INTEL CORP (INTC)

2026 DEF 14A · filed 2026-03-23 · CIK 0000050863

Headline facts

CEO TOTAL PAY

$18,174,100

David A. Zinsner · 2025 · ‘ 44% YoY

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

812 to 1

Median employee: $114,900

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

HEDGING

Not disclosed

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from INTC’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
GOOGL Alphabet Inc.	$10,906,079	35 to 1	$310,826	Leadership Development, Inclusion and Compensation Committee
AMZN AMAZON COM INC	$2,069,861	51 to 1	$40,206	Leadership Development and Compensation Committee
AAPL Apple Inc.	$74,294,811	533 to 1	$139,483	People and Compensation Committee
AVGO Broadcom Inc.	$205,278,006	543 to 1	$378,281	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Lip-Bu Tan Named executive officer	$746,200	$49,639,500	$2,374,000	$708,000	**$92,990,900**
Michelle Johnston Holthaus Former CEO Intel Products, Former Interim Co-CEO	$993,800	$28,062,900	$2,406,400	$110,400	**$33,073,500**
David A. Zinsner EVP and CFO, and Former Interim Co-CEO	$850,000	$13,955,900	$1,795,700	$72,500	**$18,174,100**
Christoph Schell Former EVP and CCO, and GM, SMG	$460,400	$14,096,300	—	$200,400	**$14,757,100**
Naga Chandrasekaran Named executive officer	$787,500	$10,243,700	$1,636,700	$48,900	**$13,716,800**
April Miller Boise EVP and CLO	$750,000	$7,847,000	$1,558,200	$37,500	**$10,192,700**

CEO pay mix (latest year)

Base salary	5%
Cash incentive	18%
Equity	77%
Other	0%
At-risk	**95%**

SOURCE CITATIONS

Every fact above, traced back to filing text

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CEO pay ratio = 812 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“In accordance with SEC rules, we are providing the ratio of the annual total compensation of our CEO to the annual total compensation of our median employee. The 2025 annual total compensation of our CEO Mr. Tan is $93,244,700, the 2025 annual total compensation of our median compensated employee is $114,900, and the ratio of these amounts is 812 to 1. For purposes of the pay ratio calculation, Mr. Tan’s total 2025 annual compensation was calculated by (i) annualizing his base salary (rather than including base salary actually paid) because Mr. Tan was appointed as CEO effective March 18, 2025…”

Median employee compensation = $114,900

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“CEO Pay Ratio In accordance with SEC rules, we are providing the ratio of the annual total compensation of our CEO to the annual total compensation of our median employee. The 2025 annual total compensation of our CEO Mr. Tan is $93,244,700, the 2025 annual total compensation of our median compensated employee is $114,900, and the ratio of these amounts is 812 to 1. For purposes of the pay ratio calculation, Mr. Tan’s total 2025 annual compensation was calculated by (i) annualizing his base salary (rather than including base salary actually paid) because Mr. Tan was appointed as CEO effective …”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation Committee designed Mr”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy (Compensation Recoupment Policy), effective as of October 2, 2023, which is available as an exhibit to our 2024 Annual Report on Form 10-K”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Insider Trading, Hedging, Derivatives, Short Sales and Pledging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Holding our common stock in a margin account and pledging our common stock as collateral for a loan is prohibited for directors, executive officers and other senior executives.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”