INTEL EMPLOYEE PLANNING SERIES

The Intel Equity Awards Decision

What Intel employees should understand about RSUs, PSUs, vesting, taxes, and separation

An Intel equity vesting date is not just a portfolio event; it is a compensation, tax, and risk-management event. The right decision begins by identifying the award you actually hold and separating the value of compensation earned from the decision to keep additional Intel stock.

IDENTIFY THE AWARD AND GRANT YEAR Download every grant notice and vesting schedule. Separate service-based RSUs from PSUs, stock options, and special retention or new-hire awards. Record service conditions, performance periods, target units, settlement dates, and separation provisions.

MODEL WHAT CAN ACTUALLY SETTLE An RSU award generally starts with a stated number of units subject to vesting. A PSU can deliver fewer or more shares - potentially 0% to 200% of target in publicly disclosed Intel programs - depending on the grant's performance formula and service requirements.

PLAN FOR TAXES AND CONCENTRATION Settlement generally creates wage income based on the value delivered. Payroll withholding may not equal the employee's ultimate federal and state liability. Decide in advance how much Intel exposure the household intends to retain after settlement.

RSUs and PSUs Require Different Decisions

A service-based RSU generally becomes taxable compensation when the vested shares are delivered. Shares withheld or sold for payroll taxes reduce the number received, but they may not fully satisfy the employee's eventual tax liability. Selling the remaining shares soon after settlement does not erase the wage income already created; it primarily limits exposure to later Intel price movements. A useful test is: if Intel paid the same after-tax amount in cash, how much would you intentionally use to purchase Intel stock that day?

A PSU adds a second variable: the number of shares earned. Intel's public disclosures describe senior-level PSU programs with multi-year performance periods and outcomes that can range from 0% to 200% of target, but the metrics have changed across grant years. Model zero, threshold, target, and maximum unit outcomes separately from the future stock price. Public executive terms may not govern an individual employee's award; the grant notice, award agreement, and final certification must control.

> ***Planning principle:*** *Vesting determines what is earned. Holding the settled shares is a new investment decision.*

QUESTIONS TO RESOLVE BEFORE AN AWARD SETTLES

WHAT ACTUALLY SETTLES? Confirm the award type, grant year, service requirement, performance result, certified units, settlement timing, and any dividend-equivalent treatment.

HOW MUCH TAX IS BUILT IN? Estimate wage income, shares withheld, year-to-date compensation, marginal rates, multi-state exposure, and whether additional withholding or estimated payments may be needed.

HOW MUCH INTEL RISK ALREADY EXISTS? Measure direct shares, ESPP holdings, Intel stock in the 401(k), unvested awards, future grants, SERPLUS credit exposure, and career income before choosing what to retain.

WHAT IF EMPLOYMENT CHANGES? Obtain written treatment for resignation, layoff, retirement, disability, death, or a corporate transaction. Review cancellation, acceleration, performance measurement, settlement, and any option-expiration rules grant by grant.

Educational overview. Current plan documents, grant notices, award agreements, payroll records, and participant instructions control. Sources: Intel 2026 Proxy Statement; Intel 2025 Form 10-K; Intel 2006 Equity Incentive Plan, as amended and restated in 2026; Intel U.S. Retiree Benefit Programs and Resources; and IRS Publication 525. Intel Corporation is not affiliated with Oswego Legacy Partners or Prudential. Reviewed August 2026.