SANDISK CORPORATION
EXECUTIVE STOCK OWNERSHIP GUIDELINES

The Board of Directors of the Company believes that certain executives should own and hold common stock of the Company to further align their interests and actions with the interests of the Company's stockholders. Therefore, the Compensation and Talent Committee of the Board of Directors has adopted the following Executive Stock Ownership Guidelines, effective May 13, 2026.

1. Participation

The Company's Executive Stock Ownership Guidelines apply to the following executives (each a "Covered Executive"):

- Chief Executive Officer;
- Chief Financial Officer;
- Other Executive Vice Presidents; and
- Senior Vice Presidents.

In the event that a Covered Executive also serves as a member of the Board of Directors, the Covered Executive will be subject to these Executive Stock Ownership Guidelines in lieu of any stock ownership guidelines applicable to members of the Board of Directors.

2. Qualifying Shares for Executive Stock Ownership Guidelines

Stock that counts toward satisfaction of these Executive Stock Ownership Guidelines includes "Qualifying Shares":

- stock purchased on the open market;
- stock obtained through stock option exercises or pursuant to the Company's Employee Stock Purchase Plan;
- restricted stock and restricted stock units;
- deferred stock units; and
- stock beneficially owned in a trust, by a spouse and/or minor children.

Shares of stock that Covered Executives have the right to acquire through the exercise of stock options (whether or not vested) are <u>not</u> included as Qualifying Shares for Executive Stock Ownership Guideline purposes.

3. Executive Stock Ownership Guidelines

Achievement of Required Market Value

The Company's Executive Stock Ownership Guidelines require each Covered Executive to achieve ownership of a number of Qualifying Shares with a market value equal to a multiple of the Covered Executive's base salary (as further described below). The market value of the Qualifying Shares each Covered Executive is required to own or hold (the Covered Executive's "Required Market Value") is based on the following tiers:

- Chief Executive Officer: A multiple of six (6) times the executive's base salary.

- Chief Financial Officer: A multiple of three (3) times the executive's base salary.
- Other Executive Vice Presidents: A multiple of two (2) times the executive's base salary.
- Senior Vice Presidents: A multiple of one (1) times the executive's base salary.

Covered Executives are required to achieve ownership of a number of Qualifying Shares meeting the Required Market Value within five (5) years after first being designated as a Covered Executive. As explained in more detail below, a Covered Executive's Required Market Value will be re-calculated annually based on base salary at each calendar year end and the 90-trading day average market price of the Company as of the last trading day of the calendar year. Otherwise, a Covered Executive's Required Market Value will not change throughout the calendar year as a result of any fluctuations in the market price of the Company's common stock or in the event of a stock split, reverse stock split, stock dividend or similar change in the Company's capital structure.

Ownership of Required Share Level

The Covered Executive's Required Market Value will be converted into a number of shares based on the 90-trading day average market price of a share of common stock on the day someone becomes a Covered Executive, or at the end of the calendar year for the revaluation, as applicable. The resulting number of shares is referred to as the Covered Executive's "Required Share Level" for that calendar year. Once a Covered Executive's Required Share Level is determined, the Covered Executive must maintain ownership of a number of Qualifying Shares meeting the Required Share Level for so long as he or she remains a Covered Executive, including after the annual revaluations. A Covered Executive is prohibited from selling shares unless he or she meets the applicable Required Share Level at the time of sale.

In the event of a stock split, reverse stock split, stock dividend or other similar change in the Company's outstanding capital stock, the Compensation and Talent Committee will evaluate whether to adjust the Required Share Level for any Covered Executive. Otherwise, once established, a Covered Executive's Required Share Level will not change as a result of fluctuations in the market price of the Company's common stock for the remainder of the calendar year.

Change in Tiers

If a Covered Executive's Required Market Value increases because of a change in the above tiers (i.e., Senior Vice President becomes an Executive Vice President), the Covered Executive will have a new three (3)year period to achieve the increased Required Share Level from the effective date of the tier change. The new Required Market Value will be converted into the new Required Share Level based on the 90-trading-day average closing market price of a share of common stock the effective date of the tier change. .

The Covered Executive's Required Market Value may also decreases because of a change in tier. The Covered Executive's Required Share Level will be adjusted accordingly, using the 90-trading-day average market price of a share of common stock on the effective date of the tier change. A decrease in Required Market Value as a result of a change in tier will not affect the period of time in which the Covered Executive must meet the revised Required Share Level.

4. Exceptions

There may be instances where these Executive Stock Ownership Guidelines would place a severe hardship on a Covered Executive. In such instances, the Compensation and Talent Committee will make the final decision as to developing an alternative stock ownership guideline for the Covered Executive that reflects both the intention of these Executive Stock Ownership Guidelines and the personal circumstances of the Covered Executive.

Approved by the Compensation and Talent Committee of the Board of Directors: May 13, 2026