

## EXECUTIVE OFFICER STOCK OWNERSHIP GUIDELINES

Because the Compensation Committee believes in linking the interests of management and stockholders, the Board has set stock ownership guidelines for Intel's executive officers. Beginning in September 2019, these guidelines were modified to specify that Intel's executive officers must accumulate and hold shares of Intel common stock based on a multiple of base salary within five years of their appointment or promotion. The deadlines for the listed officers were not reset with the changes to the guidelines. Unvested OSUs/PSUs and RSUs and unexercised stock options do not count toward satisfying these ownership guidelines.

As of December 28, 2019, each of Intel's listed officers had either satisfied these ownership guidelines or still had time to do so. The following table lists the specific ownership requirements for the listed officers, other than Mr. Underwood who is not an executive officer and does have stock ownership requirements.

Title	Multiple of Base Salary
CEO	10x
Executive Chairman	5x
CFO	5x
Executive Vice President	5x

**Non-Employee Director Stock Ownership Guidelines.** Intel's stock ownership guidelines state that each non-employee director must acquire and hold at least five times (5x) the annual cash retainer amount within five years of joining the Board. Unvested OSUs and unvested RSUs do not count toward this requirement. Deferred OSUs and RSUs count toward this requirement once they vest.