



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 about 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 employee-owned stock that can be held or sold.

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

- ANDY BRYANT, FORMER INTEL CHAIRMAN

RETIREMENT BENEFITS. Intel helps employees become retirement-ready through an employer sponsored group retirement pension plan with up to 8% employer contributions, while employees can make additional voluntary contributions. Throughout each year, Intel also provides access to expert counselling and retirement workshops.

RECOGNITION AWARDS. In addition to your annual pay review, employees can be recognized by their manager or peers for their performance, or as a thank you. Intel also offers special recognitions for service milestones and exceptional achievements. Peer recognition or special recognitions are 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 and their eligible dependents.

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.

LIFE AND RISK INSURANCE. Intel has comprehensive life and risk insurance plans, including business travel insurance and income protection to provide security for our employees and their dependents. Intel covers 100% of the cost of an employee's individual plan.

THRIVE AT INTEL. A wellness program designed to help you reach your individual health and wellness goals. It is built around three pillars:

- Thrive in Mind – focused on building a greater understanding of mental health and emotional wellbeing
- Thrive in Body – focused on helping you be at your physical best
- Thrive in Life – focused on helping you live better every day in your personal life outside of work

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 at Intel Ireland receive 25 vacation days (195 hours for shift workers). Additionally, Intel employees can buy 2-10 vacation days per year, and/or save 2-5 vacation days per year, up to a maximum of 25 days, which can be taken by the employee at a later time.



FAMILY LEAVES. Intel provides 26 weeks of paid leave to the primary caregiver and 3 weeks of paid leave to the secondary caregiver.

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.

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. Our employees love giving back to the community—and Intel loves doubling down on their 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.

CONVENIENCE WITHIN REACH. Experience all of the amazing services that help you get more done in less time while at the office: Intel Ireland's offerings range from dry cleaning to gyms, dental and optician services, hairdressers, nails and spa services, car wash, and car service offerings. In addition, we have a suite of options to help you get to work, such as the bike to work scheme or tax saver commuter tickets, along with healthy meals and café options to keep you nourished while on site.

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 workspace that is inclusive for all our employees.

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

EMPLOYEE PURCHASING PROGRAM. Intel offers a significant discount on products such as computer hardware, software and antivirus programs.

EMPLOYEE DISCOUNT PROGRAM. In addition to a wide range of Intel products, we also offer discounts on rental vehicles, air travel, sporting activities and electronic products such as computers and peripheral devices.

¹ Please note: This document is intended to provide an overview of the various benefits available at Intel Ireland. 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 plan/program or service/facility at any point in time without prior notice.

