Intel Community Impact Report

Intel is making a historic investment in the future of U.S. semiconductor manufacturing, with nearly $90 billion by the end of the decade, which is part of the company's overall $100+ billion expansion plan. Intel's investments in expanding U.S. leading-edge semiconductor manufacturing will not only drive technological advancement but also benefit workers and communities across the nation while incorporating important measures to safeguard the environment. As previously announced and with the Department's support, Intel's overall expansion plan is estimated to support approximately 10,000 manufacturing jobs and 20,000 construction jobs across Arizona, Ohio, Oregon, and New Mexico.

Intel's award includes $65 million in CHIPS funding from the Department of Commerce dedicated to workforce development investments aimed at equipping the next generation of chipmaking talent with the skills needed for careers in the semiconductor industry.

These workforce investments along with other efforts by the Department of Commerce will foster strong partnerships with local communities, labor unions, educational institutions, and historically underrepresented groups. Intel's commitments align with the Good Jobs Principles published by the Departments of Commerce and Labor, and Intel will also regularly report to the Department of Commerce on its efforts to uphold these commitments and other efforts to advance the Good Jobs Principles.

More information about the commitments included in Intel's CHIPS award, as well as Intel's other efforts to invest in workers and communities, can be found below.

Workforce Commitments

As previously announced and with the Department's support, Intel's overall expansion plan is estimated to support approximately 10,000 manufacturing jobs and 20,000 construction jobs across Arizona, Ohio, Oregon, and New Mexico. As part of its agreement to receive CHIPS incentives, Intel has made significant commitments to invest in and support these workers and the broader community.

The Department of Commerce is also investing $65 million dedicated to workforce development as part of the overall incentives package, which will be invested through workforce intermediaries. Through the intermediary model, the Department of Commerce is working with companies to help them identify and utilize strategic partners to mobilize the regional workforce ecosystems necessary to support both the construction and facility workforces of large-scale semiconductor investments. Workforce intermediaries are required to consult with stakeholders across a region's workforce ecosystem, which must include education and training providers (such as high schools, career and technical education providers, community colleges, higher education institutions), labor unions, state and local workforce development boards, child care organizations, and community-based organizations. By collaborating with a variety of strategic partners, intermediaries will create recruiting pipelines and pathways to good jobs for the surrounding community, especially for economically disadvantaged individuals.

Intel is already partnering with two intermediaries, the SEMI Foundation and the Semiconductor Research Corporation (SRC), to help mobilize the regional workforce ecosystems necessary for supporting its facility workforce in each state.

- With the SEMI Foundation, Intel has launched its first registered apprenticeship program for manufacturing facility technicians, in partnership with the Arizona Commerce Authority, the Phoenix Business and Workforce Development Board, Maricopa Community Colleges District (MCCD), and Fresh Start Women's Foundation. Intel plans to work with the SEMI Foundation and other intermediaries to improve and expand educational and training opportunities for technicians at community colleges and other educational institutions near each of its sites.
- With SRC, Intel is working to expand scholarship and fellowship support for students in relevant STEM fields at all levels of higher education. These opportunities will be paired with internship and career opportunities at Intel, helping to train the next generation of professionals for the semiconductor industry.
- Intel also plans to work with intermediaries on K-12 initiatives that inspire and engage students to pursue STEM disciplines. Priorities include hands-on experiential learning opportunities that foster increased interest and sustained education in STEM, family engagement and increased semiconductor awareness in high school, and Career and Technical Education (CTE) solutions that align with Intel's workforce goals across its four project sites.

Facility Workforce

In addition to programs created with the $65 million CHIPS award for workforce development, the company will be implementing the following programs across its project sites to attract and train new talent:

- **At each of its sites, Intel will continue to make annual investments to expand access to education in science, engineering, and other technical fields**. This funding will be directed toward programs designed to equip students with skills in semiconductor manufacturing, research, and development, as well as other critical industry disciplines. Programs will be designed to broaden participation in technical disciplines in partnership with higher education institutions.
    - **In Ohio, for example, Intel has launched its Semiconductor Education and Research Program (SERP).** Through SERP, Intel is funding eight collaborations involving more than 80 institutions of higher education across Ohio. These collaborations have already received $17.7 million in funding as part of Intel's $50 million commitment to Ohio higher education institutions over the next decade.
- **Across all projects, Intel will continue to fund programs such as Intel Scholars, which provides financial support to traditionally underrepresented students preparing for roles in the semiconductor industry.** This initiative includes student scholarships and partnerships with minority-serving institutions, with a commitment of at least $2 million annually through 2031. The program focuses on students transitioning from community colleges to four-year institutions, as well as the retention of bachelors-level students for graduate and PhD programs.
- **Intel will continue to fund workforce programs in collaboration with the National Science Foundation.** Under this program, NSF is matching Intel's $50 million commitment over 10 years to make $100 million available in funding for academic research and workforce development. These funding opportunities train hundreds of students and enable collaborations between

researchers and educators, improving the relationship between academic research and early higher education and growing the future semiconductor workforce.

- **Intel will continue its efforts to support veteran hiring programs across its projects.**
- **Intel will work to increase faculty development and experiential learning opportunities for educators** including high school teachers; technology center, community college and university faculty; and graduate teaching assistants to increase awareness of semiconductor careers and capabilities to teach semiconductor relevant curricula.
- **Intel will comply with federal labor law as a condition of its CHIPS award.** Like all recipients of CHIPS Funds, Intel will be required to make representations to the Department of Commerce on a periodic basis affirming that it is in compliance with federal laws, including federal labor law.

Construction Workforce

Intel has also made commitments specific to its construction workforce:

- **In Ohio, Intel's contractor Bechtel signed a Project Labor Agreement (PLA) with the North America Building Trades Unions** for the construction of its fabs.
- **In Arizona, New Mexico, and Oregon, Intel has committed to undertake efforts to achieve a registered apprenticeship utilization rate of 15% on the construction site.**
- **Intel will, consistent with the statutory requirements of the CHIPS Act, include terms in its construction contracts requiring all construction contractors and subcontractors to comply with Davis Bacon and Related Acts. Intel will expand access and services for construction workers, including by:**
    - Supporting contractors that use Registered Apprenticeship Programs and encouraging partnerships with pre-apprenticeship programs;
    - Working with contractors to provide wraparound services and benefits to employees; and
    - Employing a craft liaison on each site to serve as the principal point of contact with contractors and worker representatives.
- **Intel has strongly endorsed efforts to expand the construction workforce, including the CHIPS Women in Construction Framework.** This framework is part of U.S. Secretary of Commerce Gina Raimondo's ongoing Million Women in Construction initiative that aims to expand the American construction workforce by doubling the number of women in construction over the next decade. Under the Framework:
    - **Intel partnered with Affiliated Construction Trades (ACT) Ohio and the Ohio State Building & Construction Trades Council to convene a Women in Construction roundtable in Columbus, OH.** This convening brought together contractors, local building trades unions, tradeswomen groups, community-based organizations, and other key stakeholders to discuss challenges and opportunities in the region. Intel is now planning further engagement in other project regions.
    - **Intel and its prime contractors will develop an approach, supported with $4 million in CHIPS funding, to build out the recruitment and training pipeline of women and economically disadvantaged individuals into the construction workforce on Intel projects.** These workforce solutions, which may include investments in K-12 education, career and technical education, and pre-apprenticeship programming, will be developed through ongoing stakeholder engagement in regions with Intel projects to expand access to the construction industry. In the development and implementation of this

initiative, Intel will ensure that solutions are able to deliver on a timeline that reflects Intel's specific labor needs for CHIPS-funded projects.

- **Intel and its contractors will use data to inform ongoing planning and activities to expand access to the construction workforce.** Intel will work with its contractors to pursue data collection efforts, such as participation of registered apprentices on-site, demographic representation, number of workers completing regional construction pathway programs, and use of minority- and women-owned business enterprise suppliers.
- **In collaboration with local partners, Intel is working with contractors Bechtel and Gilbane to deploy an innovative workforce training center on site in Ohio to build the workforce of the future.** The outreach and recruitment for this training center will target opportunities for women while honing in on programs that sustainably fill gaps in select trades and professions.
- **Intel and its contractors will partner with local, regional, and national organizations focused on expanding pathways to construction jobs.** Examples of local partnerships include Intel working with Oregon Tradeswomen, Constructing Hope, and Portland Youth Builders in their pre-apprenticeship programs. On a national level, Intel and its contractors will partner on engagement and recruitment activities with organizations such as the Society of Women Engineers and Groundbreaking Women in Construction.
- **Intel's contractors are cumulatively contributing millions of dollars to apprentice programs across all four sites.**
- **Intel's contractors are committing to a variety of activities across their project sites to maintain healthy, safe, and respectful workplaces.** For example, Hoffman Construction's GUTS (Get Us There Safe) Program, set up on Intel construction sites, focuses on all aspects of job site safety, including mental health, and provides a safe space for workers to voice concerns and receive professional help when needed.

Worker Safety

As part of its award, Intel is committed to the following actions to protect its workers:

- **Intel has committed to establish or maintain a worker safety committee at each project facility** comprised of workers and management that meets regularly and is authorized to raise any health or safety concerns.
- **Intel will review occupational health and safety chemical exposure limits and incorporate the most protective limits available based on published standards** (e.g., by the National Institute for Occupational Safety and Health (NIOSH) and American Conference of Governmental Industrial Hygienists (ACGIH)), including those that go beyond what is required by federal law, in the development of their safety standards.
- **Intel will install semiconductor manufacturing equipment assessed with SEMI S2**, the industry safety guideline for environmental, health, and safety practices, which incorporates several other standards, with respect to a range of activities, including but not limited to: equipment installation, gas effluent handling, exhaust ventilation, ergonomics, risk assessment, equipment decontamination, fire risk mitigation, and electrical design.
- **Intel will require its suppliers to conduct decontamination of semiconductor manufacturing equipment in accordance with SEMI S12**, the industry environmental, health and safety guideline for Manufacturing Equipment Decontamination.

Environmental Commitments

Intel is dedicated to being a global leader in sustainability and reducing the environmental impact of its operations. Consistent with these goals, Intel is committed to the following actions to safeguard the environment:

- **Intel has committed to implement a plan to meet its electricity needs for the project facilities with carbon-free electricity** through onsite generation of electricity from renewable energy sources, power purchase agreements, renewable energy credit purchase agreements, and/or utility green tariffs, with the goal of achieving 100% carbon free electricity by 2030 and achieving net zero for scope 1 and scope 2 greenhouse gas emissions by 2040. In Arizona, Intel will implement an energy efficiency project expected to save 15.8 million kilowatt-hours/year and roughly 3,200 metric tons/year CO2e (carbon-dioxide equivalent).
- **Intel will implement water conservation and restoration strategies** for the projects and will endeavor to achieve a Net Positive Water Impact by December 31, 2030.
- **Intel will segregate known process organic waste containing per- and polyfuoroalkyl substances (PFAS)** from facility waste streams to a closed bulk storage system for off-site management by treatment and disposal facilities.
- **Intel will abate Scope 1 greenhouse gases associated with new semiconductor manufacturing equipment** by installing abatement equipment designed to achieve the applicable U.S. Environmental Protection Agency Destruction or Removal Efficiency of fluorinated greenhouse gases (F-GHGs) and nitrous oxide.
- **Intel will comply with all applicable environmental laws**, including the Clean Water Act, Clean Air Act, Endangered Species Protection Act, and the Resource Conservation and Recovery Act to help ensure that every person has a right to breathe clean air, drink clean water, and live in a healthy community.

Intel will publicly disclose as part of its corporate responsibility report posted on its company webpage its progress towards environmental responsibility goals for carbon-free electricity and achieving a "Net Positive Water Impact" adopted for the Projects, and annually report on progress in achieving these goals with appropriate metrics, including:

- Electricity (kWh) used, saved through conservation programs, and produced from carbon free electricity sources; and
- Water used, conserved, and recycled.

Child Care Commitments

As part of its broader workforce investment program, Intel has committed to providing affordable, accessible, high-quality child care for its workers across its facilities. Intel has already invested in a caregiver-friendly culture by offering certain child care benefits as well as robust leave policies, including 4 weeks of pre-birth leave, 12 weeks post-birth leave, 12 weeks bonding leave, 12 weeks of unpaid leave, and a New Parent Reintegration program and Additional Reentry Time program. Intel also offers a Dependent Care Assistance Plan allowing up to $5,000 in pretax dollars.

Intel has additionally committed to the following:

- **Piloting a childcare subsidy for hourly employees.** This program will provide U.S. non-exempt employees with a $2,400 annual child care stipend per family that may be used for licensed or eligible informal care providers.

- **Working with contractors to pilot a subsidy program for apprentices on its construction sites** to offer a $3,600 annual child care stipend per child, up to two children, that may be used for licensed or eligible informal care providers.
- **Expanding its backup child care program to cover up to $100 per day for up to 15 days.**
- **Partnering with multiple child care providers to offer priority registration, a 15% discount, and waived enrollment fees.** Additionally, suppliers and contingent workers on project sites, including construction workers, will be eligible for a 10% discount on child care with a child care provider.

In addition to these commitments, Intel is working with the Department of Commerce on additional initiatives:

- **Working with Patch Caregiving to pilot a near-site 24/7 backup childcare center for ages two to 13 in Oregon**. Intel is exploring further supply building options across its locales.
- **Rolling out a new navigation tool** that will assist U.S. employees in locating and securing child care, including non-traditional hour care**.**
- **Using a portion of the CHIPS workforce development award to improve childcare capacity** in the communities in which it operates.

Community Investments

To further support local communities and regional development, Intel will also continue making financial investments in each project region. These commitments will be directed toward infrastructure, education, transportation and mobility access, and/or housing affordability. In addition to these financial commitments, Intel will maintain a public-facing webpage in each region to communicate community investment opportunities and progress.

Intel will also maintain **Community Advisory Panels** in Arizona, New Mexico, and Oregon, and will establish a new Community Advisory Panel in Ohio to ensure ongoing community engagement and input. Panels include company representatives and community members, invited by the company to voluntarily participate and represent a broad range of community interests.

Support for Small Businesses

Intel's supplier diversity program has dedicated personnel within the company's supply chain team to expand on efforts to grow a diverse and inclusive global supply chain. These efforts will include measures such as setting annual spending goals with respect to local businesses around Intel's sites; developing and implementing a training plan to ensure decision-making employees are aware of supplier diversity and small business goals; tracking and monitoring awards and solicitations; including small businesses on solicitation lists; encouraging the solicitation of such businesses where practical; and maintaining public facing webpages describing community investments and opportunities in the region. Intel has committed to tracking and reporting disaggregated data on supplier diversity program as it relates to this award.