

GRI Content Index

Intel Corporation has reported in accordance with the GRI Standards for the period 2022-23.

GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
General Disclosures				
GRI 2: General Disclosures	2-1 Organizational details	12-13		
	2-2 Entities included in the organization's sustainability reporting	95		
	2-3 Reporting period, frequency, and contact point	95		
	2-4 Restatements of information		2023 Proxy Statement , p 15, 116	
	2-5 External assurance	96		
	2-6 Activities, value chain, and other business relationships	12-14		
	2-7 Employees	18	More information available on our Diversity & Inclusion website.	
	2-8 Workers who are not employees	19, 50		
	2-9 Governance structure and composition	23-26	2023 Proxy Statement , p 40	
	2-10 Nomination and selection of the highest governance body		2023 Proxy Statement , p 33	
	2-11 Chair of the highest governance body		2023 Proxy Statement , p 40	
	2-12 Role of the highest governance body in overseeing the management of impacts	9, 24		
	2-13 Delegation of responsibility for managing impacts		2023 Proxy Statement , p 41-44	
	2-14 Role of the highest governance body in sustainability reporting		2023 Proxy Statement , p 44, 55	
	2-15 Conflicts of interest		2023 Proxy Statement , p 61, 81	
	2-16 Communication of critical concerns		2023 Proxy Statement , p 42	
	2-17 Collective knowledge of the highest governance body		2023 Proxy Statement , p 25-32	

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GRI Standard/ Other Source	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
General Disclosures				
GRI 2: General Disclosures	2-18 Evaluation of the performance of the highest governance body		2023 Proxy Statement , p 39	
	2-19 Remuneration policies	20, 49, 52	2023 Proxy Statement , p 71-96	
	2-20 Process to determine remuneration	20, 49, 52	2023 Proxy Statement , p 71-96	
	2-21 Annual total compensation ratio		2023 Proxy Statement , p 112	
	2-22 Statement on sustainable development strategy		2023 Proxy Statement , p 9-13, 22, 44, 55	
	2-23 Policy commitments	23		
	2-24 Embedding policy commitments	23		
	2-25 Processes to remediate negative impacts	23, 29-34		
	2-26 Mechanisms for seeking advice and raising concerns	24-25		
	2-27 Compliance with laws and regulations		2022 Annual Report on Form 10-K , p 112-113	
	2-28 Membership associations	24-25, 31	Memberships are covered in relevant sections of the 2022-23 Intel CSR Report. A list of our major trade association memberships is available on our Report Builder website.	
	2-29 Approach to stakeholder engagement	27	2023 Proxy Statement , p 52	
	2-30 Collective bargaining agreements		Approximately 19% of our employees are represented by Works Councils in addition to unions and collective bargaining agreement coverage.	
Material Topics				
GRI 3: Material Topics	3-1 Process to determine material topics	28		
	3-2 List of material topics	28	2022 Annual Report on Form 10-K , p 53-67	

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GRI Standard/ Other Source	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 200 Economic Standard Series				
Economic Performance				
GRI 3: Material Topics	3-3 Management of material topics	16-18, 23, 27	2022 Annual Report on Form 10-K , p 3 2023 Proxy Statement , p 2-3	
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed		2022 Annual Report on Form 10-K , p 19-39	
	201-2 Financial implications and other risks and opportunities due to climate change	16-18	2022 Annual Report on Form 10-K , p 5, 15-17, 59, 62	
	201-3 Defined benefit plan obligations and other retirement plans	20	2022 Annual Report on Form 10-K , p 107-111	
	201-4 Financial assistance received from government		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 2022 Annual Report on Form 10-K p 49, 83-84.	
Market Presence				
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	20	Intel offers beyond market-competitive pay and continues to publicly disclose our EEO-1 Pay Data Report on our external Diversity & Inclusion website.	
	202-2 Proportion of senior management hired from the local community		More information regarding Intel's employee population and pay data can be found on our external Diversity & Inclusion website.	
Indirect Economic Impacts				
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	8	2022 Annual Report on Form 10-K , p 5-9, 11-12, 15-17	
	203-2 Significant indirect economic impacts	16		
Procurement Practices				
GRI 204: Procurement Practices	204-1 Proportion of spending on local suppliers	16, 60		

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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 200 Economic Standard Series				
Anti-corruption				
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	24-26		
	205-2 Communication and training about anti-corruption policies and procedures	24		
	205-3 Confirmed incidents of corruption and actions taken	N/A		Omission Reason: Legal prohibitions. 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		2022 Annual Report on Form 10-K , p 112-114	
Tax				
GRI 207: Tax	207-1 Approach to tax		2022 Annual Report on Form 10-K , p 44	
	207-2 Tax governance, control, and risk management		2023 Proxy Statment , p 48, 65 More information can be found on our Public Policy webpage.	
	207-3 Stakeholder engagement and management of concerns related to tax	27		
	207-4 Country-by-country reporting			Omission Reason: Confidentiality constraints. Explanation: Country-by-country reporting is submitted to the IRS as part of our annual corporate tax return but due to confidentiality constraints, we do not include it in public disclosures/filings.

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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 " How Intel Makes Chips " for 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	34-35, 79-80	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	69	Report Data File and CDP questionnaire response on our Report Builder website.	
	302-2 Energy consumption outside of the organization	69-72		
	302-3 Energy intensity		See the Report Data File on our Report Builder website.	
	302-4 Reduction of energy consumption	69		
	302-5 Reductions in energy requirements of products and services	72, 74-75, 83-86		
Water and Effluents				
GRI 303: Water	303-1 Interactions with water as a shared resource	107-108		
	303-2 Management of water discharge-related impacts	65-66, 76-77		
	303-3 Water withdrawal	107-108		
	303-4 Water discharge	107-108		
	303-5 Water consumption	107-108		

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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		intel.com/water 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, nor any direct impact on the IUCN Red List species or national conservation list species.	
	304-2 Significant impacts of activities, products, and services on biodiversity		intel.com/water	
	304-3 Habitats protected or restored	76-77		
	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	71		
	305-2 Energy indirect (Scope 2) GHG emissions	71, 73		
	305-3 Other indirect (Scope 3) GHG emissions	72		
	305-4 GHG emissions intensity	71		
	305-5 Reduction of GHG emissions	65-66, 69-75		
	305-6 Emissions of ozone-depleting substances (ODS)	109	See the Report Data File on our Report Builder website.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		See the Report 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				
Waste				
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	78-80		
	306-2 Management of significant waste-related impacts	78-80		
	306-3 Waste generated	79	See the Report Data File on our Report Builder website.	
	306-4 Waste diverted from disposal	79	See the Report Data File on our Report Builder website.	
	306-5 Waste directed to disposal	79	See the Report Data File on our Report Builder website.	
Supplier Environmental Assessment				
GRI 103: Management Approach	308-1 New suppliers that were screened using environmental criteria	32-34		
	308-2 Negative environmental impacts in the supply chain and actions taken	29-34		
GRI 400 Social Standards Series				
Employment				
GRI 401: Employment	401-1 New employee hires and employee turnover	18-19, 21, 52	Additional information on our Diversity & Inclusion website.	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	20-21	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	20		

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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Employment				
Labor/Management Relations				
GRI 402: Labor/Management Relations	402-1 Minimum notice periods regarding operational changes	20	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 Occupational health and safety management system	38-40		
	403-2 Hazard identification, risk assessment, and incident investigation	38-40		
	403-3 Occupational health services	38-40		
	403-4 Worker participation, consultation, and communication on occupational health and safety	38-40		
	403-5 Worker training on occupational health and safety	38, 40		
	403-6 Promotion of worker health	38-40		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38-40		
	403-8 Workers covered by an occupational health and safety management system	38-40		
	403-9 Work-related injuries	39-40	There were no employee fatalities in 2022. ¹	
	403-10 Work-related ill health	39-40		

¹ Construction trade workforce is not included in scope.

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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	N/A		Information unavailable/incomplete.
	404-2 Programs for upgrading employee skills and transition assistance programs	20-21	Additional information on the Intel HR Services and Benefits website.	
	404-3 Percentage of employees receiving regular performance and career development reviews	18-20	Full-time or part-time employees of Intel Corporation who are either active or on leave of absence, are eligible for Intel's annual review. Functionally 100% of employees receive this review.	
Diversity and Equal Opportunity				
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	50, 101	2023 Proxy Statement , p 35	
	405-2 Ratio of basic salary and remuneration of women to men	50	2023 Proxy Statement , p 23 Additional information on our Diversity & Inclusion website.	
Non-discrimination				
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken			Omission Reason: Legal prohibitions. Explanation: Attorney client privileged information.
Freedom of Association and Collective Bargaining				
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	32, 34, 41	We operate in a few 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 critical and high-risk 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	29-30, 32-34	Intel will not employ anyone under the age of 16 in any position, and workers under the age of 18 should not perform hazardous work, overtime, or night shift work. Intel expects its suppliers to comply with these expectations. Please refer to our Human Rights Principles .	

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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
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	29-30, 36, 41		
Security Practices				
GRI 410: Security Practices	410-1 Security personnel trained in human rights policies or procedures	24		
Rights of Indigenous Peoples				
GRI 411: Rights of Indigenous Peoples	411-1 Incidents of violations involving rights of indigenous peoples	28-30		Omission Reason: Not applicable. Explanation: We do not currently report in this format. Intel conducts thorough biannual Human Rights Impact Assessments. We engage with an external third-party who specialize in business and human rights. We also seek external perspectives and impact on indigenous rights has not been identified as a salient risk.
Local Communities				
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	27-28		
	413-2 Operations with significant actual and potential negative impacts on local communities	16-18, 27-28		
Supplier Social Assessment				
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	32-34		
	414-2 Negative social impacts in the supply chain and actions taken	41		

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GRI Standard	Disclosure	Report Page Number	Additional Reference/URL	Omission Reason/Explanation
GRI 400 Social Standards Series				
Public Policy				
GRI 415: Public Policy	415-1 Political contributions	25-26	View a detailed list of our direct and indirect political contributions on our Report Builder website.	
Customer Health and Safety				
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	31, 44, 45		
	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	47, 67	Information is available on our Quality and Reliability Resources website.	
	417-2 Incidents of non-compliance concerning product and service information and labeling		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.
Customer Privacy				
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		2022 Annual Report on Form 10-K , p 62	