**Q&A on the Benefits Document**

This document presents answers to questions regarding the benefits documents Mobileye published several days ago that were raised by Intel aligned employees and managers.

Please read this document carefully. Information regarding employee salaries, bonuses, and equity will be communicated shortly and separate from this document at the job offer stage.

**Vacation Days**

*Q: According to Hilan, my vacation day quota is expected to increase next year. Will this be taken into account in the quota of vacation days I receive from Mobileye?*

A: The number of vacation days each employee is entitled to is determined on an individual basis during the job offer stage at Mobileye and is based on the employee’s eligibility at Intel prior to their absorption date at Mobileye, taking into account the planned relative increase. It should be noted that according to Mobileye procedures, annual entitlement to vacation days increases by one day a year (up to a maximum of 24 days a year).

*Q: What happens to my remaining vacation day balance once I am no longer employed by Intel?*

A: According to Intel procedures, if you have **a balance of unused vacation days** at the end of your employment, you will receive the cash value of all the remaining hours based on your last regular hourly rate.\* This amount will be taxable and exempt from national insurance and health tax payments, as stipulated by law.

If you have **a negative vacation balance** at the end of your employment, it will be deducted from your last paycheck based on your last regular hourly rate\*.

\* For employees on a global contract, the global overtime component will be taken into account.

*Q: Intel has provided its employees with 12 wellness hours per half-year during 2022. How will this benefit be included as part of our absorption by Mobileye?*

A: Intel aligned employees can take advantage of this benefit until they begin working at Mobileye, which as mentioned, will be at the start of Q2 2022. According to Intel procedures, wellness hours cannot be cashed in at the end of employment by Intel.

**Sick Leave**

*Q: What is Mobileye’s paid sick leave policy?*

A: Mobileye pays for sick leave from the first day, provided employees present relevant medical documents confirming their illness.

It should be noted that out of the annual quota of sick days, employees can take two sick days a year with no need to present any medical confirmation, by independently declaring them as such on Hilanet.

*Q: How are sick days accumulated at Mobileye?*

A: Sick days accumulate at a rate of 18 days per year [1.5 days per month], up to a maximum of 90 days.

**Career Development**

*Q: What career development programs does Mobileye currently offer?*

A: Mobileye offers a range of training programs based on and adapted to the needs of the company’s employees and managers. These training programs consist of technology courses (some examples from the past year include Jenkins, Linux, C++, and Python) professional conferences, and management workshops and development programs throughout the year.

These days we are in advanced stages of negotiations to increase the number of users of software programs Mobileye currently has (such as LinkedIn Learning) and for purchasing new software (such as Udemy).

*Q: What is Mobileye’s promotion model?*

A: Similar to Intel, Mobileye has a managerial promotion track and a technological promotion track, with clear criteria for each.

Through ongoing evaluation talks and feedback throughout the year, as well as during the annual evaluation cycle and based on the employee’s performance, promotion tracks are discussed and career development plans are structured

**Compensation and Funds**

*Q: How do I know whether Section 14 applies to me?*

A: Information regarding the applicability of the extension order appears on your paycheck under “Additional Information.”

*Q: The advanced study fund (“keren hishtalmut”) at Mobileye is calculated based on 80% of the salary instead of being limited by the tax ceiling stipulated by law. What’s the salary from which the 80% is derived?*

A: The base salary for the advanced study fund is that which appears in the employee’s employment agreement with Mobileye, plus travel expenses (this does not apply to employees who are at a Level 7 or above who are entitled to a car) and convalescence.

The employer’s contribution to the advanced study fund is 7.5% of the aforementioned 80% (in addition to 2.5% paid by the employee), regardless of the ceiling recognized for tax purposes (NIS 15,712) and regardless of the type of employee (student/full-time employee). It should be noted that amounts paid beyond the tax ceiling create value that is taxable by law. For the vast majority of Intel employees, this is a significant benefit, as current advanced study fund provisions at Intel are done up to the tax ceiling.

*Q: Can the provisions that exceed the tax ceiling be added to my paycheck rather than my advanced study fund?*

A: This is not an option at Mobileye.

*Q: How are convalescence payments made at Mobileye?*

A: The payment amount to which each employee is entitled is determined based on their employment start date at Intel. However, in accordance with Mobileye procedures, NIS 255 are added to the monthly paycheck as convalescence pay, regardless of the amount the employee is entitled to by law based on their years of employment. Employees who are entitled to receive more than NIS 3060 annually will be paid an added monthly sum as required by law. Let it be clear that this added amount will not carry any social benefits.

**Insurance**

*Q: Does Mobileye have income protection insurance?*

A: The income protection insurance policies at Mobileye are identical to those at Intel. The employer provision rates for pension insurance and income protection will be up to 7.5% and the pension portion of the provisions will be no higher than 6.5%.

*Q: Will my pension insurance plan remain in effect under the same terms (including the life insurance benefit)?*

A: Mobileye has reached an agreement allowing any employee whose employment at Intel ends to be handled by the same insurance agent, with the same pension arrangements, and under the exact terms that were in effect when the employment at Intel ended (fees, service, etc.).

Employees who have free life insurance as part their management insurance package at Intel will continue to enjoy this benefit after their absorption by Mobileye.

*Q: What salary are the management insurance and pension fund provision calculations based on?*

A: Pension fund and management insurance provisions are calculated based on the entire salary specified in the employee’s employment contract with Mobileye [excluding travel expenses, car maintenance, and convalescence pay].

*Q: Is there a required qualification period for health insurance after being absorbed by Mobileye?*

A: No, medical insurance continues without interruption.

**Recognition**

*Q: What is Mobileye’s recognition policy?*

A: Mobileye believes in recognizing employees who have made significant contributions to its business activity. As part of Mobileye’s recognition program, each department has an annual recognition budget, and each manager can acknowledge an employee for their hard work and/or completing a project, be it limited in time or ongoing, and/or for any major achievement.

The employee will receive a voucher with monetary value they can use to make purchases from online sites, home deliveries, or participate in various experiences such as team outings, etc.

Recognition can be expressed toward an individual, a team, or the entire company when a major milestone has been achieved. Additional details will be given during the absorption process.

*Q: How can I use the money on my reloadable recognition card?*

A: Employees who have a reloadable recognition card from MasterCard keep the card and the money on it and can use it until the card expires (three years from its date of issue) or until the funds are fully exhausted.

**Sabbatical**

*Q: If my window for taking advantage of this benefit is currently open at Intel, will I be entitled to the additional sabbatical days that would have become available to me in the following window?*

A: Mobileye has chosen to adopt one sabbatical cycle for each full-time employee. Accordingly, employees are entitled to a sabbatical bank of up to 23 days, based on their eligibility as derived from the current cycle. Furthermore, and as previously mentioned, Mobileye imposes no limit in regard to rolling over accumulated days from one year to the next. Therefore, taking into account all the benefits related to vacation days, this is a significant benefit for Intel employees.

*Q: Can sabbatical days be cashed in when I stop working Intel?*

A: According to Intel procedures, sabbatical days cannot be cashed in at the end of employment.

**Parenting Leave**

*Q: What does Mobileye’s parenting benefit include?*

A: Mobileye provides five weeks of paid parenting leave to a parent who has taken the major part of the maternity leave. These weeks are added to the 15 weeks of paid leave from the National Insurance Institute the employee is entitled to receive by law.

Mobileye provides two weeks of paid parenting leave (10 workdays) to a parent who has not taken the major part of the maternity leave.

The procedure for this benefit will be published later on.

*Q: Are parents entitled to a parenting hour at Mobileye?*

A: The parenting hour is calculated based on the newborn child’s details as updated in the Payroll Department’s systems (by updating Form 101).

Mothers working at a scope of at least 80% of a position are entitled to a parenting hour until the child is one year old.

**Mobileye’s Salary Package**

*Q: When are job offers expected to arrive and when is the absorption process at Mobileye meant to happen?*

A: Job offers will be made to Intel aligned employees in Israel beginning at the start of February.

The absorption date at Mobileye will take place at the beginning of the second quarter, prior to the IPO.

*Q: Will rewards be discussed when the job offer is made?*

A: Decisions regarding rewards will be addressed at the job offer stage.

*Q: Does Mobileye have a process for annual salary increases, similar to the rewards process at Intel?*

A: Yes. Mobileye has a process for annual salary increases and equity allocation based on the employee’s performance and their managers’ decisions.

**Car Plans**

*Q: What am I entitled to receive in the event that my car plan ends before I am absorbed by Mobileye on April 1st?*

A: There is the possibility of placing a new order under Intel’s current leasing terms based on the supply dates provided by the leasing company. A year after being absorbed by Mobileye, the car agreements as they currently stand will come to an end and employees will be able to choose to join Mobileye’s new leasing plan (details about this new and improved plan will be provided later on). At the end of the year, Mobileye will incorporate this financial benefit into the salary components in such a way that does not diminish from the original benefit.

Another possibility is to return the car, receive a refund for car expenses at a total of NIS 3,650 gross, and later, if you so choose, to lease a car through Mobileye’s leasing program.

*Q: What happens if the plan ends before my first year of employment at Mobileye?*

A: In such an event, Mobileye will ensure that the cost of the car until the end of the first year at Mobileye will be the same as it was at Intel.

*Q: When is Mobileye’s new car plan expected to be announced?*

A: Mobileye already has a leasing plan. An updated plan with new benefits will be launched and offered to all Mobileye employees over the year.

*Q: Will the maintenance services provided by the leasing company continue to be available to us once we have been absorbed? Will ongoing maintenance continue to be performed by the service center at Intel?*

A: Maintenance services will continue to be provided by the leasing representatives as usual (the same leasing companies and the same agreement). For employees at the Intel site, the leasing representatives will provide the services on site, however, this will be done in coordination with and under the management of Mobileye’s Car Department rather than Intel’s.

Additional details will be provided close to the absorption date at Mobileye.

*Q: What about employees who are not entitled to a car benefit but currently use Intel’s leasing services?*

A: The car agreements of all employees, regardless of whether they are entitled to the benefit, will be transferred to Mobileye for handling under the same terms during the first year.

*Q: Intel employees in Jerusalem currently park in the parking lots on Intel’s campus. What’s going to happen after the absorption?*

A: Employees who currently use parking lots on Intel campuses in Jerusalem will be able to use Mobileye’s various parking lots (Rad, Beck, Getty). Detailed information will be sent close to the absorption date.

On other Intel campuses, employees will continue to use the same parking lots.

**Retirement**

*Q: Are employees who meet the criteria for early retirement at Intel (Rule 60/75) entitled to any special bonuses?*

A: This issue will be addressed in detail at the job offer stage.

**Cell Phones**

*Q: What will happen to the cell phone plan Intel offers during the absorption at Mobileye?*

A: All Intel cell phone numbers will be transferred to Mobileye and monthly subscriptions will be transferred to the Partner or Pelephone network.

*Q: What does Mobileye’s cell phone plan include?*

A: As mentioned, during the absorption stage employees will use the cell phones they have. Cell phone devices can be replaced after two years.

Because the devices are provided by Intel and not owned by Mobileye, the tax value of Mobileye’s cell phone services package (around NIS 35) will be deducted from the employees’ monthly paychecks – as is currently done at Intel. Additional information about Mobileye’s cell phone plan will be provided at a later date.

**General**

*Q: Intel gave its employees $500 to buy ergonomic equipment for working from home. Are we required to return this equipment once we are absorbed by Mobileye?*

A: Employees will not be required to return the ergonomic equipment they purchased in order to work from home upon their absorption by Mobileye.

*Q: What is Mobileye’s hybrid work policy?*

A: Mobileye has adopted a hybrid work policy for all its employees, to be implemented in coordination and with the approval of the Business Unit managers.

*Q: Does Mobileye have a ranking system?*

A: Mobileye does not have a ranking model as Intel does. Instead, positions are associated with the actual definition of the role. Advancement in both the managerial and technological tracks is determined on an individual basis, through ongoing discussions between the employee and their manager and based on the criteria of each role.

\* General criteria are available on Mobileye’s portal.

*Q: Mobileye employees swipe a card when they enter and exit the building. What happens when we continue our work at home and/or at irregular hours?*

A: Similar to Intel, Mobileye uses the Hilanet attendance system and requires employees to fill in a monthly workhours report. Mobileye employees are required to swipe their employee badge at the entrance to the offices so that the Hilanet report fills in automatically.

In the event that the report has not been filled in automatically through the attendance clock, the employee needs to update their attendance record on the Hilanet system every month.

**The Absorption Process**

*Q: What process are employees who are not interested in being absorbed by Mobileye expected to undergo?*

A: Clear and detailed information regarding Mobileye’s absorption process will be provided at the job offer stage and will also address employees who are not interested in being absorbed by Mobileye. Likewise, ongoing updates regarding the process will be communicated during the period between the time the employment contract is signed and the actual transfer date.

*Q: What Mobileye benefits apply to students?*

A: The salary components of every Mobileye employee have to do with their individual eligibility and not the type of employment contract. As a rule, student employees are paid an hourly wage.

The benefits provided by the company apply to all its employees – students on an hourly wage as well as full-time employees (who are not on a temporary contract). These include the advanced study fund benefit, insurances, recognition, etc.