



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 goals are set in line with the market, while bonus payouts and stock programs are broad-based and include a premium when compared to peers. Base pay is reviewed and adjusted based on market and individual performance through our annual Rewards Planning process.

ANNUAL AND QUARTERLY BONUSES. Intel Israel is unique in consistently rewarding eligible employees through three to four bonus programs—annually and quarterly—based on country, business unit, and company performance and profitability. Therefore, eligible employees typically receive six to ten bonus pay-outs per year.

STOCK PROGRAMS. Our stock programs offer eligible employees at all levels the opportunity to become a shareholder in the company and share in Intel's future growth. Employees can purchase Intel stock at a discounted rate twice a year through our popular Employee Stock Purchase Plan, and we also grant Restricted Stock Units each year, which vest periodically and convert into stock that can be held or sold.

RETIREMENT BENEFITS. Intel helps employees become retirement-ready through a comprehensive pension plan and retirement savings programs.



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

- ANDY BRYANT, INTEL CHAIRMAN

CORPORATE RECOGNITIONS. Reinforces our culture and values through various Intel Awards.

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 real-time, we reinforce the culture behaviors and contributions needed for a better Intel.

BENEFITS AND SERVICES

Health

Health benefits for the whole you. Our employees, their children, and parents are eligible for health benefits.

MEDICAL. Intel offers private medical insurance for employees, their spouses, and children to cover excess costs not included by public health insurance.

DENTAL. In addition to medical coverage, each employee, their spouse, and children are eligible for dental subsidies every year.

WELLNESS. Stay healthy with easy and free access to wellness coaching, on-site fitness centers and clinics and optional reward programs to become more active in your day-to-day life. Intel advocates preventive healthcare—we encourage employees to use their health plan for full medical check-ups and other professional health programs.

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

Time Off

We celebrate your hard work with generous vacation time and holidays.

VACATION AND HOLIDAYS. Intel offers regular vacation time for employees to refresh and recharge. Employees start at 12 vacation days and can go up to 23 days per annum depending on length of service. As an extra vacation boost, Intel extends exclusive travel discounts to help our employees make the most of their time off.

BONDING LEAVE. When a new child joins a family, a meaningful and exciting period begins. Intel Israel is happy to provide a minimum 5-week parental leave, in addition to the 15 weeks paid by the National Insurance Institute, to ensure you receive 20 weeks dedicated time off to allow more time with your new family.

EXTENDED LEAVE. Intel Israel offers a period of extended leave after you have worked for the Company for a number of years. Our view is that employees deserve an opportunity to step away, try something new, explore the world, volunteer, or simply spend more time with their families and friends. You'll have the option to take up to 23 days after 7 years, and come back refreshed with new ideas and perspectives.

ADDITIONAL LEAVES. At certain points in life, many of us need to step away from work to manage a personal life event. Intel Israel supports a number of leave types—such as Bereavement, Reserve Duty, or a Leave of Absence—so you can take the time you need and then successfully return to work.



LEARNING AND CAREER

Fulfilling and exciting career development. At Intel, curiosity drives us to change the world. Our employees feed that curiosity by expanding their skill set, 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, conferences, and more—helping you and Intel grow.

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

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



LIFE AND COMMUNITY

Lifestyle

Good for you and your family. Whether starting a family or helping parents in their later years, Intel provides employees flexibility and support throughout the years.

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

A Great Place to Work

Our employees go above and beyond—so does Intel. We offer several services and programs that truly make Intel a great place to work. In fact, Intel Israel was named a “Best Place to Work” in 2018.

CONVENIENCE WITHIN REACH. Experience all the amazing services that help you get more done in less time while at the office: fully equipped gyms, convenience stores, hairdresser, manicure and pedicure facilities, healthy meals, and vegetarian café options.

ACCESSIBLE WORKPLACE. Intel has designed our office space and facilities to be safe and accessible. Whether it's steps, ramps, or elevators that you need, or if you're looking for a bicycle rack or somewhere to plug in your electric car, we aim to provide a work space that is inclusive for all our employees.

RECOGNITION AND REWARDS. At Intel, we want our people to feel appreciated inside and outside of work through exclusive discounts and experiences. Intel employees enjoy many extras, including:

- Peer-to-peer recognition program to say “thank you” in a tangible way
- Fun-at-work activities and hobby clubs
- Campus and business-group sponsored events and activities

EMPLOYEE GROUPS AND CLUBS. Feeling socially supported is critical to an enjoyable workplace. At Intel Israel, there are a wide variety of social and sports clubs to enjoy, as well as the option to create your own club on-site.

Giving Back

DOING GOOD TOGETHER. Our employees donated more than six million hours of service over the past five years to tackle a variety of community needs. They love giving back to the community—and Intel loves helping match these contributions.



¹ Please note: This document is intended to provide an overview of the various benefits available at Intel Israel. 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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