufacturing footprint that is getting stronger by the day as we rebuild our process technology roadmap. I am eager to join the company and build upon the work the entire Intel team has been doing to position our business for the future.”

Leadership Products

Expanding on the success of the Intel Core Ultra processors, we launched the Intel® Core™ Ultra 200V series processors, which offer breakthrough performance and efficiency for AI PCs from leading manufacturers. We seek to maximize the value of our x86 franchise by bringing differentiated products to market for our client, edge, and data center customers.

Becoming a Trusted Foundry

In 2024, we began separately reporting the financials for our Intel Products and Intel Foundry businesses and announced our intent to establish Intel Foundry as an independent subsidiary. The foundry operating model is designed to reshape operational dynamics and drive greater transparency, accountability, and focus on costs and efficiency.



Next-Gen Process Technology

We expect volume production for Intel 18A, Intel Foundry’s leading-edge process node, to begin in 2025. Intel 18A is designed to deliver better performance per watt and includes core technologies like RibbonFET and PowerVia, which enable the greater processor scale and efficiency required to drive forward AI computing. RibbonFET enables further miniaturization of chip components while reducing power leakage, a critical factor as chips become increasingly dense, while PowerVia reduces resistance and improves power efficiency. Work on our next node, Intel 14A, also continues to progress.

Our Business

As a creator of life-changing technology, Intel has the opportunity to push the boundaries of what’s possible and to create solutions to the world’s biggest challenges. Inspired by Moore’s Law, we continuously work to advance the design and manufacturing of semiconductors to address our customers’ needs. By embedding intelligence in the cloud, network, edge, and every kind of computing device, we unleash the potential of data to transform business and society for the better.

“I believe we have a truly unique opportunity to remake our company at one of the most pivotal moments in its history. ... We have a chance to do something special together. In many ways, we are the founders of ‘The New Intel.’”

—Lip-Bu Tan, new Intel CEO

CHIPS Act Awards

In November 2024, Intel and the US Department of Commerce announced an agreement to award Intel \$7.86 billion in direct funding for our commercial semiconductor manufacturing projects under the US CHIPS and Science Act. Intel received \$1.1 billion of that award in the fourth quarter of 2024 and \$1.1 billion in January 2025. The CHIPS Act aims to increase US semiconductor manufacturing and research and development capabilities, especially for leading-edge semiconductors. CHIPS Act funding will help advance Intel’s critical semiconductor manufacturing and advanced packaging projects at our sites in Arizona, New Mexico, Ohio, and Oregon—US locations where we will produce some of the world’s most advanced chips and semiconductor packaging technologies. The announcement highlights the important role Intel plays in building manufacturing capacity and a resilient, trusted semiconductor supply chain on US soil.

People

We invest in our highly skilled workforce by creating practices, programs, and benefits that support the evolving world of work and our employees’ needs. We promote and sustain a safe and healthy environment that fuels creativity, strengthens collaboration, and accelerates our ability to make meaningful impact. We believe that embracing various backgrounds, experiences, and ideas enables us to create a better workplace and build stronger communities. By bringing people, organizations, and technology together, the Intel Foundation, funded solely by Intel Corporation, strives to empower youth and communities with the skills and confidence they need to rise, advance, and excel.

This year’s highlights

Strengthening Our Culture

Our Inclusive Leaders Program helps us build a strong company culture through workshops for all employees. Topics covered include active listening, building trust, and helping colleagues progress in their careers. In 2024, 120 Inclusive Leaders Program workshops were delivered globally, with 2,271 participants.

Volunteering for Impact

Globally, Intel employees and US retirees have donated more than 22.4 million hours of service—including more than 830,000 hours in 2024—to schools and nonprofits focused on furthering education, youth programs, social welfare, and many other significant causes that help those in need.

Responsibly Sourced Minerals

We are committed to sourcing the minerals used in our products in an ethical and sustainable manner that safeguards the human rights of everyone in our global supply chain. 99% of the smelters and refiners reported in our supply chain are deemed responsibly sourced through their conformance to and/or participation in a responsible minerals assurance program. In 2024, Intel became one of the first companies to require sourcing information on additional minerals, including aluminum, copper, nickel, and zinc.

A Safe and Healthy Culture

We continue to invest in health and safety programs to help employees enjoy a better quality of life and contribute to Intel’s success. Health and safety training creates awareness and enables our employees to better understand their safety responsibilities. In 2024, 100% of our workforce completed our Safety Always training course. Through our Safety Always-Safety Star program, we are proud to recognize employees who exemplify our safety value every day in what they do. Each Safety Star is passionate about maintaining our strong safety culture, serves as a role model, and goes above and beyond to make Intel a safe place. The 2024 honorees—selected from 125 individual and team nominations from around the world—were recognized individually or as part of a team as part of Global Safety Day in April.

“Our steadfast commitment to fostering a dynamic environment ensures that every team member feels respected, valued, and empowered to achieve their best. Together, we cultivate a workplace where success is fueled by individual talents and contributions, reinforcing our reputation as a leader in innovation.”

–**Kim Mayes**, Vice President
of Social Impact, Strategic Talent,
Inclusion, and Engagement

Respecting Human Rights

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. We have established an integrated approach designed to embed respect for human rights across our business. We aim to support the rights of all our stakeholders, including end users, and are committed to maintaining and continuously improving our systems and processes to avoid causing or contributing to adverse impacts on human rights in our own operations, our products, and supply chain. We also look for opportunities to apply our technology to support the advancement of human rights.



Reducing our 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 “hand-print”—the ways in which Intel® technologies can help others reduce their footprints.

This year’s highlights

98% Global Renewable Electricity

In 2024, we achieved 100% renewable electricity for our Europe, Israel, Malaysia, Vietnam, and China locations, 98% in the US, and 87% in Costa Rica, bringing the global total to 98%. Our Climate Transition Action Plan outlines the steps we plan to take over the next three decades toward more sustainable supply chain, products, and operations to achieve our net-zero targets.

Advancing Toward Net Positive Water

In 2024, we conserved approximately 10.5 billion gallons of water in our operations and community collaborations and enabled restoration of 2.9 billion gallons through watershed restoration projects. These achievements advanced us toward our goal of net positive water. In 2024, we maintained net positive water in the US, India, Costa Rica, and Mexico.

66% Manufacturing Waste Upcycled

During 2024, circular economy practices were applied to approximately 66% of our manufacturing waste streams via reuse, recovery, or recycling.



“We are committed to our long-term sustainability ambitions, which require a continued mindset shift to drive the innovations and collaboration necessary for a sustainable transformation. Our sustainability roadmap supports our continued focus on enhancing product performance and operational efficiencies to better serve our customers and end users.”

—**Naga Chandrasekaran**, Chief Technology and Operations Officer, Executive Vice President and General Manager, Foundry Technology and Manufacturing



Linking Compensation to Environmental Performance

Since 2008, we have linked a portion of executive and employee compensation to corporate responsibility factors. Our 2024 bonus incorporated environmental-related metrics aligned to our 2030 and 2040 goals, including achieving 95% renewable electricity globally, reducing Scope 1 and 2 GHG emissions by 25,000 metric tons of carbon dioxide equivalent (CO₂e), having two additional sites certified to ISO 50001, conserving and restoring 13.5 billion gallons of water, and achieving a ≥90% recycling rate of construction waste. We exceeded our renewable electricity goal, reaching 98% globally, and reduced our Scope 1 and 2 GHG emissions by 29,000 metric tons of CO₂e. We also certified two additional manufacturing sites to ISO 50001, achieved a 95% recycling rate of construction waste, and nearly met our water goal by conserving and restoring 13.4 billion gallons of water.

Addressing Climate Change

Climate change is a serious environmental, economic, and social challenge. We focus on reducing our own climate impact—the emissions resulting from our own operations, our supply chain, and use of our products. We also work to identify ways that Intel technology can help others reduce their climate impacts. For over two decades, Intel has set aggressive greenhouse gas (GHG) reduction goals. We invest in GHG reductions through chemical substitution, GHG abatement, energy conservation, process optimization, and renewable and alternative electricity. As a result of these actions, we have reduced our absolute emissions by 70% from our peak year of 2006.

Technology

Intel is first and foremost an engineering company. We are laser focused on developing the best products and earning our customers’ trust by delivering the performance, quality, and reliability they need to succeed. We look for ways to leverage our manufacturing expertise, unique position within the technology ecosystem, and our wide range of technology to accelerate action to enrich lives and solve challenges in areas such as education, health and safety, climate change, and responsible use of AI.

This year’s highlights

Responsible AI Strategy

In 2024, we evolved our responsible AI strategy to reflect recent innovations and emerging risks. Key progress included operationalizing our new “Protect the Environment” principle, creating efficiencies in our governance process, and innovating in model evaluation tools for use in multi-stakeholder initiatives.

Empowering the Future Workforce

As of the end of 2024—through more than 100 public-private partnerships and collaborations with 27,000 institutions—Intel® Digital Readiness Programs had provided AI skills for 8 million people in 29 countries. We remain committed to advancing accessibility to technology and skills to enable millions more people to participate in the digital economy.

465 Social Impact Technology Projects Funded

Through the Intel Responsible Technology Initiative (IRTI), we have invested in 465 technology projects across 42 countries since 2020, addressing health and life sciences, education, human rights, accessibility, and sustainability.

Product Energy Efficiency

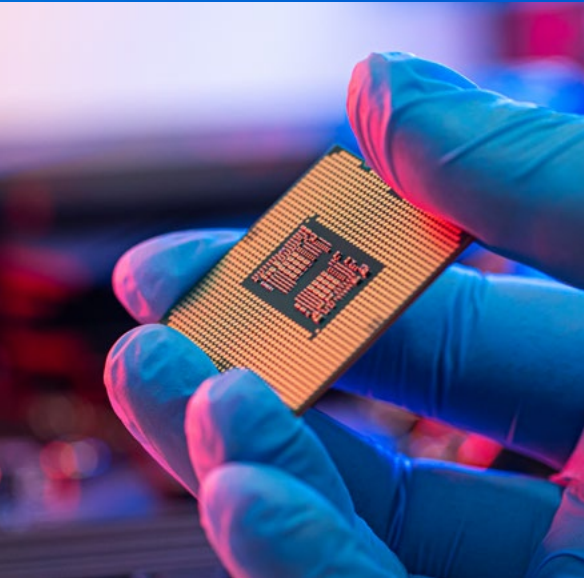
Compute demand continues to drive increases in global energy consumption, making sustainable computing not only a corporate imperative, but also a global priority. With each new generation of products, Intel aims to offer higher performance and improved energy efficiency compared to previous generations, reducing the Scope 3 GHG emissions of our products in customer applications and overall energy consumption. We have set and are on track to achieve our 2030 goals to increase product energy efficiency for both client and server processors. In 2024, the Intel® Evo™ Edition platform leveraged our newest Intel Core Ultra processors (Series 2), reaping the benefits of the gains in energy efficiency to enable greater battery life. The Intel Evo platform strives to raise the bar in making PCs more sustainable, promoting the use of recycled materials, repairability, use of low-power components, and optimizing system energy consumption.

Technology has the potential to solve complex global challenges—in areas such as education, healthcare, human rights, and climate change. We are proud of the ways that Intel technology is acting as a force for good in these and many other critical areas.



Advancing Responsible AI

We saw ever greater advancement in AI innovation in 2024. Intel’s goal is to support all AI models, including generative AI, with responsible perspectives and principles. While our focus is primarily on hardware, we see an increasing opportunity to responsibly use AI to augment and improve people’s experiences. We collaborate across the AI ecosystem to address shared challenges and drive collective solutions, believing that the greatest good is achieved through open, industry-wide collaboration and innovation. We develop platforms and solutions to make responsible AI pragmatic and manageable for developers and explore different algorithmic approaches to improve privacy, security, and transparency and to reduce bias.





Performance Data Summary

¹ Global workforce includes Intel subsidiaries. Employee data as of 12/28/2024.

² Rate based on 100 employees working full time for one year; data is as of January 15, 2025. Certain historical figures have been updated based on new reported cases received.

³ Includes total giving (cash and in-kind) from Intel Corporation and the Intel Foundation.

⁴ Including Scope 1 and Scope 2 market-based method.

⁵ We define water withdrawals, or water usage, as total water used that is from fresh water sources.

⁶ Net positive water % represents the total volume of water returned and restored globally. Some locations have returned and restored significantly more than their target, resulting in a global total greater than 100%. Net positive water is achieved when each country reaches its specific target.

⁷ Circular economy practices applied to manufacturing waste streams via reuse, recovery, or recycling.

⁸ Refer to “[Product Energy Efficiency](#),” page 47 in the Technology section of our full report for more information.

⁹ Based on Intel’s product reporting criteria for 2030 energy efficiency goals, there was no significant high-volume server platform launched in 2020.

Performance Data					
Report Section	2024	2023	2022	2021	2020
People					
Global employees ¹ at year end (in thousands)	108.9	124.8	131.9	121.1	110.6
Global employees ¹ in technical roles at year end (in thousands)	91.7%	90.3%	88.9%	89.0%	90.0%
Safety – recordable rate ² /days away case rate ²	0.71/0.17	0.83/0.16	0.90/0.22	0.93/0.20	0.75/0.17
Employee and retiree volunteer hours (in millions)/volunteerism rate	0.83/20%	1.01/24%	1.01/20%	0.85/20%	0.91/20%
Worldwide charitable giving (dollars in millions) ³	\$79.5	\$81.5	\$94.2	\$76.0	\$80.4
On-site supplier audits (third-party and Intel-led audits)	252	263	270	157	126
Sustainability					
Greenhouse gas emissions (million metric tons of CO ₂ equivalent) ⁴	1.20	0.89	1.53	1.50	1.32
Renewable electricity (% of global electricity use)	98%	99%	93%	80%	82%
Energy use (billion kWh—includes electricity, gas, and diesel)	11.4	10.8	10.9	11.6	10.6
Total water withdrawn (billions of gallons) ⁵	11.1	10.5	10.9	14.3	13.8
Total water conserved (billions of gallons)	10.5	10.2	9.6	9.3	7.1
Net positive water ⁶ (water returned + restored) progress	106%	110%	107%	99%	90%
Total waste generated (thousand tons)/% to landfill	264/4%	292/6%	311/6%	344/5%	414/5%
Manufacturing waste upcycled ⁷	66%	63%	67%	65%	65%
Recovery rate on products returned to Intel	62%	70%	68%	54%	54%
Technology					
Client product energy efficiency improvement (compared to 2019 baseline) ⁸	4.0X	3.5X	2.8X	2.0X	1.5X
Server product energy efficiency improvement (compared to 2019 baseline). Starting in 2024, values shown as E-core/P-core ⁸	2.7X/3.0X	2.1X	2.2X	1.5X	— ⁹



Intel is an industry leader and a catalyst for technology innovation and products that revolutionize the way we live. We are committed to harnessing the breadth and scale of our reach to have a positive effect on business, society, and the planet. Our purpose is to create world-changing technology that improves the life of every person on the planet.

This summary contains highlights of Intel's 2024-25 Corporate Responsibility Report, which was prepared in accordance with the Global Reporting Initiative (GRI) Standards. We also use other recognized frameworks to inform the content of this report, including the Sustainability Accounting Standards Board Standards, the Task Force on Climate-Related Financial Disclosures framework, the United Nations Global Compact, and the United Nations Sustainable Development Goals.

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

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

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

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.

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