**Q. When will I receive a job offer from Mobileye?**

A. Job offers to Intel aligned employees have begun and all employees in Israel will receive them during the next two weeks, by February 17, 2022.

**Q. What will happen to the shares that I own today?**

A. All Intel shares that an employee holds today will not be affected by the issuance process and will be transferred to Mobileye, along with the employee, as Intel shares under the same conditions, and will be subject to the rules of the program and the maturity date set forth on the date they were awarded.

**Q. As my employment with Intel is terminated, will I be entitled to special conditions for employees who meet Intel’s early-retirement procedures (Rule 60/75)?**

A. Rule 60/75 benefits are given by force of a retirement procedure for employees who go on pension or conclude their employment with the company under early-retirement programs. Being hired by Mobileye gives the hired employees a workplace and continued remuneration under similar conditions; therefore they are ineligible for a benefit because they are neither going on pension nor taking early retirement.

Below we refer to individual benefits:

1. Accelerated maturity—Notwithstanding what is written above, on an exceptional basis and as communicated when Mobileye’s job offer is accepted, employees hired by Mobileye will remain eligible for the equity grants that were awarded to them while they were employed by Intel. As for employees whom Intel defines as being under Rule 60/76 as of the date on which Mobileye hires them, they will be eligible for accelerated maturity of shares in accordance with the specific eligibility spelled out in the terms of the grant and also in accordance with Intel’s share program at the time they are employed by Mobileye. It is stated for clarity that the terms of maturity will apply to equity grants at point of retirement from Mobileye and not at point of resignation from Intel. These rules shall also apply to employees whose eligibility under Rule 60/75 is prospective.
2. Retirement grant (special adjustment grant)—This grant is meant to create a bridge between the end of employment and the cessation of wage-earning. Since Intel and Mobileye offer all employees continued employment and an opportunity to continue their professional careers, an employee in this situation does not go on pension and is not eligible for a special adjustment grant.
3. Eligibility for bonus pay—As communicated at the time the job offer from Mobileye was received, employees hired by Mobileye will be eligible for an equity grant and a nonrecurrent monetary grant that amount to alternative forms of remuneration to bonuses; therefore, when Mobileye hires them, their eligibility for the relative portion of the annual bonuses will be revoked (because otherwise, the outcome would be double payment).

**Q. At Mobileye, will I be eligible for a retirement grant?**

A. Mobileye will introduce a systematic retirement procedure that will include a pension retirement / early retirement grant for all employees. Eligibility for the grant will be given to employees who will have worked for Mobileye for at least two years, either as Mobileye employees or as Intel employees whom Mobileye will have hired as part of the issuance process, and their eligibility for the grant will be relevant for two years from the date of their intake as employees of Mobileye.

The benefit will include a retirement grant in the sum of 3–7 monthly salaries. Eligibility for the grant will be individual, graduated, and based on the employee’s age and seniority. (We will take cumulative seniority at Intel + Mobileye into consideration.) A detailed procedure will be published farther on.

**Q. How will the job-offer process take place? What will happen if an employee accepts or refuses an offer from Mobileye?**

A. Intel decided to issue Mobileye and make it into a successful public company. As a consequence of this decision, all employees who work for Mobileye—Mobileye employees, Moovit employees, and Intel aligned employees, including the new groups that joined us in the past year: the Lidar, Radar, and Intel Sports groups—are part of the issuance process. Intel is committed to the success of the process and the transfer of the human capital is a critical component of this success.

The process of giving offers has begun and all Intel aligned employees in Israel will receive job offers and in the course of the next two weeks, by February 17, 2022. Each employee will be given a week-long time frame from the date of the offer to submit a formal answer. If an employee signs on the offer, his or her intake at Mobileye will occur on April 1, 2022, and concurrently Intel will prepare to terminate his or her employment on March 31, 2022 (as specified in the benefits document concerning the process of termination and final reckoning with the employee).

An employee who decides to turn down Mobileye’s offer shall inform his or her personal supervisor and the HR team for subsequent steps. Generally speaking, an employee who refuses to remain in his or her position with Mobileye and formally turns down the offer shall be considered as having resigned his or her position with Intel/Mobileye. As a consequence of this, a process of terminating the employee’s employment will begin, in the course of which the employee will not automatically receive an opportunity to seek another position with Intel. Intel and Mobileye will review each case on its merits under an Exceptions Committee composed of HR representatives and managers of the employee’s unit, until final approval is given by Amnon Shashua, the CEO of the company.