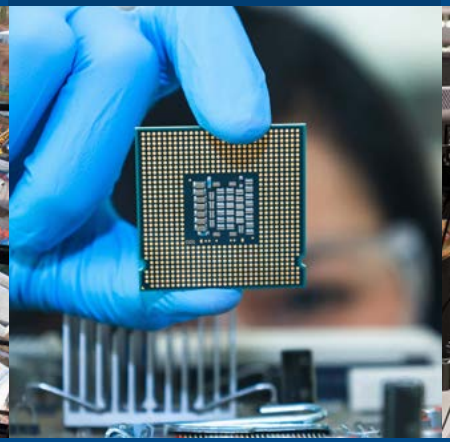
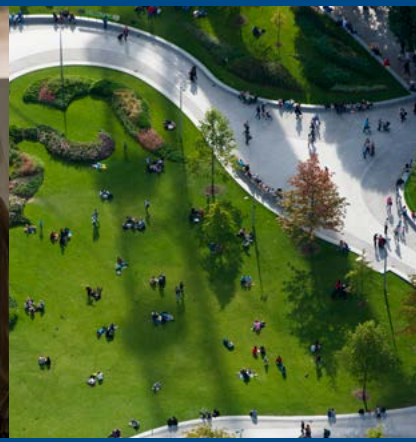
2020-21 Corporate Responsibility Report







Supply Chain Summary

Supply Chain

We are building on our long history as a leader in corporate citizenship to further advance safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond. This includes our strong focus on working with suppliers and other stakeholders to reduce risks of forced and bonded labor, to scale responsible minerals sourcing practices, to advance inclusion and social equity, and to address environmental challenges.

Top 7% CDP supply chain participating companies

We ranked in the top 7% of CDP Supply Chain participating companies, attaining an "A" Leadership score in CDP's Supplier Engagement Rating for the fourth consecutive year.

$23M in fees remediated

To prevent forced and bonded labor, we set expectations with our suppliers that workers should not have to pay for their employment. As a result, we have facilitated the return of over $23 million in fees to suppliers' workers since 2014.

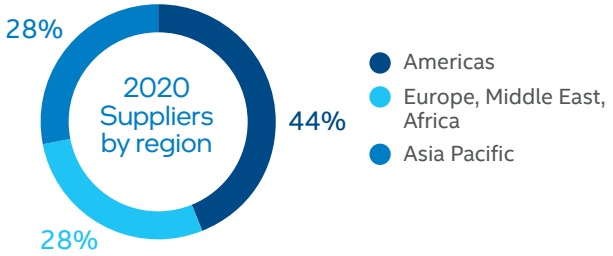
$1.2B annual spending with diverse-owned businesses

We spent $1.2 billion with diverse-owned suppliers in 2020, making progress toward our 2030 goal to reach $2 billion annually.

Supply Chain Responsibility

Our global supply chain strategy is to drive a resilient, diverse, and responsible supply chain that enables the products our customers need to create technology solutions that unleash the potential of data. Ensuring the highest standards of safety, quality, technology, availability, and sustainability is integral to the success of that strategy. Through leadership and collaboration with our suppliers, stakeholders, consortia, and fellow travelers, we are accelerating responsible standards and accountability across industries.

More than 9,000 tier 1[1] suppliers in 89 countries provide direct materials for our production processes, intellectual property, tools and machines for our factories, logistics and packaging services, software, office materials, and travel services for Intel. We also rely on others to manufacture, assemble, and test some of our components and products. A list of our Top 100 Production and Service Suppliers by Spends in this summary.



[1] Tier 1 suppliers are companies from which Intel makes direct purchases. Among Intel's over 9,000 tier 1 suppliers, we identify approximately 400 "critical" suppliers that we directly engage through our capability-building programs. These suppliers represent more than 78% of our spends. Beyond this, we engage with critical tier 2 suppliers through our programs on forced and bonded labor, responsible minerals, and supplier diversity. Tier 2 suppliers are companies from which Intel's tier 1 suppliers make direct purchases.

We continue to collaborate extensively with supply chain-related organizations—including the Responsible Business Alliance (RBA) and its Mineral and Labor Initiatives, the Semiconductor Industry Association, and SEMI—to help set electronics industry-wide standards, develop audit processes, conduct training, address third-party anti-corruption issues, and more. These engagements are an important part of the foundation of many of our programs.

We expect our suppliers and their suppliers to comply with the Intel Code of Conduct and the RBA Code of Conduct (RBA Code). The RBA Code describes industry environmental, social, and ethical standards, and is consistent with the Intel Global Human Rights Principles, the Intel Statement on Combating Modern Slavery, and the UN Guiding Principles on Business and Human Rights. Through our leadership role in the RBA, we drove multiple recommendations to strengthen and clarify the RBA Code of Conduct 7.0 for the triennial update that was released in January 2021. For more, read our RBA Commitment Letter.

We also expect and enable 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 their business continuity plans (BCPs). In January 2020, we activated our supplier BCP in response to COVID-19, which included mobilizing our Supply Chain Command Center and up-to-twice-daily meetings of Intel leadership to review emerging issues and plan updates. Read more about our supply chain assurance strategy.

Our supplier development, monitoring, and enforcement efforts are integrated across our commodity teams. This integration allows us to scale our coverage, support supplier progress, and influence suppliers that may be reluctant to meet our requirements. We communicate our expectations in our supplier contracts and request-for-proposal documents, on our supplier website, at meetings and training events, and in annual letters to suppliers.

We hold ourselves accountable to meet or exceed the same standards that we set for our suppliers, and audit ourselves to the same protocols. Every year we complete the RBA Self-Assessment Questionnaire (SAQ) and publish the results on our corporate website. We follow the RBA Validated Assessment Program to conduct audits of our finished goods factories. In 2020, we conducted an RBA Validated Assessment Process (VAP) audit of our facilities in Chengdu, China. The auditors did not identify any findings. In 2021, we plan to have an RBA audit of our facility in Kulim, Malaysia.

Strengthening Supplier Capabilities

We continue to work with suppliers to strengthen their capabilities as our ecosystem evolves and sustainability challenges grow. For nearly a decade, we have worked to help less mature and evolving suppliers build critical sustainability and corporate responsibility acumen, including a focus on compliance with the RBA and our Code of Conduct expectations and requirements.

We have delivered a broad range of no-cost support options for suppliers, including online resources, interactive training sessions, and connection to external resources such as the RBA and other NGO training and conferences.

Safety Programs. We set high safety training and performance expectations during our contracting process and orientation for new suppliers. To strengthen the safety performance of all suppliers, we validate that suppliers have robust safety management systems and employee safety training programs in place and evaluate supplier

safety performance for compliance with the American National Standards Institute (ANSI) standards, OSHA regulations, and Intel's minimum safety requirements. In 2020, we continued to develop these programs by educating and enabling our suppliers to enhance their safety management systems and training programs. In addition, Intel worked with 46 suppliers to close 159 occupational health and safety audit findings and improve worker conditions in their factories.

Beyond our core capability-building offerings, we have long engaged with supply chain sustainability consultants to offer suppliers training and programs focused on topics like work-hours management, occupational health and safety, environmental issues, and prevention of forced and bonded labor.

Supplier Diversity and Inclusion

Accelerating our commitment to a diverse and inclusive supply chain, we have set a new goal for 2030 within our RISE framework to double annual spending with diverse suppliers[2] to $2 billion. For more details, see "Supplier Diversity and Inclusion" in this summary.

Advancing Supplier Leadership and Accountability

We have established several programs to advance our supplier leadership and accountability, as well as ensure the latest information is made available through education and collaboration.

Supplier Program to Accelerate Responsibility and Commitment (SPARC). This collaborative and proactive initiative is designed to help our tier 1 critical suppliers build internal capacity around corporate responsibility through rigorous annual commitments to compliance, transparency, and capability-building.

Total Audits Conducted

Type of Audit	2016	2017	2018	2019	2020
RBA VAP Audits	62	66	108	112	88
Intel RBA-Based Target Audits	61	52	54	42	38
Intel Quality Audits with Sustainability Element	34	52	59	53	–
Total Audits Conducted[3]	**157**	**170**	**221**	**207**	**126**

Applying our risk-based approach, we continue to use the RBA process as the industry standard for our validated audits for manufacturing suppliers. In addition, we apply the risk-based criteria to complete targeted assessments of our non-manufacturing suppliers. Our sustainability criteria have also been embedded into our supplier quality assessment process to further extend our reach into the supply chain. For priority and major findings by category and sub-category, visit the Report Builder. In certain circumstances, the same facility may be audited multiple times in a calendar year. We treat each individual audit of a single facility as a unique audit in the above table. Despite challenges due to COVID-19, in 2020, over 126 audits were conducted across 70 suppliers, although we removed sustainability elements within the Intel Quality Audits in 2020. Audits that were planned in 2020 but not executed due to COVID-19 restrictions and still deemed necessary are included in our 2021 plan. Cumulatively, 596 supplier sites had received audits by the end of 2020.

[3] Previous years' figures are updated to reflect the most current information as new audit data becomes available.

The number of suppliers required to participate in SPARC has increased over the past seven years as we have broadened our scope to include additional commodities and requirements. This increase represents suppliers selected using our risk-based approach and those providing critical materials and services to Intel. Participating suppliers represented over 78% of Intel's managed supply chain cash payments in 2020. We continue to raise expectations for our suppliers and expand requirements to encompass a broader set of focus areas. SPARC performance is integrated into our quality audit and Supplier Continuous Quality Improvement (SCQI) award programs. In 2020, we rolled out an additional expectation for SCQI award program suppliers: They must work on a project that either helps Intel work toward its own RISE environmental program objectives or furthers their own corporate responsibility efforts.

Supplier Report Card (SRC). We have a regular review and scoring process for our SRC to grade suppliers for product availability, cost, quality, sustainability (ethics, financial sustainability, supplier diversity, and environmental and human rights performance), technology, and customer satisfaction. These processes allow for executive-level dialogue on past and future performance, and remind suppliers of our expectations.

Assessments and Audits. Supplier assessments and audits cover more than 300 environmental, safety, and human rights factors, and help us determine a supplier's risk profile. The audits, conducted by a mix of third parties and Intel personnel, follow the RBA VAP and help us identify where immediate action is needed and where longer term, corrective "targeted action plans" should be put in place. In 2020, 53% of the combined RBA audits were follow-up or closure audits to verify whether the findings from a previous audit had been addressed. Corporate social responsibility criteria are also incorporated into Intel Quality Assessment audits to achieve broader reach. We strive to audit 100% of high-risk supplier sites within a two-year cycle. We have instituted a process of unannounced audits to follow up on credible reports of non-compliance, but we did not have a need to conduct any such audits in 2020.

[2] We recognize diverse suppliers as businesses that are 51% owned and operated by at least one of the following: women; minorities as defined by the country where the business was established; veterans/service-disabled veterans; persons who are lesbian, gay, bisexual, or transgender; or persons who are disabled. While Intel recognizes these categories, they may vary by country in accordance with local law.

A Risk-Based Approach to Supplier Assessments

New Supplier Assessment: A short survey is sent to new suppliers to determine whether a facility is of potential high risk. We work with suppliers during the on-boarding process to remedy any issues identified.

Self-Assessment: Critical and high-risk suppliers[4] complete a questionnaire to determine a facility's potential gaps to the RBA Code. In 2020, we assessed 195 supplier facilities based on this risk assessment and past performance, a 7% decrease from 2019. We have reduced how often we assess established lower risk suppliers and commodities, and also launched a program to enable our more mature suppliers to begin to self-manage their programs and report to us. As part of our work toward our 2030 goals, in 2020, we piloted a new human rights self-assessment with 46 suppliers that we have either never or not recently assessed. The suppliers involved in the new self-assessment were required to provide evidence, which we reviewed to gain a more accurate assessment of risk and enable us to assign improvement deliverables as needed.

Audit: Higher risk suppliers must undergo either an on-site audit by qualified third-party auditors who use the RBA VAP, or a qualified Intel auditor. The latter audits are specialized according to risk and compliance concerns for a particular supplier or facility. Lower risk suppliers,[5] as determined by the self-assessment, may also be audited at our determination. What we learn from audits helps inform our supplier engagement and capability-building programs.

[4] "Critical suppliers" represent a subset of all tier 1 suppliers with which we have significant business relationships and spends. "High/er risk suppliers" refers to suppliers deemed above average risk, based on data and supplier performance.

[5] "Lower risk suppliers" refers to suppliers deemed below average risk, based on data and supplier performance.

Targeted Action Plans. When a supplier does not make sufficient progress in addressing audit findings or has particularly egregious issues, we work with them to quickly develop and implement a strong corrective action plan to address the issues and concerns. Supplier progress is reviewed quarterly until we have verified that all key issues have been closed, and that processes have been put in place to prevent recurrence. If satisfactory progress is not made, we may take additional action, such as not awarding new business ("conditional use" status) until issues are resolved or—when necessary—ending the supplier relationship. While complete closure of certain issues can take several years, we work to close egregious issues within 30 days.

We help suppliers with targeted action plans make progress in multiple ways. Our actions may include conducting additional reviews, such as unannounced audits, and increasing the frequency of contact between Intel executives and supplier senior management.

Recognizing and Rewarding Performance

We provide regular feedback to suppliers on their overall progress and achievements, and integrate corporate responsibility considerations into our Supplier Continuous Quality Improvement (SCQI) Program. This program grants SCQI, Preferred Quality Supplier (PQS), and/or Supplier Achievement awards to suppliers that have demonstrated outstanding performance. In addition, we recognize suppliers for distinction in supplier diversity and manufacturing safety programs, including a new distinction for response to COVID-19 in 2020. For more information and a list of recently recognized suppliers, visit our SCQI award page and "Top 100 Production and Service Suppliers by Spends" in this summary.

Supplier Environmental Impact

By partnering with our suppliers to decrease their waste generated, water usage, and greenhouse gas emissions, we reduce our own environmental impact, lower supply chain risk, and can decrease costs. We also partner with our tier 1 chemical and gas suppliers on green chemistry initiatives. Our procurement teams work with our logistics and packaging suppliers to drive changes in the materials we use to ship products.

Reducing Greenhouse Gas Emissions and Water Use

We decrease the greenhouse gas emissions related to our transportation and logistics network by optimizing packaging to reduce the quantity and weight of shipments, and by increasing local sourcing. Intel is at the forefront of standardizing transportation CO_2 reporting within the industry through collaboration with organizations such as the Global Logistics Emissions Council.

In 2020, we asked approximately 110 tier 1 suppliers that have higher environmental impacts to submit data on their own carbon and/or water footprints through the Supply Chain Climate Change Questionnaire. Of those suppliers, 98% submitted the questionnaire, and 92% of them made their responses public, giving both Intel and other stakeholders information about the environmental performance of our supply chain. Intel was the only CDP Supply Chain Program member requesting the disclosure for 24% of these suppliers. Using information provided in our suppliers' CDP Climate Change Questionnaire helps us ensure that we are focusing on the largest climate change impacts.

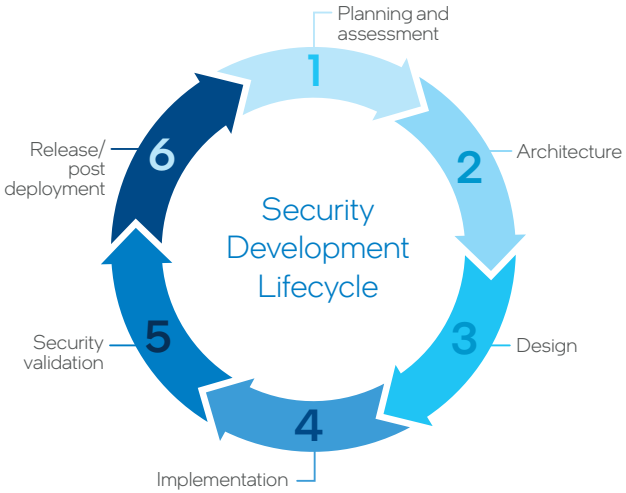
In 2020, Intel also asked suppliers who had been reporting for more than one year to set structured climate targets, and 97% did so. We also sent the CDP water questionnaire to 53 suppliers that are located in water-stressed regions. We achieved a 100% response rate, with 97% of the 53 suppliers publicly sharing their responses. As a result of our efforts, we were ranked in the top 7% of participating companies, attaining a Leadership score in CDP's Supplier Engagement Rating for the fourth consecutive year.

For more information, see the Sustainable section of the full report.

Cybersecurity and Product Security

We recognize that massive shifts in how we live, work, connect, and communicate continue to increase the need for technologies that people trust, built on a foundation of security. We prioritize security in two ways: in the way we work, through our culture and practices aimed at delivering high performance and protections in everything we build; and in what we work on, through our relentless pursuit of security-driven innovations that help our customers tackle today's toughest challenges.

Security Technologies Strategy. To meet the challenges of computing that spans cloud to edge and devices, security must be a continual focus. We understand the complexity that results from the ongoing computing transformation. We have deep experience in enabling security, as well as a comprehensive suite of technologies that help secure entire systems and deliver defense in depth. We engineer security solutions to meet specific challenges centered around three key priorities: foundational security to help systems come up as expected, workload protection to improve security of data in use, and software reliability to build in hardware-based protections against common software threats.



Comprehensive Security Practices. Through the Security Development Lifecycle (SDL), we apply security and privacy principles at six phases, from planning through release and post-deployment. SDL covers Intel hardware, firmware, and software products. In release and post-deployment, an essential part of our product support is ongoing security research and mitigations. Through the Intel Bug Bounty Program, for example, we incentivize security researchers to report vulnerabilities in Intel products to help enable a coordinated response. One of the most important ways we work with the industry for improved security is through coordinated vulnerability disclosure (CVD): When a vulnerability is identified, we work with affected partners to develop and release mitigations. We also align on disclosure to minimize potential threats while we work to address the vulnerability.

Security Research. Continuous improvement is made through investments in offensive research on the security of our products. We have a dedicated team of experts who continually research and test products internally. This work is scaled through practices that include red teaming and hackathons. We use what we learn to improve our products and practices, and we collaborate with world-class industry partners, global security researchers, and academic institutions to advance security research across the industry. For more information, visit Product Security at Intel or read our Intel Product Security 2020 Report. In addition, our Cyber Security Inside podcast series provides insights on cybersecurity-related trends to information security and industry executives.

Securing Intel's Supply Chain

Ensuring a secure and transparent supply chain is critical to supporting our customers in a data-centric world. Supply chain security assurance is provided through certification and conformance to relevant industry standards, repeatable standard operating procedures and continuous quality management and monitoring practices. Intel assesses security throughout the various stages of the supplier lifecycle, and security expectations are established in contracts and reinforced through required trainings and proactive vulnerability communications and event impact analyses. Intel offers differentiated supply chain security capabilities to customers such as: best-in-class security tools to identify vulnerabilities at scale, embedded counterfeit protections included in supplier contractual terms and conditions, and industry-leading unit-level traceability capabilities. Our formal C-SCRM Program executes hundreds of information security supplier audits annually based on standard industry cybersecurity standards such as ISO 27001 and provides automated third-party cyber alerts integrated into event management processes. Intel also helps advance the supply chain security conversation and standards development in the industry by working with governments, organizations, and industries. As a long-standing partner of the National Institute of Standards and Technology (NIST), Intel was the first industry partner of the NIST National Cybersecurity Center of Excellence (NCCOE) and has contributed to numerous NIST 800 and 1800 series standards.

Sustainable Manufacturing and Chemistry Initiatives

Two of our 2030 RISE technology industry initiatives focus on collaborations within our ecosystem to accelerate progress on reducing climate impact in semiconductor manufacturing and advancing sustainable chemistry use and footprinting.

Sustainable Manufacturing

Intel is committed to contributing to the global effort toward science-based greenhouse emissions reductions in line with efforts to limit global warming to 1.5°C. However, we face challenges to gaining formal approval for an emissions-reduction target under the existing methodology of the Science-Based Targets Initiative (SBTi) due to a number of factors:

First, the absolute contraction approach for setting science-based targets does not take into account early action to reduce absolute emissions. The convergence approach within SBTi's sectoral decarbonization approach (SDA) does consider early action, but there is currently no SDA for the semiconductor industry.

Second, demand for semiconductors is increasing, due in part to the role that technology plays in driving climate solutions. Current frameworks do not include consideration of the application of technology to reduce climate impact in global manufacturing.

In addition, emissions budgets and trajectories under current SDA science-based target frameworks are based primarily on CO_2 emissions pathways. Emissions pathways for non-CO_2 gases differ from those for CO_2 due to differences in factors such as mitigation and abatement potential. Process emissions for the semiconductor manufacturing industry include non-CO_2 gases such as perfluorocarbons (PFCs) and nitrous oxide (N_2O). Consideration of sector-specific differences in emissions trajectories for CO_2 and non-CO_2 GHG emissions is a potential area of importance for future research and for expanding opportunities for sector-specific approaches to targets.

In 2020, we began working with industry stakeholders to assess the potential for the development of a sector-specific approach to setting science-based GHG emissions reduction targets for the semiconductor manufacturing industry. The goal is to expand the number of companies in our sector setting approved science-based targets.

Sustainable Chemistry

Sustainable chemistry involves designing chemical products and processes in ways that minimize the use and creation of hazardous materials. As part of Intel's 2020 goals, we established a process with our suppliers to complete green chemistry screening and alternative assessments on high-volume manufacturing chemicals that met certain hazard criteria.

We continue to provide webinars and sustainable chemistry screening criteria for suppliers to advance their progress in this area. In addition, we participate in the RBA's Chemical Management Workgroup to develop industry-wide chemical management initiatives that can be propagated through the RBA membership and supply chain. We also participate in a multi-stakeholder group, the Clean Electronics Production Network (CEPN), whose primary focus is to eliminate exposure to toxic chemicals in the supply chain through use of safer alternatives where feasible, and on developing tools to understand and further control chemical risks.

Our 2030 technology industry initiative around sustainable chemistry aims to enable greener chemical strategies across the life cycle of the technology value chain by implementing an innovative chemical footprint methodology. This effort is focused on an approach and metric that will encompass other impact factors, which we believe will yield a more effective result overall. These factors, or impact categories, include looking at human health, environmental, climate change, regulatory, and reputational risk. The intent is to use these impact categories to further quantify our manufacturing chemical footprint. In 2020, we engaged with several industry groups and environmental experts to get input on our methodology and identify future collaboration opportunities. We envision this initiative will enable Intel, our suppliers, customers, and others across our industry to better assess the full lifecycle impact of each chemical, including disposal, and enable industry-wide improvements by 2030.

Chemical Footprint Methodology

Manufacturing Chemical Footprint =

Mass of Chemical Used (X) Weighting Factors*

*(reputation impact x expectation of regulation x human health factors x environmental impact x climate impact)

For each chemical used, we have assigned a weighting factor from 1-4, with 4 representing the biggest impact. The methodology will also take into consideration the effectiveness of the control technology.

Once we establish our baseline chemical footprint based on 2020 data, we plan to strategically target the chemicals of "highest impact" to identify and fund projects that will result in a reduction or softening of our overall chemical footprint. We are also looking into how we can integrate other tiers in the chemical lifecycle—for example, our supply chain and its waste streams—into our overall goal.

Combating Forced and Bonded Labor

We have worked to build a strong system to detect and address risks of forced and bonded labor among our suppliers and their recruiting and labor agents, including reaching over 135 suppliers at the tier 2 level. Our Statement on Combating Modern Slavery details the expectations we have for ourselves and our suppliers, including prohibitions against holding worker passports and charging workers fees to obtain or keep employment. Since 2014, our ongoing assessments and efforts to reach deeper into the supply chain have positively impacted more than 45,500 workers in our extended supply chain. Positive impacts have included the return of over $23 million in fees to 20,000 workers by our suppliers since 2014. The fees returned could equate to approximately three to five months of base pay, depending on location and situation. In some instances, we have faced challenges in gaining cooperation from suppliers in repaying workers quickly, and we work closely with suppliers to determine acceptable remedies and put systems in place to prevent future occurrences.

Many challenges exist combating issues related to forced and bonded labor, including lack of full visibility into our multi-tier supply chain. To increase our reach and positive impact, since 2018 we have required that approximately 50 of our suppliers work with at least three of their own major suppliers to assess and address their risks of forced and bonded labor. Thirty-two of our suppliers have completed all deliverables and demonstrated changes to tier 2 supplier policies and procedures, stronger engagements with recruiting and labor agents, and the return of fees of over $800,000 to their foreign workers. COVID-19 restrictions slowed our work in this area, and we now expect completion of this project by the end of 2021. Over the past year, multiple governments have imposed restrictions on products sourced from the Xinjiang region of China. Our investors and customers have inquired whether Intel purchases goods or services from the region and, after conducting due diligence, we have confirmed that Intel does not use any labor or source goods or services from the Xinjiang region.

Findings that May Trigger Forced and Bonded Labor Risks

Findings	2016	2017	2018	2019	2020
Closed	126	49	44	36	10
In Process	–	2	4	2	20
Total	**126**	**51**	**48**	**38**	**30**

We proactively work to identify and help suppliers close findings that we believe may be trigger factors for forced and bonded labor. Some historic numbers have been restated due to the timing of reporting.

Effective January 1, 2021, we have also prohibited the use of all forms of prison labor in our supply chain. Previously, our policy had allowed for limited use in cases where it was voluntary and not exploitative. We believe our updated requirements strengthen our commitment to human rights, social equity, and justice.

In 2020 we continued our focus on programs where foreign interns pay fees in their home countries to secure roles in Japan and Korea, attend training, and then travel to facilities. We also took action in the construction industry, which has been identified as one of the highest sectors at risk for forced labor.[1] We have achieved fee repayments in Japan, and due diligence tools we developed were integrated into the processes of several general contractors engaged in construction projects in Asia and the Middle East. The general contractors are also required to cascade our expectations to subcontractors who are our tier 2 and tier 3 suppliers.

Our suppliers report to us that they continue to realize benefits as a result of their improved practices, such as reduced business risks, better and larger pools of candidates, a more satisfied workforce, and higher worker retention—all of which can lead to improved productivity and product quality, as well as positive social impacts.

[1] Source: KnowTheChain: Forced Labor in the Construction Sector.

Industry Collaboration through Training

Collaboration is key to addressing broad, long-standing issues. Intel co-founded and serves on the working group of the multi-industry, multi-stakeholder Responsible Labor Initiative (RLI), which aims to protect and promote the rights of vulnerable workers. The RLI has established the Responsible Recruiting Program, a recruiting agent maturity model. In 2020, Intel also co-sponsored virtual training sessions, Mitigating Risks of Forced Labor and Impacts of COVID-19 on Migrant Workers in the Supply Chain, for more than 370 supplier participants. We also co-sponsored a multi-day comprehensive virtual training on requirements related to combating forced labor, and distributed a number of tools to suppliers who attended.

In partnership with RLI and its members, Intel helped create the Practical Guide to Due Diligence on Recruitment Fees in International Supply Chains, which provides guidelines and examples of best practices to achieve fee repayment.

For more information on our work in this area, see "Supply Chain Responsibility" in this summary and "Respecting Human Rights" in the Our Business section of the full report.

Our work to combat forced and bonded labor earned Intel the number four position on KnowTheChain's 2020 ICT benchmark list of 49 public information and communications technology firms.

2030 Goal: Supply Chain Human Rights

Description. Scale our supplier responsibility programs to ensure respect for human rights across 100% of our tier 1 contracted suppliers and higher risk tier 2 suppliers.[2]

Baseline. At the beginning of 2020, 18% of our tier 1 contracted suppliers had been assessed and engaged in our supplier responsibility programs. Those assessed represented approximately 69% of our 2020 spends. The primary driver of risk assessment is forced, bonded, or child labor and other human rights issues. Identified risks will be mitigated/remedied through our accountability processes.

Progress in 2020. During 2020, our supply chain responsibility team completed initial risk profiling of 100% of our tier 1 contracted suppliers and developed an enhanced process and roadmap for completing more in-depth risk assessments. The team also completed 50 assessments in 2020. Of those, 80% were determined to be low or medium risk. Higher risk suppliers are targeted for follow-up actions in 2021.

Looking Ahead. To achieve our 2030 goal, our target is to assess and validate the risk level of an additional 6-8% suppliers per year, with all high-risk situations remediated within one year. In 2021, we will also complete additional analysis and planning related to our risk assessment process.

[2] Tier 1 suppliers are companies from which Intel makes direct purchases (approximately 9,000 suppliers in 2020). Tier 1 contracted suppliers are subject to formal agreements with Intel based on the products and services provided and spends (approximately 1,500 at the beginning of 2020). Tier 2 suppliers are companies from which Intel's tier 1 suppliers make direct purchases.

Responsible Minerals Sourcing

Like many companies in the electronics industry, Intel and our suppliers use minerals in manufacturing. Over a dozen years ago, Intel began work to responsibly source conflict minerals[1] and in 2017 we expanded our efforts to also address cobalt in our supply chain. We are proud of the significant progress we have made as a company and as an industry, but we know that there is more work to be done. A key technology initiative in our 2030 RISE strategy is to significantly expand our impact in responsible minerals and accelerate the creation of new sourcing standards.

Intel's mission is to maintain the positive progress we've made to date on 3TG (tantalum, tin, tungsten, and gold) and cobalt, and to proactively address emerging risks from the expanding scope of materials and geographies. Our ambition is to apply our learnings from the past decade and work with our industry to broaden and accelerate the creation of sourcing standards for a much wider set of minerals across additional conflict-affected and high-risk areas (CAHRAs[2]).

More information is available on our Responsible Minerals website. Our Responsible Minerals program, Responsible Minerals Sourcing Policy, and due diligence practices address minerals originating in CAHRAs, and are aligned to the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance).

Beyond Conflict Minerals: Driving a Responsibly Sourced Mineral Supply Chain

The first step in our efforts to encompass all minerals used in semiconductor manufacturing was to prioritize the next phase of minerals toward which Intel would direct responsible sourcing efforts. We accomplished this by compiling Intel usage data and known mineral risks, as well as prevalence of sourcing from CAHRAs. We compared our work with analyses and initiatives being undertaken by stakeholders and the industry, leading Intel to select aluminum, copper, nickel, and silver as the next set of minerals to target. To contribute to standards and help define and engage in due diligence within the copper supply chain, Intel became a partner member of The Copper Mark. Our next steps will be to work with our suppliers to map our supply chain for the targeted minerals and to ensure standards are in place to enable us to pursue our ultimate goal of responsible sourcing for all the minerals in our supply chain. We will continue to identify the highest priority minerals to work on in pursuit of our 2030 RISE Goals.

Connecting with Mining Communities

In late 2019, Intel was part of a delegation of non-governmental organizations, US government representatives, and other technology companies that visited the Democratic Republic of the Congo and neighboring Rwanda to observe and discuss challenges facing the mining industry. The delegation was organized by the Public-Private Alliance for Responsible Minerals Trade (PPA), where Intel holds a leadership position. A key takeaway from this experience was the need for corporations to increase upstream program support to ensure sustainability and improve the livelihoods of the most vulnerable communities tied to our supply chain. In response, Intel has developed a more comprehensive program to partner with our peers and vetted NGOs to increase mining community support as a complement to our due-diligence program. A few examples of projects supported by Intel in 2020 are: City of Joy (via the PPA), a group providing health care, education, and holistic rehabilitation to survivors of gender violence in Congolese mining communities; Congo Power, an alliance providing mining areas with clean power; and the PACT-RMI Youth Vocational Training Program, aimed at providing mining alternatives to Congolese youths.

Intel also recognizes the local socio-economic importance of the artisanal and small-scale mining (ASM) sector in CAHRAs and seeks to assist ASM sites in meeting downstream compliance requirements through the Better Mining ASM Mine Monitoring Program in partnership with Responsible Minerals Initiative (RMI) and RCS Global. We believe that maintaining a connection and providing support to the communities that we depend on in our vast global supply chain is a crucial component to our responsible minerals program.

[1] Conflict minerals, as defined by the US Securities and Exchange Commission (SEC), is a broad term that means tin, tantalum, tungsten, and gold (3TG), regardless of whether these minerals finance conflict in the Democratic Republic of the Congo (DRC) or adjoining countries.

[2] CAHRAs, as defined by OECD, are identified by the presence of armed conflict, widespread violence, or other risks of harm to people. Armed conflict may take a variety of forms, such as a conflict of international or non-international character, which may involve two or more states, or may consist of wars of liberation, or insurgencies, civil wars, etc. High-risk areas may include areas of political instability or repression, institutional weakness, insecurity, collapse of civil infrastructure, and widespread violence. Such areas are often characterized by widespread human rights abuses and violations of national or international law.

Our Due Diligence Continues: 3TG and Cobalt

Intel's responsible 3TG and cobalt program, aligned with the OECD Guidance, focuses on three primary areas:

Risk Identification. Each year we conduct a supply chain survey to identify the smelters and refiners that process the 3TG and cobalt contained in the products supplied to Intel, and the country of origin of minerals used. We then compare those smelters and refiners to the list of facilities that conform to a responsible minerals sourcing validation program such as RMI's Responsible Minerals Assurance Process (RMAP). We use the information to identify potential mineral supply chain risks.

Risk Mitigation. When we identify potential risks, we conduct further due diligence, which may include on-site smelter or refinery visits or virtual outreach. Such visits or virtual outreach help identify risks, encourage smelters and refiners to participate in an audit program to validate their sourcing practices, and drive risk mitigation for human rights impacts. When necessary, we will disengage from mineral supply chains that cannot uphold our responsible minerals sourcing standards. Additionally, Intel increased virtual outreach activities to smelters and refiners already participating in a third-party audit program to ensure participation continuity, minimize disruption and provide additional support throughout the pandemic.

Supporting In-Region Sourcing. We believe that the creation and support of responsibly sourced[3] minerals from CAHRAs improve the lives of the people in the regions. Our membership in and support of the PPA and European Partnership for Responsible Minerals (EPRM) directly support regional projects that enable responsibly sourced minerals from CAHRAs by helping to implement programs that are consistent with the OECD Guidance and supported RMI programs. Intel also answered the call to provide COVID-19 related emergency funding to the International Tin Association's International Tin Supply Chain Initiative (iTSCi), a traceability scheme of which Intel is a member, to help ensure that responsible in-region sourcing and assurance continued without interruption.

3TG. Through our annual supply chain survey process, all of the relevant suppliers and refiners reported in our supply chain are deemed responsibly sourced through their conformance to and/or participation in a responsible minerals sourcing program.

Cobalt. For the second year, Intel used the RMI Cobalt Response Template (CRT) to survey all suppliers contributing cobalt to our products. We received a CRT from 89% of suppliers surveyed. We are continuing communication and outreach to our suppliers to further improve this response rate. Intel conducted risk mitigation in our supply chain, including smelter outreach and country of origin assessments, as well as working with direct suppliers to facilitate alternative sourcing where appropriate. See a complete list of cobalt facilities that may have processed cobalt in Intel's supply chain based on supplier responses to our 2020 survey.

Intel's long-term leadership in initiatives such as the RMI and PPA allow us to regularly collaborate on the issue of responsible minerals sourcing with other companies, industries, governments, and civil society. Such collaboration is crucial to identify and address risks associated with mineral extraction and trade in complex mineral supply chains. All participants, from the mines through device manufacturers, have a responsibility to ensure that they do not contribute to human rights abuses. Intel continues to advance responsible sourcing across our product lines, materials, and industry as our business and the world landscape continues to evolve.

Our annual conflict minerals disclosure filed with the US Securities and Exchange Commission contains additional information about our 3TG and cobalt due diligence practices.

[3] "Responsibly sourced" refers to products from suppliers, supply chains, smelters, and refiners that, based on our due diligence, are in line with current global standards and respect human rights in every aspect of their practice.

Supplier Diversity and Inclusion

Just as we value diversity and inclusion to foster innovation within Intel, we know that diverse suppliers[1] provide new perspectives and solutions to improve the ways in which Intel operates. Our vision to grow a diverse and inclusive global supply chain includes increasing our annual spending with diverse-owned suppliers, as well as working with others to expand and enable inclusive sourcing practices across the industry.

We achieved our 2020 goal of spending $1 billion annually with diverse suppliers and reached $279 million spending with women-owned businesses globally. As part of our 2030 RISE goals, we are building on this foundation to double our annual spending with diverse suppliers and expand our inclusive sourcing programs and partnerships to more countries.

Inclusion of diverse-owned suppliers is built into our operations and outlined in our Supplier Diversity Policy. We have integrated requirements for including diverse suppliers into our supplier bidding, selection, and management processes, and in our Supplier Continuous Quality Improvement (SCQI) award. We apply these expectations and requirements to tier 1[2] suppliers, and we also expect our non-diverse suppliers to report their own spending with diverse-owned suppliers and subcontractors. In 2020, 74 of our top non-diverse suppliers reported their tier 2[2] diverse spending, a 15% increase from 2019. We also created a Quick Start Guide for other companies describing how to create a supplier diversity program.

2030 Goal: Supplier Diversity and Inclusion

Description. Increase global annual spending with diverse suppliers by 100% to $2 billion.

Baseline. $1 billion in annual spending with diverse suppliers as of January 1, 2020.

Progress in 2020. At the end of 2020, we had increased our annual spending to $1.2 billion, advancing us on our path to achieve our 2030 goal.

Looking Ahead. To help us reach our 2030 goal, we have set important additional milestones: to spend $500 million annually with women-owned suppliers outside the US by the end of 2025 and $800 million annually with minority-owned suppliers globally by end of 2023, including $250 million with US Black-owned suppliers.

We put these milestones in place to advance racial and gender economic equity in light of the issues highlighted over the past year. We are expanding opportunities for diverse-owned companies to compete for new business and increase their positive impact in their communities.

"As we continue to increase our collaborations with suppliers who are women, minority, LGBT+, people with disabilities, and veteran-owned business, we will be able to harness our combined intellects to advance Moore's Law and create leadership products."

— Dr. Randhir Thakur,
Intel Chief Supply Chain Officer

[1] We recognize certified diverse suppliers as businesses that are at least 51% owned, operated, and controlled by any of the following categories: women; minorities as recognized by the country where the business was established; veterans/military service-disabled veterans; persons who are lesbian, gay, bisexual, or transgender; or persons with disabilities.

[2] "Tier 1 suppliers" are companies from which Intel makes direct purchases. "Tier 2 suppliers" are companies from which Intel's tier 1 suppliers make direct purchases.

Supplier Feature: Jordan IP Law, LLC

In 2004, Intel joined more than 100 other corporations to call for concrete action to promote diversity in the legal profession, in support of our belief that our interests are best served by legal representation that reflects the diversity of our employees, customers, and the communities where we do business. Many corporations and law firms have made progress since then, and we believe that Intel's outside counsel roster is among the most diverse in the US. However, progress has been slow for the legal profession overall. In an effort to accelerate progress, we adopted in 2019 what we call the Intel Rule: As of January 1, 2021, Intel will not retain or use outside law firms in the US that are average or below average on diversity. Firms will be eligible to do legal work for Intel only if at least 21% of the firm's US equity partners are women and at least 10% of the firm's US equity partners are underrepresented minorities.[3]

Based in Washington, DC, Jordan IP Law, LLC (JIPL) is the largest Black-owned patent law firm in the US. The firm is a certified Minority Business Enterprise (MBE) and an active member of the National Association of Minority & Women Owned Law Firms (NAMWOLF). JIPL is focused exclusively on providing strategic guidance, counseling, and portfolio management in areas relating to patent and trademark law. JIPL has provided patent legal services to Intel since the firm's founding in 2009. Intel has reinforced the growth of JIPL by providing valuable insight on best practices in portfolio management and assigning high-priority matters to the firm. Intel also served as a client reference for JIPL's designation as a Top 100 MBE by the Capital Region Minority Supplier Development Council in 2018.

According to the firm's founder, Del Jordan, operating as a Black-owned law firm has been daunting at times. The challenges have included overcoming negative stereotypes in a technically complex field, but the firm continues to push through obstacles. JIPL has provided critical support to Intel's in-house counsel, innovators, and business professionals, and JIPL's multicultural workforce makes the firm a crucial partner in Intel's commitment to diversity.

[3] For this purpose, we define equity partners to include those whose race is other than full white/Caucasian, and partners who have identified as LGBT+, disabled, or veterans.

Invest in Supplier Diversity

Around the World

Intel's Supplier Diversity and Inclusion program grew to 26 countries, and we continue our work with NGOs to identify and certify potential suppliers.

Collaborating to Drive Change Globally

Over the past decade, we have partnered with other companies, NGOs, and governments to create opportunities for diverse suppliers, including hosting supplier workshops and collaborating on country-level certification standards. This work has included our partnership with NGOs and certifying bodies, such as WeConnect International, a global network that connects women-owned businesses to qualified buyers around the world. In 2019, Intel drove the new Women Business Enterprise Certification in Japan in partnership with WEConnect International, Accenture, and Johnson & Johnson. During 2020, we engaged with a number of governments and industry groups to help drive integration of supplier diversity into public procurement processes, including the UK. We also partnered with organizations like WeConnect International to deliver virtual workshops to diverse-owned suppliers globally to build capabilities and increase access to procurement opportunities. In addition, we shared with companies across other industry sectors our best practices on how to set up or expand supplier diversity programs and processes globally.

Learn more about Intel's efforts to create opportunities for diverse-owned businesses around the world to thrive.

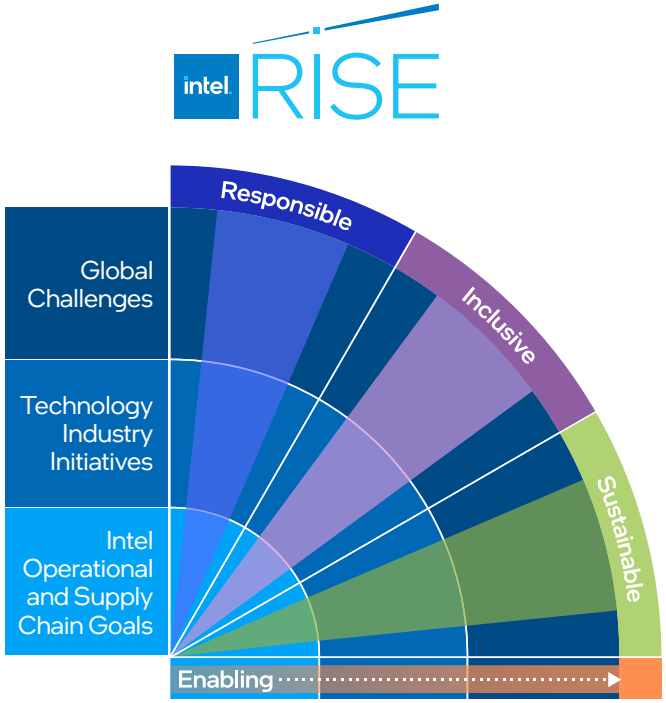
Corporate Responsibility and Our 2030 RISE Strategy

Intel's purpose is to create world-changing technology that improves the lives of every person on earth. Our continuing commitment to corporate responsibility is embedded in our purpose. That commitment—built on a strong foundation of transparency, governance, ethics, and respect for human rights—creates value for Intel and our stakeholders by helping us mitigate risks, reduce costs, build brand value, and identify new market opportunities to apply our technology to help address society's most complex issues.

Through our long-term focus on advancing transparency, setting ambitious goals, and integrating corporate responsibility across all aspects of our business, we have driven meaningful results and challenged ourselves to achieve higher levels of performance over time. The Intel Foundation amplifies the impact of our employees' volunteer hours and contributions to our local communities and catalyzes action and collaboration with others on social impact initiatives.

With our 2030 corporate responsibility "RISE" strategy and goals, we aim to create a more **responsible**, **inclusive**, and **sustainable** world, **enabled** through our technology and the expertise and passion of our employees. Our new strategy not only raises the bar for ourselves and our supply chain, but also increases the scale and global impact of our work through new collaborations with our customers and a broad range of stakeholders. Our aim is to fully harness the power of technology to solve increasingly complex and interconnected global challenges over the next decade and beyond. We know that acting alone, Intel cannot achieve the broad, societal impact we aspire to.

Our multi-year process to develop our new strategy and goals involved many teams and executives across the company, incorporated direct feedback from our external stakeholders, and leveraged a number of external frameworks, including the UN Sustainable Development Goals. Since we announced our new strategy, we have been inspired by the many ways our employees have driven progress on our goals in the face of a challenging external environment, and by the positive feedback and increased interest from stakeholders to work together to accelerate global impact.



Responsible

Lead in advancing safety, wellness, and responsible business practices across our global manufacturing operations, our value chain, and beyond

Inclusive

Advance diversity and inclusion across our global workforce and industry, and expand opportunities for others through technology, inclusion, and digital readiness initiatives

Sustainable

Be a global leader in sustainability and enable our customers and others to reduce their environmental impact through our actions and technology

Enabling

Through innovation technology and the expertise and passion of our employees we enable positive change within Intel, across our industry, and beyond

2030 RISE Operational and Supply Chain Goals

This table outlines our 2030 operational and supply chain goals, including progress made in 2020. These goals are designed to continue to raise the bar for ourselves and to deliver greater value for our customers by helping them reach their corporate responsibility goals and targets. Click on each heading to learn more.

2030 Goal	Progress in 2020
Responsible	
Employee Health, Safety, and Wellness. Ensure that more than 90% of our employees believe that Intel has a strong safety culture and that 50% participate in our global wellness program.	In 2020, 79% of surveyed employees agreed with our "safety is a value" metrics and 22% of Intel employees participated in our wellness program.
Supply Chain Human Rights. Scale our supplier responsibility programs to ensure respect for human rights across 100% of our tier 1 contracted suppliers and higher risk tier 2 suppliers.[1]	We completed initial risk profiling of 100% of our tier 1 contracted suppliers and completed 50 assessments in 2020.
Inclusive	
Workforce Inclusion. • Double the number of women and underrepresented minorities in senior leadership roles. • Exceed 40% representation of women in technical positions. • Advance accessibility and increase the percentage of employees who self-identify as having a disability to 10% of our workforce. • Ensure that inclusive leadership practices and accountability are embedded in our culture globally by creating and adopting an inclusive leader certification program.	During 2020, we continued to strengthen our systems, processes, and programs to drive diversity, equity, inclusion and accessibility throughout our workforce. We set new milestone targets to accelerate progress toward our senior leadership representation goals and linked those metrics to our executive and employee compensation for 2021. At the end of 2020, 25.2% of our technical roles were held by women and 1.4% of our US workforce self-identified as having a disability.
Supplier Diversity. Increase global annual spending with diverse suppliers[2] by 100% to reach $2 billion in annual spending by 2030.	We spent $1.2 billion with diverse suppliers in 2020, an increase of 20% over 2019. To accelerate progress toward our 2030 goal, our supply chain team set additional milestone targets to spend $500 million with women-owned suppliers outside the US by 2025 and $800 million annually with minority-owned suppliers globally by 2023, including $250 million with US Black-owned suppliers.
Sustainable	
Climate and Energy. • Achieve 100% renewable energy use across our global manufacturing operations. • Conserve 4 billion kWh of energy. • Drive a 10% reduction in our absolute Scope 1 and 2 carbon emissions as we grow, informed by climate science. • Increase product energy efficiency 10x for Intel client and server microprocessors to reduce our Scope 3 emissions.	Achieved 82% renewable energy use and conserved 161 million kWh of energy. Our absolute greenhouse gas (GHG) emissions remained roughly flat to the 2019 baseline through end of 2020. We completed our baseline analysis for our product energy efficiency goals.
Net Zero Water. Achieve net positive water use by conserving 60 billion gallons of water and funding external water restoration projects.	Conserved 7.1 billion gallons of water in our operations and enabled the restoration of more than 1.3 billion gallons of water to local watersheds through funding of water restoration projects.
Zero Waste[3]/Circular Economy. Achieve zero total waste to landfill and implement circular economy strategies for 60% of our manufacturing waste streams in partnership with our suppliers.	Sent 5% of our total waste to landfill. Circular economy practices applied to 63% of our manufacturing waste streams.
Enabling	
Community Impact. Deliver 10 million volunteer hours to improve our local communities, including an increase in skills-based volunteerism.	Delivered 910,000 volunteer hours to our local communities.

[1] Tier 1 suppliers are companies from which Intel makes direct purchases (approximately 9,000 suppliers in 2020). Tier 1 contracted suppliers are subject to formal agreements with Intel based on the products and services provided and spends (approximately 1,500 at the beginning of 2020). Tier 2 suppliers are companies from which Intel's tier 1 suppliers make direct purchases.

[2] We recognize diverse suppliers as businesses that are 51% owned and operated by at least one of the following: women; minorities as defined by the country where the business was established; veterans/service-disabled veterans; persons who are lesbian, gay, bisexual, or transgender; or persons who are disabled. While Intel recognizes these categories, they may vary by country in accordance with local law.

[3] Intel defines zero waste as less than 1%.

Top 100 Production and Service Suppliers by Spends

These companies represent approximately 75% of Intel's total supply chain spends in 2020.

Achronix Semiconductor Corporation	Dentsu Group, Inc.	JE Dunn Construction	Powertech Technology Inc.
Advanced Semiconductor Engineering	Deutsche Post DHL Group[9]	JLL[7]	Quanta Computer Inc.
Advantest America Inc	DSV Panalpina A/S[9]	JSR Corporation	Rinchem Company Inc.
AEM Singapore Pte. Ltd.[9]	DuPont	JX Nippon Mining & Metals Corporation[2]	Samsung Electro-Mechanics Co., Ltd.
AGC Inc.[8]	EBARA Corporation	KellyOCG[7]	Samsung Semiconductor, Inc.
Air Liquide	Edwards Ltd	Keysight Technologies, Inc.[8]	SCREEN Semiconductor Solutions Co., Ltd.
Air Products and Chemicals, Inc.	Elitegroup Computer Systems Co., LTD.	KLA Corporation[8]	Shin-Etsu Chemical Co., Ltd.[2]
Amkor Technology, Inc.	Entegris, Inc.	Kokusai Electric Corporation[2]	Shinko Electric Industries Co. LTD.
Analog Devices, Inc.	Exyte	Lam Research Corporation[1,3]	SiliconMotion
Applied Materials, Inc.[1,3]	Fabrinet	Lasertec Corporation[2]	Siltronic AG[1]
Arm Limited	Flex[9]	Linde	SIRVA Worldwide, Inc.
ASM International N.V.[2,4]	FormFactor, Inc.	Marvell Technology Group, Ltd.	SK Hynix Inc.
ASML[2]	FUJIFILM Electronic Materials	Mentor Graphics Corporation	Skanska USA Building Inc.
AT&S Austria Technologie & Systemtechnik AG[2]	Gemtek Technology Co., Ltd.[9]	Merck KGaA Darmstadt, Germany	SUEZ Water Technologies & Solutions
Avantor[9]	GLOBALFOUNDRIES	Micron Technology, Inc	SUMCO Corporation[2]
Azurewave Technologies	GlobalWafers Co., LTD.	Microsoft Corporation[9]	Sundt Construction, Inc.
BE Semiconductor Industries N.V.	Harder Mechanical Contractors	Mitac Holdings Corporation	Super Micro Computer, Inc[9]
Broadcom Inc.	HCL Technologies Limited[6,9]	Mitsubishi Gas Chemical Company Inc.	Synopsis, Inc.[2,5]
Cadence Design Systems Inc.[9]	Hensel Phelps	Moses Lake Industries (TAMA Chemicals)[2]	Taiwan Semiconductor Manufacturing Company, Limited[1]
CMC Materials, Inc.	Hitachi High-Tech Corporation[2]	Murata Machinery, Ltd.[2]	Tokyo Electron Limited[1]
Compass Group PLC	Hoffman Construction	MWH Constructors, Inc.	Tokyo Ohka Kogyo Co., LTD[2]
Courier Network Inc.[9]	Honeywell Electronic Materials	NetApp	Ultra Clean Technologies (UCT)[9]
Cymer	IBIDEN Co., LTD.	Nikon Corporation	Unimicron Technology Corporation
Daifuku Co., LTD	Infosys Limited[9]	NNR Global Logistics	United Microelectronics Corp
DB Schenker[9]	Jacobs Engineering Group, Inc.	Pegatron Corporation	UST Holdings Ltd.

Table updated on June 18, 2021 to reflect the most current supplier names.

[1] Suppliers that received a 2020 Supplier Continuous Quality Improvement (SCQI) award.

[2] Suppliers that received a 2020 Preferred Quality Supplier (PQS) award.

[3] Supplier additionally recognized for Distinction in Supplier Diversity.

[4] Supplier additionally recognized for Distinction in Safety.

[5] Supplier additionally recognized for Distinction in Innovation.

[6] Supplier that received a 2020 Supplier Achievement (SAA) award for extraordinary results in cost.

[7] Supplier that received a 2020 Supplier Achievement (SAA) award for extraordinary results in supplier diversity.

[8] Supplier that received a 2020 Supplier Achievement (SAA) award for extraordinary results in technology.

[9] Supplier that received a 2020 Supplier Achievement (SAA) award for extraordinary results in COVID-19 response.

Awards and Recognitions

Third-party ratings and rankings give us valuable feedback on our programs and practices, and help drive continuous improvement over time. Below is a selection of the corporate responsibility-related awards and recognitions that Intel received in 2020 and in the first quarter of 2021.

3BL Media. 100 Best Corporate Citizens

American Association of People with Disabilities and **Disability:IN.** Disability Equality Index

American Indian Science and Engineering Society. Top 50 Workplaces for Indigenous STEM Professionals

Bloomberg. Bloomberg Gender-Equality Index

Brave Blue World. 2020 Lighthouse Award for Water Stewardship

CDP. "A" Water Security Rating, "A-" Climate Change Rating, Supplier Engagement Leadership Rating

Center for Political Accountability. CPA-Zicklin Index of Corporate Political Disclosure and Accountability – Trendsetter Company

Center for Resource Solutions. Renewable Energy Markets Asia Award

Corporate Human Rights Benchmark. ICT Manufacturing Top 10

Corporate Knights. Global 100 Most Sustainable Corporations

Dow Jones Sustainability Index. North America Index

EcoAct. Sustainability Reporting Performance of the DOW 30

Ethisphere Institute. World's Most Ethical Companies

Fast Company. Best Workplaces for Innovators

Forbes. World's Best Employers, Best Employers for Women, America's Best Employers for Diversity, and America's Best Employers for Veterans

Forbes. World's Most Valuable Brands

Fortune. Fortune Blue Ribbon Companies

Fortune. World's Most Admired Companies

FTSE Group. FTSE4Good Index

Gartner. Supply Chain Top 25

Human Rights Campaign. Corporate Equality Index

Interbrand. Best Global Brands

ISS. 1 rating in both Environment & Social QualityScore[1]

JUST Capital. Top Companies for the Environment

JUST Capital and *Forbes*. JUST 100

Labrador. US Transparency Awards

Minority Engineer. Top 50 Employers

MSCI. World ESG Leaders Index

NAFE. Top Companies for Executive Women

Newsweek. America's Most Responsible Companies

Religious Freedom & Business Foundation. Corporate Religious Equity, Diversity and Inclusion Index

RepTrak. Top 10 Most Reputable Companies Worldwide

Sustainalytics. Member, Global Sustainability Signatories Index

US Environmental Protection Agency. Green Power Partnership National Top 100

Wall Street Journal. Management Top 250

Wall Street Journal. Top 100 Most Sustainably Managed Companies

Women Engineer Magazine. Top 50 Employers – Reader's Choice

Working Mother. 100 Best Companies For Working Moms and Best Companies for Multicultural Women

[1] Score as of end of year 2020.

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