



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 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. Intel's 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 an employer sponsored group retirement pension plan where Intel contributes 3.5%, while employees can make voluntary additional contributions. Throughout each year, Intel also provides access to expert counselling and retirement workshops.



*"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 family. Our employees, spouses, and children are eligible for health benefits.

MEDICAL. Intel provides a healthcare plan for employees and their families. We cover 100% of the cost for employees, 85% of the cost for spouses, and 70% of the cost for family members.

DENTAL. In addition to outpatient coverage, Intel offers a comprehensive plan for employees and their families.

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.

LIFE AND RISK INSURANCE. Intel has comprehensive cover life insurance plans and voluntary risk insurance plans to provide security for our employees and their dependents, including covering 100% of an employee's individual plan.

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 20 vacation days and can go up to 26 days per annum depending on length of service.

MATERNITY, PARENTAL AND PATERNITY LEAVES. As per local law, Intel provides 20 weeks of maternity leave, 32 weeks of parental leave and 2 weeks of paternity leave. In addition to statutory paternity leave, Intel Poland provides 1 week of bonding leave (for secondary caregivers) to ensure you have the time you need with your new family.



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, Marriage, Jury Service, or a Leave of Absence—so you can take the time you need and then successfully return to work.

LEARNING AND CAREER

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

KIDS@WORK. To increase flexibility while you care for your family, Intel's Kids@Work programs enables employees to occasionally bring their children to work. In addition to increasing a child's appreciation for their parent's work life, it also exposes older children to a professional working environment so they can start to form their own ambitions.

EVENTS FOR KIDS. Intel organizes many events and activities for employees and their families, such as family picnics, kids' days, child summer camps and many more.

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.

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.



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.

MULTISPORT/HOLIDAY CARD. Intel offers individual benefits financed by the Social Fund. Choose either the Multisport Card that enables you and your loved ones to exercise in thousands of facilities throughout Poland and discover new activities every day, or the Holiday Card that provides you or your loved ones discounts on travel, summer and winter camps (travel agencies, resorts, spas, hotels, guesthouses, airline tickets, and trips).

CONVENIENCE WITHIN REACH. Experience all of the amazing services that help you get more done in less time while at the office: Intel Poland's offerings range from dry cleaning and shoe repair to outdoor gyms and play areas, hairdressers, massages, nails and spa services, car wash, and tire changing offerings. In addition, we have a suite of options to help you get to work, along with healthy meals and café options to keep you nourished while on site. We even provide a lunch card for every employee, with 200 PLN loaded on a monthly basis.

ACCESSIBLE WORKPLACE. Intel designs 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. Intel wants our people to feel appreciated inside and outside Intel 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 Poland, there are a wide variety of enthusiasts groups to enjoy, as well as the option to create your own club on-site.

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