

# GRI Content Index

Intel Corporation has reported in accordance with the GRI Standards for the period 2023-24.

GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures</b>	2-1 Organizational details	2023-24 Corporate Responsibility Report, p 14-19	
	2-2 Entities included in the organization’s sustainability reporting	2023-24 Corporate Responsibility Report, p 102	
	2-3 Reporting period, frequency, and contact point	2023-24 Corporate Responsibility Report, p 103	
	2-4 Restatements of information	<a href="#">2024 Proxy Statement</a> (throughout)	
	2-5 External assurance	2023-24 Corporate Responsibility Report, p 103	
	2-6 Activities, value chain, and other business relationships	2023-24 Corporate Responsibility Report, p 14-19	
	2-7 Employees	2023-24 Corporate Responsibility Report, p 31-39 <b>Additional Comment:</b> More information available on our <a href="#">Diversity &amp; Inclusion</a> website.	
	2-8 Workers who are not employees	2023-24 Corporate Responsibility Report, p 26, 42	
	2-9 Governance structure and composition	2023-24 Corporate Responsibility Report, p 20-23 <a href="#">2024 Proxy Statement</a> p 17	
	2-10 Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement</a> p 16	
	2-11 Chair of the highest governance body	<a href="#">2024 Proxy Statement</a> p 4, 17, 19	
	2-12 Role of the highest governance body in overseeing the management of impacts	2023-24 Corporate Responsibility Report, p 20-23	
	2-13 Delegation of responsibility for managing impacts	<a href="#">2024 Proxy Statement</a> p 38-43	
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">2024 Proxy Statement</a> p 42	
	2-15 Conflicts of interest	<a href="#">2024 Proxy Statement</a> p 24, 117	
	2-16 Communication of critical concerns	<a href="#">2024 Proxy Statement</a> p 42-43	
	2-17 Collective knowledge of the highest governance body	<a href="#">2024 Proxy Statement</a> p 18-21	

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GRI Standard/ Other Source	Disclosure	Location	Omission Reason/Explanation
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures</b>	2-18 Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement</a> p 24	
	2-19 Remuneration policies	2023-24 Corporate Responsibility Report, p 20-21, 34 <a href="#">2024 Proxy Statement</a> p 44, 52-80	
	2-20 Process to determine remuneration	2023-24 Corporate Responsibility Report, p 20-21, 34 <a href="#">2024 Proxy Statement</a> p 44, 52-80	
	2-21 Annual total compensation ratio	<a href="#">2024 Proxy Statement</a> p 94	
	2-22 Statement on sustainable development strategy	2023-24 Corporate Responsibility Report, p 11, 93 <a href="#">2024 Proxy Statement</a> p 6, 10	
	2-23 Policy commitments	2023-24 Corporate Responsibility Report, p 20	
	2-24 Embedding policy commitments	2023-24 Corporate Responsibility Report, p 20	
	2-25 Processes to remediate negative impacts	2023-24 Corporate Responsibility Report, p 20, 45-47	
	2-26 Mechanisms for seeking advice and raising concerns	2023-24 Corporate Responsibility Report, p 20-21	
	2-27 Compliance with laws and regulations	<a href="#">2023 Annual Report on Form 10-K</a> , p 56, 61	
	2-28 Membership associations	2023-24 Corporate Responsibility Report, p 24-25, 31 <b>Additional Comment:</b> Memberships are covered in relevant sections of the 2023-24 Corporate Responsibility Report. A list of our major trade association memberships is available on our <a href="#">Report Builder</a> website.	
	2-29 Approach to stakeholder engagement	2023-24 Corporate Responsibility Report, p 24-25 <a href="#">2024 Proxy Statement</a> p 36	
2-30 Collective bargaining agreements	19% <b>Additional Comment:</b> This also includes employees represented by Works Councils in addition to unions and collective bargaining agreement coverage.		
<b>Material Topics</b>			
<b>GRI 3: Material Topics</b>	3-1 Process to determine material topics	2023-24 Corporate Responsibility Report, p 24-25 Also see our ESG Materiality Assessment Process available for download on our external <a href="#">Report Builder</a> website.	
	3-2 List of material topics	2023-24 Corporate Responsibility Report, p 24-25 Also see our ESG Materiality Assessment Process available for download on our external <a href="#">Report Builder</a> website.	

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GRI Standard/ Other Source	Disclosure	Location	Omission Reason/Explanation
<b>GRI 200 Economic Standard Series</b>			
<b>Economic Performance</b>			
<b>GRI 3: Material Topics</b>	<b>3-3</b> Management of material topics	2023-24 Corporate Responsibility Report, p 24-25 <a href="#">2023 Annual Report on Form 10-K</a> , p 56-66 <a href="#">2024 Proxy Statement</a> p 3-43 Also see our ESG Materiality Assessment Process available for download on our external <a href="#">Report Builder</a> website.	
<b>GRI 201: Economic Performance</b>	<b>201-1</b> Direct economic value generated and distributed	<a href="#">2023 Annual Report on Form 10-K</a> , p 25-40 <a href="#">2024 Proxy Statement</a> p 9	
	<b>201-2</b> Financial implications and other risks and opportunities due to climate change	2023-24 Corporate Responsibility Report, p 24-25, 73 <a href="#">2023 Annual Report on Form 10-K</a> , p 48-60	
	<b>201-3</b> Defined benefit plan obligations and other retirement plans	2023-24 Corporate Responsibility Report, p 34 <a href="#">2023 Annual Report on Form 10-K</a> , p 15-16, 75-76	
	<b>201-4</b> Financial assistance received from government	2023-24 Corporate Responsibility Report, p 5, 9-10 Additional details on our tax rate and credits are available in our <a href="#">2023 Annual Report on Form 10-K</a> p 42, 81.	
<b>Market Presence</b>			
<b>GRI 202: Market Presence</b>	<b>202-1</b> Ratios of standard entry level wage by gender compared to local minimum wage	2023-24 Corporate Responsibility Report, p 39, 57 <b>Additional Comment:</b> Intel offers beyond market-competitive pay and continues to publicly disclose our our EEO-1 Pay Data Report on our external <a href="#">Diversity &amp; Inclusion</a> website.	
	<b>202-2</b> 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 <a href="#">Diversity &amp; Inclusion</a> website.	
<b>Indirect Economic Impacts</b>			
<b>GRI 203: Indirect Economic Impacts</b>	<b>203-1</b> Infrastructure investments and services supported	2023-24 Corporate Responsibility Report, p 5, 7-9, 14-15 <a href="#">2023 Annual Report on Form 10-K</a> , p 5-9, 11-12, 15-17	
	<b>203-2</b> Significant indirect economic impacts	2023-24 Corporate Responsibility Report, p 14-19	
<b>Procurement Practices</b>			
<b>GRI 204: Procurement Practices</b>	<b>204-1</b> Proportion of spending on local suppliers	2023-24 Corporate Responsibility Report, p 66-67	

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 200 Economic Standard Series</b>			
<b>Anti-corruption</b>			
<b>GRI 205: Anti-corruption</b>	<b>205-1</b> Operations assessed for risks related to corruption	2023-24 Corporate Responsibility Report, p 20-30	
	<b>205-2</b> Communication and training about anti-corruption policies and procedures	2023-24 Corporate Responsibility Report, p 20-31	
	<b>205-3</b> Confirmed incidents of corruption and actions taken	n/a	<b>Omission Reason:</b> Legal prohibitions. <b>Explanation:</b> Attorney client privileged information. We do not publicly disclose this information.
<b>Anti-competitive Behavior</b>			
<b>GRI 206: Anti-competitive Behavior</b>	<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">2023 Annual Report on Form 10-K</a> , p 108-111	
<b>Tax</b>			
<b>GRI 207: Tax</b>	<b>207-1</b> Approach to tax	<a href="#">2023 Annual Report on Form 10-K</a> , p 42, 61 See also <a href="#">Intel's Global Tax Policy</a>	
	<b>207-2</b> Tax governance, control, and risk management	<a href="#">2023 Annual Report on Form 10-K</a> , p 42, 61 See also <a href="#">Intel's Global Tax Policy</a>	
	<b>207-3</b> Stakeholder engagement and management of concerns related to tax	2023-24 Corporate Responsibility Report, p 24-25 <a href="#">2024 Proxy Statement</a> p 36-37	
	<b>207-4</b> Country-by-country reporting		<b>Omission Reason:</b> Confidentiality constraints. <b>Explanation:</b> 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. See also <a href="#">Intel's Global Tax Policy</a>

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 300 Environmental Standards Series</b>			
<b>Materials</b>			
<b>GRI 301: Materials</b>	<b>301-1</b> Materials used by weight or volume		<b>Omission Reason:</b> Not applicable. <b>Explanation:</b> Our systems are not designed to calculate in totality materials in this way. See " <a href="#">How Intel Makes Chips</a> " for detailed description of the manufacturing process and materials used.
	<b>301-2</b> Recycled input materials used		<b>Omission Reason:</b> Not applicable. <b>Explanation:</b> 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. For more information on Intel's Waste and Circular economy programs see our 2023-24 Corporate Responsibility Report, p 83-87.
	<b>301-3</b> Reclaimed products and their packaging materials	2023-24 Corporate Responsibility Report, p 83-84, 86 <b>Additional Comment:</b> Intel does not report this information in exactly this way. However, we estimate a majority of our packaging material is reusable/recyclable. Since 2009, we conservatively estimate that we have eliminated over 23,800 metric tons of plastic material through sustainable packaging initiatives.	
<b>Energy</b>			
<b>GRI 302: Energy</b>	<b>302-1</b> Energy consumption within the organization	2023-24 Corporate Responsibility Report, p 73 Also see our CDP submissions available for download on our external <a href="#">Report Builder</a> website.	
	<b>302-2</b> Energy consumption outside of the organization	Intel does not report this information in this way. However, please see our Product Energy Efficiency Goal and Progress in our 2023-24 Corporate Responsibility Report, p 79.	
	<b>302-3</b> Energy intensity	See the Report Data File on our <a href="#">Report Builder</a> website.	
	<b>302-4</b> Reduction of energy consumption	2023-24 Corporate Responsibility Report, p 73 Also see our CDP submissions available for download on our external <a href="#">Report Builder</a> website.	
	<b>302-5</b> Reductions in energy requirements of products and services	2023-24 Corporate Responsibility Report, p 78-80	

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 300 Environmental Standards Series</b>			
<b>Water and Effluents</b>			
<b>GRI 303: Water</b>	<b>303-1</b> Interactions with water as a shared resource	2023-24 Corporate Responsibility Report, p 81-82, 114-115	
	<b>303-2</b> Management of water discharge-related impacts	2023-24 Corporate Responsibility Report, p 81-82, 114-115	
	<b>303-3</b> Water withdrawal	2023-24 Corporate Responsibility Report, p 114-115	
	<b>303-4</b> Water discharge	2023-24 Corporate Responsibility Report, p 114-115	
	<b>303-5</b> Water consumption	2023-24 Corporate Responsibility Report, p 114-115	
<b>Biodiversity</b>			
<b>GRI 304: Biodiversity</b>	<b>304-1</b> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="https://www.intel.com/water">intel.com/water</a> <b>Additional reference:</b> 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.	
	<b>304-2</b> Significant impacts of activities, products, and services on biodiversity	<a href="https://www.intel.com/water">intel.com/water</a>	
	<b>304-3</b> Habitats protected or restored	2023-24 Corporate Responsibility Report, p 91-93	
	<b>304-4</b> IUCN Red List species and national conservation list species with habitats in areas affected by operations		<b>Omission Reason:</b> Not applicable. <b>Explanation:</b> 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

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 300 Environmental Standards Series</b>			
<b>Emissions</b>			
<b>GRI 305: Emissions</b>	<b>305-1</b> Direct (Scope 1) GHG emissions	2023-24 Corporate Responsibility Report, p 73-77	
	<b>305-2</b> Energy indirect (Scope 2) GHG emissions	2023-24 Corporate Responsibility Report, p 73-77	
	<b>305-3</b> Other indirect (Scope 3) GHG emissions	2023-24 Corporate Responsibility Report, p 76, 78, 80, 85, 88-90	
	<b>305-4</b> GHG emissions intensity	See the Report Data File on our <a href="#">Report Builder</a> website.	
	<b>305-5</b> Reduction of GHG emissions	2023-24 Corporate Responsibility Report, p pages 73-80, 85, 88-90, 92, 93	
	<b>305-6</b> Emissions of ozone-depleting substances (ODS)	2023-24 Corporate Responsibility Report, p 116 Also see the Intel CDP Climate Change response and Report Data File on our external <a href="#">Report Builder</a> website. Emissions from refrigerants are part of the “Other” category of reported Scope 1 emissions.	
	<b>305-7</b> Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See the Report Data File on our external <a href="#">Report Builder</a> website.	
<b>Waste</b>			
<b>GRI 306: Waste</b>	<b>306-1</b> Waste generation and significant waste-related impacts	2023-24 Corporate Responsibility Report, p 83-84	
	<b>306-2</b> Management of significant waste-related impacts	2023-24 Corporate Responsibility Report, p 83-84	
	<b>306-3</b> Waste generated	2023-24 Corporate Responsibility Report, p 83-84 Also see the Report Data File on our external <a href="#">Report Builder</a> website.	
	<b>306-4</b> Waste diverted from disposal	2023-24 Corporate Responsibility Report, p 83-84 Also see the Report Data File on our external <a href="#">Report Builder</a> website.	
	<b>306-5</b> Waste directed to disposal	2023-24 Corporate Responsibility Report, p 83-84 Also see the Report Data File on our external <a href="#">Report Builder</a> website.	
<b>Supplier Environmental Assessment</b>			
<b>GRI 308: Supplier Environmental Assessment</b>	<b>308-1</b> New suppliers that were screened using environmental criteria	2023-24 Corporate Responsibility Report, p 29-30	
	<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	2023-24 Corporate Responsibility Report, p 29-30, 85-91	

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 400 Social Standards Series</b>			
<b>Employment</b>			
<b>GRI 401: Employment</b>	<b>401-1</b> New employee hires and employee turnover	2023-24 Corporate Responsibility Report, p 33, 57-58 Additional information available on our <a href="#">Diversity &amp; Inclusion</a> website.	
	<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023-24 Corporate Responsibility Report, p 34-35 <b>Additional comment:</b> Benefits related to life insurance, vacation, and tuition reimbursement are prorated for part-time employees. Contract employees are not eligible for some benefits.	
	<b>401-3</b> Parental leave	2023-24 Corporate Responsibility Report, p 34 Also see our external <a href="#">career</a> website.	
<b>Labor/Management Relations</b>			
<b>GRI 402: Labor/Management Relations</b>	<b>402-1</b> Minimum notice periods regarding operational changes	2023-24 Corporate Responsibility Report, p 37 <b>Additional comment:</b> 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.	
<b>Occupational Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety</b>	<b>403-1</b> Occupational health and safety management system	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-2</b> Hazard identification, risk assessment, and incident investigation	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-3</b> Occupational health services	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-5</b> Worker training on occupational health and safety	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-6</b> Promotion of worker health	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-8</b> Workers covered by an occupational health and safety management system	2023-24 Corporate Responsibility Report, p 42-44	
	<b>403-9</b> Work-related injuries	2023-24 Corporate Responsibility Report, p 42-44 <b>Additional comment:</b> There was one employee fatality in 2023.	
	<b>403-10</b> Work-related ill health	2023-24 Corporate Responsibility Report, p 42-44	



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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 400 Social Standards Series</b>			
<b>Training and Education</b>			
<b>GRI 404:</b> Training and Education	<b>404-1</b> Average hours of training per year per employee	2023-24 Corporate Responsibility Report, p 21	
	<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	2023-24 Corporate Responsibility Report, p 35-36 Additional information on the <a href="#">Intel HR Services and Benefits</a> website.	
	<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	2023-24 Corporate Responsibility Report, p 21 <b>Additional comment:</b> 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.	
<b>Diversity and Equal Opportunity</b>			
<b>GRI 405:</b> Diversity and Equal Opportunity	<b>405-1</b> Diversity of governance bodies and employees	2023-24 Corporate Responsibility Report, p 20-21, 57-58 <a href="#">2024 Proxy Statement</a> p 25-31	
	<b>405-2</b> Ratio of basic salary and remuneration of women to men	2023-24 Corporate Responsibility Report, p 59 <a href="#">2024 Proxy Statement</a> p 11 <b>Additional comment:</b> Since 2019, we have achieved gender pay equity globally and we continue to maintain race/ethnicity pay equity in the US. Additional Information on the <a href="#">Diversity &amp; Inclusion</a> website.	
<b>Non-discrimination</b>			
<b>GRI 406:</b> Non-discrimination	<b>406-1</b> Incidents of discrimination and corrective actions taken		<b>Omission Reason:</b> Legal prohibitions. <b>Explanation:</b> Attorney client privileged information.
<b>Freedom of Association and Collective Bargaining</b>			
<b>GRI 407:</b> Freedom of Association and Collective Bargaining	<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		<b>Omission Reason:</b> Not applicable. <b>Explanation:</b> 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 <a href="#">Human Rights Principles</a> .
<b>Child Labor</b>			
<b>GRI 408:</b> Child Labor	<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	2023-24 Corporate Responsibility Report, p 26-30, 45-49 <b>Additional comment:</b> Intel will not use or tolerate the use of child labor. Intel will not employ anyone under the age of 16 in any position, and workers under the age of 18 do not perform hazardous work, overtime, or nightshift work. Intel expects its suppliers to comply with these standards. See <a href="#">Intel’s Global Human Rights Principles and Approach</a> .	

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 400 Social Standards Series</b>			
<b>Forced or Compulsory Labor</b>			
<b>GRI 409:</b> Forced or Compulsory Labor	<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023-24 Corporate Responsibility Report, p 26-30, 45-49	
<b>Security Practices</b>			
<b>GRI 410:</b> Security Practices	<b>410-1</b> Security personnel trained in human rights policies or procedures	2023-24 Corporate Responsibility Report, p 16, 21	
<b>Rights of Indigenous Peoples</b>			
<b>GRI 411:</b> Rights of Indigenous Peoples	<b>411-1</b> Incidents of violations involving rights of indigenous peoples		<b>Omission Reason:</b> Not applicable. <b>Explanation:</b> 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. Please see our 2023-24 Corporate Responsibility Report, p 28.
<b>Local Communities</b>			
<b>GRI 413:</b> Local Communities	<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	2023-24 Corporate Responsibility Report, p 25, 28	
	<b>413-2</b> Operations with significant actual and potential negative impacts on local communities	2023-24 Corporate Responsibility Report, p 25, 28, 114-115	
<b>Supplier Social Assessment</b>			
<b>GRI 414:</b> Supplier Social Assessment	<b>414-1</b> New suppliers that were screened using social criteria	2023-24 Corporate Responsibility Report, p 29-30, 45-49	
	<b>414-2</b> Negative social impacts in the supply chain and actions taken	2023-24 Corporate Responsibility Report, p 29-30, 45-49	

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GRI Standard	Disclosure	Location	Omission Reason/Explanation
<b>GRI 400 Social Standards Series</b>			
<b>Public Policy</b>			
<b>GRI 415: Public Policy</b>	<b>415-1</b> Political contributions	2023-24 Corporate Responsibility Report, p 22-23 View a detailed list of our direct and indirect political contributions on our <a href="#">Report Builder</a> website.	
<b>Customer Health and Safety</b>			
<b>GRI 416: Customer Health and Safety</b>	<b>416-1</b> Assessment of the health and safety impacts of product and service categories	2023-24 Corporate Responsibility Report, p 54, 78-80	
	<b>416-2</b> Incidents of non-compliance concerning the health and safety impacts of products and services	Information is available on our <a href="#">Quality and Reliability Resources</a> website.	
<b>Marketing and Labeling</b>			
<b>GRI 417: Marketing and Labeling</b>	<b>417-1</b> Requirements for product and service information and labeling	2023-24 Corporate Responsibility Report, p 78, 107 Information is available on our <a href="#">Quality and Reliability Resources</a> website.	
	<b>417-2</b> Incidents of non-compliance concerning product and service information and labeling	Information is available on our <a href="#">Quality and Reliability Resources</a> website.	
	<b>417-3</b> Incidents of non-compliance concerning marketing communications		<b>Omission Reason:</b> Confidentiality constraints. <b>Explanation:</b> We do not publicly disclose this data.
<b>Customer Privacy</b>			
<b>GRI 418: Customer Privacy</b>	<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">2023 Annual Report on Form 10-K</a> , p 108-110	