

Non US Citizen 401(k) Distributions

Your 401(k) account is intended to be a savings account for your retirement. Because of this, distributions allowed from any 401(k) plan are limited. If you would like to take an in-service distribution, please refer to page 8 of the Summary Plan Description. If you would like to take a distribution from your account after termination from the company, below is a guideline of tax implications for Non US Citizens. Please note that your classification as a “Resident Alien” or “Non-Resident Alien” assumes that you are still living in the United States at the time that you take your distribution from the Marvell Plan. If you wait to take your distribution from the Plan until you move to a foreign address, the section on “Foreign Persons” would apply. The information below is to be used as a guideline only and is not considered tax advice. For more information your personal tax situation upon any 401(k) distribution we strongly recommend that you consult a tax advisor.

Resident Aliens

If you are a resident alien (typically, not a US citizen but residing in the US with a green card or passed the substantial presence test) you are generally treated as a US citizen for US federal income tax purposes. In order to process a distribution from the Plan, you would need to complete a Form W-9 in addition to the respective distribution forms. If a lump sum distribution is taken and is not rolled over to an Individual Retirement Account (IRA) or rolled over to another qualified plan, your taxes would typically look like this:

<u>Age</u>	<u>401(k) Type</u>	<u>Federal Tax Withheld</u>	<u>State Tax Withheld</u>	<u>Early Withdrawal Penalty***</u>
59 ½ years old +	Pretax	20%	9.5% (CA)	0%
59 ½ years old +	Roth	0%**	0% (CA)	0%
Under 59 ½ years old	Pretax	20%	9.5% (CA)	10%
Under 59 ½ years old	Roth	0%**	0% (CA)	10%

Schwab will issue a Form 1099-R to you and the Internal Revenue Service to reflect the distribution. Please refer to [IRS publication 519](#) for more information on taxes for Resident and Non Resident Aliens.

Non Resident Aliens

If you reside in the US but do not pass the substantial presence test and/or are not considered a resident alien, you may be considered a non-resident alien. In order to process a distribution from the Plan, you would need to complete a Form W-8BEN in addition to the respective distribution forms. If a lump sum distribution is taken and is not rolled over to an Individual Retirement Account (IRA) or rolled over to another qualified plan, your taxes on the distribution would typically look like this:

<u>Age</u>	<u>401(k) Type</u>	<u>Federal Tax Withheld</u>	<u>State Tax Withheld</u>	<u>Early Withdrawal Penalty***</u>
59 ½ years old +	Pretax	30%	9.5% (CA)	0%
59 ½ years old +	Roth	0%**	0% (CA)	0%
Under 59 ½ years old	Pretax	30%	9.5% (CA)	10%
Under 59 ½ years old	Roth	0%**	0% (CA)	10%

Schwab would issue a Form 1042-S to you and the Internal Revenue Service to reflect the distribution. Please refer to [IRS publication 519](#) for more information on taxes for Resident and Non Resident Aliens.

Foreign Person

If you are a foreign person - typically, a foreign citizen with a foreign address - you will need to complete a Form W-8BEN in addition to the respective distribution forms. If a lump sum distribution is taken and is not rolled over to an Individual Retirement Account (IRA) or rolled over to another qualified plan, your taxes on the distribution would typically look like this:

<u>Age</u>	<u>401(k) Type</u>	<u>Federal Tax Withheld</u>	<u>State Tax Withheld</u>	<u>Early Withdrawal Penalty***</u>
59 ½ years old +	Pretax	30%	9.5% (CA)	0%
59 ½ years old +	Roth	0%**	0% (CA)	0%
Under 59 ½ years old	Pretax	30%	9.5% (CA)	10%
Under 59 ½ years old	Roth	0%**	0% (CA)	10%

Schwab would issue a Form 1042-S to you and the Internal Revenue Service to reflect the distribution.

**If you resides in and are a citizen of a country which has a tax treaty with the US the federal taxes may be less than 30%. Please refer to [IRS publication 901](#) for more information on tax treaties.*

*** The Federal and State Tax withheld assume a distribution from your Designated Roth Account is a “qualified Roth distribution.” A “qualified Roth distribution” is a distribution that is (1) made at least 5 years after the year in which you first made a Roth contribution under the Plan; and (2) is after you have attained Age 59 ½, died or became disabled. If the distribution from your Designated Roth Account is a “non-qualified Roth distribution,” then the investment earnings are subject to taxation in the same manner as your Pretax account and Federal and State Tax will be withheld from the taxable portion of your distribution.*

**** If you separate from service after reaching Age 55, payments received from the Plan are not subject to the Early Withdrawal penalty.*