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2015 CORPORATE RESPONSIBILITY REPORT

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OUR VISION IS IF IT IS SMART AND CONNECTED, IT IS BEST WITH INTEL.

The only thing more amazing than our technology is what the world does with it.

What Corporate Responsibility Means at Intel

Intel has a long-standing commitment to corporate responsibility. We believe that this focus creates value for Intel and our stakeholders. It helps us manage our business more effectively and identify ways to apply our technology and expertise to benefit the environment and society, which in turn helps us mitigate risks, reduce costs, protect brand value, and identify market opportunities.

This year's report provides a comprehensive summary of our management approach and corporate responsibility performance for 2015. Key focus areas include:

- Diversity and inclusion, including our new 2020 goal and investment commitment

- Environmental sustainability, including product stewardship issues

- Supply chain responsibility, including our conflict-free strategy

- Social impact initiatives, including our focus on technology access and empowerment

A foundational element of our corporate responsibility approach is our commitment to transparency. We published our first voluntary environmental report in 1994, and over the past 20 years have continued to evolve our reporting to meet the needs of our stakeholders.

WE EXPAND THE BOUNDARIES OF TECHNOLOGY TO MAKE THE MOST AMAZING EXPERIENCES POSSIBLE.

In 2015, we celebrated the 50th anniversary of Moore's Law, which paved the way for Intel to build the ever faster, smaller, and more affordable transistors that drive our modern world. This anniversary provided us with the opportunity to reflect upon the increasingly transformational role that our technology plays in addressing global challenges and empowering people around the world. Beyond the impact of our products, new ambitious goals and strategic investments in corporate responsibility are helping us drive improvements in environmental sustainability, supply chain responsibility, diversity and inclusion, and social impact.

Intel researchers are working on multiple environmental initiatives aimed at conserving resources, cutting emissions, and boosting efficiency in transportation systems, homes, buildings, and cities. We continue to make significant investments in resource conservation and efficiency projects at our sites around the world, and have remained the largest purchaser of green power in

the U.S. for eight years. Due to the increasing complexity of our manufacturing processes, we face ongoing challenges in our efforts to meet our aggressive 2020 hazardous waste recycling and water use goals, but are committed to looking for innovative solutions in these areas.
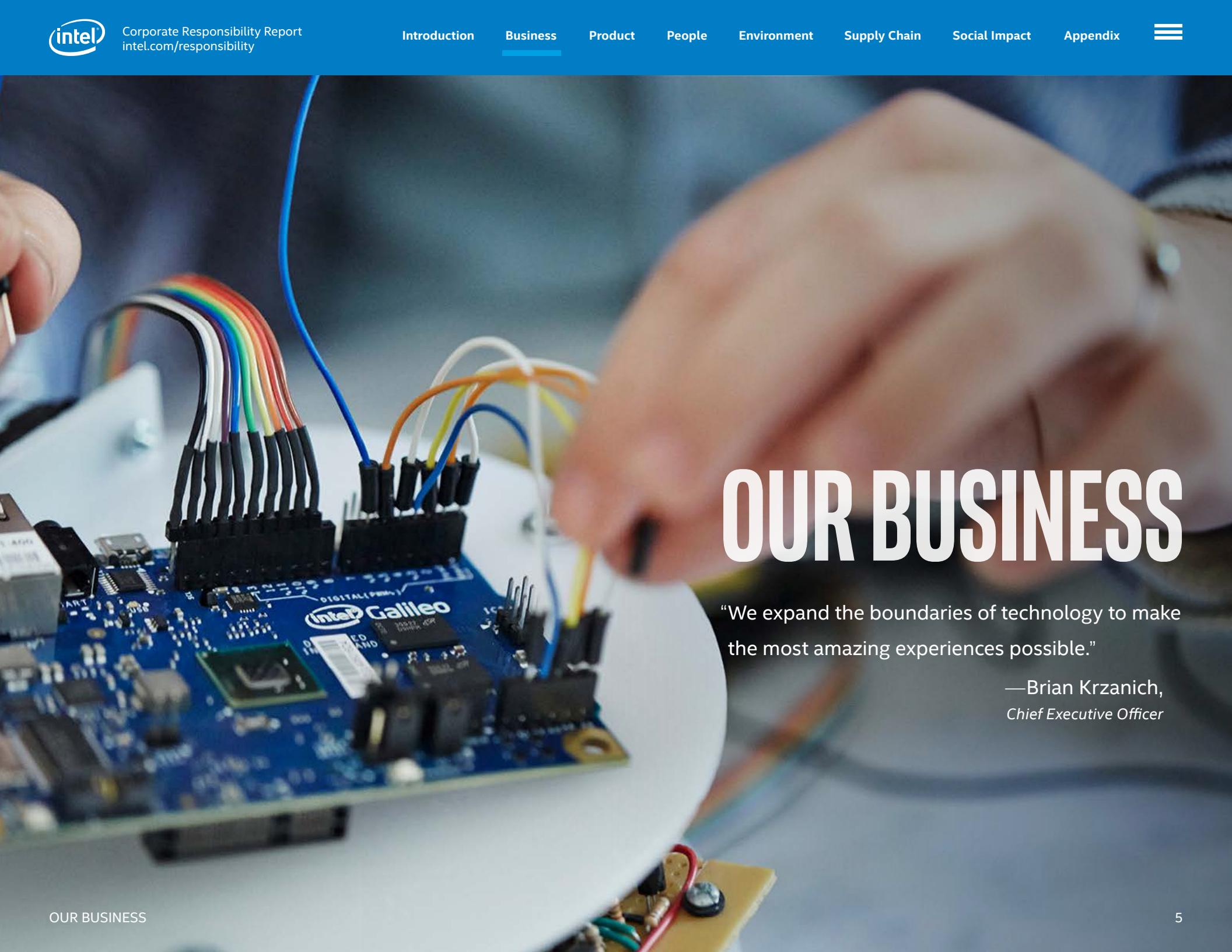
I'm proud that we are on track to achieve our 2016 goal to validate that our broader product base is free of tantalum, tin, tungsten, or gold derived from sources that benefit armed groups that exploit mine workers to fund violence in the Democratic Republic of Congo or adjoining regions. This achievement is the result of our eight-year effort to develop systems to ensure that these so-called "conflict-minerals" do not enter our supply chain.

We launched our new Diversity and Inclusion initiative in early 2015, setting a bold hiring and retention goal to achieve full representation of women and underrepresented minorities in Intel's U.S. workforce by 2020. We committed $300 million to support this goal and accelerate diversity and inclusion both at Intel and across the technology industry. I'm incredibly proud that a thorough compensation analysis in 2015 showed that we are at 100% gender pay parity for U.S. employees across job types and levels.

Through multiple education and digital access initiatives, we are enabling young people to acquire the skills they need to connect to a world of health, economic, and entrepreneurship opportunities. Products such as the new low-power Intel® Curie™ module are enabling young makers to become the next generation of social innovators. And through our Intel® She Will Connect program, we made progress toward our goal of connecting 5 million women by 2020 to new opportunities through technology.

This report provides a summary of our 2015 performance and the ambitious goals we have set for our future. Our commitment to corporate responsibility is as strong as ever. We welcome your feedback so that we can continue to improve our performance.

Brian Krzanich
Chief Executive Officer
Intel Corporation

OUR BUSINESS

"We expand the boundaries of technology to make the most amazing experiences possible."

—Brian Krzanich,
Chief Executive Officer

Highlights
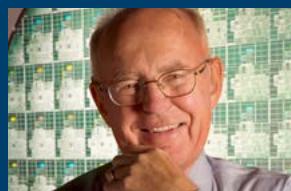
Since 2008, we have linked a portion of every employee's variable compensation—from front-line staff to our CEO—to the achievement of corporate responsibility goals.

In 2015, the Ethisphere* Institute once again named Intel to its list of the World's Most Ethical Companies.
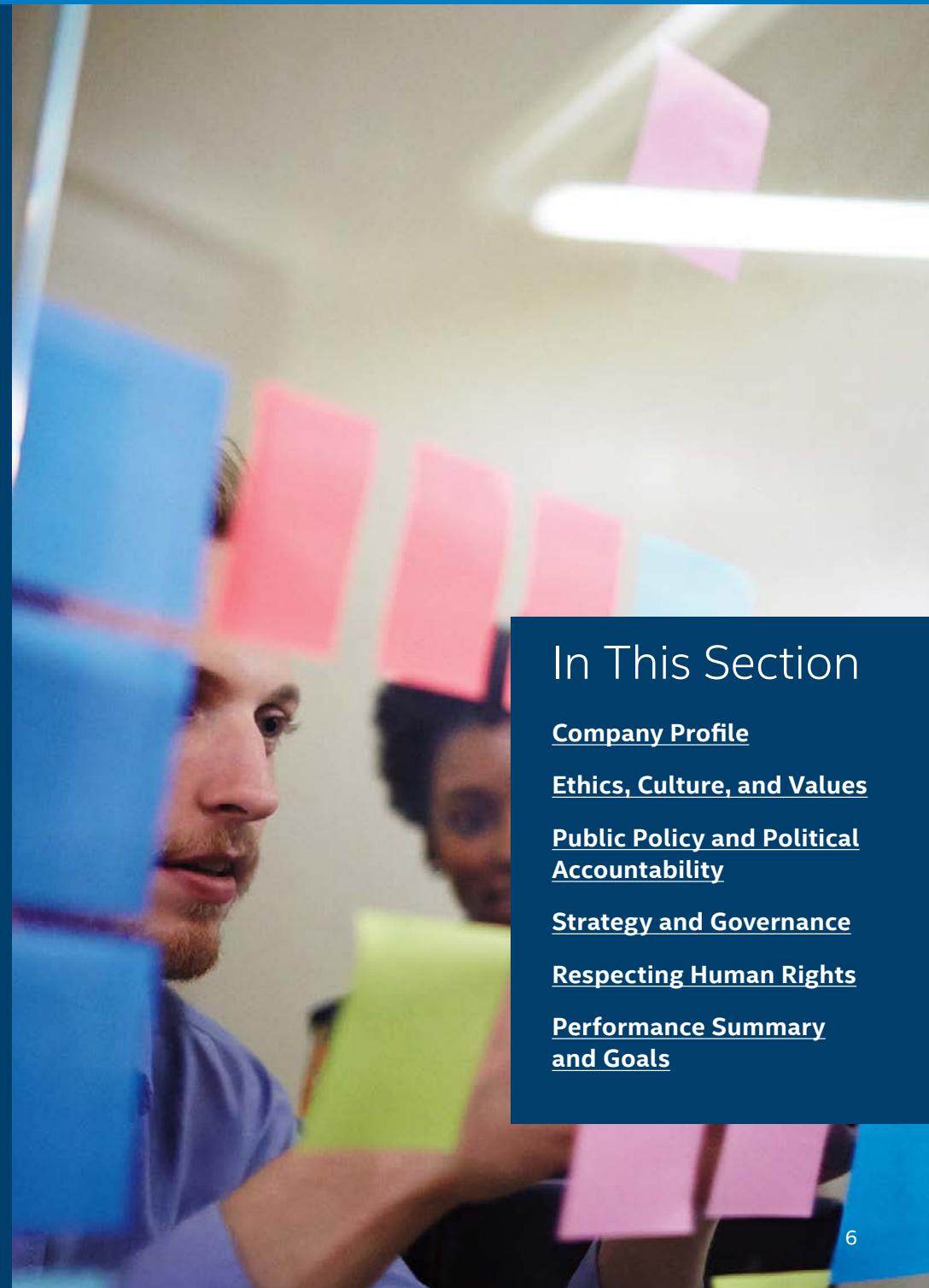
We reported full-year 2015 revenue of $55.4 billion, including record revenue in our data center, Internet of Things, and memory businesses.

Our strategy is to offer complete and connected platform computing solutions, and to continue to drive "Moore's Law."

We primarily manufacture our products in our own facilities, which enables us to optimize performance, shorten time to market, and scale new products more rapidly.

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Performance Summary and Goals

Company Profile

We are a leader in the design and manufacturing of advanced integrated digital technology platforms. A platform consists of a microprocessor and chipset, and may be enhanced by additional hardware, software, and services. We sell these platforms primarily to original equipment manufacturers (OEMs), original design manufacturers (ODMs), and industrial and communications equipment manufacturers in the computing and communications industries. Our platforms are used across the compute continuum, in notebooks (including Ultrabook™ devices), 2 in 1 systems, desktops, servers, tablets, phones, and the Internet of Things (including wearables, retail devices, and manufacturing devices). We also develop and sell software and services primarily focused on security and technology integration.

Our vision is if it is smart and connected, it is best with Intel. As a result, our strategy is to offer complete and connected platform computing solutions, and to continue to drive "Moore's Law." The boundaries of computing itself are expanding, with billions of devices connected to the Internet and to one another. Computing is becoming increasingly personal as it enhances nearly all aspects of life. To succeed in this changing environment, we have the following key objectives:

- relentlessly pursue Moore's Law to maximize and extend our manufacturing technology leadership;

- strive to ensure that Intel® technology is the best choice across the compute continuum and across any operating system;

- enable smart and connected devices through continued development of industry-leading communications and connectivity technology;

- expand platforms into adjacent market segments to bring compelling new platform solutions and user experiences to form factors across the compute continuum;

- increase the utilization of our investments in intellectual property and research and development across all market segments;

- expand the data center, the Internet of Things, and next-generation memory;

- scale our manufacturing capabilities into foundry; and

- strive to increase the diversity and inclusion of our workforce, reduce the environmental footprint of our products and operations, and be an asset to the communities where we conduct business.

We aim to have the best process technology, and unlike many semiconductor companies, we primarily manufacture our products in our own facilities. This in-house manufacturing capability enables us to optimize performance, shorten our time-to-market, and scale new products more rapidly. We believe that this competitive advantage will be extended in the future as the costs to build leading-edge fabrication facilities increase, and as fewer semiconductor companies will be able to leverage platform design and manufacturing.

For more information about our business organization and operations, products, customers, competitors, research and development, and financial performance, see below, and read the Intel 2015 Annual Report and Form 10-K.

Business Organization and Operations

Intel is headquartered in Santa Clara, California and incorporated in the state of Delaware. As of December 26, 2015, we had 107,300 employees worldwide, with approximately 51% of those employees located in the U.S.

We have 190 facilities located in more than 60 countries. Our principal executive offices are located in the U.S. As of December 26, 2015, 55% of our wafer fabrication was conducted within the U.S. at our facilities in Arizona, Oregon, and New Mexico. The remaining 45% of our wafer fabrication was conducted at our facilities in Ireland, Israel, and China. A list of countries with more than 50 Intel employees is included in the Appendix.

We use third-party foundries to manufacture certain components, and we primarily use subcontractors to manufacture board-level products and systems. In addition, we purchase certain communications and connectivity products from external vendors primarily in the Asia-Pacific region.

Following the manufacturing process, we perform our components assembly and test at facilities in Malaysia, China, and Vietnam. To augment capacity, we use subcontractors to perform assembly and test of certain products.

In the first quarter of fiscal-year 2016, we completed the acquisition of Altera, a seller of programmable semiconductors and related products, including programmable logic devices—which incorporate FPGAs and complex programmable logic devices—and highly integrated System-on-Chip (SoC) devices. As a result of the acquisition, we expect to integrate approximately 3,000 Altera employees. The acquisition of Altera reflects our strategy to drive Moore's Law and fuel growth in the data center and Internet of Things market segments.

Business Organization

Client Computing Group (CCG)

Platforms designed for notebooks, 2 in 1 systems, desktops, tablets, phones, wireless and wired connectivity products, and mobile communication components.

Data Center Group (DCG)

Platforms designed for the enterprise, cloud, communications infrastructure, and technical computing segments.

Internet of Things Group (IOTG)

Platforms designed for Internet of Things market segments, including retail, transportation, industrial, and buildings and home use, along with a broad range of other market segments.

Non-Volatile Memory Solutions Group (NSG)

NAND flash memory products primarily used in solid-state drives.

Intel Security Group (ISecG)

Security software products designed to deliver innovative solutions that secure computers, mobile devices, and networks around the world from the latest malware and emerging online threats.

Programmable Solutions Group (PSG)

Programmable semiconductors (primarily field-programmable gate arrays) and related products for a broad range of market segments.

All Other   New Technology Group (NTG)

New Technology Group, start-up businesses, and foundry business, and revenue, expenses, and charges not allocated to our other operating segments.

This organizational model reflects changes we made in our operating segments in April 2016. Financial results in this report and in our 2015 Form 10-K reflect our operating segments prior to these changes. For more information, read the press release or download our latest financial filing.

Products

Platforms. Our platforms incorporate various components and technologies, including a microprocessor and chipset, a stand-alone System-on-Chip (SoC), or a multichip package. A microprocessor—the central processing unit (CPU) of a computer system—processes system data and controls other devices in the system. In 2015, we released our 6th generation Intel® Core™ processor, formerly code-named Skylake.

A chipset sends data between the microprocessor and input, display, and storage devices, such as the keyboard, mouse, monitor, hard drive or solid-state drive, and optical disc drives.

Our SoC products integrate our CPUs with other components, such as graphics, audio, imaging, communication and connectivity, and video, onto a single chip. We also offer a multichip package that integrates the chipset on one die with the CPU and graphics on another die, connected via a lower-power, on-package interface. Similar to an SoC, the multichip package can provide improved performance due to higher integration coupled with the lowest power consumption, which enables smaller form factors.

We also offer features designed to improve our platform capabilities. For example, Intel® vPro™ technology can provide businesses with increased manageability, upgradeability, energy-efficient performance, and security, while lowering the total cost of ownership. Intel® RealSense™ technology enables a device to perceive depth similar to how a person does, and our True Key™ technology enables users to access devices through facial recognition and other biometric technologies.

Intel Security Products. Through our McAfee products, we deliver solutions that secure computers, mobile devices, and networks. Our security solutions follow the threat defense life cycle (protect, detect, correct) to defend consumers, small businesses, and enterprises from malware and emerging online threats.

Communication and Connectivity. Our communication and connectivity offerings for tablets, phones, and other connected devices include baseband processors, radio frequency transceivers, and power management integrated circuits. We also offer comprehensive solutions, which include modems, receivers, software, customization, and essential interoperability tests.

Non-volatile Memory Solutions. We offer NAND flash memory products primarily used in solid-state drives. Our NAND flash memory products are manufactured by IM Flash Technologies, LLC (IMFT) and Micron. In 2015, Intel announced 3D XPoint™ technology, a non-volatile memory that has the potential to revolutionize

devices, applications, or services that benefit from fast access to large sets of data. Jointly developed with Micron, 3D XPoint technology combines the performance, density, power, non-volatility, and cost advantages of existing NAND and conventional memories like DRAM.

Intel Custom Foundry. We offer manufacturing technologies and design services for our customers. Our foundry offerings include both full- and semi-custom silicon, packaging, and manufacturing test services.

Customers

We sell our products primarily to OEMs and ODMs. Our customers also include makers of a wide range of industrial and communications equipment, as well as those who buy PC components and our other products through distributor, reseller, retail, and OEM channels. Hewlett-Packard Company, our largest customer in 2014, separated into HP Inc. and Hewlett Packard Enterprise Company on November 1, 2015. In 2015, these entities collectively accounted for 18% of our net revenue (18% in 2014 and 17% in 2013), Dell Inc. accounted for 15% of our net revenue (16% in 2014 and 15% in 2013), and Lenovo Group Limited accounted for 13% of our net revenue (12% in 2014 and 12% in 2013). In 2015, approximately 80% of our revenue from unaffiliated customers came from outside the U.S.

Competition

The computing industry continuously evolves with new and enhanced technologies and products from existing and new providers. The marketplace can change quickly in response to the introduction of such technologies and products and other factors such as changes in customer and end-user requirements, expectations, and preferences. As technologies evolve and new market segments emerge, the boundaries between the market segments that we compete in are also subject to change.

Intel faces significant competition in the development and market acceptance of our products in this environment. We compete against other companies that make and sell platforms, other silicon components, and software to businesses that build and sell computing and communications devices to end users. Our competitors also include companies that sell goods and services to businesses that use them for their internal and/or customer-facing processes (e.g., businesses running large data centers). In addition, we face competition from OEMs, ODMs, and other industrial and communications equipment manufacturers that, to some degree, choose to vertically integrate their own proprietary semiconductor and software assets.

Our products primarily compete based on performance, energy efficiency, integration, innovative design, features, price, quality, reliability, brand recognition, technical support, and availability. The importance of these factors varies by the type of end system for the products. Our key competitive advantages include our market lead in transitioning to the next-generation process technology, the combination of our network of manufacturing and assembly test facilities with our global architecture and design teams, and the optimization of our products to operate on multiple operating systems in end-user products and platforms.

Research and Development

We are committed to investing in world-class technology development, particularly in the design and manufacture of integrated circuits. R&D expenditures were $12.1 billion in 2015, up from $11.5 billion in 2014. We focus our R&D efforts on advanced computing technologies, developing new microarchitectures, advancing our silicon manufacturing process technology, delivering the next generation of platforms, improving our platform initiatives, developing new solutions in emerging

technologies (including memory and the Internet of Things), and developing software solutions and tools. Our R&D efforts are intended to enable new levels of performance and address areas such as energy efficiency, system-level integration, security, scalability for multi-core architectures, system manageability, and ease of use.

Our R&D model is based on a global organization that emphasizes a collaborative approach to identifying and developing new technologies, leading standards initiatives, and influencing regulatory policies to accelerate the adoption of new technologies. We centrally manage key cross-business group product initiatives to align and prioritize our R&D activities across groups. In addition, we may augment our R&D activities by investing in or entering into agreements with companies that have similar R&D focus areas or by directly purchasing or licensing applicable technology.

2015 Financial Results

Intel is evolving from a PC company to one that powers the infrastructure for an increasingly smart and connected world. While 2015 started with challenges in PC market demand as well as macroeconomic and currency conditions, we finished the year strong.[1] Our financials demonstrate a strategy that's working and provide a solid foundation for growth.

Intel reported full-year revenue of $55.4 billion, which was nearly flat versus 2014. Record revenue in the data center, Internet of Things, and memory businesses mostly offset a decline in PC demand. These businesses made up 40% of our revenue and delivered $2.2 billion in profitable revenue growth. This was the first year that these growth areas made up the majority of our operating profit.

[1] Past performance does not guarantee future results.

The cash generation from our business remained strong, with cash from operations of $19.0 billion in 2015. We returned $4.6 billion to stockholders through dividends and repurchased $3.0 billion of common stock through our common stock repurchase program. Our Board of Directors approved an eight-cent increase in the cash dividend to $1.04 on an annual basis, beginning in the first quarter of 2016.

For additional 2015 financial highlights, see "Performance Summary and Goals" later in this section. For a more detailed discussion of our financial performance, see the Intel 2015 Annual Report and Form 10-K.

Economic Impact

We provide high-skill, high-paying jobs at Intel sites around the world. We also impact economies through our sourcing activities, consumer spending by our employees, and tax revenue. In addition, Intel makes sizable capital investments and provides leadership in public-private initiatives to spur economic growth and innovation. Our investments in education also help communities and countries advance economic development and improve competitiveness.

In 2013, we engaged PricewaterhouseCoopers to conduct an analysis of the direct, indirect, and induced effects of our operations and selected subsidiaries in the U.S. over a five-year period. The study, "Intel's Economic Impacts on the U.S. Economy, 2008–2012," found that total impact on the U.S. gross domestic product (GDP) from 2008–2012 was $408 billion. The study also found that while Intel had 53,200 full- and part-time employees

in the U.S. in 2012, each Intel job supported 13 additional jobs, resulting in total support of 774,600 U.S. jobs.

We periodically conduct local assessments to help us better understand our direct and indirect economic impact on communities where we operate. For example, an Oregon study conducted in 2011 found that "total economic impacts attributed to Intel's operations, capital spending, contributions, and taxes amounted to almost $14.6 billion in economic activity, including $4.3 billion in personal income taxes and 59,990 jobs in Washington County, Oregon."

Assessments have also demonstrated Intel's economic impact on non-U.S. communities. For example, a 2012 economic impact study showed that Intel Israel directly employed approximately 8,500 employees and interns, and indirect employment exceeded 17,000 more jobs. In addition, Intel Israel's direct and indirect reciprocal procurement in 2012 totaled $737 million.

Communities around the world also derive significant economic benefits from Intel's global investment and mergers and acquisitions organization, Intel Capital. One of the largest venture capital organizations in the world, Intel Capital seeks out and invests in promising technology companies. Since 1991, Intel Capital has invested over $11.6 billion in more than 1,440 companies in 57 countries, with close to 600 successful exits.

Ethics, Culture, and Values

Our values define who we are and how we act as employees and as a company. More than simply words, they are something we live by each day. These are our ideals, the Intel Values:

- **Quality.** We strive to achieve the highest standards of excellence; do the right things right; continuously learn, develop, and improve; and take pride in our work.

- **Risk-Taking.** We strive to foster innovation and creative thinking, embrace change and challenge the status quo, listen to all ideas and viewpoints, learn from our successes and mistakes, and encourage and reward informed risk taking.

- **Great Place to Work.** Maintaining respect and trust is a critical necessity in our very diverse global workforce and environment. We strive to be open and direct, win and have fun, recognize and reward accomplishments, manage performance fairly and firmly, and be an asset to our communities worldwide.

- **Discipline.** We strive to conduct business with uncompromising integrity and professionalism; ensure a safe, clean, and injury-free workplace; properly plan, fund, and staff projects; and pay attention to detail.

- **Customer Orientation.** It's absolutely crucial that we listen and respond to those who depend on us: our customers, suppliers, and stakeholders. We clearly communicate mutual intentions and expectations; deliver innovative and competitive products and services; make it easy to work with us; and strive to be a vendor of choice.

- **Results Orientation.** We strive to set challenging and competitive goals, focus on output, assume responsibility, and execute flawlessly.

Uncompromising integrity and professionalism have been the cornerstones of Intel's business since the company's founding in 1968. In all that we do, we support and uphold our set of core values and principles.

Ethics and Compliance

Intel's CEO sets the tone for our ethical culture and holds managers accountable for communicating ethics and compliance expectations. Each year, our CEO communicates with employees and senior managers about the importance of ethics and legal compliance. This "tone from the top"—combined with our annual ethics and compliance training, regular communications throughout the year, and educational resources on our employee intranet site—helps to create an ethical and legally compliant culture. We also conduct periodic ethics culture surveys to monitor employees' perception of manager tone and their comfort level in raising concerns.

Establishing Expectations

Intel's Code of Conduct affirms the principles that guide the behavior of our employees, officers, non-employee directors regarding their Intel-related activities, wholly owned subsidiaries, and suppliers. Through the Code, which is available in 15 languages, we seek to promote honest and ethical conduct, deter wrongdoing, and support compliance with applicable laws and regulations. We also communicate our ethical expectations, including compliance with our Code principles and anti-corruption policies, to our suppliers and other third parties. Our Human Rights Principles complement the Code and express our commitment to human rights and responsible labor practices. For more information, see "Respecting Human Rights" in this section.

All employees are expected to complete annual Code of Conduct training, through which they also certify adherence to the Code. A large, targeted population also completes an annual disclosure process to monitor Code compliance. Depending on their roles and geographical locations, certain employees are assigned more in-depth ethics and compliance training on topics such as anti-corruption, import-export compliance, insider trading, and antitrust. For example, in 2015 more than 34,000 employees—about 30% of our workforce—received additional training on anti-corruption. Beyond traditional training, we also raise awareness through innovative and interactive communication campaigns. Our 2015 anti-corruption awareness

Intel's Ethics and Compliance Oversight Structure

CEO	Board of Directors, Audit Committee

Intel's CEO holds the senior management team accountable for establishing an ethical and compliant environment, and addressing ethics and compliance risks in their organizations. The Audit Committee regularly meets with the Chief Compliance Officer and reviews implementation of Intel's ethics and compliance programs.

Ethics and Compliance Oversight Committee

Our Ethics and Compliance Oversight Committee (ECOC) includes senior representatives from across the company and is chartered by and reports to the Audit Committee of the Board. The ECOC is co-chaired by the Director of Internal Audit and the Chief Compliance Officer.

Ethics and Legal Compliance Group

The Ethics and Legal Compliance Group (ELC), led by our Chief Compliance Officer, advances a culture of the highest ethical standards and ensures world-class corporate compliance programs optimized for Intel's business activities. The ELC is responsible for creating, maintaining, and optimizing Intel's anti-corruption, antitrust, global compliance, ethics, and corporate legal investigation programs. The Chief Compliance Officer reports regularly to the Audit Committee on the operation and effectiveness of Intel's ethics and compliance programs and internal investigations.

Business Champions, Business Units	Business Champions, Regional	Business Champions, Site Level

Ethics and Compliance Business Champions serve as the liaisons for the Ethics and Legal Compliance group in business groups and sites across the company. They are responsible for advocating and monitoring ethics and compliance, helping drive corporate initiatives, and serving as local experts.

In addition to these groups, Intel organizations such as Finance, Audit, Human Resources, and Legal provide essential expertise and support to help management and employees execute to the company's ethics and compliance expectations.

campaign, which included an online selfie contest open to all employees and generated over 20,000 unique views, received Trace International's 2016 Anti-Bribery Compliance Award for Innovation in Training. Our Ethics and Legal Compliance Group speaker series and newsletter serves to educate our Champions on trends in areas such as conflicts of interest, privacy and security, antitrust, insider trading, product regulations and standards, anti-corruption, and export compliance.

Transparency and Accountability

We maintain a robust process for reporting misconduct, and employees are encouraged to raise ethical questions and concerns. We have multiple channels to report concerns—anonymously, if preferred, and as permitted by law, including a telephone and online reporting tool. We clearly communicate our non-retaliation policy, which protects those who, in good faith, report a concern or participate in an investigation.

The Board and senior management receive periodic reports of overall misconduct statistics, as well as details about key investigations that are in progress or completed. Our Ethics and Compliance Business Champions review quarterly investigative packages with the leaders of their respective business groups. The largest categories of verified cases in 2015 were corporate travel card misuse, expense reporting misconduct, conflict of interest, falsification of documents, and misuse of assets. Consistent with our commitment to maintain the highest levels of ethics and compliance, we address these concerns through senior management discussions, employee communications, and individual corrective action measures.

Each year, Intel's ECOC invites various Intel organizations to assess and report on ethics and compliance in their respective businesses or sites, and reviews risk topics that span business groups. In 2015, four Intel business groups and one country completed comprehensive risk assessment reviews with the ECOC. Business groups also monitor their performance (including training, management tone, risk assessment, and more) on a quarterly basis, and send results to the Ethics and Legal Compliance Group.

Recognizing Excellence

Through the Intel Ethics and Compliance Excellence Awards program, launched in 2010, we regularly recognize teams and individual employees for their contributions to ensure Intel's ethical and compliant environment. In 2015, five teams and individuals received the award. In addition, as part of our internal employee recognition program, employees regularly honor their peers for role modeling Intel values. Each quarter, thousands of employees recognize each other for demonstrating uncompromising integrity in their day-to-day work at Intel.

Public Policy and Political Accountability

Intel works with governments, organizations, and industries around the world to advocate policies that encourage new ideas, promote fair commerce, and protect resources. We also work to educate political candidates about the implications of public policy decisions for our business, and provide financial support to candidates who support or advance positions that are consistent with our business objectives.

The Intel Political Accountability Guidelines outline our approach to making political contributions, including details about accountability at the senior management and Board of Directors levels.

We annually evaluate our political spending for alignment and effectiveness. We have put systems in place (including executive and Board-level review), increased disclosure about our trade association dues and areas of potential misalignment, and posted our positions on key public policy issues to ensure that they are available to all stakeholders.

We recognize that it is impractical and unrealistic to expect that we or our stockholders and stakeholders will agree with every issue that a politician or trade association may support. In such cases, we base our decision on the issues that will have the greatest benefit for our stockholders and key stakeholders. Should we identify significant incongruencies between a candidate's record and our own policies, we will disclose this information as part of our political accountability disclosure process.

Corporate contributions, IPAC contributions, and trade association membership dues payment reports are available on our Report Builder website. Below is a summary of our political accountability practices:

Independent Political Expenditures. Intel has a policy of not making independent political expenditures or funding electioneering communications, as those terms are defined by applicable law.

Direct Contributions. Intel makes relatively few direct political contributions using corporate funds. We disclose our direct corporate contributions and IPAC contributions twice a year. Historical archived political contribution reports are also publicly disclosed on our Report Builder website. In 2015, our corporate contributions to state and local candidates, campaigns, and ballot propositions totaled $29,000.

Trade Association Dues. Our memberships in industry and trade associations help us work collaboratively with other companies and groups to address key public policy issues. Although the positions of these organizations do not always completely align with Intel's, we believe that the overall benefit of our memberships in these organizations outweighs our differences.

Trade association membership dues and payments to other tax-exempt organizations such as 501(c)(4) organizations are disclosed annually, including the reported portion of dues used for political purposes for annual dues over $50,000.

Lobbying Expenses. Intel files quarterly reports with the Secretary of the U.S. Senate and the Clerk of the U.S. House of Representatives that detail our lobbying activities. These reports can be found in the Senate's Lobbying Disclosure Act Database. In 2015, our reported lobbying expenditures totaled $4.6 million, compared to $3.8 million in 2014.

Intel Political Action Committee (IPAC). IPAC accepts voluntary contributions from Intel employee members and uses those funds to contribute to political candidates' campaigns. No corporate funds are contributed to IPAC other than for administrative expenses. Donations are divided evenly between the two major political parties, and are part of Intel's efforts to enable employees to support candidates who understand our business concerns and will be open-minded to our views regarding public policies. The sum of political contributions from IPAC to candidates in 2015 was $781,784.

In recognition of our political accountability practices, Intel received a top five ranking among 500 U.S. companies evaluated in the 2015 CPA-Zicklin Index of Corporate Political Accountability and Disclosure.

Key Public Policy Issues

Global Trade

More than half of our manufacturing, research, and development take place in the U.S., yet more than 75% of our revenue is generated overseas. Our business depends on robust trade agreements and effective global engagement.

Intellectual Property

Innovation, and the intellectual property (IP) that underlies it, are central to our business. We believe that a balanced, fair approach to IP systems—including patents, copyrights, and trade secrets—is the best way to incentivize innovation.

Cloud

The cloud is a key enabler of economic growth and social change worldwide. We believe that to move toward effective and safe cloud computing, individual organizations and the IT industry as a whole must focus on efficiency, simplification, and security in the cloud.

Privacy and Security

Intel recognizes that innovation, growth, and the continued success of its business and the high-tech industry depend upon individuals' trust in their use of technology and in the responsible, protected collection and processing of their data. Intel supports cybersecurity and privacy legislation and regulation that promotes trust in Intel products and technology and help governments, businesses, and individuals better secure their networks, IP, and data.

Environment and Energy

As an environmentally responsible manufacturer of energy-efficient products, Intel works with governments worldwide to help shape progressive energy policy. We believe that government policies should recognize and encourage a bigger role for the ICT industry in devising climate change mitigation and adaptation solutions.

For more information, visit our Public Policy website and our Public Policy blog.

Strategy and Governance

Frameworks such as the United Nations Sustainable Development Goals and the concept of shared value have helped inform our corporate responsibility strategy and approach. Intel is a member of the United Nations Global Compact, and our Human Rights Principles reference external standards such as those of the International Labour Organization and the Guiding Principles on Business and Human Rights endorsed by the UN Human Rights Council.

Corporate Governance and Management Approach

Intel's Board of Directors oversees, counsels, and directs management in the long-term interests of the company and our stockholders. Matters in which the Board is actively engaged include business strategy, risk oversight, succession planning, and corporate responsibility and environmental stewardship. A full description of the Board's responsibilities is available in our 2016 Proxy Statement.

Since 2003, the Board's Corporate Governance and Nominating Committee has had formal responsibility for reviewing and reporting to the Board on corporate responsibility and sustainability issues at Intel. A number of directors have expertise in key corporate responsibility areas, including corporate governance, education, and environmental sustainability. Director biographies are available on our Biographies website and in our 2016 Proxy Statement.

Intel's Corporate Responsibility Oversight Structure

CEO	Board of Directors, Corporate Governance and Nominating Committee

Since 2003, we have formalized responsibility for oversight of corporate responsibility issues (including environmental sustainability) with our CEO and the Board of Directors Corporate Governance and Nominating Committee; the committee receives briefings from our Corporate Responsibility Office twice a year, in addition to updates on specific corporate responsibility issues as needed.

Management Review Committee

Various Management and Review Committees (MRCs) have oversight of specific policies and management processes related to different corporate responsibility issues.

Business Group and Cross-Functional Teams

Management teams within our Corporate Affairs, Legal, Human Resources, Supply Chain, Environmental Health and Safety, Product Development, and other organizations conduct due diligence and implement policies and procedures for specific corporate responsibility issues.

We have integrated oversight and management for corporate responsibility issues at multiple levels of the company and across different countries where we operate.

Integrated Value Framework

Risk Management	Operations	Brand	Revenue
License to Operate and Governance	**Cost Savings and Continuous Improvements**	**Reputation and Goodwill**	**Growth and Innovation**
• Regulatory risk (i.e., environmental)	• Operational efficiency	• Differentiation	• Market expansion
• Community engagement	• Management quality	• Trusted partner	• Product innovation
• Supply chain	• Employee engagement	• Goodwill	• New customer needs

Integrating corporate responsibility and sustainability into our business and decision-making creates value for Intel in four main ways. It helps us: reduce risk and protect our license to operate, improve the efficiency and effectiveness of our operations, protect and build brand value, and drive revenue growth through innovation and identification of market opportunities.

We use a distributed model for managing corporate responsibility across our company, as we believe that embedding responsibility within specific business groups is the most effective management approach. Many Intel business groups have established teams dedicated to corporate responsibility issues, and we have also established cross-functional Management Review Committees (MRCs) consisting of senior executives who manage corporate responsibility and sustainability activities across the organization. Our global Corporate Responsibility Office acts as an internal adviser to the business groups and MRCs to drive strategic alignment and incorporate external stakeholder feedback into decision processes.

As part of our commitment to governance best practices, Intel pays for performance. We provide a majority of executive compensation through arrangements in which the amounts ultimately received vary to reflect Intel's performance. Our executive compensation programs evolve and are adjusted over time to support Intel's business goals and to promote both near- and long-term profitable growth of the company. In addition, since 2008, we have linked a portion of every executive's compensation to corporate responsibility factors, just as we do for all other employees. For more information on our governance systems and compensation approach, read our 2016 Proxy Statement.

Risk Management and Business Continuity

Management is responsible for identifying risk and risk controls related to significant business activities; mapping the risks to company strategy; and developing programs and recommendations to determine the sufficiency of risk identification, the balance of potential risk to potential reward, and the appropriate manner in which to control risk.

The Board implements its risk oversight responsibilities by having management provide periodic briefing and informational sessions on the significant voluntary and involuntary risks that the company faces and how the company is seeking to control risk if and when appropriate. The types of risks that Intel faces include:

- Macro-economic risks such as inflation, reductions in economic growth, or recession
- Political risks such as restrictions on access to markets, confiscatory taxation, and expropriation of assets
- "Event" risks such as natural disasters
- Business-specific risks related to strategic position, operational execution, financial structure, legal and regulatory compliance, corporate governance, and environmental stewardship

Intel engages in numerous activities to align voluntary risk taking with company strategy, understanding that projects and processes may enhance the company's business interests by encouraging innovation and appropriate levels of risk taking.

As a global corporation with locations and suppliers all over the world, Intel must be prepared to respond to a wide range of disasters and keep the business running. Our programs are designed to provide quick response and help ensure the safety of our personnel, safeguard our facilities, and begin the return to "normal operations." In the event of a business disruption, our plans are designed to enable us to quickly recover critical business functions, such as handling customer orders, overseeing production and deliveries, and managing our supply chain.

Intel Crisis Management (ICM) handles our end-to-end response to crises and major business disruption events. ICM sets the standards and provides oversight for the emergency management and business continuity programs across Intel. Every mission and business-critical function at Intel is required to embed business continuity into their core business practices. Through ICM, which is sponsored by the CEO, Intel maintains an "all hazards" response structure designed to address any disruption, regardless of cause. This structure, and individual business continuity and site-specific plans are regularly tested across all aspects of the company.

Intel's mergers and acquisitions process incorporates a screen that assesses environmental, governance, "conflict minerals[1]," and a number of other factors that could impact the company's acquisitions. Intel Capital, our global investment and mergers and acquisitions organization, has integrated additional criteria into its due diligence process to identify potential environmental, governance, and social risks in new investments.

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[1] "Conflict minerals," as defined by the U.S. Securities and Exchange Commission (SEC), is a broad term that means tin, tantalum, tungsten, and gold, regardless of whether these minerals finance conflict in the Democratic Republic of the Congo (DRC) or adjoining countries.

Entering, Operating, and Exiting a Community

We engage with stakeholders to consider the impact of our operations on local communities at all phases: entering, operating, and exiting. When entering a community, we work with third parties to conduct needs assessment studies to prioritize our community engagement activities. During our operating phase, we build relationships with local stakeholders through informal meetings, community advisory panels (CAPs), working groups, and community perception surveys (CPSs). CAP members provide constructive input on a broad range of issues, such as education, environmental impact, health and safety, and emergency response and management. CPSs (usually administered by third parties) give us insight over time into a local community's expectations of our company and an external view of our performance. Before making the decision to exit a community, we evaluate potential alternatives, and when we decide to close a facility, we work to minimize the impact on our employees and to properly dispose of the affected assets and operations.

Stakeholder Engagement

Our business success is dependent on our ability to build strong relationships with all stakeholders, including employees, customers, suppliers, governments, and communities. We work to develop a strong culture of trust through open and direct communication, and are committed to operating with transparency. We maintain formal management systems to engage with, listen to, and learn from our stakeholders. When appropriate and relevant to our business, we incorporate their feedback into our thinking and planning.

For more than 10 years, we have met with leading environmental, social, and governance research firms and socially responsible investors to review our Corporate Responsibility reports, gain a better understanding of emerging issues, help set priorities, and gather feedback on our performance.

In addition to face-to-face meetings, a number of web and social media channels provide us with valuable, ongoing feedback on our performance and strategy.

Our corporate responsibility e-mail account enables stakeholders to share their issues, concerns, and comments directly with members of our corporate responsibility team. Through this account, we receive and respond to hundreds of messages each year on a wide variety of topics. In addition, members of our corporate responsibility team and leaders across Intel discuss their views and opinions, and receive and respond to comments on our external CSR@Intel blog, Facebook page, and Twitter account.

Our interactive Explore Intel website provides real-time disclosure and information for communities surrounding our campuses in Arizona, China, Costa Rica, Ireland, Israel, Malaysia, New Mexico, Oregon, and Vietnam. Featuring a mix of videos from our senior leaders and environmental managers, site photos, real-time environmental data for manufacturing facilities, and contact information, the site makes it easy for community members to engage with our environmental and community relations managers.

Using a variety of methods to engage with our stakeholders and obtain feedback on our performance helps us analyze and prioritize corporate responsibility issues as part of our corporate responsibility materiality assessment process. This information also informs the direct actions that we take to improve our performance at local and global levels. An overview of our key stakeholder engagement activities is provided in the Appendix of this report.

1. IDENTIFY →

Identify issues from a wide range of stakeholders and sources.

Primary Sources
- Employee blogs and forums
- Customer concerns
- Corporate Responsibility website e-mails and CSR@Intel blog
- Social media channels
- Results of community advisory panels and community perception surveys
- Meetings/feedback sessions with investors
- Proxy resolution negotiations
- Ethics and Compliance Oversight Committee
- Strategic chemical review process
- Community relations
- Corporate responsibility/ sustainability conferences
- Market research on reputation issues
- Meetings with government officials
- Review of external standards
- Participation in industry working groups
- Scan of industry trends

Issues
- Climate change
- Water conservation
- Air emissions/quality
- Education
- Employee relations
- Fair compensation
- Stock price performance
- Energy efficiency
- Labor unions
- Materials restrictions
- Employee health
- Privacy and data security
- Political contributions
- Taxes/incentives
- Diversity
- E-waste
- EHS/human rights in the supply chain
- Conflict minerals
- Product-related human rights concerns
- Sexual orientation and gender equality

2. PRIORITIZE ↓
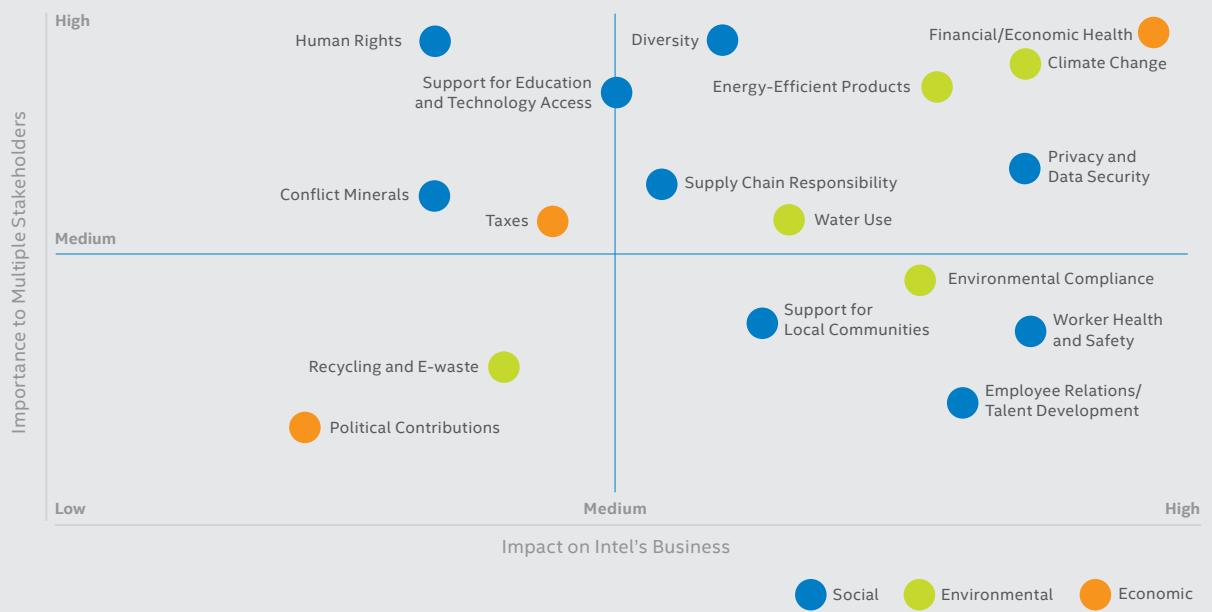
Use a consistent set of filters to determine the significance of each issue and develop a list of the most material issues.

Key Criteria
- Business continuity
- Impact to brand/reputation
- Applicability to multiple regions
- Alignment with Intel's business strategies
- Impact on the community
- Ability to attract and retain talent
- Regulatory impacts

This materiality matrix illustrates the topics that we believe are of greatest interest to our stakeholders, who want to make informed decisions about Intel's environmental, social, and economic performance.

Corporate Responsibility Materiality Matrix

Corporate Responsibility Materiality Matrix. Y-axis: Importance to Multiple Stakeholders (Low to High). X-axis: Impact on Intel's Business (Low, Medium, High). Topics plotted: Human Rights, Diversity, Financial/Economic Health, Climate Change, Support for Education and Technology Access, Energy-Efficient Products, Conflict Minerals, Supply Chain Responsibility, Privacy and Data Security, Taxes, Water Use, Environmental Compliance, Support for Local Communities, Worker Health and Safety, Recycling and E-waste, Employee Relations/Talent Development, Political Contributions. Legend: Social, Environmental, Economic.

3. REVIEW ↑

Embed the process in internal decision-making and external review.

Internal Review
- Board of Directors and Management Review Committee (MRC) reviews
- Corporate strategic discussions
- Business group MRC/planning

External Review
- Outreach to socially responsible investors
- Corporate Responsibility Report review

Decisions
- Set new performance goals
- Initiate new projects or develop new policy
- Communicate with stakeholders
- Include in Corporate Responsibility Report, site/ local reports, Corporate Responsibility website

Key Corporate Responsibility Challenges and Opportunities

Based on our corporate responsibility materiality analysis, we believe that the following issues represent key challenges and opportunities for Intel's business:

Climate Change. As impacts to climate and energy have become major focus areas for businesses and governments, we have taken steps to reduce absolute emissions from our operations and to address the climate change impact of our products. We have set goals to lower our normalized and absolute emissions and increase the energy-efficient performance of our products. Worldwide efforts to reduce emissions and address climate change also present potential market opportunities for Intel technologies, including those for smart grids, transportation, and sensing.

Workforce Diversity and Inclusion. Our ability to attract and retain top talent is key to our business success. We invest in cultivating a safe, respectful, and ethical work environment that enables employees to thrive both on the job and in their communities. We have set a goal to achieve full representation of women and under-represented minorities at Intel in the U.S. by 2020, and we are investing in internal initiatives and targeted external programs aimed at building the talent pipeline in engineering and technical disciplines.

Privacy and Data Security. The continued success of our business depends upon individuals' trust in their use of technology and in the responsible, protected collection and processing of their data. We have long been committed to respecting privacy, security, and human rights related to our products and business operations. We also support the fundamental human rights of privacy and freedom of expression, and have policies, management oversight, accountability structures, and product design processes that address these issues.

Water Use. Sustainable water management is a key focus at Intel, and we have invested significant resources in innovative conservation efforts. However, we face challenges in reducing our water use as our manufacturing processes become more complex. In recent years, we have expanded disclosure on our water use and conservation efforts, and continue to engage with external organizations to understand emerging best practices.

Social Impact and Empowerment. Intel's success depends on people having access to quality education and technology. Recognizing the lack of access to technology and education that still exists for many people around the world—and the importance of enabling that access to spur economic development—we have expanded our engagement efforts and partnerships in this area.

Human Rights and Supply Chain Responsibility. In our industry and others, companies are taking more active roles in pushing for improvements in policies and processes for managing human rights issues. For example, Intel has led the industry on the "conflict minerals" issue and has worked extensively since 2008 to put in place processes and systems to develop ethical sourcing of tin, tantalum, tungsten, and gold for Intel and to prevent profits from the sale of those minerals from funding conflict in the Democratic Republic of the Congo (DRC) and adjoining countries. We are also assessing emerging stakeholder concerns surrounding the use of technology products by governments in ways that raise censorship and human rights issues.

Respecting Human Rights

Intel is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products. We also support the advancement of human rights through our global efforts to help bridge the digital divide, expand education access, and promote social innovation.

We have established an integrated approach to managing human rights across our business. We use the Guiding Principles on Business and Human Rights, along with our membership in organizations such as the United Nations Global Compact and the Electronic Industry Citizenship Coalition (EICC), as reference points for our approach to managing human rights issues. Our commitment is outlined in our own Human Rights Principles and in the Intel Code of Conduct. These policies address diversity and nondiscrimination, workplace safety, child labor, forced labor and human trafficking, working hours and minimum wages, freedom of association and collective bargaining, and data privacy. Additional policies guide our actions in specific areas, such as supply chain, environmental health and safety, and privacy. For more information about these policies, visit our Governance and Ethics website.

Based on an analysis of Intel's business, the nature of our products and services, a review of leading human rights frameworks, and input from stakeholders, we view our main potential human rights risks and opportunities to be in the following areas, in order of relative impact: our own direct manufacturing operations, our supply chain, and potential customer misuse of our products that could result in restrictions on freedom of expression or other human rights violations.

Intel's Approach to Managing Human Rights

Establishing Policy	Assessing Impact	Due Diligence	Reporting Progress
The Intel Code of Conduct and annual Code training materials reference human rights, and our Philosophy on Protecting Personal Information supplements our Online Privacy Notice	We conduct annual reviews and audits of our own facilities, policies, and practices	Our Board of Directors and senior management provide oversight	Our annual Corporate Responsibility Report provides updates on our performance, and our CSR and Public Policy blogs periodically cover human rights issues
We set expectations for our suppliers to comply with the EICC Code of Conduct and to maintain progressive employment practices	Our robust risk-based assessment and audit process for suppliers covers human rights issues	Our capacity-building initiatives address systemic human rights challenges in the electronics supply chain	We regularly engage with socially responsible investors, NGOs, and other stakeholders around human rights issues
Our Privacy by Design and Secure Development Life-cycle processes are designed to ensure integration of security and privacy into our products and services	The Intel Privacy and Product Security Group oversees compliance activities for our information assets, products, and services	We work to increase digital inclusion and education access, and educate consumers on privacy and security	Our Privacy Advisory Board of external privacy experts provides guidance to our Privacy and Product Security Group

Our overall approach to managing human rights issues is informed by the United Nations' Guiding Principles on Business and Human Rights.

Our Operations

Our goal is to cultivate a safe, diverse, and respectful work environment where employees can thrive and innovate. Because we manufacture the majority of our products in our own factories, we have more control over the enforcement of our Code of Conduct and human rights expectations than we would have if we outsourced more of our production.

We view our direct operations risk as low, due to policies and management processes that we have in place, and the fact that a majority of Intel's wafer manufacturing occurs in the U.S. We do have operations in countries cited by human rights organizations as countries of concern, but we apply the same high expectations and human rights standards for all of our employees regardless of where we operate.

Our "open door" policy enables employees to bring any concerns directly to all levels of management, and we conduct regular company-wide Organizational Health Surveys to assess the satisfaction level of our employees. Employees and external stakeholders may also report concerns through other channels, such as a third-party-operated hotline and community advisory panels.

Our Supply Chain Sustainability organization partners with our local site managers to ensure that we hold ourselves accountable to the same expectations we have for our suppliers. In 2014, we completed the EICC Self-Assessment Questionnaire (which covers environmental, social, and governance issues, including human rights) for our own manufacturing facilities to test and demonstrate the value of the EICC audit process. A summary report of findings is available on our supplier website.

In 2015, we engaged a third party to conduct an EICC audit of our Penang, Malaysia assembly and test facility, following a proactive audit of our Vietnam facility in 2014. Our Penang facility had no audit findings in the areas of health and safety or ethics. One minor environmental and two minor labor findings were identified, all of which we expect to close by mid-2016. Visit our Supplier website to read the Penang summary report. In 2016, we plan to complete an audit of our Chengdu, China facility.

Influencing the Electronics Supply Chain

We view Intel's human rights-related supply chain risk as lower than that of companies in our industry that outsource a significant portion of their production. Still, we have invested significant time and resources in collaborating with others to influence system-level, industry-wide improvements on issues such as working hours and conflict minerals. For more information, see the Supply Chain Responsibility section of this report.

Product-Related Human Rights Issues

As the products and services we offer continue to become more diverse, we continue to track and evaluate concerns about how technology products may be misused to limit the freedom of expression and human rights of individuals. We periodically review our policies and assessment processes to analyze these risks.

We have also long been committed to respecting privacy and security issues related to the development and use of our products, from software, to network equipment and consumer electronics devices. For more information, see "Privacy and Cybersecurity" in the Product Stewardship section of this report.

Performance Summary and Goals

Progress Toward Goals

Discussions of our performance to goals and future goals are integrated into each relevant section of this report. The following table provides a high-level summary of our company-wide goals in key corporate responsibility areas. A summary of our goals for 2016 and beyond is included on page 22.

Report Section	Goal	2015 Progress
Product Stewardship	We have goals to increase the energy efficiency of our products, and to implement a green chemistry screening and selection process for new chemicals and gases by 2020.	We are making good progress toward increasing the energy efficiency of our server products, but have not made as much progress toward increasing the energy efficiency of our notebook computer products. We are continuing to develop our green chemistry screening processes.
Our People	Our goal is to drive key improvements in diversity and hiring of technical underrepresented minorities and women, in order to reach full representation of those groups at Intel in the U.S. by 2020.	We achieved strong results in 2015, meeting or exceeding our overall hiring goals for the year. We also found some challenging areas, particularly in the retention of our underrepresented minority populations.
Environmental Sustainability	In 2012, we set 2020 environmental goals to drive reductions in greenhouse gas emissions, energy, water, waste, and green buildings. In 2015, we added two new goals around increasing the use of alternative energy to meet our power needs.	We continue to make incremental progress toward achieving our 2020 environmental goals. Energy use and water withdrawals were relatively flat as compared to the previous year, and non-hazardous waste generation was down. While our hazardous waste generation has continued to rise due to the increased complexity of our manufacturing processes and product design, we sent just 2% of it to landfill.
Supply Chain Responsibility	We have goals to complete or review on-site audits for each of our top 75 suppliers, establish an 85% "green" Intel ground transportation fleet, and validate that our broader product base is conflict-free by the end of 2016. We also have a goal to increase our annual spending with certified diverse-owned suppliers to $1 billion by 2020.	We are on track to achieve our auditing, green transportation, and conflict-free goals by the end of 2016. We also made significant progress toward achieving our diverse supplier goal, spending $299 million with certified diverse-owned suppliers in 2015.
Social Impact	Our goal is to reduce the Internet gender gap by 50% in Sub-Saharan Africa by 2020 through the Intel® She Will Connect program.	In 2015, we launched the program in Sub-Saharan Africa, where the Internet gender gap is the greatest. So far, we have reached more than 80,000 women through face-to-face trainings in Nigeria and Kenya, and an additional 15,000 women through online education. In January 2016, we launched "My Digital Journey," a first-of-its kind online learning platform that innovates around the delivery of digital literacy training and skills. We expect the platform to help us scale and reach our ambitious 2020 goal.

Additional information about our progress toward our goals is available in "Performance Summary and Goals" in each section of the report.

Key Performance Indicators

	2015	2014	2013	2012	2011
Financial Results and Economic Impact					
Net revenue (dollars in billions)	$55.4	$55.9	$52.7	$53.3	$54.0
Net income (dollars in billions)	$11.4	$11.7	$9.6	$11.0	$12.9
Provision for taxes (dollars in billions)	$2.8	$4.1	$3.0	$3.9	$4.8
Research and development spending (dollars in billions)	$12.1	$11.5	$10.6	$10.1	$8.4
Capital investments (dollars in billions)	$7.3	$10.1	$10.7	$11.0	$10.8
Customer survey "Delighted" Score	87%	90%	91%	92%	93%
Environmental Sustainability					
Greenhouse gas emissions (million metric tonnes of CO_2 equivalent)[1]	2.00*	2.08	1.69	1.85	2.01
Energy use (billion kWh - includes electricity, gas, and diesel)	6.4	5.9	5.6	5.5	5.3
Total water withdrawn (billions of gallons)	9.0	8.4	8.7	9.0	8.3
Hazardous waste generated (thousand tons)/% to landfill	61.6/2%	49.4/0%	41.3/1%	35.5/2%	25.1/3%
Non-hazardous waste generated (thousand tons)/% recycled	80.8/82%	94.7/86.4%	120.7/89.4%	150.6[2]/88%	81.1/85%
Our People					
Employees at year end (thousands)	107.3	106.7	107.6	104.7	100.1
Women in global workforce	25%	25%	26%	26%	26%
Women on our Board at year end	18%	18%	20%	20%	27%
Investments in training (dollars in millions)	$278	$265	$300	$299	$299
Safety – recordable rate[3]/days away case rate[3]	0.58/0.11	0.69/0.12	0.69/0.13	0.62/0.12	0.66/0.12
Organizational Health Survey scores – "Proud to work for Intel"[4]	–	84%	–	88%	87%
Supply Chain Responsibility					
Supplier audits (third-party and Intel-led audits)[5]	121	129	133	101	49
Social Impact					
Employee volunteerism rate	41%	39%	43%	47%	50%
Worldwide charitable giving (dollars in millions)[6]	$90.3	$102.3	$109.5	$105.5	$92.9
Charitable giving as a percentage of pre-tax net income	0.6%	0.6%	0.9%	0.7%	0.5%

[1] Including purchases of Renewable Energy Certificates.
* In July 2016, we updated our 2015 Scope 2 GHG emissions figure to provide a more accurate representation of our data. For more information, read About This Report.
[2] An estimated 42% of this total was due to construction waste related to the building of two new fabrication facilities.
[3] Rate based on 100 employees working full time for one year.
[4] We did not conduct an Organizational Health Survey in 2013 or 2015.
[5] Reflects a reconciliation of past data and 2015 results.
[6] Includes total giving (cash and in-kind) from Intel Corporation and the Intel Foundation.

Goals for 2016 and Beyond

Report Section	Goal
Product Stewardship	• Increase the energy efficiency of notebook computers and data center products 25x by 2020 from 2010 levels.[1] • Implement an enhanced green chemistry screening and selection process for 100% of new chemicals and gases by 2020.
Our People	• Achieve full representation[2] of women and underrepresented minorities at Intel in the United States by 2020.
Environmental Sustainability	• Reduce direct greenhouse gas (GHG) emissions by 10% on a per unit basis by 2020 from 2010 levels. • Grow the installation and use of on-site alternative energy to three times our 2015 levels by 2020. • Continue 100% green power in our U.S. operations and increase alternative energy use for our international operations from 2015 to 2020. • Reduce water use on a per unit basis below 2010 level by 2020. • Achieve cumulative energy savings of 4 billion kWh from 2012 to 2020. • Achieve zero hazardous waste to landfill by 2020. • Achieve 90% non-hazardous waste recycle rate by 2020. • Design all new buildings to a minimum LEED* Gold certification between 2015 and 2020.
Supply Chain Responsibility	• Complete or review an on-site audit for each of our Top 75 suppliers by the end of 2016. • Establish an 85% "green" Intel ground transportation fleet by 2016. • Validate our broader product base as conflict-free in 2016.[3] • Increase our annual spending with certified diverse-owned suppliers to $1 billion by 2020.
Social Impact	• Through the Intel She Will Connect program, reach 5 million women in Sub-Saharan Africa by 2020.

[1] Data center energy efficiency is determined by server energy efficiency (as measured by SPECpower_ssj2008 or equivalent publications and using a 2010 baseline of an E56xx series processor-based server platform) as well as technology adoption that raises overall data center work output (such as virtualization technology). Notebook computer energy efficiency is determined by average battery life, battery capacity, screen size, and number of recharge cycles of volume notebook computers in that model year.

[2] Full representation (or full workforce representation) is the point at which Intel's workforce in the U.S. matches the supply of skilled talent available (market availability) for current roles at Intel.

[3] "Conflict-free" refers to products, suppliers, supply chains, smelters, and refiners that, based on our due diligence, do not contain or source tantalum, tin, tungsten or gold that directly or indirectly finance or benefit armed groups in the Democratic Republic of the Congo or adjoining countries.

Intel

PRODUCT STEWARDSHIP

"Designing energy efficiency into our cloud and data center platforms is a critical part of Intel's virtuous cycle of growth. Our products help our customers build high-performing solutions that lower their operating costs and reduce their carbon footprint. It's one of our key competitive advantages. Platforms using the recently introduced Intel® Xeon® processor E5-2600 v4 product family deliver up to 50% improvement in energy efficiency compared to the previous generation of platforms.[1]"

—Diane Bryant

Intel Executive Vice President, General Manager, Data Center Group

[1] E5 v4 up to 50% vs. previous-generation E5 v3 average performance per watt improvement based on key industry-standard benchmark calculations submitted by OEMs as of 16 March 2016 comparing 2-socket Intel® Xeon® processor E5 v3 to v4 family. Key industry benchmarks include: SPECvirt_sc*2013_Server PPW, SPECvirt_sc*2013_PPW, SPEC power_ ssj*2008 and VMmark 2.5 server power. See our datacenter performance website for full configuration details.

Highlights

In 2015, we launched our 6th Gen Intel® Core™ processors, which set a new standard for energy efficiency, offering up to two-and-a-half times the performance and triple the battery life[1] when compared to the computers many people currently own.

Products such as the new low-power Intel® Curie™ module, the Intel® Galileo board, and the Intel® Edison compute module are enabling young makers to become the next generation of social innovators.

Intel researchers are involved in several "smart city" initiatives, including collaborating with the city of Dublin, Ireland on a project to gather, monitor, and share environmental data, including air quality and noise.

We have a goal to implement an enhanced green chemistry screening and selection process for 100% of new chemicals and gases by 2020.

Intel, NetHope, and the United Nations Foundation developed a playbook that details how information and communications technology can be used as a tool to help achieve the United Nations Sustainable Development Goals to address key global challenges.

[1] 6th Gen Intel® Core™ i5-6200U processor (43 WHr battery size) to a 5-year-old PC based on Intel® Core™ i5-520UM processor (62 WHr battery size): 2.5x better performance (SYSmark*2014), 3x better battery life (Windows® 10 on i5-6200U and Windows 7* on i5-520UM).

In This Section

Our Product Footprint

Management Approach

Product Ecology

Energy Efficiency

Privacy and Cybersecurity

Solving Global Challenges with Technology

Performance Summary and Goals

Our Product Footprint

As we design chips with billions of transistors, we depend on world-class manufacturing control and robust design practices to produce reliable and innovative products. We are committed to delivering the quality and reliability that enables our products to connect people with information and make amazing experiences possible.

Our products have the potential to impact the environment during three phases: manufacturing, use, and disposal.

Manufacturing. To minimize the environmental impact of our products during the manufacturing phase, we work to conserve resources, minimize air emissions and the use of hazardous materials, invest in clean energy, and more. For additional information about how we manage the environmental impact of our product manufacturing, read the Environmental Sustainability section of this report.

Product Use. The vast majority of environmental impact related to the use of our products pertains to consumption of energy. As such, energy efficiency is a key part of our product design. We have committed to increase the energy efficiency of notebook computers and data center products 25x by 2020 from 2010 levels.[1] For information about our progress toward this goal, read "Performance Summary and Goals" at the end of this section.

Disposal. Our components are not typically subject to recycling or electronic waste (e-waste) laws, but we work with others to identify shared solutions for used electronics. We also consider eventual disposal when we select the materials used in our products.

Management Approach

A number of groups across Intel manage product-related sustainability issues. For example, our Corporate Products Regulations and Standards Group, working with our EHS and Technology Development groups, drives the sustainable design of our products; the Platform Engineering Group drives the energy-efficient performance of our products; and Intel Labs conducts research and development on emerging technologies.

We focus our product stewardship initiatives in three primary areas: product ecology, energy efficiency, and privacy and security. In addition, we join forces with businesses, academic institutions, and governments to find ways that technology can help solve environmental and social challenges, and improve the lives of people around the world.

In recent years, we have also released technology products aimed at expanding the maker movement, to create more opportunities for young people to develop confidence, creativity, and interest in STEM subjects, art, and learning as a whole. The Intel Galileo board, Intel Edison compute module, and Arduino 101*

Support for United Nations Goals

The United Nations Sustainable Development Goals (SDGs) are aimed at stimulating action in areas of critical importance for humanity and the planet. We support these goals, and believe that technology can play an enabling role in the implementation of the SDGs.

Intel, NetHope, and the UN Foundation have developed an ICT playbook for the SDGs. The playbook looks in detail at the role of ICT as a tool to help enable the new SDGs to impact and address key global challenges. It identifies technology trends, opportunities, and innovative case studies that global leaders can reference as they begin to strategize on how to implement the SDGs.

Download the playbook on our website.

Board powered by the Intel Curie module provide the foundation and resources for people to start making. Learn more about Intel Maker products on our website.

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[1] Data center energy efficiency is determined by server energy efficiency (as measured by SPECpower_ssj2008 or equivalent publications and using a 2010 baseline of an E56xx series processor-based server platform) as well as technology adoption that raises overall data center work output (such as virtualization technology). Notebook computer energy efficiency is determined by average battery life, battery capacity, screen size, and number of recharge cycles of volume notebook computers in that model year.

Product Ecology

Intel supports a precautionary approach to the materials that we use in our products, and seeks alternatives for hazardous materials. A key component of our chemical management strategy is the review of all materials used. The chemical use review begins with a regulatory search of all applicable chemical regulations and use restrictions. This regulatory search includes Intel-specific restrictions (which often go beyond local regulatory requirements), local, and global regulations. The second phase of the chemical use review includes the identification of environmental and safety controls necessary to protect personnel and the environment during the chemical's intended use. When possible, alternative materials that are safer or environmentally benign are identified to replace highly hazardous or regulated materials. Materials that are prohibited or restricted from being contained within an Intel product are also identified and removed from the manufacturing process to ensure compliance with applicable product content regulations. This comprehensive review of chemical use and management helps us ensure the safety of our employees and the protection of the environment in our manufacturing facilities as well our community.

For more than a decade, Intel has collaborated with suppliers and customers, and has participated in several industry consortia, in an effort to eliminate lead and halogenated flame retardants from our products. While legislation does not require the elimination of halogenated flame retardants, Intel has played a role in facilitating industry consensus around low-halogen practices and has chaired industry standards committees on materials selection and eco-design. We also have reviewed our products and engaged our suppliers

to meet the requirements of the European Union's Registration, Evaluation, Authorisation, and Restriction of Chemical substances (REACH) regulation.

When we must use hazardous materials, we take steps to ensure that they are handled safely from the time they enter our operations until they are properly disposed of or recycled.

Green Chemistry

"Green chemistry" involves designing chemical products and processes in ways that avoid the creation of toxics and waste. We have a goal to implement an enhanced green chemistry screening and selection process for 100% of new chemicals and gases by 2020. In 2015, we completed a green chemistry benchmarking effort, and developed the scope of pilot studies aimed at determining effective strategies for implementing green chemistry with our suppliers. Engagement with our suppliers focused on increasing awareness of how green chemistry concepts can be integrated into their businesses. Our next step will be to select and pilot a green chemistry screening tool.

At a broader cross-industry level, Intel helped lead a project through the International Electronics Manufacturing Initiative (iNEMI) to evaluate chemical alternative assessment frameworks, methodologies, and tools in the electronics and semiconductor industries. The project concluded in 2015, and iNEMI published a reference document offering guidance to electronics manufacturers around green chemistry best practices, assessments, and regulation. We believe that this initiative will help to drive a standard industry approach for green chemistry.

Electronic Waste

Managing e-waste, such as computers, monitors, and phones, is a global concern. While our components are not typically subject to recycling or e-waste laws, we work with original equipment manufacturers (OEMs), retailers, customers, and others to identify shared solutions for used electronics. We also take steps to integrate environmental considerations into the design phase of our products to minimize environmental impacts of electronics at end of life.

Many regulations govern the management of e-waste globally. For example, the European Commission's Waste Electrical and Electronic Equipment (WEEE) Directive requires producers of certain electrical and electronic equipment to develop programs that allow consumers to return products for recycling. Many of our products—including motherboards, microprocessors, and other components—are usually within the scope of e-waste laws only when they are incorporated into a final product, generally by an OEM. In some countries, our distributors provide recycling options for products covered by these e-waste laws.

The Electronic Product Environmental Assessment Tool (EPEAT*) is a rating system designed to help purchasers in the public and private sector evaluate, compare, and select laptops, desktops, and monitors based on environmental attributes. We provide information about EPEAT to channel partners and customers through our Intel® Reseller Center website.

Energy Efficiency

We are committed to helping customers lower the energy costs associated with computing and data centers. Each generation of process technology can enable us to build products that offer higher performance, lower cost, or improved energy efficiency compared to previous generations. We have a market lead in transitioning to new-generation process technologies; our products utilizing our 14nm process technology are on the market now, and we are working on the development of our next-generation 10nm process technology.

In 2015, we launched our 6th Gen Intel Core processors, which set a new standard for energy efficiency, offering up to two-and-a-half times the performance and triple the battery life when compared to the computers many people currently own. Visit our Performance Benchmark Library for details on multiple Intel products.

Data Center Efficiency

Intel® Xeon® processors power the majority of servers in today's virtualized data centers and clouds, as well as many of the highest performing workstations. Intel Xeon processor-based servers help IT organizations around the world virtualize their data centers to reduce costs and add automation so they can improve service levels, energy efficiency, and agility.

Servers based on the latest Intel Xeon processors include advanced technologies to help solve the storage, networking, and security challenges of increasingly dynamic computing environments. In addition, energy-proportional architectural improvements have reduced "typical" server energy consumption by about 15%, as compared to previous technology, and as measured by the SPECpower industry-standard benchmark. Intel's leadership in SPECpower implies a reduced carbon

footprint for customers who use Intel products. Our Intel Data Center Manager also helps IT professionals reduce energy use through real-time monitoring and power management.

Intel has also pioneered a diverse set of hardware and software technologies that help measure and optimize energy use in computers and data centers. For more information, visit the Intel Server Products website.

Industry Collaboration

We collaborate with organizations to encourage an industry-wide focus on energy efficiency. For example, Intel serves on the board of The Green Grid, a global consortium of companies dedicated to resource efficiency in business computing ecosystems. The Green Grid, founded in 2007, provides industry-wide recommendations on best practices, metrics, and technologies to improve overall data center resource efficiency.

We also founded and co-chair DESSC, a coalition of ICT companies, non-governmental organizations, and trade associations dedicated to promoting the adoption of public policies that will enable ICT to realize its full potential to improve societal energy efficiency and reduce carbon emissions. The campaign, launched in 2008, is hosted by the Information Technology Industry Council.

Privacy and Cybersecurity

We recognize that innovation, growth, and the continued success of our business and the high-tech industry depend upon individuals' trust in their use of technology and in the responsible, protected collection and processing of their data. Intel helps improve

cybersecurity as both a consumer and developer of technology. We integrate security technology throughout our product line, and also develop and market cybersecurity hardware and software products under the Intel Security brand.

Product Development

Our Privacy by Design and Secure Development Life-cycle processes define actions, deliverables, and checkpoints aimed at integrating security and privacy protections into our products and services to meet product and market expectations. Our development process includes an analysis of how products protect against unauthorized access, use, destruction, modification, or disclosure of personal information, and we review the security and privacy implications of our products with internal or external experts. Intel does not participate in any efforts to decrease security in technology and does not design backdoors for access into our products.

We also publish our Philosophy on Protecting Personal Information, which outlines our general approach to managing personal information.

Privacy and Cybersecurity Policy

We also advocate for global policies and standards to protect data privacy and security. We proactively communicate our positions on our Public Policy blog.

In early 2016, we filed an amicus brief in response to the U.S. Department of Justice's attempt to compel Apple to create security-disabling software for an iPhone* involved in an investigation. We fully support law enforcement's goals to protect national security, and we comply with lawful demands for information from government agencies. However, we oppose a government mandate to weaken security features in technology products.

Solving Global Challenges with Technology

Intel's technology and investments empower individuals, families, companies, and governments to drive sustainability in homes and across industries to reduce the environmental footprint of cities and countries. Our programs and products are also helping social innovators address challenges in healthcare, education, and other fields.

Energy and Resource Conservation

Nearly all segments of industry are in the process of transforming their energy management and IT practices to achieve new levels of energy efficiency and sustainability. Intel continues to explore opportunities to design and deliver new technologies to address environmental challenges, including developing more energy-efficient production and transportation systems, and applying IT to help measure (sense), model (analyze), and manage (control) energy and natural resources more efficiently. A few examples of ways that Intel technology is helping save energy and resources follow:

Smart Lighting. Irish lighting technology company Ersules relies on Intel® Internet of Things (IOT) Gateways for its smart lighting management solutions in industrial settings. Read the case study for more information.

Efficient Buildings. Intel, Elitegroup Computer Systems, and Tatung collaborated on an intelligent gateway solution that promotes energy conservation for businesses in Taiwan. The gateway, based on the Intel® Quark™ SoC X1000, has helped increase efficiency for lighting, air conditioning, solar energy, rainwater recycling, and more. Read the case study for more information.

Water Conservation. Intel partnered with the Bonneville Environmental Foundation and The Nature Conservancy to establish a proof-of-concept smart agriculture project in Camp Verde, Arizona. The pilot project uses an Intel IOT gateway, soil moisture sensors, and local weather stations to save water and increase crop yields. Read more on our blog.

Minimizing Waste. Richard Keenan and Co. manufactures efficient, durable, and high-performance feeder wagons for dairy and beef cows, serving more than 30,000 farms in 26 countries. An Intel® Atom™ processor-based IOT gateway is helping the company expand delivery of its proprietary nutrition system to minimize waste, reduce nitrogen and methane pollution, and improve animal health. Read the case study for more information.

Smarter Cities

The Intel Energy and Sustainability Lab launched the Intel Collaborative Research Institute for Sustainable Connected Cities in partnership with researchers from Imperial College London and University College London to drive the application of computing technologies to advance the social, economic, and environmental well-being of cities. Since its formation in 2012, the institute has started a number of initiatives:

Dublin, Ireland. In early 2014, Intel announced a collaboration with the City of Dublin, Ireland to test 200 smart-sensored gateways around the city. The sensors, which are based on Intel Quark technology, are currently gathering and monitoring data on the environment, including air quality and noise. The data that is collected will be openly available.

San Jose, California. Intel is collaborating with the city of San Jose, Calif., on a pilot project aimed at improving air quality, noise pollution, traffic flow, environmental sustainability, energy efficiency, and health for local residents. A network of sensors throughout the city will give San Jose citizens real-time, local data that can inform their personal decisions.

Mumbai, India. Intel is working with Reliance Energy and Connode, which is using Intel IOT gateways to build a smart, sustainable city network. The first phase of the project, which began in 2015, includes smart metering, smart traffic, and smart grid applications.

Social Impact and Innovation

Recent examples of ways that Intel is helping address social challenges include:

A Better Braille Printer. At age 12, Shubham Banerjee used Intel® Edison technology to build a low-cost Braille printer to make it easier for people with visual impairments to read. The project, which began as an idea for a science fair project, inspired Banerjee to start Braigo Labs, a company dedicated to developing "humanely optimized" technologies that offer affordable solutions to life's most critical problems. Learn more.

Inexpensive Prosthetics. 3D printers powered by Intel Core processors allow for custom-designed, technology-integrated prosthetics to be printed in approximately 8 hours, for a cost of about $400. This lower cost enables children to have new prosthetics printed for them as they grow. Learn more.

Intel technology is helping a Camp Verde, Arizona farm save water and increase crop yields.

Education on the Fast Track

Instead of encouraging young women to embrace the existing electronics culture, which can be full of stigmas and stereotypes, Mellissa Halfon and Alexandra Diracles are changing how young people perceive coding in the first place. They created Vidcode, a computer application that teaches teens how to code by leading them to tell their own stories via video. Vidcode is one of eight education tech startups selected out of 200 global applicants to participate in the first Intel Education Accelerator program. The program opened to K-12 and higher-ed startups in April 2015 as a way to move education technology industries forward faster.

Accelerating Education. As a part of the Intel® Education Accelerator program, eight education technology startups were selected to receive guidance and mentoring from education, technology, and business experts; the opportunity to utilize Intel's global reach and relationships; and investments of up to $100,000 from Intel Capital. From tools to help students with dyslexia and learning differences read more efficiently and effectively, to low-cost wireless sensors that help students connect science concepts with real-world experiments, these emerging businesses aim to advance educational excellence. Learn more.

Performance Summary and Goals

Energy Efficiency

Goal: Increase the energy efficiency of notebook computers and data center products 25x by 2020 from 2010 levels.[1]

Progress: On track (data center products), at risk (notebook computers)

Commentary: Intel continues to lead the industry in maximizing the productivity and energy efficiency of data center products. Our data center products are on track to meeting our 2020 energy efficiency targets, and are currently 15x more efficient than 2010 volume servers.

The client computing market, however, has changed, which impacts our ability to meet this goal. Due to a decrease in demand for 7-10" display devices, and steady demand for high resolution 14-15" display devices, we are at risk of missing our 2020 energy efficiency target for notebook computers.

As part of our carbon footprinting efforts, Intel has estimated that the total energy used in a year by average Intel® processors in servers and desktop and notebook computers sold in 2015 was 3,713,000 metric tonnes of CO_2 equivalent. This figure represents 2015 emissions from products sold in 2015, calculated using the U.S. Energy Star* typical energy consumption model for computing products, and the Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard. The lifetime emissions associated with these processors is 13,739,000 metric tonnes of CO_2 equivalent. For detailed information on our Scope 3 emissions, download our most recent disclosure on the CDP website.
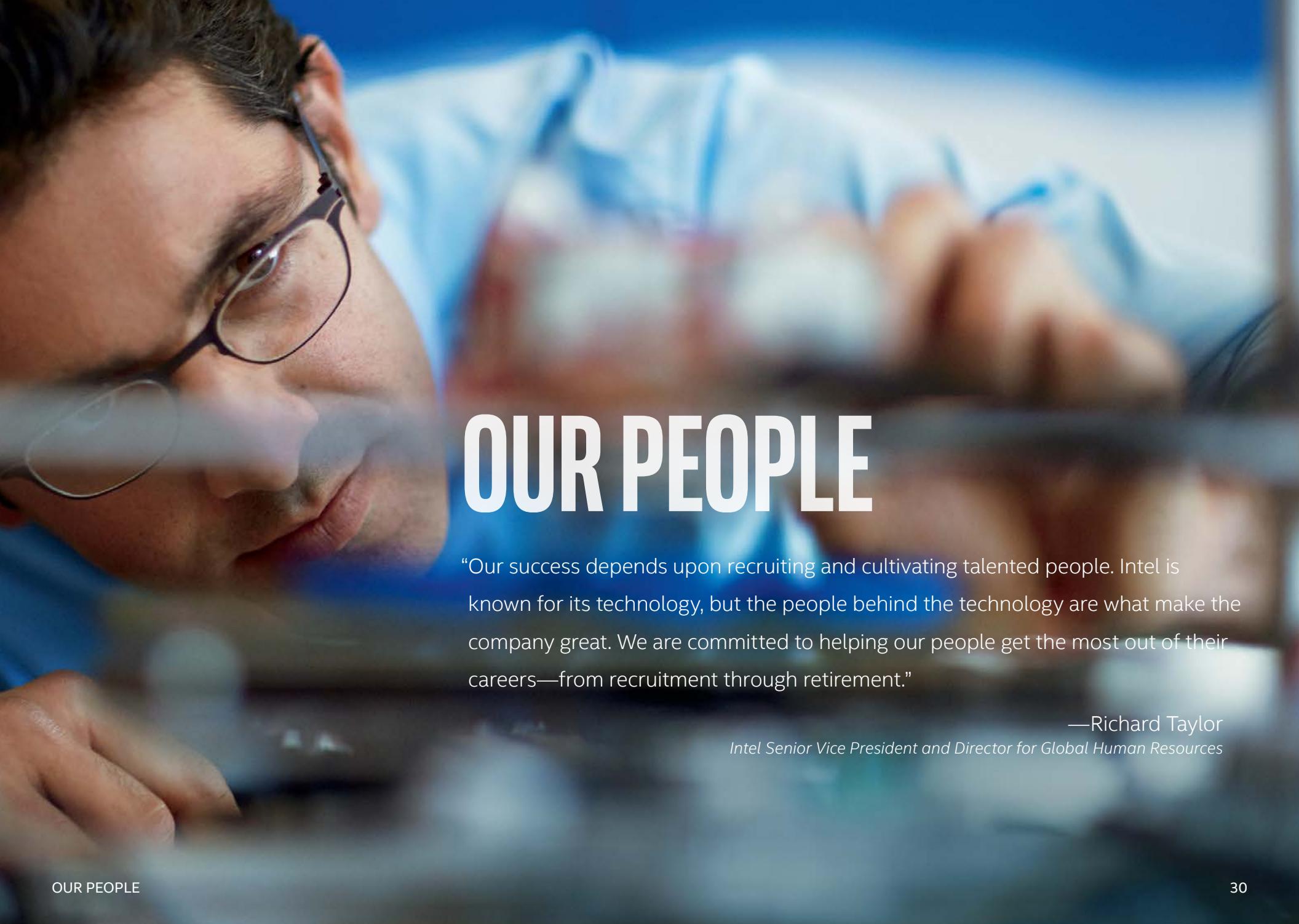
Green Chemistry

Goal: Implement an enhanced green chemistry screening and selection process for 100% of new chemicals and gases by 2020.

Progress: On track

Commentary: In 2015, we completed a green chemistry benchmarking effort, and developed the scope of pilot studies aimed at determining effective strategies for implementing green chemistry with our suppliers. Engagement with our suppliers focused on increasing awareness of how green chemistry concepts can be integrated into their businesses. Our next step will be to select and pilot a green chemistry screening tool.

[1] Data center energy efficiency is determined by server energy efficiency (as measured by SPECpower_ssj2008 or equivalent publications and using a 2010 baseline of an E56xx series processor-based server platform) as well as technology adoption that raises overall data center work output (such as virtualization technology). Notebook computer energy efficiency is determined by average battery life, battery capacity, screen size, and number of recharge cycles of volume notebook computers in that model year.

OUR PEOPLE

"Our success depends upon recruiting and cultivating talented people. Intel is known for its technology, but the people behind the technology are what make the company great. We are committed to helping our people get the most out of their careers—from recruitment through retirement."

—Richard Taylor
Intel Senior Vice President and Director for Global Human Resources

Highlights

We invested $278 million in employee training and development in 2015, or an average of approximately $2,500 per employee.

Intel ended 2015 with an Occupational Safety and Health Administration (OSHA) recordable rate of 0.58, nearly two times better than the U.S. semiconductor industry average recordable rate of 1.1.

In 2015, *Fortune* magazine named Intel one of the World's Most Admired Companies, ranking the company number one in the semiconductor industry.

Underscoring our broad commitment to diversity and inclusion, in 2015, we announced the Intel Capital Diversity Fund, which is focused on investing $125 million over five years in a broad spectrum of women- and minority-led companies.

A thorough compensation analysis in 2015 showed that we are at 100% gender pay parity for U.S. employees across job types and levels.[1]

[1] Parity is the quality or state of being equal or equivalent. Data does not include subsidiaries.

OUR PEOPLE

In This Section

Our Workforce

Management Approach

Health and Safety

Diversity and Inclusion

Growth and Development

Compensation and Benefits

Performance Summary and Goals

Our Workforce

As of December 2015, Intel had 107,300 employees worldwide (including our subsidiaries), 51% of whom were located in the U.S. Intel's workforce is highly educated, with over 89,000 people in technical roles. Our employees hold more than 6,500 PhD or equivalent, 8,000 master of science, and 4,000 master of business administration degrees.

Our Human Resources (HR) organization has primary responsibility for the management of our workplace and talent development activities. Our Senior Vice President and Director of HR oversees groups such as Diversity and Inclusion, Global Leadership and Learning, and our Intel Talent Organization. A dedicated research team is responsible for tracking and analyzing HR data to help managers and leaders improve our workplace performance. In addition, a number of Management Review Committees made up of senior leaders from across the company regularly review performance on HR topics such as diversity and culture.

2015 Employees by Region

- 24.5%
- 20.8%
- 3.8%
- 50.9%

Latin America and Canada
Europe, Middle East, Africa
United States
Asia-Pacific

About half of our employees reside in the U.S.

Management Approach

Our goal is to enable and drive Intel's business success by having employees deliver their workplace best every day. From hiring, on-boarding, and integration, to performance management, development, and industry-leading compensation and benefits, our employee-centered approaches define Intel's culture. The Intel Code of Conduct and Human Rights Principles are the foundation of our workplace policies and practices.

Communication and Transparency

Open and direct communication has been a hallmark of Intel culture since the company's founding. Our "open door" policy enables employees to speak directly with all levels of management about their ideas, concerns, or problems, and to collaborate with managers to address workplace issues.

We believe that our success depends upon all employees understanding how their work contributes to the company's overall business strategy, and we cultivate a culture in which employees feel comfortable asking questions and sharing their views about our business directly with senior leaders. To foster this culture, we use a variety of open communications channels, including quarterly Business Update Meetings, open forums, and internal social media. Our overall goal is to ensure that employees receive timely information and candid answers to their questions.

Circuit, our intranet portal, provides corporate and local Intel news, and information about workplace services and benefits. Employees can access it through a web

Support for United Nations Goals

The United Nations Sustainable Development Goals are aimed at stimulating action in areas of critical importance for humanity and the planet. We support these goals, and our workplace policies and initiatives contribute to the achievement of the following three goals in particular:

SDG 5
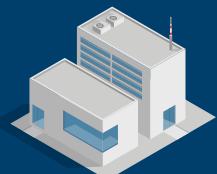
Achieve gender equality and empower women and girls.

Our global women's initiative aims to ensure women's full and effective participation and equal opportunities for leadership.

SDG 8

Promote sustained, inclusive and sustainable economic growth, employment and decent work for all.

Our workplace proactices are designed to protect labor rights and promote a safe and secure working environment for all of our workers, in all locations where we operate.

SDG 10

Reduce inequality within and among countries.

Our diversity and inclusion initiatives help to ensure equal opportunity and reduce income inequality, irrespective of race, color, religion, sex, national origin, ancestry, age, disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or any other characteristic protected by local law, regulation, or ordinance.

browser or mobile phone application. We also reach employees through a network of video screens that broadcast news and information in our factories, lobbies, and cafeterias.

Measuring Our Progress

Our Organizational Health Survey (OHS) tells us what employees think about our workplace. This corporate-wide assessment provides insight into current business-specific issues, historical trending on a core set of questions, and comparisons to external benchmarks. It helps us identify strengths and areas for improvement in our business groups and geographies, and provides data for planning and improvement.

The survey is conducted on a bi-annual basis with quarterly check-ins between. Our last OHS was conducted in 2014, and the next survey is scheduled for 2016. We analyze results by business group, and share them openly with employees. For selected OHS results, read our 2014 Corporate Responsibility Report.

Individual business groups also conduct their own surveys to gather employee viewpoints and measure progress; for example, our Ethics Program Office surveys employees on the state of ethics, and our Corporate Services organization measures satisfaction with cafeterias and other employee services.

Health and Safety

Our health and safety programs help employees enjoy a better quality of life and contribute to Intel's success, since employees who are physically and mentally fit can be more productive.

The Intel Environmental Health and Safety (EHS) policy guides us to "provide a safe and injury-free workplace" through our core safety programs and injury-reduction initiatives—not only for our employees, but also for contractors working at our sites. We maintain a fully integrated multi-site registration for both ISO 14001 and OHSAS 18001, the internationally recognized standards for occupational safety and health management systems.

Employee Safety

We believe that all workplace injuries are preventable, and our ultimate goal is to achieve zero injuries through continued investment in and focus on our core safety programs and injury reduction initiatives. Ergonomic-related or "cumulative trauma disorders" are the most prevalent type of injury experienced at Intel.

Employees, contractors, and suppliers receive extensive safety training, starting with orientation sessions and continuing on the job. Training helps employees understand their safety responsibilities, and covers materials needed for specific jobs (such as electrical safety, ergonomics, control of hazardous materials, and chemical safety). Business groups share responsibility for driving safety awareness and programs throughout their organizations.

We consistently outperform U.S. Bureau of Labor injury prevention benchmarks for both U.S. manufacturers and U.S. semiconductor manufacturers. For an overview of our safety performance over the past five years, read "Performance Summary and Goals" later in this section.

Health and Wellness

Good health and wellness are an essential part of life, and having a healthy workforce is essential to Intel's business. We provide access to a variety of innovative, flexible, and convenient health and wellness programs that work together to support the personal needs of our employees.

The Intel® Vitality program is a proactive health and performance program that focuses on four areas essential to living a full life: mindset, nutrition, movement, and recovery. Employees complete a digital assessment, develop a personalized plan with the help of a coach, and access a suite of support tools—including fitness trainers and nutritionists—to help them improve their health in small and actionable ways. This program is currently available to our U.S. employees.

Intel's international wellness program, Health for Life Wellness Check, is available in more than 10 countries. It provides biometric screening, which includes cholesterol and glucose testing, basic measurements of blood pressure and body mass index, a health risk assessment, and wellness coaching. Intervention programs, such as weight management, fitness, stress management, and tobacco cessation, are also available for lifestyle behavior modification.

Diversity and Inclusion

We believe that the tech industry is stronger and more innovative when we are more diverse and inclusive. Inclusion means ensuring that all employees are, and feel, free to bring their full selves to work, offer their unguarded perspectives, and find a welcoming and inviting place for those ideas.

In early 2015, we set an ambitious goal to be the first high-tech company to reach full representation[1] of women and underrepresented minorities in our workforce by 2020. We committed $300 million to support this goal and accelerate diversity and inclusion both at Intel and across the technology industry. We achieved strong results toward this goal throughout the year.

For more about our work to increase diversity and strengthen inclusiveness, read our 2015 Intel Diversity & Inclusion Annual Report.

Accelerate Diverse Hiring

In 2015, we set an interim goal to achieve 40% external diverse hiring. We exceeded that goal, ending the year at 43.1%. To accomplish this result, we increased the number of schools where we recruit to include schools with greater diversity and launched a series of talent events where candidates are given opportunities for immediate interviews and direct connections to Intel leaders.

Internally, we intensified our effort to recruit candidates through our Employee Referral Program, which offers incentives to employees to refer well-qualified friends and associates for jobs at Intel. In 2015, we enhanced the incentives for referrals of women and underrepresented minorities. The reinvigorated program yielded more than twice the number of referrals in 2015 compared to 2014.

Through education, financial assistance, and internship opportunities, we also work to pave the way for more women and underrepresented minorities to enter and succeed in technology careers. In California, for example, we have partnered with the Oakland Unified School District to strengthen high school science and engineering curriculum, and pledged $3.75 million to support 125 scholarships for Latino college students pursuing STEM fields.

Retain Diverse Talent

In 2015, we invested significant time and resources in laying the foundation for strong and steady improvement in diverse employee retention. While we achieved our overall retention goals—both for women and underrepresented minorities as a whole—we fell short on retention of specific segments of underrepresented minorities, including African-American employees. Believing that transparency is important in driving action and accountability, we shared detailed exit data that we believe will help us identify gaps and work toward improvements. We also hosted off-site summits that brought our CEO, diverse employees, and leadership together to co-create solutions. Additional summits are

planned for 2016. Because we believe that fostering a more inclusive culture improves retention, we have long worked to connect employees through forums, groups, training, and events. Our 28 chartered Employee Resource Groups connect more than 18,000 employees globally based on common interests. These groups are organized around ethnicity, national origin, military service, religious beliefs, gender, sexual orientation, gender identity, and other groupings, such as parenthood and disability.

In 2014, we launched Freelance Nation, an innovative work-style program designed to help retain high-performing employees who want more flexible work arrangements. The program matches employees with specialized skills to business groups who need those skills for specific projects. Freelance Nation employees choose which projects they want to pursue and, if selected, negotiate the terms of the project, including work schedule and project duration. Projects generally last six to eight weeks, and compensation is adjusted to reflect the amount of time worked.

We also invest in a number of other initiatives aimed at improving retention by actively encouraging employees to grow in their careers. For more on these initiatives, see "Growth and Development" in this section of the report.

[1] Full representation (or full workforce representation) is the point at which Intel's workforce in the U.S. matches the supply of skilled talent available (market availability) for current roles at Intel.

Advancement of Women

In 2015, we made great strides in our efforts to better support and advance the careers of our female employees. Membership in the Intel Network of Executive Women, comprised of women Vice Presidents and Fellows, increased 35% in 2015. This group of women leaders launched a number of new initiatives to help advance the careers of women at Intel.

We hired over 1,700 women in the U.S. in 2015. To help with the integration of these new hires, we launched the Rapid Orientation for Accelerated Results (ROAR) program, which brings recently hired mid-level women together for a four-day immersion event each quarter. In 2016, we plan to scale the ROAR program further to include newly hired underrepresented minority employees.

In addition, we launched a leadership program to provide women who are on the cusp of senior and director levels with tools they need to excel, including leadership assessments, career strategy development, and opportunities to meet with senior executives. Other initiatives are aimed at increasing female representation at all levels of the company in India, Costa Rica, Europe, the Middle East, and Africa. For more information, see our 2015 Intel Diversity & Inclusion Annual Report.

Promoting Industry Diversity

Further underscoring our broad commitment to diversity and inclusion, we announced the Intel Capital Diversity Fund in 2015. This fund is focused on investing $125 million over five years in a broad spectrum of women- and minority-led companies. For full descriptions of the fund's portfolio companies, see the Intel Capital Diversity Fund website.

Throughout 2015, we also continued efforts to expand inclusion in gaming. We sponsored conferences to support the work of independent and diverse game developers, launched a game design contest focused on middle school girls, and announced a tournament for the world's top women's gaming teams.

Early in our diversity work, we recognized online harassment as a major issue, particularly in gaming. To address this issue, we launched Hack Harassment—an industry-wide coalition focused on ending online harassment—with Vox Media, Re/code, and Lady Gaga's Born This Way Foundation. Coalition activities will include a series of online and in-person hackathons designed to promote awareness, increase accountability, advance technology solutions, and bring about positive change.

We also work to build diversity in our own supply chain. We made significant progress in 2015, spending $299 million with diverse suppliers, double the amount we spent in 2014. Our efforts in this area included coaching women-owned businesses on how to do business with a large company like Intel, modifying our purchasing

In 2015, we spent $299 million with diverse suppliers, double the amount we spent in 2014.

tools to improve our ability to identify diverse suppliers, participating in supplier diversity roadshows, and working to increase our employees' awareness of our commitment to supplier diversity. For more information, see the Supply Chain Responsibility section of this report.

Through additional alliances with other external organizations, we drive industry-wide recognition of issues surrounding, as well as support for, the advancement of women; underrepresented minorities; veterans; the lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) community; and individuals with disabilities. These efforts include sponsoring events hosted by these organizations, serving as trusted advisors, and providing keynote addresses.

Unlocking Potential in Oakland

Josue Diaz Jr. knows how tough it can be to become an engineer. After taking engineering courses in college for two years, he was academically disqualified because of low grades. "I didn't have the right guidance in high school, didn't know about financial aid or how to get tutoring, didn't have any role models or mentors," he says. He changed his major to education and is now the assistant principal at Oakland Technical High School in Oakland, California, where he wants to ensure that his students get the preparation and support that he needed in high school.

In May 2015, Intel entered into a memorandum of understanding with the Oakland Unified School District (OUSD) and will invest $5 million over five years to implement a comprehensive education transformation solution. Several hundred primarily African-American and Latino high school students will be inspired, guided, and supported to become college- and career-ready in STEM-related fields. "Our hope is that pipeline programs like these can be models for other technology companies," says Richard Taylor, Intel Senior Vice President and Director for Global Human Resources.

Diaz says that the Intel-OUSD partnership is the type of collaboration schools such as his strive for. The initiative calls for completely revamping the curriculum, replacing technology in classrooms, and introducing students to Intel mentors who will provide coaching and examples of real-life experiences. Students are also being invited to attend a summer immersion program in Oakland or a summer institute at Georgia Tech, or participate in an internship.

"There are a lot of students at our schools who have great potential and can do wonderful things," says Diaz. "But it's difficult to picture yourself in the technology industry when you don't see people like yourself in the field. When young, talented students like ours are introduced to technology through interactive learning opportunities and role models like Intel, there's no limit to how far they can go."

"We knew we wanted to do something in K-12 education that targeted underrepresented minorities and we thought we should start in our own backyard."

–Brian Krzanich, Intel Chief Executive Officer

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Growth and Development

Intel invests significant resources to develop the talent needed to keep the company at the forefront of innovation. Career development at Intel is viewed as a continuing conversation between employees and their managers—not something that is brought up only during annual reviews. We offer career development and work/life programs—from recruitment through retirement—that make Intel an employer of choice. We recognize that people at Intel grow by continuously learning—on the job, in the classroom, and by working with others as part of non-traditional development opportunities.

2015 Intel Learning and Development Statistics

2,217,325   Total learning hours delivered[1]

1,538,310   Total number of trainings completed

153,097   Number of learners who recieved training[2]

Most of Intel's internal courses are led by employee volunteers, who leverage their skills and knowledge of a particular subject to teach other employees.

[1] Includes a mix of training methods, such as instructor-led classroom, virtual classroom, and other (multimedia/on-the-job activity).
[2] Includes Intel employees, contractors, suppliers, and interns.

In the Classroom

In 2015, Intel's investments in instructor-led courses, e-learning, and tuition assistance totaled approximately $278 million. That amount translates to an investment of approximately $2,500 and an average of 21 hours of training per employee. These learning and development resources are targeted at different employee segments to maximize effectiveness:

- **New to Intel.** Intel Integration Academy includes a set of in-person and web-based trainings, as well as other face-to-face initiatives that help new employees learn about Intel's culture and navigate our work environment more effectively.

- **Employee Development.** A mix of in-person, virtual, and on-demand trainings and resources help employees develop skills in project management, stakeholder engagement, decision-making, communication, and more.

- **Manager Development.** Our learning and development resources for managers focus on performance management, building trust, coaching and communication, strategy and business acumen, and more.

- **Leader Development.** Leader development resources focus on influencing, change leadership, decision making, presentation skills, strategy and business acumen, and more. We also have an executive coaching program that links senior leaders with professional internal and external coaches.

In addition, we have programs to specifically address the technical leadership development that is critical to our success as an innovation leader.

On the Job

Intel also provides opportunities for employee development through meaningful work experiences. For example, employees can "test-drive" short-term assignments by providing coverage for employees on sabbatical leave, or by taking advantage of our rotation or temporary assignment programs. Our sabbatical program creates regular opportunities for 90-day rotations and has contributed to a culture that views rotations as a positive and standard practice. More

than 8,000 employees completed sabbatical coverage assignments in 2015, with many employees gaining valuable management experience by covering for their direct managers.

Intel also hosts a web-based development opportunity tool that enables employees to apply for part-time or temporary job opportunities across the company. In addition, employees can use our internal global job-posting system to learn about and apply for new positions at Intel. Many employees take assignments in other countries, where they are exposed to unique cultural experiences while acquiring new business skills.

Through our Leadership Feedback Tool, employees can give actionable feedback on how well their managers are performing against Intel's leadership expectations. Managers can then use this feedback in conjunction with development resources to create personal development plans. By taking the survey, employees play a direct role in helping managers acquire strong leadership skills.

In the Community

Volunteer projects often function as opportunities for employees to take on leadership roles in their communities, and acquire or hone skills related to their Intel careers. Through a variety of programs, our employees generously contribute their energy and professional expertise—in legal, human resources, marketing, finance, IT, and other areas—to tackle environmental challenges, improve education, and help fulfill other needs. Descriptions of a few of Intel's service programs follow:

Intel Education Service Corps (IESC). The IESC program harnesses our employees' enthusiasm for volunteerism while advancing Intel's commitment to empowering people through technology solutions in education, health, agriculture, and other fields. IESC volunteers train for at least a month, and then travel to developing countries to help deploy Intel-based technology, train end users, support ecosystems, and bring back insights from the field. In the process, they help ministries and other customers and partners build capacity to solve local problems with technology.

Intel Involved Matching Seed Grants Program. The Intel Foundation awards grants of up to $5,000 to underwrite selected employee-initiated community service projects. Projects are selected based on their originality, potential impact, and expected outcomes. In 2015, 21 grants were awarded to help employees complete projects in 12 countries. Projects included planting gardens, teaching kids, creating maker spaces, and more.

Intel Mentoring and Planning Services (MAPS). Employees leverage their fine-tuned professional skills in process improvement, strategic planning, marketing, Lean* principles, and risk management to help nonprofit and government agencies achieve operational excellence.

Sustainability in Action Grant Program. This program provides funding and support for multidisciplinary teams of employees who initiate and carry out environmentally focused service projects. For more information, see the Environmental Sustainability section of this report.

Intel Code for Good. By connecting nonprofit organizations with software expertise, this program aims to tackle society's most pressing problems. Code for Good volunteers—including students, Intel employees, and other software developers—work with the organizations to define and develop applications or web tools that otherwise might be challenging for nonprofits to afford. For more information, visit the Code for Good website.

Recognition and Appreciation

Celebrating the accomplishments of our employees is a top priority, from everyday thank-yous to formal reward programs. "Great Place to Work" volunteer teams at Intel sites worldwide plan social events for employees and their families, including parties and outings to local art and sporting events.

Recognition includes corporate-wide programs as well as local programs created by individual business groups to acknowledge outstanding performance and the achievement of specific goals. We also host company-wide events to celebrate major project milestones, product launches, and company anniversaries.

Additional corporate-wide recognition programs include:

Intel Achievement Award (IAA). The IAA is the company's highest honor for personal and small-team accomplishments. Less than one-half of 1% of all employees receive an IAA each year. Winners are rewarded with company stock and an invitation to a banquet hosted by the CEO.

Intel Quality Award (IQA). IQAs are given annually to a few Intel organizations that have made long-term commitments to operational excellence and have demonstrated performance to Intel Values.

Division Recognition Award (DRA). DRAs recognize employees for reaching critical milestones or completing projects that demonstrate a strong commitment to Intel Values. Winners are rewarded with monetary compensation.

Spontaneous Recognition Award (SRA). SRAs can be given by any employee at any time to show appreciation for a peer, subordinate, or manager, and may include cash, a gift card, or other reward.

Other Awards. Formal programs also recognize employees for performance to Intel Values, years of service, technology innovation, Intel Learning and Development instructor contributions, volunteerism (such as the Intel Involved Hero Award), and environmental excellence (such as the Intel Environmental Excellence Awards).

Growth and Inclusion

In support of our diversity and inclusion initiative, in December 2015 we launched GROW, a dynamic and straightforward approach to growth, inclusion, and action. GROW is aimed at engaging employees to make Intel a place where people can take risks, grow new skills, and do their best work. Through a combination of short videos, practical exercises, team activities, and other tools, GROW helps employees shift the way they think, collaborate, and develop—and play direct roles in helping Intel reach its business goals.

Compensation and Benefits

We strive to provide tools and benefits that support the many varied needs of our diverse employees—from working parents and those with elder-care responsibilities to those in the military reserves. For additional information on compensation and benefits at Intel locations worldwide, visit our Compensation and Benefits website or read our 2016 Proxy Statement.

Intel Total Rewards

Our total rewards package goes above and beyond competitive compensation, with the inclusion of stock grants, comprehensive health and wellness programs, robust retirement benefits, generous paid time off, flexible work schedules, career development opportunities, and much more. This approach aligns company, employee, and stockholder interests, and provides employees with incentives to focus on meeting or exceeding business objectives.

Our bonus programs are cornerstones of our pay strategy, linking employees' compensation directly to Intel's financial and operational performance metrics. Higher level employees, who have a wider job scope and greater ability to affect the company's performance, receive a higher percentage of their compensation through our bonus and variable compensation programs.

Our Quarterly Profit Bonus (QPB) program pays cash awards to employees four times a year based on Intel's success. Employees may also receive an additional two days of pay each year based on the results in our Customer Excellence Program (CEP). CEP measures overall customer satisfaction and enables us to identify areas for improvement.
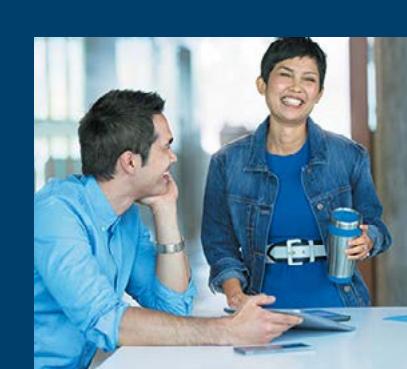
Intel also rewards employees worldwide for their performance during the year with incentive cash payments through our Annual Performance Bonus (APB) plan. The formula for determining APB payouts is based on financial growth and operational performance. Since 2008, we have included criteria related to corporate responsibility metrics such as environmental sustainability and diversity. In 2015, employees earned an incremental bonus tied to our 2020 diversity and inclusion goal related to hiring and retention of women and underrepresented minorities. Previous APB metrics have focused on areas

such as recycling and carbon emission reduction in our operations. Detailed information about our QPB and APB are included in our 2016 Proxy Statement.

Through Restricted Stock Units (RSUs), employees may also receive an equity interest in the company, acquire a stake in Intel's long-term growth, and potentially benefit from capital appreciation. We grant equity to approximately 95% of our employees annually. In addition, under our stock purchase plan, all regular full-time and part-time employees and interns can purchase stock through payroll deductions at 85% of Intel's stock price at the lower of the beginning or the end of a subscription period. Share-based compensation totaled $1.3 billion in 2015.

Benefits that Support Employees' Lives

We provide a wide variety of resources to help employees manage their family and career responsibilities, including information on topics such as personal fitness, weight management, depression, identity theft, stress, elder care, and working parent strategies. Our Employee Assistance Program provides employees with online resources and articles on a variety of work/life topics, as well as 24/7 access to consultants.

Equal Remuneration for Women and Men

Intel has long been committed to paying our employees fairly and equitably at all levels of the organization. We conduct an annual, comprehensive audit of pay in the U.S. to analyze our employees' pay by gender and ethnicity. In 2015 we conducted a deeper compensation analysis that examined gender pay parity for U.S. employees across job types and levels. The analysis showed a net result of 100% pay parity. We are incredibly proud of this result, and in 2016 will expand our parity analysis to examine pay by ethnicity in the U.S.

For more information, read our 2015 Diversity Report.

In addition to traditional health insurance options, Intel has developed a new healthcare model aimed at creating a healthier workforce, improving the healthcare experience for employees, and controlling costs. Connected Care emphasizes the provider-patient relationship. Care is delivered though a Patient-Centered Medical Home model and focuses on prevention and managing existing conditions proactively. Employees in Arizona, New Mexico, and Oregon may choose from several Connected Care Plan options, and Intel plans to extend the model to other locations over the next few years.

Several discount programs offer employees reduced pricing on services and products, such as computers, cars, cell phones, home mortgages, banking, home solar energy systems, restaurants, and stores. We also have on-site cafeterias, fitness centers, dry-cleaning services, spas, full-service banking, tax preparation assistance, and private rooms for nursing mothers. More than 90% of our employees in the U.S. have access to commute reduction options, such as vanpool and transit subsidies and carpool matching services.

Special Leave Programs

In addition to taking time off through our vacation and personal absence programs, employees may take paid time off for special circumstances. Our robust employee leave program combines federal and state leave entitlements and Intel's leave guidelines. Programs include paid sabbaticals; personal leave; pregnancy leave; and bonding leave to care for a newborn, adopted child, or newly placed foster child. Intel supports employees who serve in the U.S. uniformed armed forces or National Guard, including providing Military Adjustment Pay. The U.S. government has publicly recognized Intel for its commitment and continuing efforts in this area.

Full-time employees in the U.S. and Canada receive eight-week paid sabbaticals for every seven years of service. Vacation time may be added to sabbaticals, resulting in up to 12 weeks of paid time off. Employees may also apply to extend their sabbaticals for up to six months to teach, volunteer, or complete educational opportunities that significantly enhance our business or benefit the community. We also now offer four-week paid sabbaticals upon completion of each four years of service as an alternative to our existing eight-week sabbaticals.

In 2015, more than 8,000 employees took sabbaticals, returning refreshed and revitalized.

Our U.S. paid bonding leave, announced in 2015, enhances Intel's existing parental leave program by offering up to eight weeks of pay during bonding leave, any time within 12 months of a child's birth, adoption, or foster care placement. This leave is offered to both men and women, and is in addition to pay and time off employees may be eligible for under our existing pregnancy leave program.

Benefits at a Glance

To address the diverse needs of our employees, we offer a range of benefits that varies across businesses, geographies, sites, and job types.

- Paid sabbatical benefit every four or seven years for U.S. and Canadian employees, and the ability to "bank" vacation time in many European countries to create an extended leave every five years

- Comprehensive health benefits, including medical, dental, vision, and employee assistance programs

- Multiple retirement plan options, including 401(k), retirement contributions by Intel, defined benefit plans, and post-retirement medical benefits

- Multiple leave programs, including personal, pregnancy, bonding, and military service

- Near-site childcare centers and back-up childcare programs

- Comprehensive adoption assistance

- Elder-care programs, including on-site caregiver training, intranet site, and referral resources

- Voluntary benefits, including critical illness and group legal insurance

- Employee discount programs for online and local shopping, as well as Intel products

- On-site fitness classes and recreation facilities, healthcare clinics, and spas

- Free fruit and beverages at multiple locations, and healthy choices in our cafeterias

- Commute reduction options, including telecommuting and a pretax commuter benefit program

- Employee use of Intel facilities for book clubs, music events, birthday parties, baby showers, etc. Space for employee gardens at some locations

- Scholarships for dependents of Intel employees ($1.4 million pledged by the Intel Foundation each year)

- "Live Homework Help" for employees' families, available 24 hours a day, 7 days a week

- Family fun events, which reached over 90% of employees and their families in 2015

For more information on these benefits, visit our Benefits website.

Retirement

We support our employees' transition to retirement through savings plans, options that gradually reduce their workload, volunteer opportunities where they can apply their experience, and other programs. Our retirement benefits can include post-retirement medical benefits, 401(k) savings, Intel contributions to employee retirement plans, and defined benefit plans. Eligibility for these plans varies by country, legal requirements, and employee tenure. Intel considers market practice, retirement readiness, regulatory requirements, and company affordability when funding employee retirement plans. In the U.S., in 2015 we contributed 5% of eligible earnings to each employee's retirement account, irrespective of the employee's ability to save. For employees who retire from Intel in the U.S., we also provide funds based on tenure, which enable employees to purchase retirement medical coverage.

Through Intel Encore Career Fellowships, U.S. employees who are eligible can transition to retirement through a subsidized, temporary position with a nonprofit organization. Intel retirees use their practical experience in communications, process improvement, IT, operations, human resources, engineering, and other areas to help nonprofits build capacity, operate more efficiently, and ultimately have a broader impact on their communities. Intel supports participants with stipends and COBRA medical coverage during their assignments.

Performance Summary and Goals
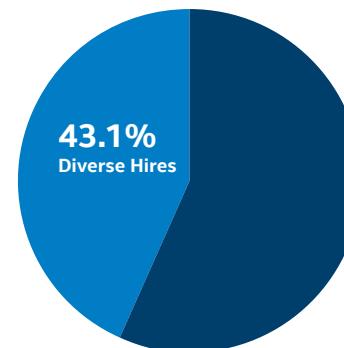
In 2015, we made significant progress toward achieving our diversity goals. Our workplace continues to be one of the safest in the semiconductor industry, and our turnover remained flat. We also continue to invest in employee learning and development through formal training, tuition assistance, and other initiatives.

Diversity

Goal: Achieve full representation[1] of women and underrepresented minorities at Intel in the United States by 2020.

Progress: On track

2015 U.S. Hiring Diversity

43.1%
Diverse Hires

In 2015, diverse hires (women and underrepresented minority males), made up 43.1% of all U.S. hires. Total U.S. hires for the year were 4,928.

[1] Full representation (or full workforce representation) is the point at which Intel's workforce in the U.S. matches the supply of skilled talent available (market availability) for current roles at Intel.

Commentary: In 2015, we exceeded our annual hiring goal, achieving 43.1% diverse hiring against a goal of 40%. In addition, we narrowed the gap in female representation in our workforce, and slightly improved our percentage of underrepresented minority employees.

Our 2020 goal is to reach full representation of women and underrepresented minorities in our U.S. workforce. For more information, read our 2015 Intel Diversity & Inclusion Annual Report.

U.S. Representation versus Intel Market Availability

	EOY 2014	EOY 2015	Market Availability[1]
Female	23.5%	24.8%	–
Technical Female	19.0%	20.1%	22.7%
Non-technical Female	51.8%	50.7%	50.7%
Underrepresented Minorities	12.3%	12.4%	–
Technical African American	3.3%	3.3%	4.5%
Technical Hispanic	8.1%	8.1%	8.4%
Technical Native American	0.5%	0.5%	0.6%
Non-technical African American	4.1%	4.4%	5.0%
Non-technical Hispanic	9.6%	9.9%	10.0%
Non-technical Native American	0.5%	0.6%	0.5%

[1] Market availability measures how many skilled people exist in the external U.S. labor market as well as in Intel's own internal market. It is calculated based on university graduation data from the National Center for Education Statistics, the U.S. Census Bureau, internal company data, and other sources.

Learning and Development

In 2015, we continued to encourage our employees to grow and develop. We invested approximately $278 million in employee training and development, including instructor-led and e-learning courses and tuition assistance. That amount translates to an investment of approximately $2,500 and an average of 21 hours of training per employee.

2015 Intel Learning and Development Statistics

Total learning hours delivered[1]	2,217,000
Total number of trainings completed	1,538,000
Number of learners who received training[2]	153,000

[1] Includes a mix of training methods, such as instructor-led classroom, virtual classroom, and other (multimedia/on-the-job activity).
[2] Includes Intel employees, contractors, suppliers, and interns.
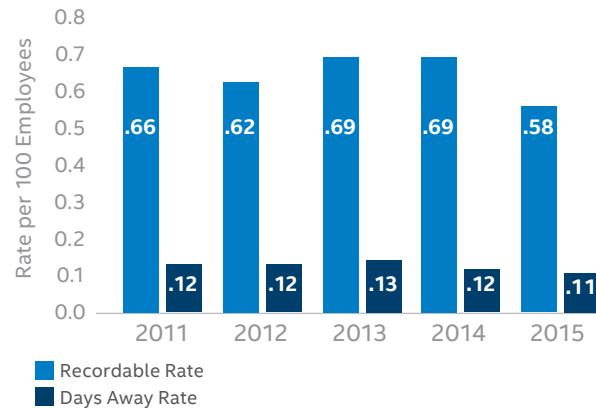
Most of Intel's internal courses are led by employee volunteers, who leverage their skills and knowledge of a particular subject to teach other employees.

Employee Safety

Intel ended 2015 with an Occupational Safety and Health Administration (OSHA) recordable rate of 0.58, nearly two times better than the U.S. semiconductor industry average recordable rate of 1.1. Our recordable rate decreased by 12%, and our days away case rate was down slightly compared to 2014. Our days away case rate is nearly three times better than the semiconductor industry average.

Ergonomic-related or "cumulative trauma disorders" (CTDs) remained the most prevalent type of injury experienced at Intel in 2015 and accounted for more than half of all injuries reported. Despite our emphasis on early reporting, our First Aid to Recordable Ratio for CTDs declined from 3.9:1 in 2014 to 3.1:1 in 2015. While our safety performance was again exceptional in 2015 compared to our peer companies, we continue to focus on opportunities for improvement each year and drive toward our aggressive safety goals.
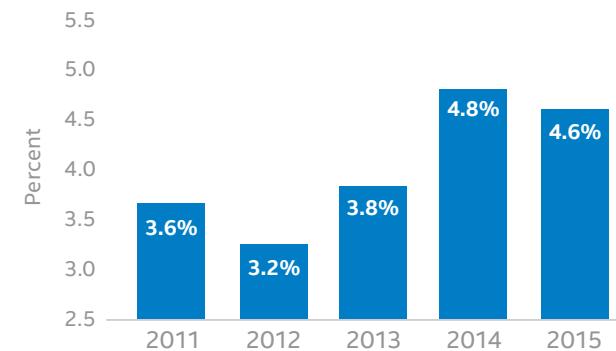
Recordable and Days Away Injury Rates

Rate per 100 Employees

Year	Recordable Rate	Days Away Rate
2011	.66	.12
2012	.62	.12
2013	.69	.13
2014	.69	.12
2015	.58	.11

■ Recordable Rate
■ Days Away Rate
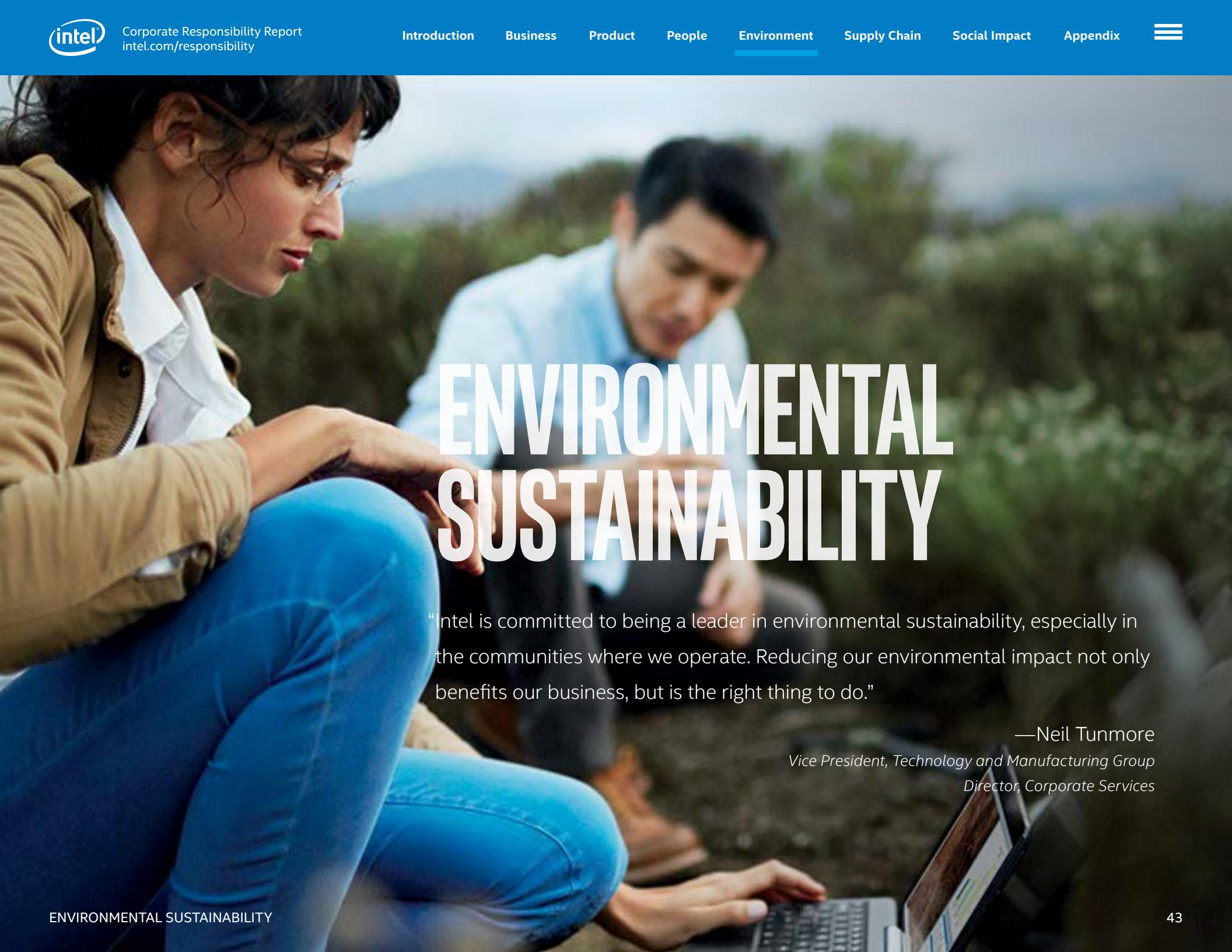
Turnover

Our turnover decreased from 4.8% in 2014 to 4.6% in 2015. Regular monitoring of turnover by performance rating helps us spot and address issues and trends swiftly. These figures include all regular Intel employees, but do not include contract employees, interns, or terminations due to divestiture, retirement, or redeployment.

Global Turnover

Percent

Year	Percent
2011	3.6%
2012	3.2%
2013	3.8%
2014	4.8%
2015	4.6%

ENVIRONMENTAL SUSTAINABILITY

"Intel is committed to being a leader in environmental sustainability, especially in the communities where we operate. Reducing our environmental impact not only benefits our business, but is the right thing to do."

—Neil Tunmore

Vice President, Technology and Manufacturing Group
Director, Corporate Services

Highlights

We have achieved Leadership in Energy and Environmental Design* (LEED*) certification for over 14.5 million square feet of space in 45 buildings.

Since 2008, we have been the largest voluntary corporate purchaser of green power in the U.S., according to the U.S. Environmental Protection Agency.
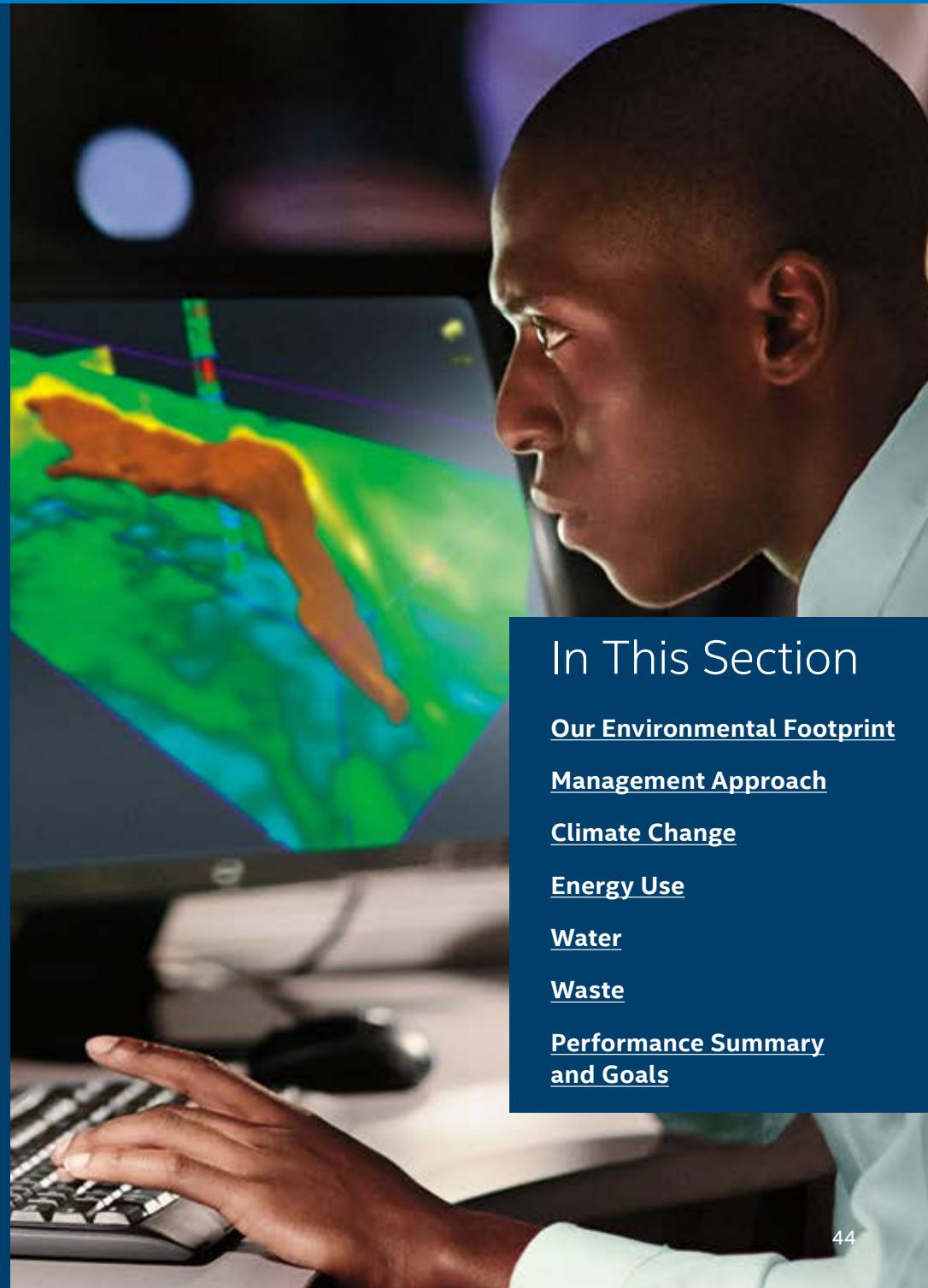
Since 2008, Intel has invested more than $145 million in energy-conservation projects at our facilities worldwide, saving an estimated 3.19 billion kWh of energy.

Our newest solar installation in Folsom, California is the largest private solar carport in the U.S.— more than half of the site's peak energy supply is now solar.

As a part of our U.S. White House Climate Pledge, in 2015 we adopted two new alternative energy goals to reduce our carbon footprint.

In This Section

Our Environmental Footprint

Management Approach

Climate Change

Energy Use

Water

Waste

Performance Summary and Goals

Our Environmental Footprint

While many companies in the electronics industry outsource much of their production, we design and manufacture the majority of our component products in our own wafer fabrication facilities. This in-house manufacturing capability enables us to optimize performance, shorten our time-to-market, and scale new products more rapidly. It also means that our direct environmental footprint is more significant than those of our "fab-less" competitors. As such, we strongly emphasize environmental sustainability throughout our global manufacturing operations.

Intel Worldwide Operations

Oregon
Chengdu
Ireland
Arizona
Dalian
New Mexico
Vietnam
Israel
Penang, Kulim

■ Wafer Fab
■ Assembly and Test

Our principal executive offices are located in the U.S., and as of December 26, 2015, 55% of our wafer fabrication was conducted within the U.S.

Governance and Management

ENVIRONMENTAL SUSTAINABILITY

CEO	Board of Directors, Corporate Governance and Nominating Committee

Since 2003, we have formalized responsibility for oversight of corporate responsibility issues (including environmental sustainability) with our CEO and the Board of Directors Corporate Governance and Nominating Committee.

Sustainability Committee

Our Sustainability Committee, chaired by our CEO, President, and the Senior Vice President and General Manager of the Sales and Marketing organization, meets quarterly and is responsible for general oversight of our corporate-wide sustainability strategy, policies, and management processes.

Management Review Committees	Business Groups

Management Review Committees retain decision-making authority for specific issues such as energy conservation and goal setting. Management teams within our various business groups are responsible for conducting due diligence and implementing policies and procedures for specific environmental sustainability issues.

Employee-Driven Initiatives

Employees play a crucial role in managing environmental sustainability at Intel. For more information, see "Employee Engagement" in this section of the report.

We have integrated oversight and management responsibility for environmental sustainability issues at multiple levels of the company, and across the countries where we operate.

Management Approach

Our sustainability practices drive efficiency, lower costs, decrease negative impacts on the communities where we operate, and reduce resource use. They also enable us to grow our operations without correspondingly increasing our environmental footprint.

The Intel Code of Conduct and our Climate Change Policy, Water Policy, and Environmental, Health, and Safety Policy guide our sustainability strategy and helped us set our 2020 environmental goals. Multiple groups across Intel drive our progress in achieving our goals, and we work to engage all of our employees in helping to reduce our environmental impact.

We also work collaboratively with governments, environmental groups, and other companies to broaden our impact in addressing environmental issues.

Management Systems and Environmental Compliance

We consider our environmental impact when we select sites, design buildings, set performance levels for manufacturing tools, and establish goals for new production processes. Our site selection process includes an environmental impact assessment designed to evaluate potential positive and negative impacts a proposed project may have on a community, including environmental, social, and economic aspects. In areas of rich biodiversity, we may undertake conservation projects.

Manufacturing semiconductors is an energy- and water-intensive process, and we have invested significant resources in both energy and water conservation. Each year, we allocate approximately $30 million for resource conservation efficiency, and alternative energy projects.

Support for United Nations Goals

The United Nations Sustainable Development Goals are aimed at stimulating action in areas of critical importance for humanity and the planet. We support these goals, and responsibly managing our environmental impact contributes to the achievement of the following two goals in particular:

SDG 13

Take urgent action to combat climate change and its impacts.

Our environmental sustainability strategy includes measures to reduce our carbon footprint and increase the energy efficiency of our products.

SDG 15

Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Our environmental sustainability strategy and goals include measures to reduce our environmental impact on terrestrial ecosystems.

We also work to reduce our greenhouse gas emissions and to reduce, reuse, and recycle waste generated in our operations.

For over a decade, Intel has maintained a multi-site, third-party-verified ISO 14001 registration, which helps us evaluate the effectiveness of our environmental management system. In addition to third-party audits completed to maintain these certifications, we conduct Environmental, Health and Safety (EHS) program self-assessments to validate site-level EHS compliance.

These self-assessments cover compliance across a broad range of EHS regulations and standards, including reviews of environmental performance, site health and safety, ergonomics, and health and well-being programs.

Our senior corporate EHS professionals also partner with legal counsel to complete ongoing internal

EHS audits related to business risk and management systems at various Intel sites. The audits include in-depth documentation and records reviews, interviews with site leadership, and physical inspections related to EHS compliance.

On an annual basis, we report Intel's emissions releases, waste transfers off-site, and treatment of reportable chemicals in the U.S., in accordance with state and U.S. EPA regulations. For our most recent SARA Title III Reportable Chemicals by Site report, access the Report Builder.

We also establish clear environmental expectations for our suppliers, and have initiated a number of sustainable purchasing practices. To learn more, see the Supply Chain Responsibility section of this report.

Green Buildings and the Internet of Things

Our manufacturing sites and buildings account for the majority of our environmental impact. To reduce this impact, we have incorporated green design standards and building concepts into the construction of our facilities for many years. Our current policy is to design all new buildings to a minimum Leadership in Energy and Environmental Design* (LEED*) Gold certification level. Many of our existing manufacturing facilities have also been LEED certified. In total, we have achieved LEED certification for over 14.5 million square feet of space in 45 buildings, which is approximately 25% of our total operational space.

An Intel die preparation facility in Jerusalem was the first existing building certified at the LEED Platinum level in Israel and at Intel worldwide. Intel incorporated multiple sustainability features into the 30-year-old Jerusalem facility. Old chillers were replaced with greener, more economic models, reducing electricity consumption by about 15% while also cutting the noise level and gas emissions. A 50kW photovoltaic solar and thermal panel system now harvests energy from the sun, and a smart electric heater reduces fossil fuel consumption. Other improvements include a unique waste-water reclamation system that cuts fresh water usage by 45%. This water conservation methodology has been utilized as the standard for other Intel manufacturing operations.

Employee Engagement

Our "Learn, Act, Share" model helps employees understand sustainability issues, priorities, and goals; work together to take action; and share information about our priorities with others. Descriptions of a few of our environmental employee engagement initiatives follow:

Sustainability in Action Grant Program. Through this program, employees can apply for funding for innovative environmental projects. Employees are encouraged to include external stakeholders in their projects, and many focus on addressing environmental issues in their local communities.

Intel Environmental Excellence Awards. Since 2000, Intel has presented these awards to employees who have helped reduce the company's environmental impact. In 2015, 38 employees from 12 sites from around the world were selected for their work on eight projects to increase wastewater reuse, reduce waste generation, and educate others on sustainability topics.

The 2015 Environmental Excellence Award projects saved 13,500 metric tonnes of CO_2 emissions, 21 million kWh of energy, 5 million gallons of water, and over 20 million tonnes of waste. Cost savings resulting from the 2015 projects are estimated at over $47 million, bringing the total estimated savings from the past six years of Environmental Excellence Award projects to more than $329 million.

Intel Employee Sustainability Actions

Each year, employees complete innovative projects that reduce environmental impact, support local communities, and generate bottom-line results. These are a few recent projects for which employees received Intel Environmental Excellence Awards (EEAs) or Sustainability in Action (SIA) Grants.

On-site gardening. At Intel Vietnam, employees are using an SIA grant to convert existing landscaping into a farm where employees can plant fruits and vegetables to be served in the company cafeteria. A second grant is being used to design and create a community garden on an Intel campus in Oregon.

Water conservation and filtration. Employees in Sri Lanka are using an SIA grant to help save water at a national park by designing and installing a solar-powered water pump system that can be managed remotely. And Intel Vietnam employees used an SIA grant to install a rainwater collection and filtration system at a local kindergarten to ensure kids have safe drinking water.

Teaching young students about alternative energy. In Arizona, employees used an SIA grant to design fun, hands-on alternate energy engineering projects for K-8 students. Projects included solar lights, lanterns, windmills, toy cars, and more.

Saving energy in the factory. Using an Intel Internet of Things energy monitoring solution, a team of employees discovered a way to significantly reduce the amount of power used by an oven in the company's assembly and test operations. Resulting annual savings are estimated at $400,000.

Using recycled materials. Two employees won an EEA for helping tray manufacturers increase the percentage of recycled material used in the carrier trays that Intel uses to ship materials in and out of its factories. The resulting annual savings in equivalent CO_2 emissions is estimated at close to 70 metric tonnes.

Recovering wetlands. More than 1,000 Intel volunteers have been involved in a multi-year project to protect the Yun Qiao wetlands where much of the drinking water for Chengdu, China is sourced. Their efforts have included clearing rubbish and invasive vegetation, planting trees and rice paddies, repairing trails, writing a nature book, and educating thousands of students about wetlands protection. Intel honored project leaders with an EEA, and funds from the SIA Grant program help support the project.
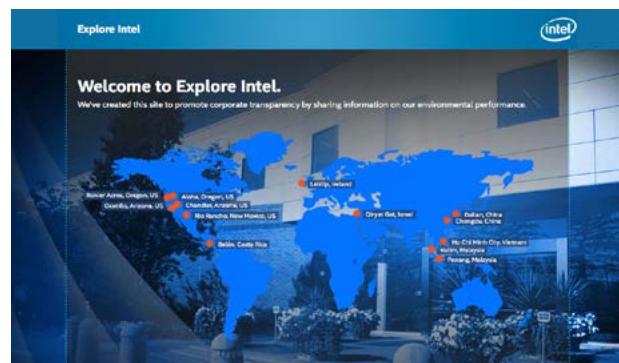
Green Teams and Employee Groups. Intel supports grassroots sustainability efforts and employee "green" teams around the world, including the Intel Employee Sustainability Network (IESN). Formed in 2004, IESN provides employee networking, volunteering, and educational opportunities that align with our corporate environmental focus areas. The group's activities have included Northwest Earth Institute discussion group courses delivered at several Intel sites.

The Green Initiative Troupe (GREENit), another employee sustainability group, focuses on actions that employees can take to be more sustainable at work and at home. Every April, GREENit members and other employees organize numerous volunteer projects, presentations, and educational events across the company in support of Earth Day.

Transparency

As part of our commitment to transparency, since 2003 we have disclosed our greenhouse gas emissions and climate change risk through the CDP. For an overview

Our Explore Intel website provides in-depth environmental performance data and information for our manufacturing and assembly test locations.

of our key performance indicators in this space, see "Performance Summary and Goals" at the end of this section.

Our commitment to transparency and environmental sustainability led us to develop the Explore Intel website, which provides in-depth environmental performance data and information for our manufacturing and assembly test locations.

Collaboration

To identify and share best practices, we regularly benchmark our environmental performance, including water use and reuse with other semiconductor companies. We have participated in environmental performance benchmarking activities with other members of the World Semiconductor Council, the Semiconductor Industry Association, and SEMATECH. Benchmarking enables us to better understand how Intel compares to others in the semiconductor industry on water use.

We are also an active participant in several organizations focused on climate change and energy efficiency. These include the International Climate Change Partnership, the Center for Climate and Energy Solutions, and Advanced Energy Economy. Our participation in these organizations centers around helping to build a supportive policy environment for private sector leadership on climate change.

We are also actively working with the U.S. Green Building Council to expand the number of manufacturers implementing green building practices.

Climate Change

We believe that climate change is a serious environmental, economic, and social challenge. We focus on reducing our own direct climate "footprint"—the emissions resulting from our own operations and our supply chain. We also focus on increasing our "handprint"—the ways in which our technologies and those of the ICT sector can help other sectors reduce their own footprints. In addition, we collaborate with others to drive industry-wide improvements and policy change.

Our Climate Change Policy outlines our formal position on climate change and provides a more detailed history of our action in this area.
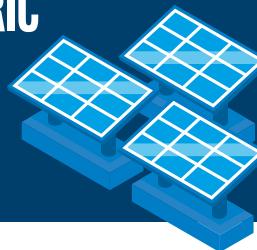
Reducing Our Operational Carbon Footprint

For close to two decades, Intel has been setting aggressive greenhouse gas (GHG) reduction goals to conserve energy and minimize our air emissions, and since then, our direct emissions have decreased by nearly 50% on an absolute basis. Our 2020 environmental goals include a commitment to further reduce our direct GHG emissions 10% on a per unit basis from 2010 levels, while we continue to expand our manufacturing capacity. For an overview of our performance indicators and progress toward this goal, see "Performance Summary and Goals" at the end of this section.

Energy-Efficiency Initiatives. Reducing our energy use is a key component of our overall climate change strategy. For an overview of our energy-efficiency initiatives, see the next section of this report, "Energy Use."

20+ SOLAR ELECTRIC

installations on 12 Intel campuses around the world collectively generate more than **15 million kWh** per year of solar energy.

Minimizing Air Emissions. For almost 20 years, we have been collaborating with others in our industry to reduce the use of fluorinated gases in the production of semiconductors. We eliminated the use of ozone-depleting substances in our manufacturing in the 1990s. We also work to minimize our emissions of volatile organic compounds (VOCs), hazardous air pollutants (HAPs), nitrogen oxides (NOx), and carbon monoxide (CO) emissions through the use of thermal oxidizers and wet scrubbers.

Data Center Virtualization. Our Information Technology (IT) organization has improved the efficiency of our data center operations to increase compute, storage, and IT customer capabilities while maintaining a flat carbon footprint.

Alternative Energy Investments. Around the world, Intel has facilitated the installation of more than 40 on-site projects to use solar, wind, fuel cell, and other alternative energy sources. These projects, which are often pilots of innovative technology applications, help us understand future installation opportunities for both Intel and the broader alternative energy market—and are often the largest corporate on-site projects in a country or region. Recent projects include the largest corporate solar-covered parking lot and the largest micro wind turbine array in the U.S., at the time of installation. This portfolio approach to alternative energy investments is intended to provide leadership, help spur the market,

make these options less expensive and more accessible over the long term, and reduce our emissions.

Green Power Purchasing. Since 2008, we have been the largest voluntary corporate purchaser of green power in the U.S., according to the U.S. Environmental Protection Agency. A combination of Renewable Energy Certificates (RECs) and on-site alternative energy projects earned us this distinction. We purchase RECs from all five sources of approved Green-e* generation, including wind, solar, low-impact hydro power, biogas, and geothermal. In 2015, we purchased 3.4 billion kWh of RECs, bringing our total purchases since 2008 to more than 18.9 billion kWh of green power.

Product Energy Efficiency

Reducing the climate footprint of our products is a key element of our product design process. Building energy efficiency into our products not only reduces our scope 3 GHG emissions, but also lowers the scope 2 emissions of our customers while reducing their energy costs and lowering their environmental impact.[1] For more information, see "Energy Efficiency" in the Product Stewardship section of this report.

Collaboration and Policy Advocacy

Intel is engaged in helping to shape public policy responses to climate change, both at the international level and in the countries and regions where we operate. Our engagement includes both unilateral activities as well as participation in several climate-focused organizations. We believe that climate policy should focus on waste emissions of greenhouse gases and that regulations should be designed to promote cost-effectiveness and technological innovation.

In 2015, we joined the U.S. White House Climate Pledge to demonstrate our support for action on climate change. As a part of our pledge, we committed to continue our support of green power purchasing, and triple our use of on-site alternative energy by 2020. For more information, read our Climate Change Pledge.

Energy Use

Most of our energy use is associated with the manufacturing of our products; a portion is also associated with our office facilities and data centers. Cutting energy use lowers our utility costs and reduces our environmental footprint.

Since 2008, Intel has invested more than $145 million in energy-conservation projects at our facilities worldwide. These projects have saved more than 3.19 billion kWh of energy—equivalent to the approximate amount of electricity used in 200,000 average U.S. homes in one year.[2] These investments also generated cumulative energy cost savings for Intel of $340 million through the end of 2015.

Optimizing site infrastructure, adopting advanced control strategies, free cooling in labs and data centers, retro-commissioning of HVAC systems, heat recovery, and LED lighting will help us reach our 2020 goal to achieve cumulative energy savings of 4 billion kWh from 2012 to 2020. For an overview of our energy use key performance indicators and progress toward our goal, see "Performance Summary and Goals" at the end of this section.

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[1] Scope 3 emissions include all indirect emissions that occur in our value chain, excluding scope 2 emissions, which are indirect emissions from the generation of purchased energy (GHG Protocol).

[2] Source: U.S. EPA Greenhouse Gas Equivalencies Calculator.

Good for the Environment, Good for Business

"Optimizing energy efficiency in our operations is a key component of Intel's overall sustainability strategy," says Joe O'Sullivan, manager of the Corporate Services Global Energy Conservation Program. "It reduces our carbon footprint, while at the same time reducing utilities expenses and providing a return on investment in an average of less than 3.5 years." Below are descriptions of a few energy conservation projects that Intel employees implemented in 2015:

Chilled water system efficiency. Recognizing that chilled water systems (CHWSs) can account for up to 35% of Intel facilities' electrical consumption, Intel engineers embarked on a pilot project to maximize the efficiency of the CHWS at Intel's Chandler, Arizona site. The system comprised both a central plant and a smaller interconnected one. The project included mechanical upgrades to the larger plant, and the addition of advanced controls, Internet of Things solutions, and cloud-based analytics. Completed in late 2015, the upgrades are already on track to reduce the site's carbon footprint by 4 million metric tonnes of CO_2 equivalent and deliver over $520,000 in electricity savings annually, while also reducing chemical and water consumption.

Assembly tool upgrade. A team of engineers from Intel sites in Malaysia, Vietnam, and China determined that upgrading a heat exchanger used in chip assembly would enable more efficient reuse of waste heat. As a result, less power is now required to heat water used in the assembly process to the required temperature. The upgrade is expected to deliver annual electricity savings of 1.6 million kWh across the company's assembly and test operations.

Campus-wide energy conservation. In November 2015, Intel and an external engineering company completed several energy-conservation measures at a three-building Intel campus in Swindon, England. The work was completed under a performance contract, with the engineering firm assuming the risk that the project would deliver the contracted energy savings. Intel agreed to share any additional energy cost savings over the contracted amount. The project included adding temperature, humidity, and CO_2 sensors, and variable speed drives for fans and motors. A separate air-cooled chiller was also installed to serve a lab that runs 24/7, thereby eliminating the need for the site's main chilled water plant to run outside of normal office hours. In addition, a new building management system now uses advanced controls to optimize the operation of the site's chillers, cooling towers, pumps, and fans. The project is on track to reduce the Swindon site's overall utilities costs by over 20%.

"Optimizing energy efficiency in our operations is a key component of Intel's overall sustainability strategy."

—*Joseph O'Sullivan, Intel Global Energy Conservation Program Manager*
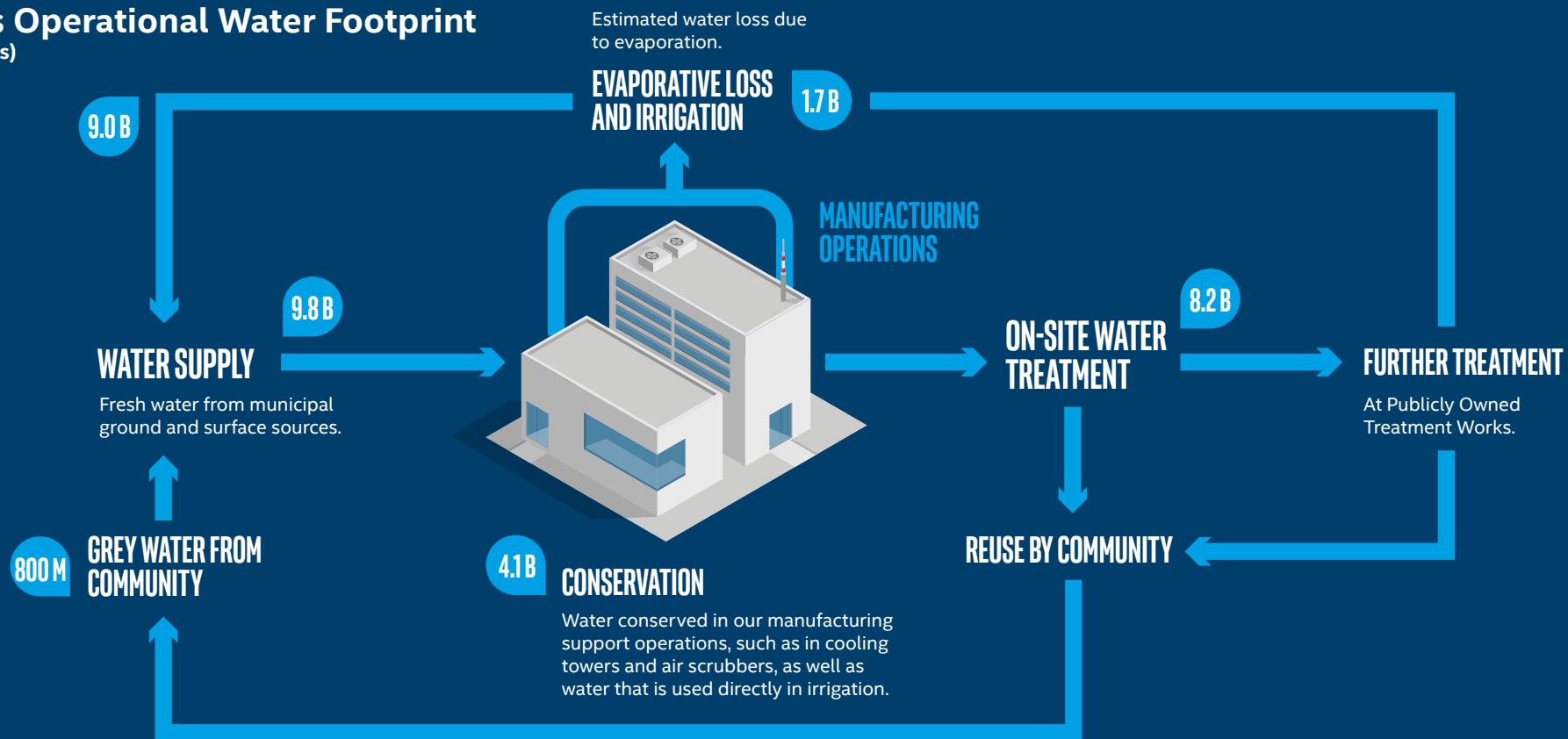
Water

The largest portion of our water use is from our direct operations and factories. Actively managing our operational water use helps us meet our business needs as well as those of our communities. Cutting water consumption also reduces our utility costs and environmental impact. We also focus on the quality of water we discharge, and collaborate with others to identify and share best water conservation practices.

Our commitment to responsible water management is outlined in our Water Policy. As the impacts of water use vary greatly by location, we rely on water and energy experts at our sites around the world to research and manage ways to reduce consumption. Our efforts include incorporating water conservation elements into the design of our facilities and establishing water use goals for new process technologies.

We have a goal to reduce water use on a per unit basis below 2010 levels by 2020. For an overview of our water use key performance indicators and progress toward our goal, see "Performance Summary and Goals" at the end of this section. A breakdown of water use by location is also provided in the Appendix.

Intel's Operational Water Footprint
(in gallons)

Estimated water loss due to evaporation.

9.0 B

EVAPORATIVE LOSS AND IRRIGATION   1.7 B

MANUFACTURING OPERATIONS

9.8 B

WATER SUPPLY
Fresh water from municipal ground and surface sources.

ON-SITE WATER TREATMENT   8.2 B   **FURTHER TREATMENT**
At Publicly Owned Treatment Works.

800 M   **GREY WATER FROM COMMUNITY**

4.1 B   **CONSERVATION**
Water conserved in our manufacturing support operations, such as in cooling towers and air scrubbers, as well as water that is used directly in irrigation.

REUSE BY COMMUNITY

Reuse and Conservation

A significant amount of our water use is related to the production of the ultra-pure water (UPW) used to clean silicon wafers during fabrication. Our strategy is to reuse UPW after the manufacturing process for other industrial purposes or irrigation. We also have arrangements to use gray water from local water treatment centers for use at some of our facilities. In 2015, these initiatives enabled us to conserve approximately 4.1 billion gallons of water, or about 45% of our total water withdrawals for the year.

In addition to these recycling and reuse efforts, we have invested more than $223 million in water conservation programs at our global facilities since 1998. To date, these efforts have saved over 52 billion gallons of water—enough for roughly 510,000 U.S. homes for an entire year.

We also find ways to reduce the energy associated with our water use. For example, we use solar thermal systems to supply hot water for the facilities at seven of our campuses.

Discharge and Quality

Although our ultimate vision is to continuously reuse water in semiconductor manufacturing, we currently discharge water from our operations in compliance with local permits. Our water discharge methods vary by site, based on the needs of individual communities. For example, at our facility in Chandler, Arizona, our wastewater is treated using a reverse osmosis process, and then used to replenish a local aquifer.

We complete comprehensive reviews for wastewater discharge based on a number of aspects, including but not limited to permit limits for our sites and municipal treatment plants, activated sludge inhibition criteria, and receiving-stream water quality. We use a number of key tenets derived from the U.S. Clean Water Act to guide our actions globally, including never causing pass-through or interference at local municipal treatment plants or impacting their ability to reuse their wastewater or sludge.

We return close to 80% of our water withdrawals back to municipal water treatment operations, where it can be treated for reuse for irrigation or other purposes in the community or returned to the water source. The balance is lost to evaporation.

Waste

Most of the waste generated from our operations is tied to the manufacturing of our products. Building new facilities also results in significant construction waste. Approximately half of our waste is hazardous—the disposal of which is regulated. The other half of our waste is non-hazardous and encompasses non-regulated wastes such as plastics, metal, organics, and paper. Since 2008, we have recycled more than 75% of the total waste generated in our operations.

Reducing, reusing, and recycling this waste can cut waste management costs, lower our environmental impact, and even generate revenue. We have a goal to recycle 90% of our non-hazardous waste and divert all

hazardous waste from landfills by 2020. For an overview of our waste key performance indicators and progress toward our goal, see "Performance Summary and Goals" at the end of this section.

Non-Hazardous Waste

We have implemented several programs to reduce, reuse, and recycle our non-hazardous waste, including donating materials to schools and nonprofits, and employee engagement around recycling.

Several sites, including our facilities in Ireland; Bangalore, India; and Shanghai, China have already achieved recycling rates above 90%. We are working to share best practices among sites to raise our recycling rates worldwide and achieve our 2020 recycling goal.

Hazardous Waste

Although hazardous waste generated has risen both on an absolute and per unit basis due to the increasing complexity of our manufacturing processes, we sent less than 2% of it to landfills in 2015.

To achieve zero hazardous waste to landfill by 2020, multiple groups across Intel are working to identify innovative ways to treat or eliminate waste streams, or even convert them into sources of revenue. Our green chemistry initiative is also focused on the use of alternative chemicals in our manufacturing processes, which could reduce our overall hazardous waste generation.

Performance Summary and Goals

In 2015, we took additional steps toward meeting our 2020 goals. We remained the largest voluntary purchaser of green power in the U.S., according to the U.S. EPA, made new investments in energy-saving projects in our operations, and continued to encourage our employees to take action around sustainability.

Compliance Reporting

In 2015, we continued to maintain our comprehensive, corporate-wide environmental, health, and safety (EHS) compliance assurance program. EHS officials from various regulatory agencies regularly visit our sites. In 2014, officials made 108 visits (including audits and inspections) to Intel sites across the globe. Intel received 11 environmental, health and safety Notices of Violation (NOV) and two health and safety-related NOVs in 2015. Details on these NOVs are provided in the appendix of this report. Corrective actions were put in place and tracked to completion for all identified concerns.

Five-Year Compliance Summary (EHS-Related Notices of Violation)

Year	Number of NOVs	Fines or Fees
2011	5	$675
2012	5	$500
2013	7	$2,500
2014	4	$143,000
2015	11	$0

Details on these NOVs are available in our previous Corporate Responsibility Reports, which are posted on our Report Builder website. Our definition of an NOV includes any written notice from an agency stating Intel is not in compliance with a regulation or other legal requirement, including administrative items.

Performance to Goals
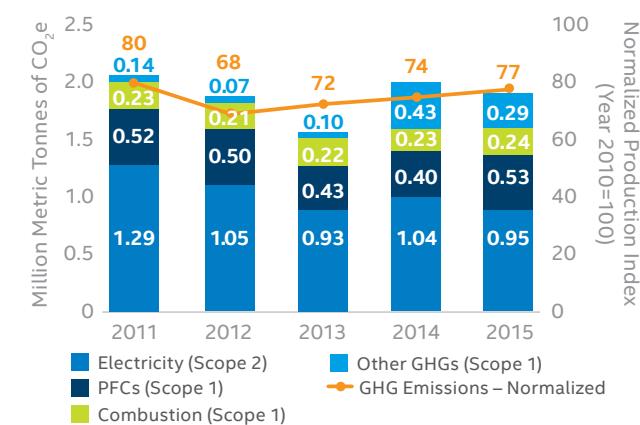
Greenhouse Gas Emissions

Goal: Reduce direct greenhouse gas (GHG) emissions by 10% on a per unit basis by 2020 from 2010 levels.

Progress: On track

Commentary: In 2015, we began using the GHG Protocol market-based method for calculating our Scope 2 emissions. Taking into account our purchase of RECs, our 2015 absolute Scope 1 and Scope 2 emissions decreased 4%, and emissions on a per unit basis increased 3% compared to 2014. Since 2010, our absolute emissions decreased 11% and decreased 23% on a normalized per unit basis.

Scope 1 + 2 Greenhouse Gases (GHGs)

Stacked bar chart, Million Metric Tonnes of CO_2e (left axis) and Normalized Production Index (Year 2010=100) (right axis):

	2011	2012	2013	2014	2015
Other GHGs (Scope 1)	0.14	0.07	0.10	0.43	0.29
Combustion (Scope 1)	0.23	0.21	0.22	0.23	0.24
PFCs (Scope 1)	0.52	0.50	0.43	0.40	0.53
Electricity (Scope 2)	1.29	1.05	0.93	1.04	0.95
GHG Emissions – Normalized	80	68	72	74	77

Legend: Electricity (Scope 2), PFCs (Scope 1), Combustion (Scope 1), Other GHGs (Scope 1), GHG Emissions – Normalized

2015 Greenhouse Gas Emissions Reported by Type (metric tonnes of CO_2e)

Scope	Emissions	Notes
Scope 1 Emissons	1,050,000	
Scope 2 Emissions	950,000*	Including RECs; market-based accounting method
Total Scope 1 and 2 Emissions	2,000,000*	Including RECs; market-based accounting method
Scope 3 Emissions		
Leased Vehicles & Commuting	138,000	
Logistics & Distribution	232,000	
Employee Business Travel	142,000	Air, car, hotel, and meetings
Supply Chain	1,050,000	Estimate based on approximately 90% of materials used in manufacturing

Our emissions calculations are based on Global Reporting Initiative G4 guidelines, the World Resources Institute/World Business Council for Sustainable Development's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, and internal criteria defined by Intel management. Additional GHG emissions reporting is publicly available in our CDP questionnaire response on the CDP website. In addition to the summary data provided above, we have completed an estimate of emissions associated with the consumer use of our products. For more information, see the Product Stewardship section of this report.

* In July 2016, we updated our Scope 2 GHG emissions figure to apply the International Energy Agency's (IEA) more specific Electricity emission factor in our calculations rather than the IEA's Total Primary Energy Supply emission factor. The update resulted in an increase in our reported Scope 2 emissions. For more information, read About This Report. We have also updated the GHG emissions graph above to incorporate our REC purchases as we believe these purchases are an important part of our pursuit of our 2020 goal.

Greenhouse Gas Emissions, continued

Intel's purchase of approximately 18.9 billion kWh of green power from 2008 through 2015 had a greenhouse gas emissions impact equivalent to taking 2.7 million cars off the road for one year. All purchases are certified by the nonprofit Center for Resource Solutions' Green-e* program, which certifies and verifies green power products to meet the requirements of the U.S. EPA's Green Power Purchasing Program. We purchase RECs from all five Green-e certified sources of generation, including wind, solar, low-impact hydro power, biogas, and geothermal.

As a part of our 2015 Climate Change Pledge, we committed to two new goals—to continue our support of green power purchasing, and triple our use of on-site alternative energy by 2020. We plan to report on our progress towards these goals in our next report.

A more detailed breakdown and discussion of our emissions by country and by type are publicly available in our CDP questionnaire response on the CDP website. Slight variations between the data in this report and our final CDP filing may occur due to additional data being received following publication of this report, differences in the treatment of RECs under the CDP methodology, and the timing of certain changes in the GHG Protocol.

Additional data on our emissions related to volatile organic compounds, hazardous air pollutants, nitrogen oxide, and carbon monoxide emissions is available in our Data File on our Report Builder website.
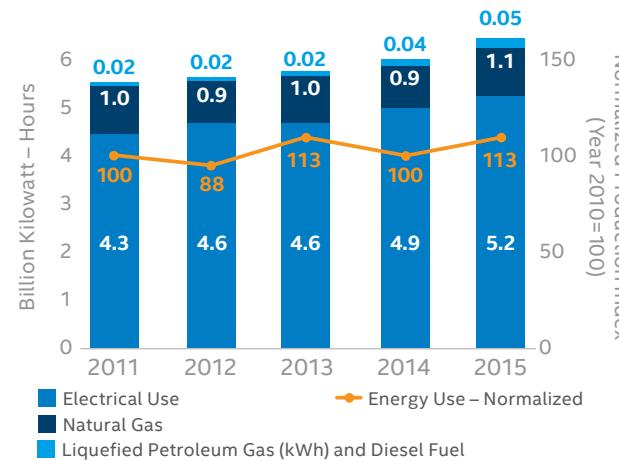
Energy Use

Goal: Achieve cumulative energy savings of 4 billion kWh from 2012 to 2020.

Progress: On track

Commentary: Since 2012, we have achieved cumulative energy savings of 1.6B kWh and remain on track to hit our 2020 energy goal. Our 2015 absolute energy use increased 10% compared to 2014, and our 2015 normalized energy use increased 13% from 2014 through 2015 as we ramped up new factories.

Energy Use

Our energy use calculations are based on Global Reporting Initiative G4 guidelines, the World Resources Institute/World Business Council for Sustainable Development's The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, and internal criteria defined by Intel management.
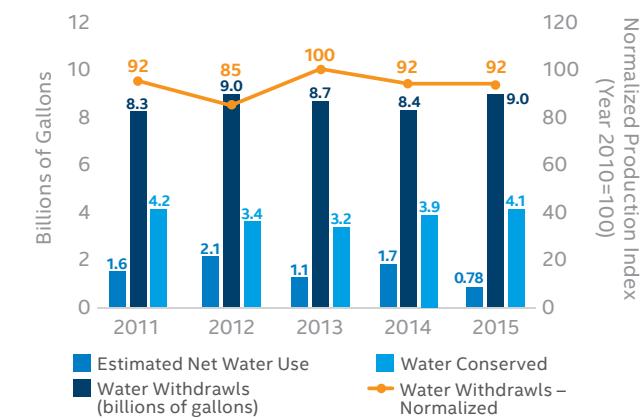
Water Use

Goal: Reduce water use on a per unit basis below 2010 level by 2020.

Progress: On track

Commentary: In 2015, our absolute water withdrawals increased by 7%, while our normalized water withdrawals remained flat. While our normalized water use is 8% lower than our 2010 baseline figure, as our manufacturing processes continue to evolve, we expect them to become more water-intensive, and our water withdrawals may increase. To address this issue, we have put a team of internal experts in place to investigate and develop a comprehensive plan to address our growing water use.

Water Use

Our water use calculations are based on internal criteria defined by Intel management. We define water withdrawals as total gallons of potable water (i.e., drinking water) used in our operations. "Operations" includes all manufacturing and non-manufacturing sites that use more than 35 gallons of water per person, per day.
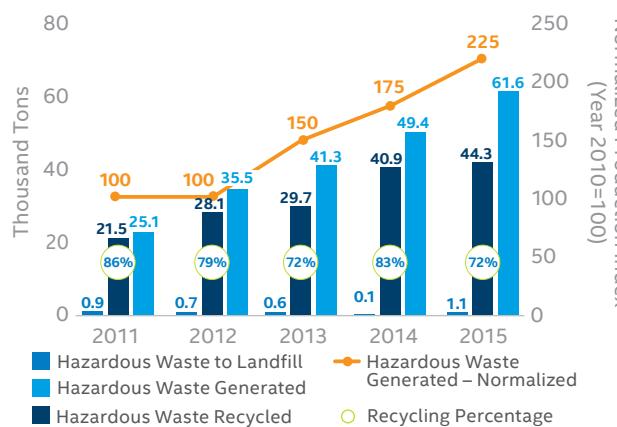
Hazardous Waste

Goal: Achieve zero hazardous waste to landfill by 2020.

Progress: On track

Commentary: In 2015, we sent just 2% of our hazardous waste to landfill, and we are on track to achieve our 2020 goal. From 2014 to 2015, our absolute and normalized hazardous waste generated increased 25% and 50% respectively, primarily due to new manufacturing processes that are more chemical-intensive. However, we were able to find novel recycle, reuse, and treatment technologies to keep these chemicals out of the landfill.

Hazardous Waste
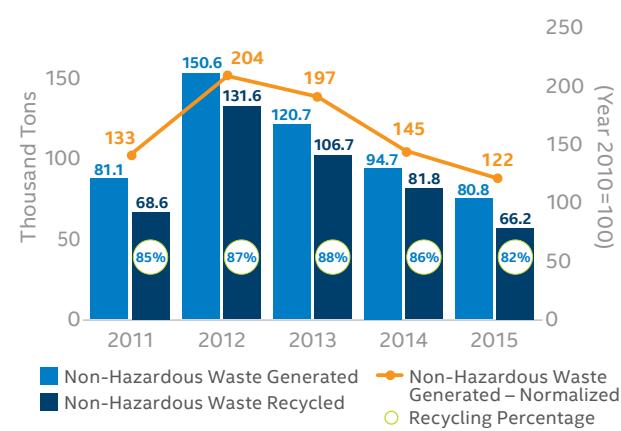
Non-Hazardous Waste

Goal: Achieve 90% non-hazardous waste recycle rate by 2020.

Progress: On track

Commentary: We recycled 82% of our non-hazardous waste in 2015, and are on track to reach our 2020 goal. We generated 15% less non-hazardous waste in 2015 compared to 2014, primarily due to the completion of construction projects. Our normalized non-hazardous waste generated also decreased by 23%.

Non-Hazardous Waste
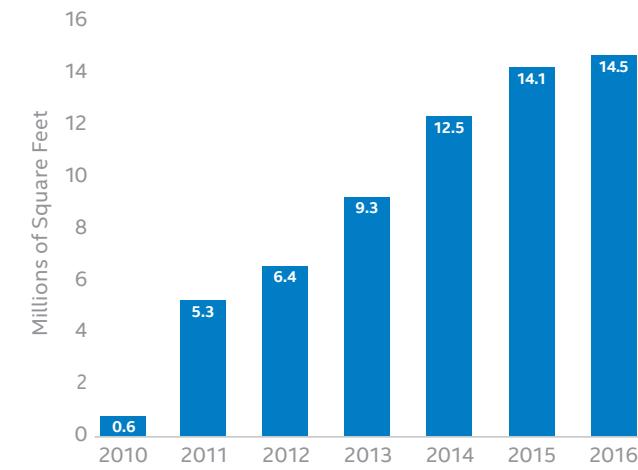
Green Buildings

Goal: Design all new buildings to a minimum LEED Gold certification between 2015 and 2020.
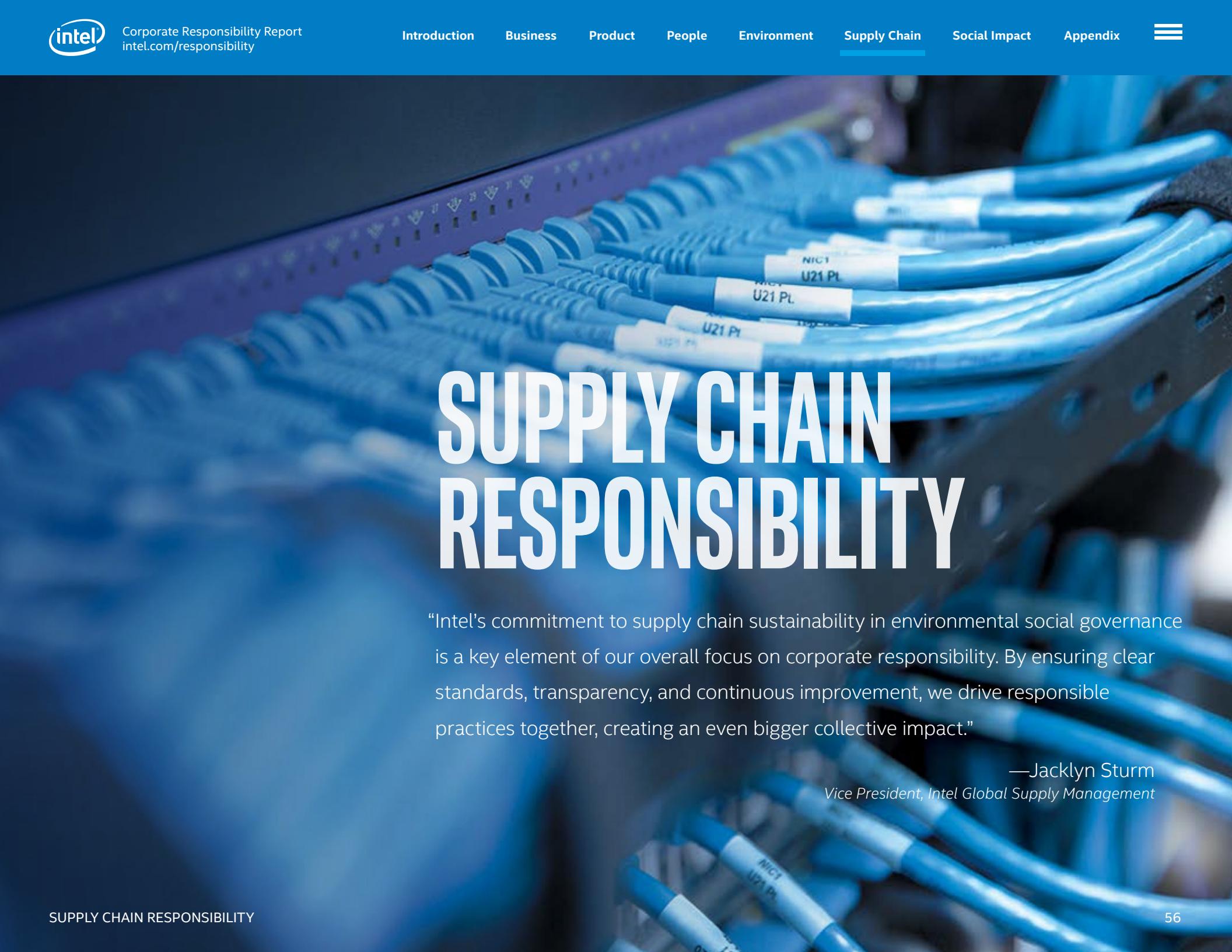
Progress: On track

Commentary: We have achieved LEED certification for over 14.5 million square feet of space in 45 buildings around the world (approximately 25% of our total building space), and are on track to achieve our goal.

LEED Certified Square Footage[1]

[1] Global, cumulative

SUPPLY CHAIN RESPONSIBILITY

"Intel's commitment to supply chain sustainability in environmental social governance is a key element of our overall focus on corporate responsibility. By ensuring clear standards, transparency, and continuous improvement, we drive responsible practices together, creating an even bigger collective impact."

—Jacklyn Sturm
Vice President, Intel Global Supply Management

Highlights

The percentage of participating suppliers who have met all of the requirements in Intel's Program to Accelerate Supplier Sustainability has increased from 57% to 79% in just three years.

We are on track to reach our goal of increasing our annual spending with certified diverse-owned suppliers to $1 billion by 2020.

In 2015, audits covering environmental, safety, and human rights factors such as slavery and human trafficking were completed at 121 of our supplier facilities.

In 2013, we proudly began manufacturing microprocessors that are "conflict-free" for tin, tantalum, tungsten, and gold, and have set a goal to validate our broader product base as conflict-free in 2016.

Through collaboration with our logistics suppliers, we have reduced our transportation-related greenhouse gas emissions 32% since 2011.

In This Section

Our Global Supply Chain

Management Approach

Supplier Diversity
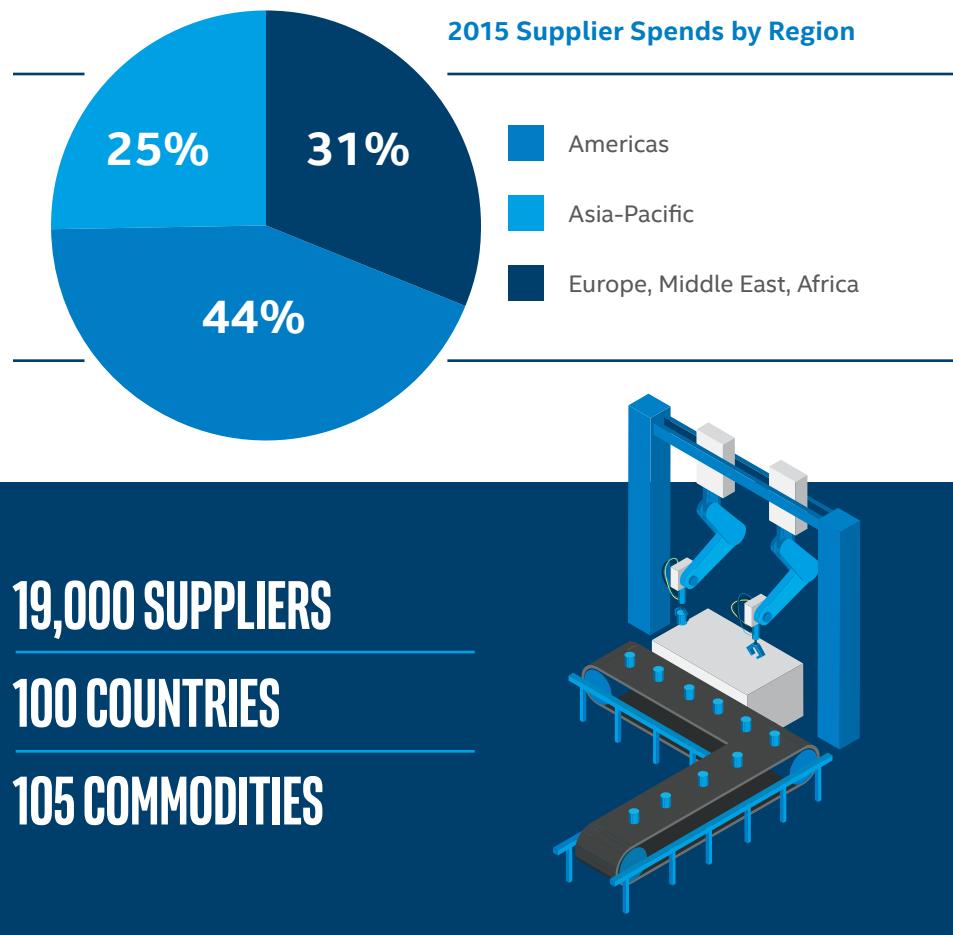
Supplier Environmental Impact

Conflict-Free Products

Performance Summary and Goals

Our Global Supply Chain

Our multi-tiered supply chain comprises more than 19,000 suppliers in over 100 countries. Suppliers provide direct materials for our production processes, tools, and machines for our factories, logistics, and packaging services, and non-production office materials and travel services. We also rely on others to manufacture, assemble, and test some of our components and products, particularly for our networking, mobile and communications, and NAND flash memory businesses. A list of our top 75 production materials, capital, and logistics suppliers is available in the Appendix of this report.

2015 Supplier Spends by Region

- 31%
- 25%
- 44%

- Americas
- Asia-Pacific
- Europe, Middle East, Africa

19,000 SUPPLIERS

100 COUNTRIES

105 COMMODITIES

Governance and Management

SUPPLY CHAIN RESPONSIBILITY

| CEO | Board of Directors, Corporate Governance and Nominating Committee |

Since 2003, we have formalized responsibility for oversight of corporate responsibility issues (including supply chain issues) at the CEO and Board of Directors level.

Sustainability Committee

Our Sustainability Committee is responsible for general oversight of our corporate-wide sustainability strategy, policies, and management processes, including supply chain responsibility.

Cross Supply Chain Decision Forum

Our Cross Supply Chain Decision Forum is responsible for oversight of supply chain responsibility performance within our supply chain.

| Supply Chain Sustainability Team | Supplier Managers | Business Units |

Our Supply Chain Sustainability team manages CSR performance within our supply chain. Supplier managers oversee individual supplier performance. Business units contribute additional expertise, depending on their role in the company.

We maintain an integrated and horizontal approach to managing sustainability issues in our supply chain. Our crisis management function is embedded across all levels of our supply chain management structure.

Management Approach

Actively managing our supply chain creates business value for Intel and our customers by helping us reduce risks, improve product quality, achieve environmental goals, and raise the overall performance of our suppliers. We work to advance accountability and improve performance across our entire supply chain. Assessments, audits, and capability-building programs help us ensure that our supply chain is both resilient and responsible. These efforts are part of our broader focus on respecting human rights. Read more about our commitment to human rights in the Our Business section of this report.

Setting Clear Expectations

We hold ourselves accountable to meet or exceed the same standards that we set for our suppliers, and audit ourselves to the same standards. We expect our suppliers to comply with Intel's Code of Conduct and the Electronic Industry Citizenship Coalition Code of Conduct (EICC Code). The EICC Code describes electronics industry standards around environmental, social, and ethical issues, and is consistent with Intel's Code of Conduct and Human Rights Principles. We also expect our suppliers to ensure that their suppliers abide by the EICC Code.

In addition, we expect our suppliers to develop their own corporate responsibility strategies, policies, and processes; set goals and report on their performance; engage with and audit their own suppliers; and develop, manage, and regularly test business continuity plans similar to those that our own crisis management organization develops to manage Intel's end-to-end response to crises and major business disruptions.

Support for United Nations Goals

The United Nations Sustainable Development Goals are aimed at stimulating action in areas of critical importance for humanity and the planet. We support these goals, and with our purchasing power and policies, we help our suppliers contribute to the achievement of the following two goals in particular:

SDG 8

Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.
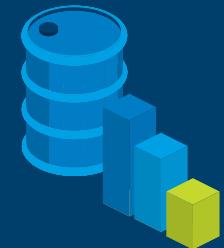
Intel's supplier expectations and supplier accountability measures help protect labor rights, promote safe and secure working environments, and eradicate forced labor within our industry.

SDG 12

Ensure sustainable consumption and production patterns.

Our supplier expectations and accountability measures help suppliers reduce their environmental impact, responsibly manage chemical use and waste, and adopt sustainable practices and reporting.

We clearly communicate our supplier expectations in our supplier contracts and request-for-proposal documents, and on our supplier website. We also reinforce these expectations through regular communication at meetings and training events, and in our annual expectations letter to all suppliers.

Intel's EICC Commitment letter, Code of Conduct, Human Rights Principles, and other corporate governance and business ethics documents are available on our Governance and Ethics website. Read more about Intel's commitment to human rights in the Our Business section of this report.

Building Skills and Capabilities

Many electronics industry supply chain issues are symptoms of systemic problems that may require upgrades to management systems and changes in business and company culture. To enable broad, sustainable change, we provide training, infrastructure, and tools to help our suppliers grow and improve. Examples of the ways we support suppliers include:

Online Resources. All suppliers have access to Intel's complimentary interactive Supplier Sustainability Resource Center, which includes on-demand webinars available in both English and Mandarin. Topics covered

In 1998, Intel first codified its expectations of suppliers regarding human resources, environmental management, worker safety, and business ethics.

include management systems, working hours, social insurance in China, EICC Code changes, and Lean* manufacturing and its positive impact on sustainability.

Face-to-Face Workshops. As part of a program launched in 2014, we engaged supply chain sustainability consultant ELEVATE to work closely with new suppliers in China. This engagement holistically addresses work-hours management and continues to deliver strong results for participating suppliers.

Direct Engagement. In partnership with non-governmental organizations and three other IT companies, Intel helped deliver three face-to-face workshops in Malaysia focused on preventing forced and bonded labor in the supply chain. Suppliers and their labor agents heard from government representatives and learned about EICC Code requirements, best practices for ensuring strong compliance, and ideas for closing process gaps in the way foreign workers are hired and managed.

Industry Collaboration. We continue to actively work with a number of external supply chain-related organizations, including the EICC, SIA, and SEMI, to help set electronics industry-wide standards, develop audit processes, address third-party anti-corruption issues, ensure membership compliance, and develop tools to track assessment data and emissions information.

Holding Suppliers Accountable

We use a variety of tools and processes to manage supplier performance to our expectations, including our Supplier Report Card (SRC), assessments and audits, our Program to Accelerate Supplier Sustainability (PASS), and targeted action plans.

The percentage of participating suppliers who have met all PASS requirements has increased from 57% to 79% in just three years.

Supplier Report Card. The SRC helps us grade suppliers for product availability, cost, quality, sustainability (ethics, financial sustainability, and transparency around environmental or human rights performance), technology, and customer satisfaction.

Assessments and Audits. Supplier assessments and audits cover more than 300 environmental, safety, and human rights factors such as slavery and human trafficking, which helps us determine a supplier's risk profile. These audits, conducted by a mix of third parties and Intel personnel, follow the EICC Validated Audit Process and help us identify compliance gaps where immediate action is needed, and where longer-term, corrective "targeted action plans" should be put in place. Environmental, social, and governance criteria are also incorporated into Intel Quality Assessment audits to drive closer integration with other supplier management processes and achieve broader reach. For an overview of recent audit results, see "Performance Summary and Goals" at the end of this section.

Program to Accelerate Supplier Sustainability (PASS). PASS is a collaborative and proactive initiative designed to help our suppliers build internal capacity around corporate responsibility through rigorous commitments to compliance, transparency, and capability-building. The number of suppliers participating in PASS and their compliance rates have increased every year since Intel initiated the program in 2013.

Targeted Action Plans. When suppliers do not make sufficient progress to address audit findings, we require that they develop and obtain Intel's approval on "get-well action plans." Our goal is to work with a supplier until all findings are satisfactorily resolved. However, if satisfactory progress is not made, we are prepared to take additional action, such as not awarding new business ("conditional use" status) until issues are resolved, or ending the supplier relationship. A few suppliers who are "at risk" and have get-well action plans are listed in "Performance Summary and Goals" at the end of this section.

A Risk-Based Approach to Supplier Assessments

New Supplier Assessment: A short 20-50 question survey is sent to new suppliers to determine whether a specific supplier facility is of potential high risk.

Self-Assessment Questionnaire (SAQ): All strategic suppliers complete the EICC SAQ annually. The SAQ is an in-depth, online questionnaire that determines a facility's potential gaps to the EICC Code.

Audit: High-risk suppliers must undergo either an on-site audit using qualified third-party auditors following the EICC Validated Audit Process (VAP), or an on-site audit by a qualified Intel auditor. The latter audits are specialized according to risk and compliance concerns for a particular supplier or facility. Medium- or low-risk suppliers as determined by the self-assessment may also be audited at our determination.

Two Award-Winning Suppliers

We worked with Veolia, an environmental solutions company specializing in optimized resource management and winner of an Intel Preferred Quality Supplier (PQS) award, to implement a beneficial waste reuse project. We moved from incinerating solvents to a model that separates solvents and water, freeing both up for reuse. This new methodology moves Intel's waste up the hierarchy from disposal and recycle to reuse, and is in line with our public environmental goals.

Fujimi Corporation, a provider of chemical mechanical planarization and silicon polishing slurries and a winner of an Intel PQS, partnered with the Oregon Department of Environmental Quality on a new process to capture reverse osmosis by product for use in landscape irrigation. This approach resulted in an average savings for Intel of 163,000 gallons of incoming water per month during the irrigation season.

Recognizing and Rewarding Performance

We provide regular feedback to suppliers on their achievements and progress, and integrate corporate responsibility considerations into our supplier awards and Supplier Continuous Quality Improvement (SCQI) Program. The SCQI Program recognizes suppliers that have demonstrated outstanding performance with either SCQI, Preferred Quality Supplier (PQS) status, or the Supplier Achievement Award. To be eligible for the awards, suppliers must meet PASS requirements related to overall sustainability compliance, transparency, and capability-building, as well as cost, quality, availability, delivery, and technology.

For more information about the awards and a list of recent SCQI and PQS winners, visit our Supplier Quality Portal.

Supplier Diversity

We believe that working with a diverse supply chain brings innovation and greater value to our business. While we have been committed to supplier diversity for many years, in 2015 we greatly strengthened that commitment with a new goal to increase our spending with diverse suppliers to $1 billion by 2020.[1] To achieve this ambitious goal, we are increasing internal awareness, augmenting our diverse supplier outreach and engagement efforts, and continuing our collaborations with supplier diversity-focused organizations.

Increasing Internal Awareness

Educating our employees about our supplier diversity efforts enables them to better help us achieve our goals. Our internal efforts include increasing transparency around spending with diverse suppliers, sharing information at on-site roadshows, and presenting at employee forums.

Outreach and Engagement

Through both internal and external programs, we work to develop new diverse suppliers and promote existing ones. For example, we work with WEConnect International to coach and mentor diverse enterprises on how to do business with large companies like Intel. Over the last year, our global outreach efforts have helped us engage with more than 1,000 new and diverse entrepreneurs who aspire to become Intel suppliers.

Collaboration

We collaborate with a number of organizations, such as the National Minority Supplier Development Council, WEConnect International, the Women's Business Enterprise National Council, and the National Gay and Lesbian Chamber of Commerce, to help promote supplier diversity awareness. We work with these organizations and more, participating in events dedicated to supplier diversity.

We continue to serve in leadership positions by co-chairing the Technology Industry Group and joining the boards of WEConnect International, the National Minority supplier Development Council, and the Northwest Mountain Minority Supplier Development Council. Our service to these organizations underscores our commitment to supplier diversity within the technology industry.

Intel's Second Tier Program supports our efforts to advance the development of a healthy, diverse supply chain by influencing our strategic suppliers to increase their spending with diverse-owned businesses. Where we are able to directly attribute their spending with diverse-owned businesses to our business purchases, we count these spends towards our $1 billion 2020 goal.

For an overview of our progress toward meeting our 2020 supplier diversity goal, see "Performance Summary and Goals" at the end of this section. For more information on our supplier diversity initiatives, visit our Supplier Diversity website or read the 2015 Intel Diversity and Inclusion Report.

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[1] We recognize diverse suppliers as businesses that are 51% owned and operated by at least one of the following: minorities as defined by the country where the business was established; women; service-disabled veterans; persons who are lesbian, gay, bisexual, or transgender; or persons with a disability. Within the U.S., we also recognize suppliers that are owned and operated by veterans (including service-disabled veterans), Small Disadvantaged Enterprise, HUB Zone, and 8A categories, and are certified small as defined by the U.S. Small Business Administration.

Supplier Spotlight: SHI International

Intel needed to make a global purchase of IT hardware to send to sites in Russia, China, Argentina, Malaysia, and India. Originally, the company planned to source the items locally in each of the geographies. Hours of productivity would be required to manage schedules, time zones, customs, and paperwork.

To streamline the process, Intel supplier SHI International came up with a custom capability to import the required equipment to each geography. Now this capability is part of a suite of solutions that SHI offers its customers.

SHI, a corporate reseller of software, hardware, and related services, is the largest minority- and woman-owned business enterprise (MWBE) in the U.S. The company has 3,000 employees in 30 offices around the world. More importantly, it boasts a 99% annual customer retention rate.

"SHI is constantly growing in response to the needs of its customers," said Thai Lee, SHI President and CEO. "Through our efforts to provide solutions that exceed our customers' expectations, SHI has transformed

from a $1 million 'software-only' regional reseller into a $6 billion-plus global provider of information technology products and services."

"MWBEs like SHI often go the extra mile to foster long-term, mutually beneficial relationships with customers like Intel," said Minea Moore, Head of Intel Global Supplier Diversity and Inclusion. "By listening carefully, thinking differently, and acting proactively, they bring value to both Intel and their own business."

"In addition to fostering a mutually beneficial partnership, companies like Intel feature some of the world's largest and most complex IT environments," Lee added. "Through the years, both SHI and thousands of our customers have benefited from the experience SHI has gained while supporting Intel's unique needs around the globe."

"Minority- and women-owned businesses like SHI often go the extra mile to foster long-term, mutually beneficial relationships with customers like Intel."

—*Minea Moore, Head of Intel Global Supplier Diversity and Inclusion*

Supplier Environmental Impact

We partner with our suppliers to manage their environmental impact, which reduces our own environmental impact, lowers supply chain risk, and can sometimes reduce cost. We focus our primary efforts on increasing transparency, reducing waste, and reducing greenhouse gas emissions associated with transportation.

Increasing Transparency

We have a long history of publicly reporting our own environmental impact, beginning with our first Environmental Health and Safety report in 1994. As such, we encourage our suppliers to be transparent, and in previous years, have requested that our top suppliers publish their own corporate responsibility reports. We also currently include an environmental metric as part of the PASS program requirements.

Reducing Waste

Our procurement and event marketing teams work with our event suppliers to reduce the environmental impact of Intel events, including conferences, trade shows, and meetings. Step-by-step planning guides, training webinars, and mentorship support are available to help Intel event planners contribute to Intel's sustainability goals.

We also work with our logistics and packaging suppliers to drive changes in the materials that we use to ship products between Intel sites and to our customers. Our long-term vision is to achieve 100% sustainable packaging for all inbound, outbound, and return shipments.

Reducing Greenhouse Gas Emissions

We reduce the greenhouse gas emissions related to our transportation and logistics network by using suppliers with more efficient fleets, optimizing packaging to reduce shipments or lower shipping weight, and by increasing local sourcing. As of the end of 2015, we had reduced these emissions 32% compared to our 2011 baseline. We will continue to work with our transportation and logistics providers to further reduce their environmental impact. We also collaborate with organizations such as the Global Logistics Emissions Council to drive change through the transportation and logistics industry.

Within our own fleet of leased vehicles, we have a goal to achieve an 85% "green" ground transportation fleet by 2016, and we are working closely with our transportation suppliers to achieve this goal, primarily by offering more hybrid and alternative fuel vehicles, as well as vehicles with a higher mile-per-gallon rating. As of the end of 2015, approximately 80% of our transportation fleet meets our definition of "green."

Conflict-Free Products

Like many companies in the electronics industry, we use tin, tantalum, tungsten, and gold in our manufacturing processes, or have suppliers who do so. These metals, also known as "conflict minerals[1]," could be sourced within the Democratic Republic of the Congo (DRC) or adjoining countries from mines under the control of armed groups who exploit mine workers to fund violence, genocide, and other crimes against humanity.

Since 2008, when we became aware of the potential for conflict minerals to enter our supply chain, we responded with urgency to invest significant resources in developing systems to validate "conflict-free[2]" sources of these minerals. In 2013, we proudly began manufacturing microprocessors that are conflict-free for tin, tantalum, tungsten, and gold.

In pursuit of a conflict-free supply chain, Intel aims to raise awareness about the conflict minerals issue and inspire consumers to make conflict-free choices. To help our customers choose products responsibly, we use a badge to identify Intel processors that are conflict-free. Learn more on our conflict minerals website.

Our latest goal, set in 2014, is to validate our broader product base as conflict-free in 2016. For an overview of our progress toward this goal, see "Performance Summary and Goals" later in this section.

Driving Accountability in the Electronics Supply Chain

Our leadership and participation in the Conflict-Free Sourcing Initiative (CFSI), Conflict-Free Smelter Program (CFSP), and other sourcing initiatives allows us to regularly collaborate with other companies and industries to address this serious issue. In addition, we believe that the U.S. Securities and Exchange Commission conflict mineral disclosure requirements, which resulted from the U.S. Congress Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010, have been helpful in bringing others to the table and maintaining broad momentum on this issue.

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[1] "Conflict minerals," as defined by the U.S. Securities and Exchange Commission (SEC), is a broad term that means tin, tantalum, tungsten, and gold, regardless of whether these minerals finance conflict in the Democratic Republic of the Congo (DRC) or adjoining countries.

[2] "Conflict-free" refers to products, suppliers, supply chains, smelters, and refiners that, based on our due diligence, do not contain or source tantalum, tin, tungsten, or gold that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries.

Due Diligence and Transparency

We request that our direct suppliers identify the smelters, refiners, and countries of origin of the conflict minerals in products they supply to Intel. We regularly review and update this information several times a year.

Our conflict minerals website helps customers, suppliers, and consumers understand the importance of addressing this issue. Read our Conflict Minerals white paper for detailed information about the steps we've taken to increase and improve due diligence and transparency around conflict minerals.

Supporting In-Region Sourcing

We also support initiatives that enable responsible in-region minerals trade from the DRC and adjoining countries. This support is important, because the controversies surrounding mining in the DRC and Central Africa have driven down demand, and have inadvertently had a negative economic impact on legitimate miners.

Intel continues to work with governments and NGOs to support legitimate mineral suppliers, both independently and as part of the CFSI. For example, Intel supports Solutions for Hope and is an associate member of the International Tin Research Institute Tin Supply Chain Initiative. These programs help enable responsibly sourced tin, tantalum, and tungsten from the DRC and adjoining countries to enter the supply chain by validating that the minerals meet the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals From Conflict-Affected and High-Risk Areas. We also support the U.S. Department of State and U.S. Agency for International Development Public-Private Alliance for Responsible Minerals Trade.

Continuing Pursuit of Conflict-Free

Even though we have achieved the milestone of manufacturing conflict-free microprocessors, we will continue to make smelter visits and support independent third-party smelter audits; encourage participation in the CFSI and CFSP; and work with business partners, governments, and NGOs to make faster and deeper strides toward conflict-free products worldwide.

Performance Summary and Goals

In 2015, we continued to drive performance improvements in our supply chain. We made great progress toward meeting our supplier diversity goal, and continued to collaborate with our suppliers around capability-building and reducing environmental impact.

Supplier Requirements and Audits
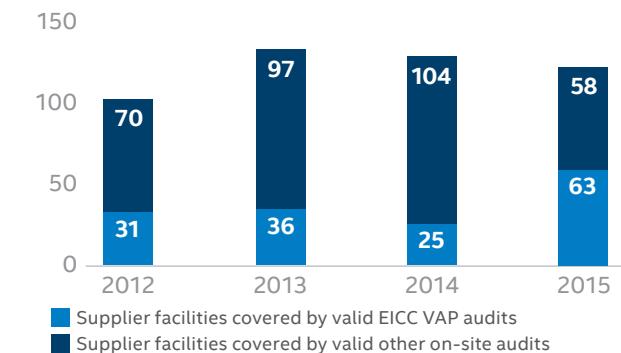
Goal: Complete or review an on-site audit for each of our Top 75 suppliers by the end of 2016.

Progress: On track

Commentary: Intel increased the use of EICC VAP auditing to help suppliers increase transparency across their customer base and to better leverage industry collaboration in addressing sustainability standards. Validated audits for 60 suppliers from our Top 75 2014 supplier list were completed by 2015, bringing us to 80% achievement of our 2016 goal.

Most audit findings in 2015 were in the areas of occupational health and safety (OHS) and labor, as they were in 2014 and 2013. Since we began disclosing this data in 2011, the average number of findings has decreased.

Supplier Facilities Covered by Valid Audits

Legend:
- ■ Supplier facilities covered by valid EICC VAP audits
- ■ Supplier facilities covered by valid other on-site audits

Our supplier audits are based on EICC Code of Conduct requirements for third-party audits and internal criteria defined by Intel management. In 2015, Intel introduced an improved way to ensure the quality of our sustainability performance indicators. The information displayed in the charts reflects a reconciliation of past data and 2015 results that aligns the process and method of performance tracking.

Supplier Capacity-Building Initiatives

In 2015, the number of suppliers using our supplier capability-building resources increased. Our Supplier Sustainability Resource Center experienced a 54% increase in registered users, and an 89% increase in webinar attendance. We delivered more than 20 webinars in 2015 (a 30% increase over 2014), and will continue to leverage this platform in 2016, including expanding offerings in Japanese and covering critical emerging supply chain responsibility issues.

A few of our suppliers are not meeting our supplier requirements, and have been required to develop "get well" action plans; these suppliers are disclosed in the list at right. Their progress is reviewed quarterly, and they are removed from the list only after we have verified that all significant issues have been closed, and business practices and processes have been put in place to prevent the recurrence of these issues. While complete closure of all issues can take several years, many of the suppliers that are currently on this list have made substantial progress toward addressing their identified issues.

To help these suppliers make progress toward fully meeting our supplier requirements, we take a number of actions to drive sustainable change. These actions include additional auditing and reviews, increased capability-building resources such as Intel-funded consulting to directly engage with supplier senior management and operations, and increased frequency and engagement between Intel executives and supplier senior management. We are committed to driving improvements in performance across our supply chain.

2015 Supplier Targeted Action Plan Summary

Supplier/Division	Status	Area of Concern
Flextronics[1]	At risk	Labor
Foxconn[1]	At risk	Environmental Health and Safety
Lotes[2]	On track	Occupational Health and Safety
Nan Ya PCB	On track	Labor
Pegatron	On track	Labor
Quanta	On track	Labor
Sanmina[1]	At risk	Environmental Health and Safety; Labor
TTM Technologies[2]	On track	Labor

[1] Suppliers under Conditional Use.   [2] Multiple sites.

Green Transportation

Goal: Establish an 85% "green" Intel ground transportation fleet by 2016.

Progress: On track

Commentary: In 2015, we worked with our suppliers to increase the number of hybrid vehicles and vehicles with a higher mile-per-gallon rating available to our employees. Approximately 80% of our ground transportation fleet meets our definition for "green" and we are on track to meet our 2016 goal.

Conflict Minerals[1]

Goal: Validate our broader product base as conflict-free[2] in 2016.

Progress: On track

Commentary: By December 2015, we had visited 104 smelters and refiners in 21 countries, and 213 smelters and refiners had been identified as compliant to the CFSP audit protocol or similar independent third-party audit program designed to validate the sourcing practices of smelters and refiners. A number of smelters and refiners are not yet compliant, and we are working with those in our supply chain to ensure they have the support needed to meet the CFSP requirements.

Supplier Diversity

Goal: Increase our annual spending with certified diverse-owned suppliers to $1 billion by 2020.[3]

Progress: On track

Commentary: We focused on building the foundation and infrastructure we need to establish a more diverse supply chain. We also spent $299 million with diverse suppliers in 2015, double the $150 million we spent in 2014. We are on track to meet our 2020 goal.

[1] "Conflict minerals," as defined by the U.S. Securities and Exchange Commission (SEC), is a broad term that means tin, tantalum, tungsten, and gold, regardless of whether these minerals finance conflict in the Democratic Republic of the Congo (DRC) or adjoining countries.

[2] "Conflict-free" refers to products, suppliers, supply chains, smelters, and refiners that, based on our due diligence, do not contain or source tantalum, tin, tungsten, or gold that directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining countries.

[3] We recognize diverse suppliers as businesses that are 51% owned and operated by at least one of the following: minorities as defined by the country where the business was established; women; service-disabled veterans; persons who are lesbian, gay, bisexual, or transgender; or persons with a disability. Within the U.S., we also recognize suppliers that are owned and operated by veterans (including service-disabled veterans), Small Disadvantaged Enterprise, HUB Zone, and 8A categories, and are certified small as defined by the U.S. Small Business Administration.

SOCIAL IMPACT

"Technology is changing our world. At Intel, we are committed to ensure this change is positive and accessible for all. Our collective success—especially where we empower youth achievement—is critical for our best possible future."

—Rosalind Hudnell
Vice President, Human Resources
Director, Corporate Affairs
President, Intel Foundation

Highlights

Intel has led over 300 programs in more than 100 countries to provide professional development for teachers; support student achievements in science, technology, engineering, and math; and enable access to relevant content.

Since its launch in 2003, the Intel® Learn Program has provided opportunities for more than 10.4 million learners to acquire technology literacy and entrepreneurship skills.

As part of the Intel She Will Connect initiative, we set an ambitious goal to reduce the Internet gender gap by 50% in sub-Saharan Africa by reaching 5 million women by 2020.

In 2015, the Intel Foundation paid out $9.1 million in matching grants for schools and nonprofits, bringing total contributions to almost $42.7 million over the past five years.

Through our Intel Education Service Corps program, teams of volunteers have donated skilled labor worth over $10.4 million[1] since 2009, as they traveled to more than 25 countries to help deploy technology solutions.

[1] Based on a senior IT professional per-hour rate from the Taproot Foundation.

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Social Impact and Business Value

As a technology and business leader, Intel works to address major social issues that we face today—around the world and in our own backyards. From advancing global education and promoting broad economic development, to working hand in hand with neighbors in our communities, we are committed to applying technology and the talents of our employees to improve lives and inspire the next generation of innovators.

Our investments and engagement around social issues generate significant value for Intel[1] and our stakeholders. The constructive relationships and trust that we build with governments, neighbors, schools, and other community members help create a positive business environment for Intel. In addition, engaging our employees in meaningful volunteer experiences positively impacts their satisfaction and pride, and helps us attract and retain talented people.

Intel's investments in education expand opportunities for young people while also benefiting the company. Our success rests on the availability of skilled workers, a healthy technology ecosystem, and knowledgeable customers. In turn, the health of local economies—including those where our employees live and work—depends on access to technology and quality education. Applications of technology in education also create market opportunities for Intel.

In addition, our education programs support our long-term corporate diversity objectives by encouraging girls, women, and youth in underserved communities to pursue careers in science, technology, engineering, and

[1] References to "Intel" throughout this section refer to Intel Corporation, not the Intel Foundation.

math. Closing the gender gaps in education and technology has important benefits for our business, as it expands our talent pipeline and creates educated consumers.

Entrepreneurship is a core driver of a country's sustainable growth. Our initiatives in this area seek to increase individual employability, drive innovation, and accelerate economic growth with a focus on computing technology.

Management Approach

Our Corporate Affairs organization leads Intel's social impact initiatives in partnership with internal groups within our business units, such as Human Resources and the Intel Labs. We also collaborate with external organizations, including the United States Agency for

International Development, the World Bank, the United Nations, other corporations, and nonprofit organizations.

We provide both financial and in-kind support to our partners to enable governments, non-governmental organizations (NGOs), and educators to reach their goals more effectively. The net result is shared social value that ranges from expanding technology access for students in emerging markets to helping local nonprofit organizations serve more people through better use of technology and more efficient processes. And while many of these initiatives are focused on regions where we have a large operational presence, we also work to maximize impact in other parts of the world—providing, for example, digital literacy training in Kenya and entrepreneurship programs in the Middle East.

Support for United Nations Goals

The United Nations Sustainable Development Goals (SDGs) are aimed at stimulating action in areas of critical importance for humanity and the planet. We support these goals, and our social impact initiatives contribute to the achievement of the following two goals in particular:

SDG 4
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Intel's education initiatives are focused primarily on leveraging technology for greater impact in the classroom at the primary, secondary, and higher education levels. Our innovation and entrepreneurship initiatives also help equip youth and adults with relevant skills for employment and entrepreneurship.

SDG 5
Achieve gender equality and empower all women and girls.

Our access and empowerment initiatives aim to close the technology gender gap by increasing girls' and women's access to education, inspiring them to become creators of technology, and connecting them to opportunity through technology access and digital literacy skills training.

Funding for our social impact activities comes from both Intel and the Intel Foundation[1], and is aligned with our strategic focus areas of education and supporting local community needs. Strategic giving includes charitable giving (cash and in-kind) as well as investments in other initiatives, such as programs that empower employee giving and service, and applications of technology to create positive impact. We collaborate with external organizations, leveraging additional giving and resources to further scale our initiatives. We are committed to harnessing drivers of our own corporate success to advance economic empowerment worldwide, while also benefiting our business.

Technology Access and Empowerment

We believe that education and Internet access are fundamental rights. Connecting to technology can open doors to a wealth of financial, health, and education resources that can dramatically expand opportunities and improve lives.

A 2013 Intel report found that on average, 23% fewer women than men are online in developing countries. In some regions, the gap exceeds 40%. To that end, we focus on equipping women and youth with digital literacy skills, and empowering girls and women through technology access.

Digital Literacy Skills

The Intel Learn Program provides opportunities for children in underserved communities to acquire technology literacy, problem-solving, critical thinking, collaboration, and entrepreneurship skills. The program extends learning beyond classrooms to informal environments in community centers. Intel Learn includes over 90 hours of project-based curricula designed to tap into children's interest in their communities. The Intel Learn Easy Steps digital literacy course is designed for youth and adults in developing countries who have little or no computer experience. Participants learn basic skills that can prepare them to participate in the digital world and increase economic opportunities. The Intel Learn Program, deployed through partnerships with NGOs and governments, has reached more than 10.4 million learners in 17 languages and 35 countries since its launch in 2003. For more information, visit the Intel Learn website.

Empowering Girls and Women

For many years, Intel's education programs have been helping to improve educational opportunity for girls and women in STEM fields. In addition to providing scholarships and research fellowships, Intel and the Intel Foundation invest in many other programs and partnerships to inspire, engage, and retain more girls and women in technology and engineering fields. These programs include science competitions that attract significant numbers of female competitors, as well as programs specifically for girls, such as Girls Who Code and the National Center for Women and Information Technology Aspire IT program.

To help drive increased awareness and investment to expand education access for girls, since 2010, Intel has been a founding strategic partner of Girl Rising, a film and global social action campaign. Intel is also part of Girl Rising: ENGAGE, a collaboration between Girl Rising, USAID, and other organizations working to deepen the impact of the campaign at a grassroots level in India, Nigeria, and the Democratic Republic of the Congo. To learn more, visit the Girl Rising website.

Connecting Women to Opportunity Through Technology

The Intel® She Will Connect program uses an innovative combination of digital literacy training, online peer networks, and gender-relevant content to help young women acquire or improve digital literacy skills and expand their understanding of the benefits of the Internet so that they can connect to new information and opportunities.

The Women and the Web Alliance—a public-private partnership that includes USAID, NetHope, Intel, World Pulse, World Vision, UN Women, and Women in Technology in Nigeria—is supporting implementation and scaling of the program.

As a part of the initiative, we set an ambitious goal to reduce the Internet gender gap by 50% in Sub-Saharan Africa by reaching 5 million women by 2020. For details on our progress toward this goal, read "Performance Summary and Goals" later in this section.

When women are connected to the Internet, lives change—economic and educational opportunities are discovered, self-confidence rises, and connections are made. See how the Intel She Will Connect program is helping women change their lives.

[1] Through local and national grants, the Intel Foundation—funded solely with Intel Corporation donations—works to fuel innovation and student interest in math, science, engineering, and entrepreneurship; empower women and underserved youth; and enable university education and research. The Foundation also supports Intel employees' generosity and passion for volunteerism by matching grants for service, community giving, and disaster relief programs. For more information, visit the Intel Foundation website.

Matching Organs to Patients

Embakasi Girls Secondary School sits amid corrugated metal shacks and muddy roads in the Mukuru kwa Njenga neighborhood of Nairobi, Kenya. Behind the school's dilapidated doors, a surprising transformation is occurring: Teenage girls are using technology to address real problems in their country. Knowing that Kenya does not have a national organ donor program, for example, Embakasi student Carolyn Wambui and a group of her friends developed a mobile app to help match organ donors with patients who need transplants. Their app is now being tested in hospitals across Kenya.

Carolyn's achievement was made possible because of her remarkable teacher, Damaris Mutati. In 2012, Mutati began to integrate technology into her classroom after participating in the Intel® Teach program. In early 2015, she received additional training when Intel partnered with NGO Global Peace Foundation to bring the Intel She Will Connect Program to her area. Through this program, Mutati learned how to teach basic digital literacy skills to others by using the Intel® Learn Easy Steps curriculum.

In March 2015, several Intel employees celebrated International Women's Day by introducing Intel® XDK, a mobile programming language, to a group of high school girls in Kenya. Among them were Carolyn and several of Mutati's other students. Because Mutati had already done a great job of arming the girls with basic technology skills, the one-day coding training session was the girls needed to begin creating their own mobile apps. "A lot of things have changed for me since being introduced to coding," says Carolyn. "I now think of coding as a possible way to help solve most everyday problems."

Mutati is proud that she is successfully encouraging more girls to take up careers in computing. "The world is very competitive," she says. "By embracing technology, I am able to give [my students] a level playing ground."

Learn more on our website.

"My involvement in Intel programs made the teaching and learning process in class very exciting."

—*Damaris Mutati, teacher at Embakasi Girls Secondary School in Nairobi, Kenya*

Global Reach, Local Impact

Intel employees, technology, products, environmental initiatives, and social impact programs profoundly impact people around the world in positive ways.

1 Closing Gender Gaps

Intel partnered with the U.S. State Department to bring together 120 young women from the U.S. and eight African nations for a three-week camp in Rwanda focused on science, technology, engineering, art and design, and math. Intel Education Service Corps volunteers delivered training and facilitated the participants' creation of prototypes that were shared with a delegation of VIPs, including the First Lady of Rwanda.

2 Supporting the Local Community

An Intel Involved Hero Award finalist has tirelessly volunteered on multiple projects to improve lives in his community in Argentina. His efforts have included raising funds to help people affected by floods, leading a community service day that involved dozens of other volunteers, and organizing a hackathon aimed at developing mobile apps to assist people with autism.

3 Empowering Entrepreneurs

A 43-year-old mother of four in the Philippines launched a rice-selling business after gaining basic digital literacy skills through an Intel Learn Easy Steps course at a local training center. Her income has skyrocketed, and she can now afford to feed her family, send her children to school, purchase a vehicle, and even open a neighborhood convenience store.

4 Taking Learning Outdoors

A group of employee volunteers from Swindon, U.K. received an Intel Involved Matching Seed Grant to complete an outdoor learning area at a primary school.

5 Fueling the Maker Movement

Shocked at the high price of traditional Braille printers, a 12-year-old from Santa Clara, California came up with a cheaper way to help people with visual impairments read. Using LEGO* building kits and an Intel® Edison board popular with young makers, he built a low-cost Braille printer and then launched a company to develop "humanely optimized," affordable solutions to other life challenges.

6 Teaching Digital Literacy

Intel Education Service Corps volunteers traveled to Kenya to support the implementation of a mobile learning platform designed to help young women in Africa acquire digital literacy skills. The platform is part of the Intel She Will Connect initiative aimed at connecting millions of women in to a wealth of new opportunities through technology.

7 Demystifying Technology

For more than 15 years, an Intel Involved Hero Award finalist in Bangalore, India has volunteered in a broad range of areas, including education, health, the environment, disability, and technology for good. His recent "Demystifying Technology" sessions have reached some 6,500 rural and underserved students.

8 Fostering Creativity

In Malaysia, a team of volunteers received an Intel Involved Matching Seed Grant to establish a maker space at a local school. They plan to lead a series of workshops in the space on topics such as 3-D design, making drones, and creating things using Intel® Galileo boards and Intel Edison compute modules.

9 **Creating Rooftop Gardens**

Volunteers in South Korea received an Intel Involved Matching Seed Grant to create rooftop gardens at child care facilities. They also are developing hands-on solar energy projects for the children.

10 **Supporting Social Innovation**

To introduce innovation concepts, Intel Education Service Corps volunteers conducted a two-week maker workshop for students, faculty members, and technicians from 10 universities in Jordan. The volunteers introduced the Intel Galileo microcontroller, designed to enable people to easily become makers of technology that can help solve social problems.

11 **Encouraging Active Play**

In Romania, Intel volunteers received an Intel Involved Matching Seed Grant to transform an empty space in a small village near Bucharest into an area for indoor sports. The "mini-gym" will give students at an adjacent school a place for active play during the long winter months.

12 **Teaching Management Skills**

To help young people acquire theskills needed to lead efforts to overcome challenges in developing countries, an Intel Involved Hero Award finalist designed curricula and recruited other volunteers to help him teach project management skills at public schools in Costa Rica.

13 **Organizing for Autism**

An Intel Involved Hero Award finalist in Dalian, China has led multiple efforts to assist people in her community affected by autism. She has donated more than 1,000 hours of her time to raise funds and lead other volunteers in helping people with autism develop their artistic potential.

14 **Providing Legal Assistance**

An Intel lawyer in Arizona is one of many employees who generously donate their skills to local communities. His extensive pro bono work on behalf of disadvantaged people has led to the establishment of a debt counseling clinic and a "Wills for Families" project.

15 **Training Healthcare Workers**

As part of an ongoing collaboration between Intel, a maternal health NGO, and the Ghana Ministry of Health, Intel Education Service Corps volunteers supported the roll-out of an e-learning program for 36 midwife training schools and 12 community health nursing schools in Ghana. The program aims to improve frontline healthcare workers' expertise in essential lifesaving skills.

16 **Biking for Social Integration**

An Intel Involved Hero Award finalist in Israel volunteers with an organization that uses sports to promote social integration of youth and adults with special needs. His efforts include fundraising, establishing a management team, planning social activities, and recruiting other volunteers. He also takes members for multi-hour rides on a tandem bicycle.

17 **Preparing Youth for Employment**

In Vietnam, Intel volunteers are mentoring students—particularly young women—to prepare them for employment. Their goal is to provide the students with the social, communication, and IT skills they need to work in an increasingly multicultural environment.

SOCIAL IMPACT

Education Transformation

As a technology innovator and manufacturer of some of the most complex products in the world, Intel has developed decision-making practices and problem-solving capabilities that are helping improve education worldwide. To maximize impact, we leverage our core competencies in collaborations with universities, other companies, development agencies, multilateral organizations, governments, nonprofits, and others who share our vision. Intel has led over 300 programs in more than 100 countries to provide professional development for teachers; support student achievements in science, technology, engineering, and math (STEM); enable access to relevant, local digitized content; and more. Visit the Intel® Education website for additional information.

Teacher Professional Learning

For close to two decades, we have enabled and strengthened professional development and teacher readiness—critical success factors for education reform and transformation. By using technology to help teachers cultivate skills needed in the global economy, Intel seeks to benefit students, companies, and society at large. We deliver professional learning resources that help educators become better teachers, improve learning outcomes, and prepare students for today's world.

Since 1999, the Intel® Teach Program has helped more than 15 million teachers in over 70 countries integrate technology and create active learning environments in their classrooms. Through face-to-face instruction and Intel® Teach Elements online lessons, K-12 educators learn to develop materials and activities designed to engage their students with self-directed, project-based learning. The program's free online resources, tools, and course offerings on topics such as critical thinking and collaboration in the digital classroom are available in multiple languages.

In addition, the Intel Teachers Engage online global community enables educators to connect with each other and share ideas and strategies to transform K-12 classrooms through the effective use of technology.

Intel® Education Software includes a comprehensive suite of applications that help teachers facilitate learning and efficiently manage their classrooms, while also enabling information technology departments to protect students and manage infrastructure. The applications encourage students to explore and interpret as they develop key skills related to critical thinking and problem-solving, creativity and innovation, communication, and collaboration.

Higher Education

Intel and the Intel Foundation support university programs that advance research and education in microprocessor technology, high-volume manufacturing, computer science, and other disciplines critical to our industry. Intel® Higher Education Programs, funded by Intel, interact with more than 80 universities around the world through curricula, student support programs, and research projects.

Our support of universities includes grants, curriculum, gifts, equipment donations, fellowships, scholarships, and internships. We also provide funding for larger scale university research labs, such as Intel Science and Technology Centers at several universities in the U.S., as well as Intel Collaborative Research Institutes in the U.K., Germany, and Israel.

Innovation and Entrepreneurship

Intel was founded by inventors, and the company's continued existence depends on innovation and entrepreneurship. Our own history reinforces our belief that innovation is key to driving economic growth and improving social conditions.

We are passionate about fostering entrepreneurship in communities around the world and advancing innovation to address global challenges. To do so, we collaborate with governments, educators, NGOs, and industry to invest in programs and initiatives aimed at inspiring and providing education and critical skills for young entrepreneurs, so that they can address community issues and create sustainable enterprises.

A Foundation of Science, Technology, Engineering, and Mathematics

As key drivers of innovation, STEM disciplines are critical in the complex and competitive knowledge economy. Unfortunately, it is widely acknowledged that many countries around the world suffer from students' low achievement and low interest in STEM subjects and STEM-related careers.

Intel has a vested interest in improving STEM education to strengthen the technical talent pipeline. Finding enough qualified candidates for Intel job openings remains a daunting challenge, underscoring the economic imperative to resolve the STEM skills gap in the U.S. and other parts of the world.

The Intel Foundation is the lead sponsor of two premier science competitions, the Intel International Science and Engineering Fair (Intel ISEF) and the Intel Science Talent Search, which are both programs of Society for Science & the Public. In 2015, Intel ISEF, the world's largest pre-college science competition, brought together about 1,700 young scientists from more than 75 countries, regions, and territories. Raymond Wang, a 17-year-old from Canada, won the top Intel ISEF $75,000 Gordon E. Moore Award for engineering an air inlet system to improve air quality and curb disease transmission in airplane cabins.

The Intel Science Talent Search (Intel STS), the oldest and most prestigious pre-college science competition in the U.S., provides an opportunity for high school seniors to complete an original research project and have it judged by highly regarded scientists. Since assuming title sponsorship of the contest in 1998, Intel has increased the competition's annual awards and scholarships from $205,000 to more than $1.6 million to acknowledge and encourage science and math achievements. In 2015, for the first time, three first-place prizes of $150,000 each were awarded. Top winners in 2015 were Noah Golowich, who developed a proof in a branch of mathematics known as Ramsey theory; Andrew Jin, who used machine learning to identify adaptive mutations across the human genome; and Michael Hofmann Winer, who studied how fundamental units of sound interact with electrons. Intel, a proud supporter of the competition for almost 20 years, will step down as the sponsor in 2017.

Intel and the Intel Foundation also support local and regional science competitions like the China Adolescents Science and Technology Innovation Contest, the largest science competition in China for youth in grades 1-12. For more information on our education competitions, visit the Intel® Education—Education Programs website.

Encouraging Entrepreneurship

Intel partners with educators and governments to develop curricula, training, workshops, and leadership seminars that encourage entrepreneurship teaching, culture, and learning. The Intel Learn Program, for example, includes entrepreneurship curriculum, and the Intel® Youth Enterprise Program has helped high school and undergraduate students develop ideation and innovation skills while working to solve social problems.

Intel-supported local and regional business plan competitions also encourage young people to develop the skills they need to enter the workforce. The 2015 Intel APEC Global Challenge, for example, brought young innovators across Asia together with influencers, mentors, and potential investors from industry, government, and academia. Along with industry partners Cisco and Deutsche Telekom, we also hosted the 2015 Challenge Up! entrepreneurship competition for Europe, the Middle East, Africa, and Russia.

Maker Initiatives

In 2014, Intel released a report, "MakeHers: Engaging Girls and Women in Technology through Making, Creating and Inventing," which looks at the role of girls and women in the maker movement. Report findings suggest that girls who make, design, and create things with electronic tools may develop stronger interest and skills in computer science and engineering. As such, we support several maker programs aimed at building creative confidence in children through hands-on learning activities.

The top three winners from the 2015 Intel ISEF competition worked to curb disease transmission in airplanes, prevent environmental damage from oil spills, and improve HIV testing to save lives.

Intel is a founding sponsor of the Maker Education Initiative, along with Maker Media, Pixar, and Cognizant. Intel also drives its own Start Making! STEM initiative, which aims to build excitement in children through education around circuits, coding, and making. The program introduces hands-on learning activities that can be replicated at home or in the classroom using readily available electronics kits, software tools, and everyday household materials.

In 2015, we also supported Maker Faires in multiple locations around the world. For more information, visit the Intel Maker website.

Empowering Our People

Our employees give generously of their time, skills, and technology expertise, donating more than 6.1 million hours of service over the past five years. Read about some of our employees' 2015 volunteer efforts in the "Global Reach, Local Impact" map in this section.

Intel Involved and Skills-Based Volunteering

Through Intel Involved, our global corporate volunteer program, we identify service opportunities for individual volunteers and organize team projects. Our employees donate their energy and professional skills to tackle environmental challenges, improve education, and help meet other community needs. In recent years, our employees have increasingly found opportunities to donate the skills that they have honed at Intel—providing legal, human resources, marketing, finance, and IT expertise to schools, nonprofits, and NGOs. During 2015, employees logged an estimated 112,000 hours of skills-based volunteerism. We believe that the impact of these hours is particularly significant, in part because the services provided are those for which schools

Employee Giving

In addition to volunteering their time, our employees contribute to food, clothing, school supplies, and holiday gift drives, and donate millions of dollars to their communities. Starting in 2016, Intel is launching a year-round charitable matching program for its U.S. employees and retirees. When employees give money to an eligible nonprofit organization or school, Intel will match the gift dollar-for-dollar, up to $10,000 annually for each employee or retiree.

and nonprofits would have to pay higher rates in the marketplace. Our Legal team, for example, donated over 5,600 hours in 2015, estimated to be valued at nearly $1.1 million.[1]

Our internal research also demonstrates the business value of employees who are engaged in our Intel Involved volunteer program. In 2014, we aligned several questions in our annual volunteer impact survey with our company-wide Organizational Health Survey, and compared the responses of those who volunteered with those who did not. After controlling for the effects of employee age, length of service, gender, ethnicity, employment status, job type, and most recent performance review, we found that employees who volunteered through Intel Involved reported higher levels of commitment to Intel than those who did not volunteer.

Through the Intel Involved Matching Grant Program (IIMGP), the Intel Foundation extends the impact of volunteerism by donating cash to qualified nonprofits and schools where Intel employees and retirees donate at least 20 hours of service in a year. In 2015, the Intel Foundation paid out $9.1 million in matching grants for schools and nonprofits, bringing the total contributions to almost $42.7 million over the past five years.

Intel also offers a variety of targeted programs designed to help engage employees and retirees in service to communities around the world. The Intel Education Service Corps program, for example, provides training for teams of volunteers who then travel to developing countries to help governments, customers, and partners build capacity to solve local problems with technology. Other programs provide funding for employees to launch their own volunteer initiatives. For more details about Intel's targeted volunteer initiatives, see "Growth and Development" in the Our People section of this report.

2015 Volunteerism by the Numbers

46 Number of countries

1.3 MILLION Number of hours

41% Percentage of employees who volunteered

5,500+ Schools or nonprofits benefiting from the program

$9.1 MILLION Total dollar match under Intel Involved Matching Grant Program

$30.6 MILLION Estimated in-kind value of volunteer hours[1]

[1] Based on the 2015 Value of Volunteer Time rate of $23.56 per hour, published by Independent Sector.

For historical volunteer data and goals, download the Report Data File on the Report Builder website.

[1] Based on a senior legal professional per-hour rate from the Taproot Foundation.

Performance Summary and Goals

In 2015, we continued to demonstrate our commitment to addressing global challenges and inspiring the next generation of innovators through our targeted programs and initiatives.

Corporate Giving

2015 Total Contributions (in millions)

	United States	International	Total
Corporate Cash	$36.3	$14.6	**$50.9**
Foundation Cash	$25.9	$10.8	**$36.7**
In-Kind Giving	$2.5	$0.2	**$2.7**
Total	$64.7	$25.6	**$90.3**
Total Giving as a Percentage of Pre-tax Net Income			**0.64%**

Over the past five years, charitable giving by Intel and the Intel Foundation totaled $500.5 million, representing on average 0.66% of annual pre-tax net income.

Technology Access and Empowerment

Goal: Through the Intel® She Will Connect program, reach 5 million women in Sub-Saharan Africa by 2020.

Progress: On track

Commentary: In 2015, the program launched in Sub-Saharan Africa, where the Internet gender gap is the greatest. So far, we have reached more than 80,000 women through face-to-face trainings in Nigeria and Kenya, and an additional 15,000 women through online education. In January 2016, we launched "My Digital Journey," a first-of-its kind online learning platform that innovates around the delivery of digital literacy training and skills. We expect the platform to help us scale and reach our ambitious 2020 goal.

APPENDIX

In This Section

About this Report

We prepared this report using the Global Reporting Initiative* (GRI) Sustainability Reporting Guidelines, and self-declare the report to be prepared "in accordance" with the G4 guidelines at the comprehensive level. A GRI Content Index is provided in the Appendix, along with information about the report's scope and approach to assurance.

We continue to integrate sustainability information into our Annual Report and 10-K and other investor communications. The Our Business section of this report covers content recommended by the International Integrated Reporting Council for inclusion in "integrated reports," and can be downloaded as a standalone document or read as an interactive part of the full 2015 Corporate Responsibility Report. Please refer to the text at right for more information about navigating and customizing the report.

Additional information about Intel's operations and financial statements is available in our 2015 Annual Report and Form 10-K.

July 19, 2016 Update

In the initial publication of our FY15 Corporate Responsibility Report, we calculated Scope 2 Emissions for both the market-based and location-based accounting method using the *Total Primary Energy Supply* emission factors published in the International Energy Agency's (IEA) CO_2 Emissions Fuel Combustion Highlights 2015 Report. We have updated our Scope 2 emissions calculations by using the more specific Electricity emission factor, which replaced the factor used in our previous calculations. Our 2014 Scope 2 emissions calculation utilized the IEA's *Electricity and Heat* emission factor.

The Scope 2 market-based accounting method emissions presented in the 2015 Greenhouse Gas Emissions Reported by Type table on page 53 has been updated. The revision resulted in Scope 2 emissions for the market-based accounting method increasing by 447,000 metric tonnes of carbon dioxide equivalent (CO_2e) from 503,000 metric tonnes of CO_2e to 950,000 metric tonnes of CO_2e. The scope 2 location-based method emissions number presented in the Schedule of Selected Performance Indicators attached to the Independent Accountants' Report on page 81 has also been updated.

How to Use this Document

We created this report in Portable Document Format (PDF) to facilitate searching and customizing it, and have also optimized the design format for viewing it on tablets. Readers can create customized reports and download individual sections and supplemental materials through our Report Builder website.

For best viewing results on a PC or tablet, we recommend using Adobe Acrobat* DC or above and QuickTime.* For best printing results, use letter-size paper.

References to "Intel" throughout this document pertain to Intel Corporation. The Intel Foundation is a separate entity.

This 2015 Corporate Social Responsibility Report contains forward-looking statements, and actual results could differ materially. Risk factors that could cause actual results to differ are set forth in the "Risk Factors" section and throughout our 2015 Form 10-K, which is included in this Annual Report. These risk factors are subject to update by our future filings and submissions with the U.S. Securities and Exchange Commission and earnings releases.

Report Scope and Profile

With the Intel 2015 Corporate Responsibility Report (CR Report), we aim to provide stakeholders with a balanced view of our corporate responsibility strategy and performance for Intel's worldwide operations during fiscal year 2015 (ended December 26, 2015). Our previous report was published in May 2015.

We prepared this report using the Global Reporting Initiative* (GRI) G4 Sustainability Reporting Guidelines, and self-declare the report to be prepared "in accordance" with the G4 guidelines at the comprehensive level. A GRI Content Index is provided in this Appendix. Additional information about Intel's operations and financial statements is available in our 2015 Annual Report and Form 10-K.

We produce our CR Report in Portable Document Format (PDF). A printed executive summary of the report is available by request, and an electronic version is available on our Report Builder website.

Our sites around the world translate and customize the content of the executive summary for local stakeholders.

For a high-level overview of Intel's corporate responsibility, supporting documents, past reports, and our customized Report Builder tool, visit our Corporate Responsibility Report website.

Our CR Report does not include performance information for Intel's joint ventures or firms included in the investment portfolio of Intel Capital, Intel's global investment organization, unless specified. Unless specified, environmental and social performance data also does not include data from our subsidiaries or joint ventures.

This year's report does not reflect any significant changes in reporting scope compared to our previous report. Principles and policies apply to all officers and employees of Intel and its subsidiaries, unless otherwise noted. Environmental, health, and safety data includes widely accepted parameters and units. Key performance indicators cover our global manufacturing operations, including our wafer manufacturing and assembly and test facilities.

We report our key environmental performance indicators in both absolute terms and on a normalized, or "per unit" basis. Our Normalized Production Index (NPI) is derived from our worldwide wafer production data. The NPI is indexed to a baseline year of 2010. One important limitation of the NPI is that it does not take into account the number of additional manufacturing steps used in the newer process technologies. Underlying data for the performance graphs is available for download using our Report Builder website.

Financial data is presented in U.S. dollars. References to "Intel" throughout this document pertain to Intel Corporation. Intel Foundation is a separate entity.

Send questions, comments, or feedback to Suzanne Fallender, Director of Corporate Responsibility, Intel Corporation, 5000 W. Chandler Blvd., CH6-356, Chandler, AZ 85226 USA. You can also use our web-based feedback form or the CSR@Intel blog to contact our Corporate Responsibility team.

Approach to Report Assurance

The information in our CR Report is subject to internal reviews and, for selected content, external reviews. On a regular basis, we validate the management systems and processes used to collect the data. We have maintained a multi-site ISO 14001 certification for our manufacturing locations since 2001, which requires independent third-party audits at many of our sites each year. Our Chengdu and Vietnam sites are also certified to the ISO 50001:2011 Energy Management System standard. Intel Ireland is also accredited to the IS 393 Energy Management Standard certification. Our operations in Ireland are covered by the European Union Emissions Trading Scheme. Since 2010, Intel has maintained certification for OHSAS 18001, the internationally recognized standard for occupational safety and health management systems.

For a number of years, we have obtained third-party verification for our GHG emissions. Based on stakeholder input and trends in assurance and external verification measures, since 2012 we have engaged Ernst & Young LLP to conduct an independent review of selected indicators contained in our CR Report in accordance with AT 101, Statements on Standards for Attestation Engagements, of the American Institute of Certified Public Accountants (AICPA).

For the 2015 CR Report, we again engaged Ernst & Young to review our Scope 1 and 2 GHG emissions, U.S. water withdrawals, and selected supply chain responsibility data. Ernst & Young's review report is included in this Appendix.

Independent Accountants' Review Report

Board of Directors of Intel Corporation

We have reviewed selected quantitative performance indicators (the "Subject Matter") included in the Schedule of Selected Performance Indicators and as presented in Intel Corporation's ("Intel") 2015 Corporate Responsibility Report (the "Report") for the year ended December 26, 2015 in accordance with the relevant criteria also presented in the accompanying table. We did not review all information included in the Report. We did not review the narrative sections of the Report, except where they incorporated the Subject Matter. Intel's management is responsible for the Subject Matter included in the accompanying table below and as also presented in the Report, based on the relevant criteria included in the table below. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform our review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. A review consists principally of applying analytical procedures, making inquiries of persons responsible for the subject matter, obtaining an understanding of the data management systems and processes used to generate, aggregate and report the Subject Matter and performing such other procedures as we considered necessary in the circumstances. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether the quantitative

performance indicators for the year ended December 26, 2015, is in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. We believe that our review provides a reasonable basis for our conclusion.

As described in Note 1, non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter for the year ended December 26, 2015, in order for it to be in accordance with the relevant criteria set forth in the table on the next page.

Ernst & Young LLP

Ernst & Young LLP
May 19, 2016, except as to the matters described in Note 2, as to which the date is July 19, 2016
Portland, Oregon

Schedule of Selected Performance Indicators

Indicator Name	Scope	Unit	2015 Value[1]	Criteria	Page
Scope 1 Greenhouse Gas (GHG) Emissions[2]	Global	Tonnes Carbon Dioxide Equivalent (tCO$_2$e)	1,050,000	Global Reporting Initiative ("GRI") G4 EN15, the World Resources Institute ("WRI")/World Business Council for Sustainable Development's ("WBCSD") The Greenhouse Gas ("GHG") Protocol: A Corporate Accounting and Reporting Standard and internal criteria defined by Intel management	[53](#)
Scope 2 GHG Emissions[3]	Global	tCO$_2$e	2,440,000	GRI G4 EN16, the WRI/WBCSD GHG Protocol (location-based-method) and internal criteria defined by Intel management	Not disclosed
Energy Use[4]	Global	Billion kilowatt hours (kWh)	6.4	GRI G4 EN3 & EN4, the WRI/WBCSD GHG Protocol and internal criteria defined by Intel management	[21](#)
Water Withdrawals for Operations Use[5]	United States	Billion gallons	6.1	Internal criteria defined by Intel management	[86](#)
Suppliers undergoing third-party audits for human rights	Global	EICC VAP on-site supplier audits conducted by Intel management[6]	63	EICC Code of Conduct requirements for third-party audits and internal criteria defined by Intel management	[64](#)
	Global	Priority/major findings by EICC category	**Ethics:** 7 **Labor:** 96 **Occupational Health and Safety:** 94 **Environmental:** 21 **Management Systems:** 21		Not disclosed

[1] All figures for the year-ended December 26, 2015. Values rounded where appropriate.

[2] Emissions are calculated using the Global Warming Potentials updated by the Environmental Protection Agency in November 2015. Emissions from Intel's shuttle fleet are estimated based on a corporate flight schedule and not actual flight data.

[3] For purchased electricity at Intel's international locations, Intel reports only CO$_2$ using the 2013 global average CO$_2$ electricity specific emission factor purchased from the International Energy Agency. For purchased electricity at Intel's U.S. locations, Intel uses eGRID 2012 electricity emission factors.

[4] Energy use includes natural gas, diesel and electricity.

[5] Intel defines the water withdrawals indicator as total gallons of potable water (i.e., drinking water) used for operations within the United States. "Operations" includes all manufacturing and non-manufacturing sites that use more than 35 gallons of water per person, per day.

[6] Total includes the number of reviews performed by Intel management of third-party audits completed during 2015, as well as third-party audits completed using the Electronic Industry Citizenship Coalition standard process within the previous two years. Intel completed formal reviews of all audit results in 2015.

Note 1: Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Note 2: The Scope 2 location-based method (LBM) GHG emissions value was calculated using the Electricity emission factor published by the International Energy Agency (IEA). The Scope 2 LBM GHG emissions value was previously calculated using the Total Primary Energy Supply emission factor. This change resulted in the Scope 2 LBM GHG emissions increasing by 778,000 metric tonnes of carbon dioxide equivalent (tCO$_2$e) from 1,662,000 tCO$_2$e to 2,440,000 tCO$_2$e. The 2014 Scope 2 LBM GHG emissions value was calculated using the IEA's Electricity and Heat emission factor.

Awards and Recognition

Third-party recognition gives us valuable feedback on our programs and practices, and helps drive continuous improvement over time. Below is a selection of the corporate responsibility awards and recognitions that Intel received in 2015.

2015 Selected Awards and Recognitions	
Barron's. World's Most Respected Companies	**FTSE Group.** Listed on the FTSE4Good Index (15th year) (global)
Center for Political Accountability. 5th in CPA-Zicklin Index (U.S.)	**Gartner.** Top 25 Supply Chains (4th overall) (global)
Corporate Knights. Global 100 Most Sustainable Corporations	**Hispanic Association on Corporate Responsibility.** Corporate Inclusion Index (U.S.)
Corporate Responsibility magazine. 100 Best Corporate Citizens (16th year) (U.S.)	**Human Rights Campaign.** Corporate Equality Index (13th year) (U.S.)
CSR Summit. Middle East North Africa Region Impact Initiative Award for the "Intel Science Competition - Arab World"	**MSCI, Inc.** MSCI Global Sustainability Index
Diversity MBA magazine. 50 Out Front Best Places for Women & Diverse Managers to Work	**National Association of Female Executives.** Top Companies for Executive Women (U.S.)
Diversity MBA magazine. Top 50 Out-Front Companies for Diversity Leadership (U.S.)	*Newsweek.* 2015 Top 500 Green Companies in America
Dow Jones Sustainability Indices. Listed on North America and World indices (17th year)	**Public Affairs Asia.** 2015 Gold Standard Awards for Corporate Citizenship In-Country, Employee Engagement, and NGO Engagement (India)
Ethisphere* Institute. 2015 World's Most Ethical Companies	**STOXX Limited.** STOXX* Global ESG Leaders indices (4th year) (global)
Forbes. World's Most Reputable Companies	**U.S. EPA.** Sustained Excellence in Green Power award
Forbes Korea. 2015 CSR Grand Award (5th year)	*Working Mother* magazine. 100 Best Companies for Working Mothers (U.S.)
Fortune magazine. World's Most Admired Companies (1st in our industry)	

Countries with More than 50 Employees

Country	Employees	Country	Employees	Country	Employees
Argentina	280	France	922	Poland	1,400
Australia	187	Germany	3,236	Romania	182
Austria	332	Hong Kong	174	Russia	830
Belgium	71	India	6,887	Singapore	613
Brazil	280	Ireland	3,940	Spain	103
Canada	580	Israel	7,964	Sweden	135
Chile	56	Italy	80	Taiwan	1,162
China	7,671	Japan	706	Turkey	61
Colombia	75	Korea	319	United Arab Emirates	65
Costa Rica	1,765	Malaysia	6,859	United Kingdom	1,239
Denmark	171	Mexico	1,420	United States	53,862
Finland	451	Netherlands	322	Vietnam	1,116

Stakeholder Engagement Activities

Tools and Processes	Benefits and Results
Employees	
Open-door policy designed to give employees access to management at all levels.	Multiple processes support direct communication up and down the organization. OHS and other survey results allow us to track our performance in key areas and identify gaps on a regular cadence. For more information, see the Our People section of this report.
Employee surveys, including our Organizational Health Survey (OHS).	
Circuit News, our intranet website, which includes direct feedback tools; and "Inside Blue," our internal employee social media platform.	
Quarterly Business Update Meetings for all employees, and Executive Open Forums and webcasts that include Q&A sessions.	
Customers	
Customer Excellence Program (CEP), a structured program that uses a web-based survey administered by a third-party market research firm to obtain and prioritize customer feedback about the quality of Intel's products and services.	Objective customer feedback enables us to identify areas for improvement, and a portion of employees' annual variable compensation is tied to CEP results. In 2015, employees received an additional day of pay based on the customer satisfaction levels under the CEP. For more information, refer to the Intel Quality System Handbook.
Consumer Support website.	
External blogs, such as Technology@Intel, with discussions of interest to customers; and other social media channels, including Twitter and Facebook.	
Suppliers	
Intel's Supplier Site.	Setting consistent expectations for our suppliers reduces risk and improves efficiency across our supply chain. Based on stakeholder feedback and benchmarking research, we have provided additional detail in the Supply Chain Responsibility section of this report.
Supplier capacity-building activities, including the Supplier Sustainability Resource Center, webinars, and targeted direct engagement between Intel and supplier executives.	
Participation in industry working groups, including the Electronic Industry Citizenship Coalition (EICC).	
Governments and Policymakers	
Active engagement in policy and legislative efforts worldwide through individual discussions and exchanges with joint industry and government committees.	Our efforts in policy development foster credible, trustworthy relationships; strengthen regard for Intel as a valued corporate citizen; and create a supportive public policy environment. For more information, see "Public Policy and Political Accountability" the Our Business section of this report.
Intel Global Public Policy and government affairs staff engagement with policymakers.	
Policy@Intel website and blog.	

Stakeholder Engagement Activities (continued)

Tools and Processes	Benefits and Results
Communities	
Community advisory panels and working groups, two-way forums where community members and Intel representatives collaborate to address community issues and concerns. Community perception surveys and needs assessments conducted as needed.	Maintaining an open dialogue with our communities has allowed us to build positive and constructive relationships at the local level. For more information on our community engagement activities, see the Social Impact section of this report.
Intel Community and Explore Intel websites, which include feedback mechanisms.	
Placement of Intel employees on local nonprofit boards and commissions, and employee volunteer activities in local schools and nonprofits.	
Extensive working relationships with educators and educational institutions worldwide, and third-party evaluations of our education programs.	
Investors	
Regular face-to-face meetings with social responsibility-oriented fund managers and analysts.	Feedback and benchmark data drive improved performance and help us identify emerging issues and concerns.
Timely interaction with investors and research firms through e-mail exchanges, conference calls, regular meetings with management, visits, Investor Day, and detailed investor surveys.	
Online stockholder forum featuring investor surveys on a range of issues and information about corporate responsibility.	
Intel Corporate Responsibility e-mail account, Intel Investor Relations e-mail account, and CSR@Intel blog.	
Non-Governmental Organizations (NGOs)	
Issues meetings, formal dialogues, joint projects, and multi-sector efforts.	Intel's interactions with NGOs promote mutual understanding on environmental issues, regional education priorities, technology options and solutions for developing countries, supply chain management issues, and other topics. Details on our collaborations with NGOs in our main corporate responsibility focus areas are covered in other sections of this report.

Intel 2015 Water Use by Location
(Millions of Gallons)

The following table details our water use and sources for our larger sites around the world. Approximately 80% of the water used at our sites is sent back to municipal treatment operations, where it is treated so that it can be reused for other purposes. Our water withdrawals in the U.S. totaled 6.1 billion gallons in 2015. For additional details, see "Water" in the Environmental Sustainability section of this report.

Location		Water Withdrawn	Water Discharged	Water Conserved	Evaporation Loss	Primary Water Source[1]
China	Chengdu	92	74	1	18	Fuhe River
	Dalian	275	217	64	58	Biliu and Yingna Rivers
Costa Rica	San Jose	69	26	–	43	Colima Superior Aquifer
India	Bangalore	32	6	12	26	Kabini River
Ireland	Leixlip	1,354	1,146	379	208	River Liffey
Israel	Jerusalem	22	18	5	4	Lake Kinneret, Coastal Aquifer, Mountain Aquifer (Yarkon-Tininim), and local desalinization plant
	Qiryat Gat	543	527	465	16	
Malaysia	Kulim	211	89	32	122	Muda River
	Penang	195	83	–	112	
United States	Chandler	369	257	93	113	Salt and Verde Rivers, local aquifer[2]
	Ocotillo	2,125	2,741	1,755	571	
	Folsom	84	52	3	33	American River
	Santa Clara	48	25	10	23	Tuolumne River
	Hudson	102	64	77	39	Assabet River Basin Aquifer
	Rio Rancho	868	713	414	155	Santa Fe Aquifer
	Aloha	274	202	7	72	Tualatin River
	Ronler Acres	2,262	1,942	813	321	
Vietnam	Ho Chi Minh City	61	22	12	38	Dong Nai River

[1] For each water source, our 2015 water use did not exceed 5% of that source. All water sources are provided by municipal water providers, with the exception of our New Mexico facility, which uses on-site well water.
[2] In addition to fresh water used at the site, we used gray water from the local municipal water treatment facility, further reducing our use of fresh water.

2015 Environmental, Health, and Safety Violations

In 2015, officials made 115 visits (including audits and inspections) to Intel sites across the globe, and Intel received 11 environmental, health and safety Notices of Violation (NOVs) and two health and safety-related NOVs. Details on these NOVs and our subsequent corrective actions taken are provided in the table below.

Location	Violation	Fine	Intel's Corrective Action
Hillsboro, Oregon	Missing Tier I Report.	None	Inadvertently overwritten file was re-created and archive procedures were put in place.
San Diego, California	Hazardous waste documentation issues, including outdated emergency contact name, lack of available hazardous materials business plan, and outdated UPS/emergency generator inventory and facility site map.	None	Required documentation was updated and new maps were submitted.
Chandler, Arizona	Exceeded wastewater permit limit for total suspended solids.	None	Conducted a sanitary sewer video investigation and jet-cleaned sewer lines. Suction strainer on bottom of sewer pipe was identified as root cause.
Folsom, California	Lack of solid waste recycling bins at Intel Mather Air Terminal.	None	Proper recycling bins were added per regulatory requirements.
Swindon, UK	Failure to comply with U.K. Carbon Reduction Commitment Scheme requirements related to a late payment for carbon allowances.	None	Payment reminders were put in place.
Folsom, California	Accumulation of fuel was observed in a drip pan near an above-ground storage tank; capacity of two 5,000-gallon, above-ground storage tanks was listed in plan as 4,800 gallons; and Sacramento County Environmental Management phone number was not included on Discharge Notification Form.	None	Drip pan was cleaned, and plan was updated and submitted to the agency.
Parsippany, New Jersey	Monthly/annual testing of emergency lighting was not completed, and emergency lighting was not working properly.	None	Repairs were made and monthly inspections were implemented.
Santa Clara, California	During reconstruction activities, egress paths were cited as inadequate, an electrical circuit was different from that shown on drawings, and a lab was occupied prior to final city approval.	None	All needed corrections were made, drawings were revised and approved by the city, and the certificate of occupancy was issued.
Haifa, Israel	Laser machine inventory was not up to date, a quarterly inspection was not conducted, and machine service performed by a vendor was not controlled correctly.	None	All corrective actions were completed and certification was received from the inspecting agency.
Chandler, Arizona	Weeds violated fire code.	None	Weeds were removed.
Nuremberg, Germany	Failure to complete required mental health risk assessment for the site.	None	Conducted mental risk assessment with relevant business group stakeholders.

Our definition of an NOV includes any written notice from an agency stating Intel is not in compliance with a regulation or other legal requirement, including administrative items.

Top 75 Production, Capital, and Logistics Suppliers

Advanced Semiconductor Engineering, Inc. (ASE)	Federal Express	Moses Lake Industries*
Advantest America Inc.	FEI Company	Murata Machinery, Ltd.**
Air Liquide Electronics U.S. OP	Flextronics International LTD.	Nan Ya Plastics Corporation
Air Products and Chemicals, Inc.	Formfactor, Inc.	Nikon Corporation
Amkor Technology, Inc.**	Fujifilm Electronic Materials*	Nuflare Technology, Inc.
Applied Materials Inc.	GLOBALFOUNDRIES	Pegatron Corporation
Asahi Glass Company, Limited (AGC)	Grohmann Engineering GMBH	Powertech Technology Inc.
ASM International N.V.**	Hitachi High Technologies Corporation**	Praxair Electronics
ASML	Hitachi Kokusai Electronics**	Quanta Computer Inc.
Atlas Copco Compressors, LLC	Honeywell Electronics MTLS	Quantum Global Technologies
Avago Technologies	Ibiden Co., LTD.*	Rinchem Company Inc.
Avantor Performance Materials International, Inc.	IMS Nanofabrication AG	Sansung Electro-Mechanics Co., LTD.
Azurewave Technologies	International Business Machines Corporation	Shin-Etsu Chemical Co., LTD.**
BE Semiconductor Industries N.V.	Jabil Circuit, Inc.	Shinko Electric Industries**
Brewer Science	JSR Corporation*	Siltronic AG**
Carl Zeiss	JX Nippon Mining and Metals Corporation	SK Hynix Inc.
Daifuku Co., LTD.**	Kinetsu World Express	Sumco Corporation*
Dainippon Screen MGF Co., LTD.	KLA-Tencor Corporation**	TSMC
DB Schenker	KMG Electronics Chemicals	Tokyo Electron Limited*
Delta Design**	Lam Research Corporation**	Tokyo Ohka Kogyo Co., LTD.**
DHL Global Forwarding	Lasertec Corporation	Unimicron Technology Corp.
Dow Electronic Materials	Linde	United Microelectronics Corp.
EBARA Corporation**	Micron Technology, Inc.	UTI IMS Inc.
Elitegroup Computer Systems Co., LTD.	Mitac Holdings Corporation	Veolia ES Technical Solutions LLC**
Essai, Inc.	Mitsubishi Gas Chemical Company, Inc.**	VWR International, LLC**

*Suppliers that received a 2015 Supplier Continuous Quality Improvement (SCQI) award.   **Suppliers that received a 2015 Preferred Quality Supplier (PQS) award.
Note that one supplier declined to be listed, so we included the supplier with the next largest 2015 spends.

United Nations Global Compact – Communication on Progress 2015

In June 2009, Intel became a member of the United Nations Global Compact (UNGC), a platform for encouraging and promoting good corporate principles and learning experiences in the areas of human rights, labor, environment, and anti-corruption. The UNGC principles have been ingrained in our approach to corporate responsibility and business practices for many years. As stated in the Letter From Our CEO, our continued support for the UNGC principles as a UNGC member is part of our ongoing commitment to continuous improvement in our own practices and collaboration with other organizations to advance best practices in corporate responsibility worldwide. Our 2015 Corporate Responsibility Report provides detailed information on our corporate responsibility strategy and performance for fiscal year 2015 and covers the UNGC Communication on Progress requirements.

UNGC Communication on Progress		
Human Rights		
Principle 1	Support and respect the protection of internationally proclaimed human rights.	Intel's commitment to respect human rights is embodied in the Intel Code of Conduct, Intel Human Rights Principles, and Intel Water Policy, the latter of which covers our respect for the human right to water. All of these policies are available on our Governance and Ethics website. In addition, the topic of human rights is covered in the Electronic Industry Code of Conduct, adopted by Intel in 2004. For a discussion of our approach to respecting human rights and the steps we have taken during 2015, see "Respecting Human Rights" in the Our Business section of this report.
Principle 2	Make sure that business is not complicit in human rights abuses.	
Labor		
Principle 3	Uphold freedom of association and the effective recognition of the right to collective bargaining.	Intel's Human Rights Principles incorporate references to the key labor issues identified in the UNGC, including prohibition of child labor (Intel has established a minimum age of 16), forced labor, human trafficking, and discrimination. Intel recognizes that in many locations where we operate, employees have the right to freely associate or not associate with third-party labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. Intel respects those rights and is committed to creating an environment of open communication where employees can speak with their managers about their ideas, concerns, or problems, and team together to address workplace issues. For more information, see "Respecting Human Rights" in the Our Business section of this report.
Principle 4	Support elimination of all forms of forced and compulsory labor.	
Principle 5	Support effective abolition of child labor.	
Principle 6	Elimination of discrimination in respect of employment and occupation.	
Environment		
Principle 7	Businesses are asked to support a precautionary approach to environmental challenges.	We incorporate environmental performance goals throughout our operations and regularly report on our progress, seeking continuous improvement in energy efficiency, emissions reductions, resource conservation, and waste reduction. We strive to minimize the environmental impact of our products—from design through disposal—and we collaborate with others to develop innovative ways that technology can help address long-term sustainability challenges. For more information, see the Environmental Sustainability section of this report.
Principle 8	Undertake initiatives to promote greater environmental responsibility.	
Principle 9	Encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Intel has set clear standards and policies, and has put in place training to ensure employee compliance on these topics, including a reference in the Intel Code of Conduct. We have a comprehensive Ethics and Compliance program, which is described in detail in the Our Business section of this report. Certain employees are assigned more in-depth ethics and compliance training courses, including those covering anti-corruption. For more information, see the Our Business section of this report.

GRI Content Index

This GRI Content Index is provided to assist readers in understanding how our report aligns with the Global Reporting Initiative* (GRI) G4 Sustainability Reporting Guidelines. This index includes all "Core" indicators as well as a number of "Additional" indicators that we have determined are relevant to our business. We self-declare this report at the "Comprehensive, In Accordance" level. For more information about the GRI Guidelines and application levels, visit the GRI website.

GRI Content Index

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Strategy and Analysis			
G4:1–2 Statement from the most senior decision-maker of the organization. Description of key impacts, risks, and opportunities.	●	4	Additional details are available in our 2015 Annual Report and Form 10-K.
Organization Profile			
G4:3–9 Primary brands, products, and/or services; Location of headquarters; Nature of ownership; Markets served.	●	7	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:10 Workforce statistics by category.	◖	32	Additional workforce information is provided in our Annual Diversity Report.
G4:11 Percentage of workforce covered by collective bargaining agreements.	●	N/A	The percentage is zero. See also our Human Rights Principles.
G4:12 Description of the organization's supply chain.	●	58	
G4:13 Explanation of any significant changes during the reporting period regarding size, structure, ownership, or supply chain.	●	N/A	There were no significant changes during the reporting period. In April 2016, we announced a restructuring initiative. Read the news release for more information.
G4:14 Explanation of whether and how the precautionary approach or principle is addressed by the organization.	●	89	Reference is also included in our Intel Code of Conduct.
G4:15 Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	●	14	Specific charters/principles are covered in sections of the report by topic.
G4:16 Memberships of associations and national or international advocacy organizations.	●		Memberships are covered in multiple sections of the report. A list of our major trade association memberships is available on our Report Builder website.
Identified Material Aspects and Boundaries			
G4:17 List of entities included in the organization's consolidated financial statements.	●	8	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:18 Process for defining the report content and the Aspect Boundaries.	●	79	

● Covered in the Report   ◖ Partially Covered in the Report   ○ Not Covered in the Report

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GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
G4:19–21 List all the material Aspects identified in the process for defining report content.	●		Material aspects are covered in sections of the report by topic.
G4:22 Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	●	21	We restated the number of supplier audits completed, but there were no effects of these restatements. In July 2016, we updated our Scope 2 greenhouse gas emissions figure. See About This Report for more information.
G4:23 Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	●	N/A	There were no significant changes from previous reporting periods.
Stakeholder Engagement			
G4:24–27 Approach to stakeholder engagement.	●	16	
Report Profile			
G4:28–31 Reporting period for information provided; Contact point for questions regarding the report or its contents.	●	79	
G4:32 Report the "in accordance" option the organization has chosen, and the GRI Content Index.	●	79	"In accordance" – Comprehensive.
G4:33 Report the organization's policy and current practice with regard to seeking external assurance for the report.	●	79	
Governance			
G4:34 Governance structure of the organization, including committees responsible for decision-making on economic, environmental, and social impacts.	●	14	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:35–49 Management processes and policies related to economic, environmental, and social topics by the highest governance body.	●	14	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:50 Report the nature and total number of critical concerns that were communicated to the highest governance body.	◑	18	We do not publicly disclose all of the issues due to their proprietary nature.
G4:51 Report how performance criteria in the remuneration policy relate to economic, environmental, and social objectives.	●	39	
G4:52 Report the process for determining remuneration.	●	15	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:53 Report how stakeholders' views are sought and taken into account regarding remuneration.	●	15	Additional details are available in our 2015 Annual Report and Form 10-K.

● Covered in the Report   ◑ Partially Covered in the Report   ○ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
G4:54–55 Report the ratio of the annual total compensation and percentage increase for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	○	N/A	We do not publicly disclose this data.
Ethics and Integrity			
G4:56–58 Describe the organization's values, principles, standards, and norms of behavior, such as codes of conduct and codes of ethics.	●	10	Additional information is available on our Corporate Governance and Ethics website.
Economic			
DMA Report how the organization manages the material Aspect or its impacts.	●	10	
Aspect: Economic Performance			
G4:EC1 Direct economic value generated and distributed.	●	10	
G4:EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.	●	48	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:EC3 Coverage of the organization's defined benefit plan obligations.	●	39	Additional details are available in our 2015 Annual Report and Form 10-K.
G4:EC4 Report financial assistance received from government.	◑	N/A	The company's primary use of incentives and grants is for construction of new facilities. These activities are managed on a local level in the location where they are built, and information is usually disclosed by the government/municipality. Additional details on our tax rate and credits are available in our 2015 Annual Report and Form 10-K.
Aspect: Market Presence			
G4:EC5 Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	○	N/A	We do not publicly disclose this data.
G4:EC6 Proportion of senior management hired from the local community at significant locations of operation.	◑	N/A	Our recruiting practices are designed to be inclusive, and we hire from the diverse populations and communities where we operate. A majority of senior management at our global sites are local hires.
G4:EC7 Development and impact of infrastructure investments and services supported.	●	16	
G4:EC8 Significant indirect economic impacts, including the extent of impacts.	●	10	

● Covered in the Report   ◑ Partially Covered in the Report   ○ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Procurement Practices			
G4:EC9 Proportion of spending on local suppliers at significant locations of operation.	◖	58	Breakdown of spends by region and information on supplier diversity programs are provided.
Environment			
DMA Report how the organization manages the material Aspect or its impacts.	●	46	
Aspect: Materials			
G4:EN1 Materials used by weight or volume.	◖	N/A	Our systems are not designed to calculate in totality materials in this way. See our Making Silicon Chips website for a detailed description of the manufacturing process and materials used.
G4:EN2 Percentage of materials used that are recycled input materials.	N/A	26	Given the complexity and size of our products, calculation of the percentage of recycled content is not applicable; more significant are our efforts to design out materials such as lead and halogens.
Aspect: Energy			
G4:EN3–7 Energy consumption, intensity, and reductions; Reductions in energy requirements of products and services.	●	49	See also our CDP questionnaire response on the CDP website.
Aspect: Water			
G4:EN8-10 Total water withdrawal by source; Water sources significantly affected by withdrawal of water.	●	51	No water sources are significantly affected by our withdrawal of water.
Aspect: Biodiversity			
G4:EN11 Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas.	●		We complete Environmental Impact Assessments as part of our site selection process, and regularly assess the ongoing impacts of our operations on biodiversity. Based on analysis and mapping, we do not believe that any of our manufacturing or assembly and test operations have direct impact on the protected areas on the United Nations List of Protected Areas.
G4:EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	●		A few of our operations are located in areas considered by some to be rich in biodiversity, but we know of no major negative impacts from our operations on threatened species or protected areas.
G4:EN13 Habitats protected or restored.	●		We have also undertaken voluntary biodiversity projects at several of our sites. For example, our 530-acre Ronler Acres campus in Oregon includes 22 acres of wetlands that provide wildlife habitat and storm water retention.
G4:EN14 Total number of IUCN Red List Species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N/A		

● Covered in the Report   ◖ Partially Covered in the Report   ○ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Emissions			
G4:EN15-19 Direct greenhouse gas (GHG) emissions (Scope 1); Energy indirect GHG emissions (Scope 2); Other indirect GHG emissions (Scope 3); GHG emissions intensity; Reduction of GHG emissions.	●	53	See also our CDP questionnaire response on the CDP website.
G4:EN20 Emissions of ozone-depleting substances (ODS).	●		This information is available for download on our Report Builder website.
G4:EN21 NOx, SOx, and other significant air emissions.	●		This information is available for download on our Report Builder website.
Aspect: Effluents and Waste			
G4:EN22 Total water discharge by quality and destination.	●	54	Additional information is available in "SARA Title III Reportable Chemicals by Site" on our Report Builder website.
G4:EN23 Total weight of waste by type and disposal method.	●	55	
G4:EN24 Total number and volume of significant spills.	●		No major spills were reported in 2015. Other non-compliance issues are included in this report.
G4:EN25 Weight of transported, imported, exported, or treated waste deemed hazardous.	●	55	
G4:EN26 Identify water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	N/A		We discharge water in compliance with local permits back to municipal water treatment operations.
Aspect: Products and Services			
G4:EN27 Extent of impact mitigation of environmental impacts of products and services.	●	25	
G4:EN28 Percentage of products sold and their packaging materials that are reclaimed by category.	◑	63	Intel does not have data collection processes to track, record, and report this information in this way. However, an estimated 75% of our packaging material is reusable/recyclable.
Aspect: Compliance			
G4:EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	53	
Aspect: Transport			
G4:EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	●	53	CO_2 emissions of logistics and supply chain and percentage of total CO_2 emissions are estimated, and we are developing tools to help improve measurement and tracking of our impacts in this area.

● Covered in the Report   ◑ Partially Covered in the Report   ○ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Overall			
G4:EN31 Total environmental protection expenditures and investments by type.	◑	46	Over the past several years, Intel has invested millions of dollars in reducing our impact on the environment. We do not report aggregate data on total expenditures and investments of this type.
Aspect: Supplier Environmental Assessment			
G4:EN32 Percentage of new suppliers that were screened using environmental criteria.	●	64	
G4:EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken.	●	65	
Aspect: Environmental Grievance Mechanism			
G4:EN34 Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	◑	65	
Social			
DMA Report how the organization manages the material Aspect or its impacts.	●	32	
Aspect: Employment			
G4:LA1 Total number and rates of new employee hires and employee turnover by age group, gender, and region.	◑	41	We do not disclose hiring or turnover data by age group.
G4:LA2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	●	40	Part-time and contract employees have similar access to health and retirement benefits as full-time employees. Benefits related to life insurance, vacation, and tuition reimbursement are prorated for part-time employees. Contract employees are not eligible for a number of benefits, including long-term disability, equity incentive plan, and tuition reimbursement. Part-time and contract employees are not eligible for our sabbatical benefit.
G4:LA3 Return to work and retention rates after parental leave, by gender.	○		We do not disclose this data.
Aspect: Labor/Management Relations			
G4:LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	●		We provide advance notice in accordance with local requirements in the different locations where we operate. We also have regular quarterly meetings with all employees via webcast, provide information on business changes as soon as possible, and take steps to mitigate negative impacts. We do not have collective agreements.

● Covered in the Report   ◑ Partially Covered in the Report   ○ Not Covered in the Report

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GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Occupational Health and Safety			
G4:LA5 Percentage of total workforce represented in formal joint management-worker health and safety committees.	◯		We do not disclose this data.
G4:LA6 Type of injury and rates of injury by region and by gender.	◑	42	We do not provide a breakdown by region or gender.
G4:LA7 Workers with high incidence or high risk of diseases related to their occupation.	●	42	
G4:LA8 Health and safety topics covered in formal agreements with trade unions.	N/A		
G4:LA9 Average hours of training per year per employee by gender, and by employee category.	◑	42	We do not provide a breakdown by gender or employee category.
G4:LA10 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	●	37	
G4:LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	◑	37	We do not provide a breakdown by gender or employee category.
Aspect: Diversity and Equal Opportunity			
G4:LA12 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	◑	34	We do not provide a breakdown by age group.
Aspect: Equal Remuneration for Women and Men			
G4:LA13 Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	◯		We do not disclose this data.
Aspect: Supplier Assessment for Labor Practices			
G4:LA14 Percentage of new suppliers that were screened using labor practices criteria.	●	64	
G4:LA15 Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	●	65	
Aspect: Labor Practices and Grievance Mechanisms			
G4:LA16 Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	◑	65	
Human Rights			
DMA Report how the organization manages the material Aspect or its impacts.	●	18	

● Covered in the Report   ◑ Partially Covered in the Report   ◯ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Investment			
G4:HR1 Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	●	19	
G4:HR2 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	◑	19	We do not provide a breakdown of our training data in this way.
Aspect: Non-discrimination			
G4:HR3 Total number of incidents of discrimination and corrective actions taken.	○		We do not publicly disclose this information.
Aspects: Freedom of Association and Collective Bargaining; Child Labor; Forced or Compulsory Labor			
G4:HR4–6 Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights; Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor; Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	●	19	We operate in a number of countries identified by stakeholders as being at higher risk for labor concerns. We have not identified any Intel operations with significant risk for child labor or forced or compulsory labor. We also conduct on-site third-party audits of our top suppliers.
Aspect: Security Practices			
G4:HR7 Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	N/A		
Aspect: Indigenous Rights			
G4:HR8 Total number of incidents of violations involving rights of indigenous people and actions taken.	N/A		
Aspect: Assessment			
G4:HR9 Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	●	19	
Aspect: Supplier Human Rights Assessment			
G4:HR10 Percentage of new suppliers that were screened using human rights criteria.	●	64	
G4:HR11 Significant actual and potential negative human rights impacts in the supply chain and actions taken.	●	65	

● Covered in the Report   ◑ Partially Covered in the Report   ○ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Human Rights Grievance Mechanism			
G4:HR12 Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	◑	65	
Society			
DMA Report how the organization manages the material Aspect or its impacts.	●	68	
Aspect: Local Communities			
G4:SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.	●	68	
G4:SO2 Operations with significant actual and potential negative impacts on local communities.	●	68	
Aspect: Anti-corruption			
G4:SO3–4 Total number and percentage of operations assessed for risks related to corruption and the significant risks identified; Communication and training on anti-corruption policies and procedures.	●	11	
G4:SO5 Confirmed incidents of corruption and actions taken.	○		We do not publicly disclose this data.
Aspect: Public Policy			
G4:SO6 Total value of political contributions by country and recipient/beneficiary.	◑	13	On our Report Builder website, we disclose political contributions made in the United States.
Aspect: Anti-competitive Behavior			
G4:SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	●		Additional details are available in our 2015 Annual Report and Form 10-K.
Aspect: Compliance			
G4:SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	●	53	Additional details are available in our 2015 Annual Report and Form 10-K.
Aspect: Supplier Assessments for Impacts on Society			
G4:SO9 Percentage of new suppliers that were screened using criteria for impacts on society.	●	64	
G4:SO10 Significant actual and potential negative impacts on society in the supply chain and actions taken.	●	65	

● Covered in the Report   ◑ Partially Covered in the Report   ○ Not Covered in the Report

GRI Content Index (continued)

Indicator Numbers and Description	Status	Page(s)	Explanatory Notes
Aspect: Grievance Mechanisms for Impacts on Society			
G4:SO11 Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	◓	65	
Product Responsibility			
DMA Report how the organization manages the material Aspect or its impacts.	●	25	
Aspect: Customer Health and Safety			
G4:PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	●	25	More information is available on our Quality and Reliability Resources website.
G4:PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products.	●	25	More information is available on our Quality and Reliability Resources website.
Aspect: Product and Service Labeling			
G4:PR3 Type of product and service information required by procedures, and percentage of significant products and services.	●	25	More information is available on our Quality and Reliability Resources website.
G4:PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information.	●	25	More information is available on our Quality and Reliability Resources website.
G4:PR5 Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	●	21	More information is available on our Customer Information Service Portal.
Aspect: Marketing Communications			
G4:PR6 Sale of banned or disputed products.	N/A		
G4:PR7 Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications.	○		We do not disclose this information.
Aspect: Customer Privacy			
G4:PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	◓		Total number is not reported, but information is available on Intel's Privacy Policy and Public Policy websites.
Aspect: Compliance			
G4:PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	◓	53	Information on legal proceedings is included in our 2015 Annual Report and Form 10-K.

● Covered in the Report   ◓ Partially Covered in the Report   ○ Not Covered in the Report

intel experience what's inside™

We innovate at the boundaries of technology to make amazing experiences possible for business and society, and for every person on Earth. Our innovations are bringing sight, touch, depth perception, and the ability to communicate to devices, objects, and spaces to make them smart and connected. We harness the capability of the cloud and the Internet of Things to disrupt industries and solve global challenges—such as those in healthcare, agriculture, and commerce. We also lead on important matters of policy, diversity, inclusion, education, and sustainability.

For more information, visit **intel.com/responsibility**.