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Mobileye Vision Technologies, Ltd.

 29.03.2022

**Welcome to Mobileye—Information and Procedures
relating to RSUs[[1]](#footnote-2)\* and the E\*TRADE System**

**Stock Account with E\*TRADE**

When new Intel aligned employees are hired, an account with E\*TRADE, where Mobileye is shown as the employer (**“the new account”**), will be opened for each eligible employee.[[2]](#footnote-3)\*\* Along with the new account, the employee’s E\*TRADE account where Intel is shown as the employer will remain active.

In the course of April 2022, each employee will receive an activation email message from E\*TRADE for the new account. The message will be sent to his or her email address at Mobileye. (An additional internal email message will be sent close to this date, with instructions and tips for the activation process.)

Since previous grants awarded to employees during their work at Intel were also managed via the E\*TRADE system, employees may choose to link the displays of the two accounts (the Intel account and the new account) and thus enter the system under one ID. The employee will have the same user name in both accounts. In any case, even if an employee chooses to view both accounts simultaneously under one ID, the two accounts (the Intel account and the new account) will be managed separately.

In addition, in the course of the activation process, each employee will have to confirm his/her residency status (W9 / W8BEN) in the new account even if a valid confirmation in the Intel account exists. After the current residency status is confirmed, the residency data will be merged and the employee will be able to fill out one W8BEN for both accounts once every three years.

It is stated for clarity that for new employees who do not meet the definition of an “eligible new employee,” an E\*TRADE account with Mobileye as the employer will be opened only on the day they become eligible for a grant from Mobileye, if ever.

How can I view the documents of grant plans that I received at Intel?

When you enter your account under Intel as the employer in E\*TRADE:

Stock Plan > My Account > Benefits History > Restricted Stock > Choose Grant Date > Scroll bottom for View Grant Document > Click link under Grant Documents to open Grant Plan Document(s) i.e., Notice of Grant/ Restricted Stock Unit Agreement/ Equity Incentive Plan (as applicable)











**RSUs granted during the employee’s term of employment with Intel**

All Intel stock available to the employee on his/her last day of employment with Intel will not be affected by the termination-of-employment process.

RSUs already vested on the date of termination of employment with Intel will remain in the E\*TRADE account with Intel listed as the employer.

RSUs unvested on the termination-of-employment date with Intel shall be transferred on the termination-of-employment date from the E\*TRADE account showing Intel as the employer and shall be re-registered in an E\*TRADE account with Mobileye listed as the employer, with no change in granting conditions. These RSUs will be subject to the same procedures and the same rules as those of the Intel grant plan and their vesting dates will be as specified on the date they were granted at Intel (hereinafter: **“re-registered RSUs”**).

**Intel Rule 60/75**

Re-registered RSUs (in the sense of this term above) originally granted by Intel under Rule 60/75 will continue to provide the benefit indicated under this plan even after the employee switches to Mobileye, provided the employee, on the date of **retirement from Mobileye,** meets the terms and regulations of the plan as set forth by Intel.

To check your eligibility for this benefit and to verify its terms, please consult Intel’s communication from March 10, 2022.

It is stated for clarity that this benefit shall not apply to any new RSU, option, or other capital grant that the employee may receive, if any, after the date on which s/he becomes an employee of Mobileye.

How can I make sure that all grants cancelled in my Intel account are registered in my Mobileye account?

First, enter your E\*TRADE account that lists Intel as the employer:

Stock Plan > My Account > Benefits History > Restricted Stock > Choose Grant Date > Scroll

bottom for View Grant Schedule >



Then, enter your E\*TRADE account that shows Mobileye as the employer:

Stock Plan > My Account > Restricted Stock> Choose Grant Date > Scroll

bottom for View Grant Schedule>

Now compare the vesting dates and the quantity expected to vest on each date with those cancelled in the Intel-as-employer account on the same grant day.

When will I be able to see the grants cancelled in my Intel account in my new account?

Unvested RSUs will be uploaded to the new E\*TRADE account that lists Mobileye as the employer and should be viewable by the end of the first week of April.

**Taxes**

Mobileye is required to withhold tax at source for RSUs and dividends paid on account of stock in the account. The Israeli administrator of the stock program is IBI Capital.

Sales from grants that belong to the Mobileye-as-employer account will be treated under the existing process at Mobileye. Namely, at the time of a tax event, IBI Capital will withhold a maximum advance on tax due that will be forwarded to the Company, and the employee’s actual tax will be calculated and a refund will be made, if warranted, on the next pay slip.

Dividend proceeds—in accordance with the existing process at Mobileye, dividend proceeds will be received in cash and transferred from E\*TRADE to the Israeli administrator (IBI Capital) and thence to the employee’s bank account (as is most recently recorded with the administrator and in the most recently recorded currency with it.

Dividend payments on account of stock are considered income created in the United States. When they are paid, E\*TRADE withholds U.S. tax at source in accordance with the Form W9 /W8BEN that the employee has filled out for his/her account.

A dividend payment is a tax event in Israel as well, and Mobileye is required to withhold tax at source on its account. Insofar as the tax withheld by E\*TRADE is smaller than the mandatory tax rate on dividends in Israel, the administrator (IBI Capital) will withhold the remaining tax owed and the refund, if any, will be calculated on the next pay slip.

Reinvestment of dividend proceeds (DRIP) is not allowed under the existing process at Mobileye.

Updating of personal details and customer service

To make sure that employees receive all requisite information in an optimal way, it is recommended, shortly before your employment with Intel ends, to switch the main email address in the E\*TRADE account to your personal email address or your Mobileye address, because it is to these that notices and updates from the account (including retrieval of passwords, if needed) will be sent.



You may contact customer service at E\*TRADE at the following telephone numbers:

014-800-3338-7233 (toll free, land lines only)

014-1650-599-0125 (mobile or public phone; a charge for the call may be imposed)

Or by pressing the following link: <https://us.etrade.com/contact-us>

In addition, at the E\*TRADE site, under Personal Account, and Customer Service, there are links for secure email and online chat.

It is also advisable to bring your personal email address up to date with the administrator (IBI Capital) and to verify with IBI capital the most recent details of the account and the currency for receipt of proceeds in the system. (The default is the account to which wage payments in Israel currency are sent.)

IBI Customer Service: 03-6849284, sop@ibi.co.il

For inquiries about grants and sales under an Intel-as-employer account, you may contact israelsupport@intel.com after the transaction is consummated.

*This document includes general information that is meant to help new Intel aligned employees navigate the hiring process and make their first days easier. Said information is subordinate to the Stock Plan document and the terms specified in the documents pertaining to each grant. In any contradiction between this information and the Stock Plan documents and the grant agreements, the Plan documents shall prevail.*

*The contents of this document are confidential and are not for dissemination. Furthermore, this document is not intended to be, and shall not be treated as, an offer or a solicitation to invest in securities.*

1. \* Wherever the term RSU appears, it denotes restricted share units under the Intel Corporation 2006 Equity Incentive Plan. [↑](#footnote-ref-2)
2. \*\* An “eligible new employee” is a new Intel aligned employee who has been granted RSUs by Intel and whose RSUs are unvested. [↑](#footnote-ref-3)