2017 GENDER PAY REPORT

Intel Corporation (UK) Ltd.
Diversity and inclusion are key to Intel’s evolution and continued innovation and growth.

In 2015 our CEO set an aggressive goal in changing the face of our workforce and called on the rest of the industry to join Intel in making Diversity and Inclusion a new force in technology to help shape the future. Since then Intel has led the industry in transparency of our data and progress to our goal.

“I want to make this industry better for our sons and daughters – so they can have the same fun and joy in this industry that I've had”

Brian Krzanich, Intel CEO
At Intel, men and women are paid equally for equivalent jobs with similar tenure regardless of gender. Pay parity is under regular review and market adjustments are made regularly regardless of gender. We view pay parity as a signal of the overall health of our company as well as a means of ensuring equity for all employees.

Our recent deep analysis of our UK compensation data confirms that there is zero statistically significant pay difference by gender. The UK gender pay data we're publishing today reflects a lower representation of women in senior roles. This is a gap we – and the entire technology industry – are working hard to address. We continue to improve representation and progression opportunities for women at Intel, in all the countries in which we do business.
A diverse workforce and an inclusive culture are key to Intel's evolution and are driving forces of our growth. Inclusion is the foundation of high performance and innovative teams where every employee is empowered and capable of doing their best work. If we want to shape the future of technology, we must be representative of that future.

Barbara Whye, Vice President and Chief Diversity and Inclusion Officer at Intel Corporation

**A new approach to recruitment**

In 2017 we increased our female hiring rate in the UK to 40% following the introduction of an unbiased approach to recruitment. Intel job descriptions are written in an unbiased way, recruiters are sourcing a high performing talent pool of both male and female candidates and interview panels are diverse.

**Mentoring and coaching for progression**

We continue to place a strong focus on the retention and progression of our female talent. In 2017 we invited all junior and mid grade females to join a formal mentoring circle and saw a 42% uptake. We also continue to provide all senior females access to sponsorship and protégé programs to increase their exposure and opportunity.

**Flexibility when it's needed**

At Intel we support our employees by offering a range of benefits to appeal to our diverse population. In 2017 we extended our family-friendly benefit offering by introducing Bonding Leave for new parents [an increase to 20 weeks leave with full pay for primary caregivers and 3 weeks leave with full pay for secondary caregivers]. This is in addition to part-time working options, flexible working hours, and care expenses whilst on business travel amongst many others.
ABOUT GENDER PAY GAP REPORTING

In 2017 the UK Government introduced a new regulation which requires all companies with over 250 employees in the UK to publicly disclose their Gender Pay Gap figures annually. GPG is reported in four categories:

**Total Pay Gap based on hourly pay, expressed as a mean and median.** The mean difference is the average woman’s total earnings for the month of April 2017 expressed as an hourly rate, subtracted from the average man's total earnings for the month of April 2017 expressed as an hourly rate, then divided by the average man's hourly rate and expressed as a percentage. Typically, a higher proportion of men in more senior roles means that men's average hourly rate is higher.

**Annual Bonus Pay Gap, expressed as a mean and median.** The mean difference is the average woman's total bonus income for the year April 2016 to March 2017 subtracted from the average man's total bonus income for the same period, then divided by the average man’s bonus income and expressed as a percentage. Typically, a higher proportion of men in more senior roles means their average total bonus income is higher.

**Proportion of men and women receiving bonus pay.** The percentages of men and women who received bonus pay in the period April 2016 to March 2017.

**Proportion of mean and women in different pay quartiles.** This is calculated by sorting all employees by hourly rate pay for the month of April 2017 from highest to lowest, dividing the employees into four equal quartiles, and calculating the split of men and women in each one. Typically, a higher proportion of men in more senior roles mean they represent a higher percentage of the top pay quartiles.

**GPG is different to Equal Pay.** Please note that these four categories are not equivalent to measuring equal pay, which is paying men and women equally to do equal work (unless there is a material reason for a pay difference which is not gender related). Equal pay has been a legal requirement for more than 40 years in the UK.
Our UK Gender Pay Results

Under duties as set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Intel Corporation (UK) Ltd. is required to publish information on its gender pay gap. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. This gender pay gap report for Intel UK Corporation Ltd was created on 5th April 2017 and the findings were as follows:

<table>
<thead>
<tr>
<th>Workforce by gender</th>
<th>Women’s hourly rate of pay is lower by</th>
<th>Women’s bonus pay is lower by</th>
<th>Proportion of employees receiving bonus pay</th>
<th>Quartile pay bands</th>
<th>What % of Males/Females are in each quarter of the employers payroll</th>
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<tbody>
<tr>
<td>Male: 73% Female: 27%</td>
<td>Mean: 32.6% Median: 32.5%</td>
<td>Mean: 46.4% Median: 45.2%</td>
<td>Male: 98.2% Female: 100%</td>
<td>Lower Quartile: Male: 53% Female: 47%</td>
<td>Lower Middle Quartile: Male: 67% Female: 33%</td>
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<td>Upper Middle Quartile: Male: 81% Female: 19%</td>
<td>Top Quartile: Male: 87% Female: 13%</td>
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Declaration

I can confirm that all the data contained in this report is accurate and is calculated in accordance with legislative requirements for the snapshot date of 5th April 2017.

Nicholas Hudson,
Director