



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 on top of contractual mid-year and year-end bonuses.

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 Employee Provident Fund, topping up the employer contribution by an additional 2%.



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

BENEFITS AND SERVICES

Health

Health benefits for the whole family. Our employees, spouses, and children are eligible for health benefits.

MEDICAL. We offer hospitalization and outpatient coverage for our employees and their families. Each employee may enroll themselves and their dependents, for hospitalization insurance plans and outpatient coverage.

VISION AND DENTAL. In addition to outpatient coverage, each employee is eligible for vision and dental subsidies every year.

WELLNESS. Stay healthy with easy and free access to health checks, health risk assessments, wellness coaching, on-site fitness centers and clinics. Intel advocates preventive healthcare—we encourage employees to use their health plan for full medical checkups and other professional health programs.

VACCINATIONS. As part of Intel's preventive approach to health and wellness, we offer all employees free flu vaccinations before the flu season each year, and employees may also obtain additional vaccinations as part of their health plan.

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 is covered under outpatient benefits.

MATERNITY CARE. Through our health insurance plans, we cover maternity expenses for our employees or their spouse from pre- to post-natal care.

LIFE AND ACCIDENT INSURANCE. Every employee is provided with coverage up to 36 months of their monthly base pay.

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 employees to refresh and recharge. Employees receive up to 20 days of annual leave. As an extra vacation boost, Intel extends exclusive travel discounts to help our employees make the most of their time off.

MEDICAL LEAVE. We provide short-term medical leave and various options for long-term medical leave for employees to take care of themselves when the need arises.

MATERNITY AND PATERNITY LEAVE. We provide 90 days of maternity leave and 3 days paternity leave. Additionally, there is reserved parking for expectant mothers and dedicated nursing rooms at most Intel sites.

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, and Examination, Convocation, Marriage, 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.

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 careers.

DIVERSE JOB ASSIGNMENTS. You can pursue rich careers through a variety of short- 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.



LIFE AND COMMUNITY

Lifestyle

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

CHILDREN'S EDUCATION. We believe in helping children of Intel employees prepare for a solid future. That's why we offer scholarship opportunities for tertiary education.

LOAN INTEREST SUBSIDIES. We offer eligible employees assistance in reducing their loan interest on their vehicle and home purchase.

COMMUTING. Employees may request free employee shuttle services to get from home to work or hop on an intercampus shuttle to ease their commute. We also provide toll subsidies for those who regularly use a tolled bridge or highway to get to the office.

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 a number of services and programs that truly make Intel a great place to work.

CONVENIENCE WITHIN REACH. Experience all of the amazing services that help you get more done in less time while at the office: on-campus health clinics, fully-equipped gyms, convenience stores, fitness classes like yoga and aerobics, sports facilities, concierge services, healthy meals, and vegetarian café options.

ACCESSIBLE WORKPLACE. We design 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

Extras

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

- Exclusive employee discounts
- 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

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

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