



Santosh,

It's no secret that one of my top agenda items as CEO is to modernize the compensation for critical talent in hardware, software and AI engineering. Backed by the Board of Directors, we are ready to take the first step.

I'm pleased to share that you have been recognized as foundational to our growth; with that recognition, you will receive a special stock award of Restricted Stock Units (RSUs).

Your RSU grant has a value of **\$69,700**. The grant date is **July 30, 2021** and your RSUs will vest over the next 4 years in equal increments.

This grant is in addition to any other recent grants. Since Q1, 2021, including this grant, you have received a total of **\$93,900** in stock awards, making your new total unvested stock **\$115,676**.

Our boldest moves demand our brightest minds. Increasing compensation for our most critical talent is just the start. We are committed to creating more opportunities for you to develop your career at Intel. We want you to stay with this company as a critical player driving our business transformation and competitive advantage.

Thank you for your hard work and contributions to Team Intel. Our best days truly are ahead of us.

Warm regards,

A handwritten signature in blue ink, appearing to read "Patrick Gelsinger". The signature is stylized with large, flowing loops and a prominent "P" at the beginning.

Stock

How is the number of RSUs granted to me determined? The number of RSUs granted to you will be based on the recommended stock grant value in USD divided by the 30 day trailing stock price average on the grant date on July 30, 2021. RSUs typically vest over 4 years in equal increments. Following approval by the Compensation Committee, you will receive through your E*Trade account, your Notice of Grant, RSU Agreement and the 2006 Equity Incentive Plan, which together constitute the terms and conditions of your RSU grant.

Note: *Stock is a corporate discretionary benefit granted by Intel Corporation and does not form part of your local employment contract.*

What is Unvested Stock? The cumulative value of your stock grants that have not vested as of May 04, 2021 minus any out of cycle Q1 2021 grants. This includes annual rewards stock and new hire stock, and may also include other types of stock awards such as promotion awards, retention, M&A, etc.

How is the total value of Unvested Stock calculated? The cumulative value of your unvested grants is equal to the closing stock price on May 04, 2021 multiplied by the number of unvested shares as of May 04, 2021 minus Q1 2021 grants. Check your E*TRADE account anytime for an up-to-date value of your unvested stock based on the current value of INTC.

What happens to unvested stock if I leave the company? Your unvested stock is forfeited if you leave Intel for any reason. Most types of stock grants are subject to vesting acceleration for death, disablement or retirement. If the terms of your grant include a provision for vesting acceleration for retirement and you satisfy the provision, some or all of your unvested stock from that grant will vest when you leave the company. The amount forfeited is unvested stock that does not receive vesting acceleration treatment. You can check the terms of your grants for retirement vesting acceleration by going to your E*TRADE account, clicking a grant, then clicking "View Grant Documents" and reviewing the notice of grant and grant agreement.