



Intel Rewards Experience

Rewarding Career. Rewarding Performance.

We believe the best way to inspire our people is to provide a variety of opportunities that reflect our company values and reward the contributions every employee brings to the organization.¹

Pay and recognition

Being confident and informed on how individual pay is determined drives trust and transparency across all of Intel.

BASE PAY. Base pay is the foundation of the compensation package and is aligned very closely to an individual's skills, scope, contributions, and results. Base pay is reviewed and adjusted based on market and individual performance through our annual Rewards Planning process.

ANNUAL AND QUARTERLY BONUSES. Intel is unique in consistently rewarding eligible employees through two bonus programs—annually and quarterly—based on company performance and profitability. Therefore, eligible employees typically receive five bonus payouts per year.

STOCK PROGRAMS. Our stock programs offer eligible employees at all levels, in 50+ participating countries, the opportunity to share in Intel's future growth. Typically, we grant Restricted Stock Units each year, which vest periodically and convert into stock that can be held or sold. In addition, eligible employees can buy Intel stock at a discount twice a year through our popular Employee Stock Purchase Plan.

FINANCIAL WELLNESS. Intel helps employees become retirement-ready through contributions to the Provident Fund and Gratuities Programs.

CORPORATE RECOGNITIONS. We reinforce our culture and



*"The ingredient we begin with is sand.
Everything else is value added by people."*

- ANDY BRYANT, INTEL CHAIRMAN

values through Intel Quality Awards, Intel Achievement Awards, and Division Recognition Awards. Business groups also drive domain expertise recognition such as the Inventor of the Year award.

REAL-TIME RECOGNITIONS. We provide opportunities for real-time recognition in addition to your annual pay review. Peer recognition or special recognitions are all examples of rewards available throughout the year. By rewarding in real time, we reinforce the culture behaviors and contributions needed for a better Intel.

AT A GLANCE	
Bonuses	5 payouts a year
Stock Grants	Annual grants
Stock Purchase	2x a year, at a discount

Benefits and services

Health

Holistic and inclusive benefits for employees and your families, catering to your various life needs.

MEDICAL. We offer hospitalization and outpatient coverage for our employees and their families to support a wide variety of medical needs, including gender reassignment procedures. Each employee may enroll themselves and up to five dependents—spouse or same/opposite-sex live-in partner, children, parents, or parents-in-law—for hospitalization insurance plans and outpatient coverage.

LIFE AND ACCIDENT INSURANCE. Every employee is provided with coverage three times their annual salary up to INR 4 crores.

WELLNESS. Stay healthy with easy and free access to health checks, health risk assessments, wellness coaching, on-site fitness centers and clinics.

FLU VACCINATION. As part of Intel's preventive approach to health and wellness, we offer all employees free flu vaccinations before the flu season each year.

BEHAVIORAL AND MENTAL HEALTH. Our 24/7/365 Employee Assistance Program (EAP) offers confidential and free counseling services to help employees and their families manage life's challenges. Further treatment for mental health conditions are covered under outpatient coverage and the hospitalization plan.

MATERNITY AND FERTILITY ASSISTANCE. Through our medical insurance plans, we cover maternity care and fertility treatments up to INR 1 lac per year for employees and their spouse.

AT A GLANCE	
Hospitalization Coverage	INR 3 lacs – 10 lacs
Outpatient	INR 25,000
Life and Accident Insurance	3x annual salary (up to INR 4 crores)
Flu Vaccination	Free
Employee Assistance Program	Free
Maternity/Fertility Assistance (incl. spouse)	Up to INR 1 lac a year

Time Off

Even the best need to rest. We celebrate your hard work with generous vacation time and holidays.

VACATION AND HOLIDAYS. We offer regular vacation time for you to refresh and recharge. Employees receive 20 days of annual leave, and we celebrate 12 public holidays each calendar year.

MEDICAL LEAVE. We provide 12 days of short-term medical leave/casual leave to care for yourself or a family member, in case of illness or other personal needs. Additionally, we offer 30 days of long-term medical leave.

MATERNITY OR ADOPTION LEAVE. We provide 26 weeks of maternity or adoption leave to our female employees. We also offer 1 month of part-time employment at full pay to facilitate a gradual transition when returning to work post maternity. Commissioning mothers can also use this leave with valid documentation. Additionally, there is reserved parking for expectant mothers and dedicated nursing rooms at most India sites.

PATERNITY LEAVE. Six weeks of paternity leave gives fathers time to bond with their newly born or adopted child.

ADDITIONAL LEAVES. At certain points in life, many of us need to step away from work to manage a personal life event. Intel supports multiple leave types—such as Bereavement (5 days), Special Day Off (1 day), and Paid/Discretionary Unpaid Leave of Absence (up to 1 year)—so you can take the time you need and then successfully return to work.

AT A GLANCE	
Annual Leave	20 days
Medical Leave	12 days
Long-Term Medical Leave	30 days
Maternity/Adoption/Commissioning Mother Leave	26 weeks
Paternity/Adoption Leave	6 weeks

Learning and career

We offer fulfilling and exciting career development at Intel. Curiosity drives us to change the world, and our employees feed that curiosity by expanding their skill sets, strengthening their leadership abilities, and reaching for their personal best.

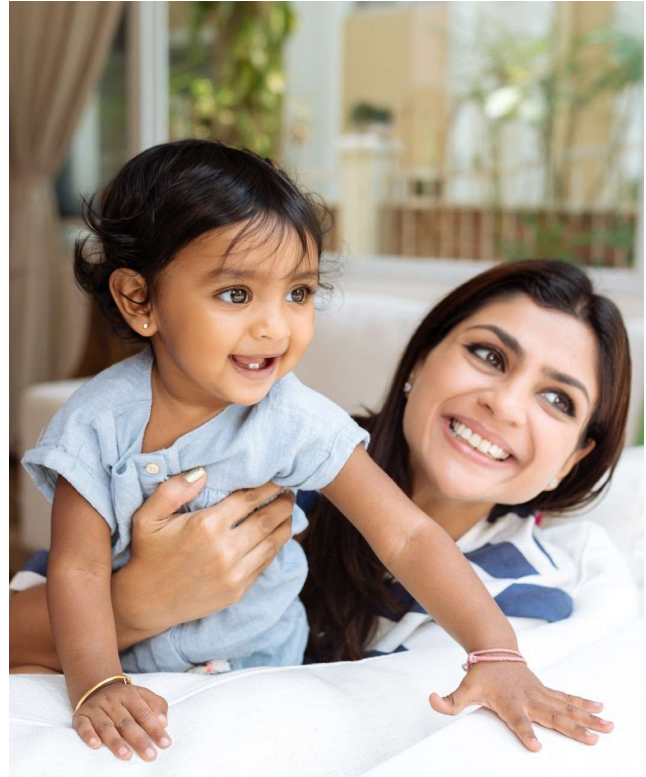
TUITION ASSISTANCE. By taking advantage of financial assistance for job-related degrees, you can build your knowledge through advanced degree programs.

CAREER CONNECTIONS: Connect with expert advisors, mentors, and coaches who can help you determine the next steps in your career. These connections are well versed in resume writing, skill building, leadership, personal development, and much more.

LIFE-LONG LEARNING. We offer immersive classroom and online learning resources that help you keep skills up-to-date and on the cutting edge, so you can advance your career.

DIVERSE JOB ASSIGNMENTS. You can pursue rich careers through a variety of short-term and long-term assignments within Intel. Our learning culture supports growth, with hundreds of employees who pursue internal opportunities each year.

RELOCATION SERVICES. Every year, Intel Relocation moves thousands of employees and their families all over the world. We have a team of dedicated professionals who make the transition to a new location as smooth as possible.



Learning and career



Life and community

Lifestyle

Supportive benefits for employees and families. Whether starting a family or helping parents in their later years, Intel provides employees flexibility and support throughout the years.

DAY CARE PROGRAMS. To support Intel parents, we reimburse day care expenses up to INR 6,000 per month per child, up to 6 years of age. In addition, employees can benefit from Day Care Discount Programs and priority access at select day care centers.

EDUCATION BENEFITS. We believe in helping children of Intel employees prepare for a solid future. That's why we have programs dedicated to tutoring and scholarship opportunities.

ELDER CARE. We provide access to convenient, at-home health and wellness services for parents and parents-in-law at subsidized rates.

FLEXIBILITY. Programs like telecommuting, part-time employment, and alternate start times provide flexibility so that employees and their managers can manage special circumstances and needs.

FINANCIAL ASSISTANCE PROGRAM. We offer an interest-free loan of up to two months' base pay for personal emergencies, home rental deposits, and extended education needs.

INTERNET REIMBURSEMENT. Employees may utilize a broadband reimbursement of INR 2,000 a month.

AT A GLANCE

Day Care Reimbursement	INR 6,000 a month
Internet Reimbursement	INR 2,000 a month
Financial Assistance	2 months' base pay, interest free

A Great Place to Work

Our employees go above and beyond—so does Intel. We offer a number of services and programs that truly make Intel a great place to work.

On-Site Conveniences

CONVENIENCE WITHIN REACH. Experience these amazing services to help you get more done in less time while at the office: on-campus health clinics, fully-equipped gyms, fitness classes like yoga and aerobics, spas, sports facilities, concierge services, healthy meals, and café options. Employees can also obtain a company-sponsored bus pass to ease their daily commute. Nursing rooms and dedicated parking slots for new and expectant mothers

Extras

GETTING OUT AND HAVING FUN. We want our people to feel appreciated inside and outside of Intel through exclusive discounts and experiences. Intel employees enjoy many extras, including:

- Exclusive employee discounts
- Fun-at-work activities and hobby clubs
- Campus and business-group sponsored events and activities

Giving Back

DOING GOOD TOGETHER. Globally, our employees donated over six million hours of service over the past five years to tackle a variety of community needs. You love giving back to the community—and Intel loves doubling down on your contributions.

Here are just a few examples:

- Donation Matching and Emergency Relief Fund
- Intel Involved Volunteer Program
- Intel Employee Service Corps

*Please note: This document is intended to provide an overview of the various benefits available at Intel India. The benefits and services may vary by location and according to employee eligibility and classification. They are subject to the terms and conditions of the respective plans and programs. Intel reserves the right to modify or withdraw altogether a benefit program/facility at any point in time without prior notice.

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