

Total Compensation (USD)

Pay changes are effective Apr 1, 2022.

Prior Base Salary	→	New Base Salary
\$230,000	+6.2%	\$244,287
Compa-Ratio = 94%		Compa-Ratio = 100%
Prior APB Goal (30.0%)	→	New APB Goal (30.0%)
\$69,000	+6.2%	\$73,286
Prior QPB Target (6.0%)	→	New QPB Target (6.0%)
\$15,180	+6.2%	\$16,123
Prior Total Target Cash	→	New Total Target Cash
\$314,180	+6.2%	\$333,696
Prior Stock Award	→	New Stock Award
		\$106,700
2021 Total Compensation	→	2022 Total Compensation
\$314,180	+40.2%	\$440,396

Stock Information (USD)

Current Unvested Stock	Your Recommended Stock Award	New Total Unvested Stock
\$392,276	\$106,700	\$498,976

Additional 2021 Highlights

We demonstrated flawless execution, bold innovation and industry leadership with a reignited culture that empowers our people. With an outstanding performance over the past year, your additional compensation for 2021 includes:

- Annual Performance Bonus payout of 142.67%. Your actual payout can be found in Workday at [My APB](#).
- Quarterly Profit Bonus resulted in a total of 22.7 days extra days of pay.

Way to go Team Intel!

Compensation Statement FAQs

Cash

What is my Compa-ratio and how is it calculated? This compares your base pay to the midpoint of the pay range for your job, grade and location. A Compa-ratio of 100% means you are paid at the midpoint. For most employees, the calculation is your current base pay divided by the midpoint. For sales employees in a commissioned plan, the calculation is your current base salary + 1x commission target divided by the midpoint.

How is my Annual Performance Bonus (APB) payout calculated? The APB payout is based on the company's annual performance goals. The formula is: (Base Salary x APB Goal %) x Intel Performance Payout % (targeted at 100%) = Your APB Payout.

$$\text{Your Target APB Payout: } (244,287 \times 30.0\%) \times 100\% = 73,286$$

The APB goal % is the individual target percentage assigned to each employee (based on grade and performance). That, along with the Intel Performance Payout %, is used to calculate each individual's APB payout. To learn more, visit the [Annual Performance Bonus \(APB\) page on Circuit](#).

What is the % of Goal associated with APB Payout? This measures the employee's APB payout amount compared to the APB Goal.

How is my Quarterly Profit Bonus (QPB) calculated? Intel shares its profits with employees by paying a cash bonus four times a year. The annualized target formula is: (Base Salary + (APB Goal/3)) x 6% = Your QPB Payout.

$$\text{Your Target QPB Payout: } (244,287 + (73,286/3)) \times 6\% = 16,123$$

To learn more about QPB and to view payout history, visit the [Quarterly Profit Bonus \(QPB\) page on Circuit](#).

What is Total Target Cash? It is the sum of your base salary and your applicable estimated bonus program payouts, specifically an Intel Performance Payout of 100% and a Quarterly Profit Bonus payout (QPB) of 6%. Formulas shown below:

$$\text{Your Total Target Cash: } (244,287 + 73,286) + ((244,287 + 73,286 / 3) \times 6\%)$$

NOTE: New target bonus amounts displayed on the previous page do not constitute a guarantee of that amount or promise of payment. Actual APB and QPB payouts may vary depending upon a variety of factors under the terms of the bonus programs and may be higher or lower based on actual performance. As previously communicated, 3x APB target is now referred to as APB Goal and APB Multiplier is referred to as Intel Performance %.

Stock

What is my recommended Stock Award comprised of? The total recommended stock award value will be granted 100% in the form of Restricted Stock Units (RSUs).

RSUs. The number of RSUs granted to you will be determined by taking your recommended stock award value in USD divided by the 30-day trailing stock price average on the grant date on or around April 30, 2022. Generally, RSUs will vest quarterly over 4 years in equal increments, but in instances where a quarterly vesting may have a certain negative impact, a less frequent vesting will be applied (see your Notice of Grant for the vesting details).

Following approval by the Compensation Committee, you will receive a New Grant Notice which includes a link to your Notice of Grant, Grant Agreements, and the 2006 Equity Incentive Plan, which together constitute the terms and conditions of your stock grants. The Notice of Grant provides the vesting schedule for your stock grants.

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

How is the total value of Unvested Stock calculated? The cumulative value of your unvested grants is equal to the closing stock price on December 31, 2021 multiplied by the number of unvested shares as of December 31, 2021. 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 shares if I leave the company? In general, your unvested shares are forfeited if you leave Intel for any reason. Most types of stock grants are subject to vesting acceleration for death and disablement. Some stock grants may have a retirement vesting acceleration provision. Please check the specific terms and conditions of your grant agreement by going to your E*TRADE account, clicking a grant, then clicking "View Grant Documents" and reviewing the notice of grant and grant agreement.

Other

How is my Total Compensation calculated? Base Salary + Applicable Cash Bonuses + Stock Target Award

Where can I find information about my pay range? Access the [pay modeling application](#) for more details about your compensation package and your respective pay range.

Where can I learn more about the different components of my compensation package? Visit the [pay, stock and benefits videos page on Circuit](#).