

# Impact Report | 2023

# The things that **MAKE US INNOVIZ**

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## A MESSAGE FROM OUR CEO

Over the last eight years, Innoviz grew from an idea to a global, publicly-traded company, while maintaining the understanding that giving back, helping others and positively impacting every community we are part of, is integral to our mission.

I am delighted to welcome you to Innoviz's first Impact Report, a testament to our company's efforts towards transparency, sustainability, and responsible business practices. This report marks a significant milestone in the Innoviz journey, knowing that our long-term success depends upon the wellbeing of the people and communities we serve.

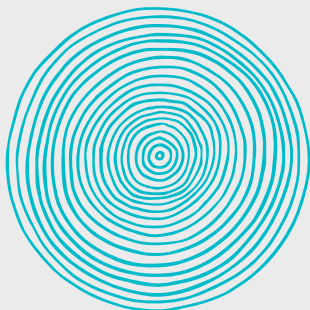
As a player in the automotive industry, our mission is not just to do less harm, but to do good, by creating a unique technology that is safe by design. Traffic accidents, a persistent challenge in society, inspired us to reimagine the status quo and build products that could be a part of a new era of mobility, enabling vehicles to navigate roads autonomously. While developing our products, we remain focused on our commitments to people and the planet. We are making steady progress, and this report captures the ways in which we are focused on improving our influence on society and environment.

We hope you will find this report inspiring,

Omer Keilaf  
Co-Founder & CEO  
Innoviz Technologies

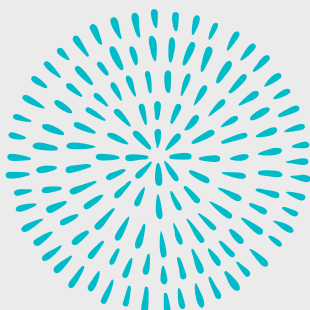
” **At the heart of Innoviz's success are our efforts to create a positive impact. As we embark on this important journey, we invite you to learn about the positive impact Innoviz is making and witness the collective effort that propels us forward.**

# 2023 PERFORMANCE HIGHLIGHTS



## SUSTAINABLE OPERATIONS

- ISO14001:2015 certification achieved
- 38% of our cardboard waste was recycled
- 100% of our products go through environmental resilience testing
- 24% reduction in expenditure on disposables
- First carbon footprint measurement completed – emissions intensity is 3.28 TCO<sub>2</sub>eq per employee
- Completion of product carbon footprint calculation for our InnovizOne Automotive-Grade Solid-State



## SOCIAL IMPACT

- 100% of our products contribute to increased road safety
- ISO45001:2018 certification achieved
- Number of safety training hours increased by 350%
- Nearly 1000 Science, Technology, Engineering and Mathematics (STEM) students were hosted in our HQ as part of our STEM education support program



## RESPONSIBLE BUSINESS PRACTICES

- Adopted an ESG policy
- Assessed by the ENX Association with TISAX® (Trusted Information Security Assessment Exchange) on behalf of VDA<sup>1</sup>
- 22% of our board members are women

<sup>1</sup>) [enx.com](https://enx.com)





## ABOUT THIS REPORT

This is Innoviz Technologies' first Impact Report, which covers the company's initiatives and activities for 2022 to 2023 (unless stated otherwise).

The report demonstrates our ongoing efforts to creating a positive impact for our stakeholders through our business, products and operations. The report relates both to the unique impact of our products and technology, aiming to redefine the landscape of automotive safety, as well as to our efforts to implement sustainable, inclusive and safe business practices in our operations.

Recognizing limitations in our resources, we are prioritizing initiatives where we believe our operations may have the greatest social and environmental impact. We expanded the authority of the board's Nomination Committee to encompass "impact" considerations, empowering them to guide the company's vision for positive change. To bolster execution and measurement, a dedicated "Impact Champions" team was established, aligned with the committee's direction.

This report was written with consideration given to the guidelines of the Sustainability Accounting Standards Board (SASB). This standard was selected to help steer our reporting towards high levels of globally accepted transparency and consistency throughout our sustainability reporting.

The relevant SASB disclosure for the company is that of the Hardware sector. The comprehensive index of this reporting standard can be found in the end of this report. In addition, the United Nations Sustainability Development Goals (SDGs) were referenced and acknowledged throughout the report.

As used in this report, the terms "Innoviz", "the Company", "we", "us" and "our" mean Innoviz Technologies Ltd.

**We appreciate your interest in our report. For questions or for more information, please visit the Investor Relations section of our website or email us at: [legal@innoviz-tech.com](mailto:legal@innoviz-tech.com) or [investors@innoviz-tech.com](mailto:investors@innoviz-tech.com).**





# The **Innoviz Story**

## OUR VALUES

Our vision to lead the world to safer mobility resonates in every aspect of our operation and is inseparable from our unwavering dedication to caring for our team of 488 devoted employees.

**This vision is reflected by a set of six core values:**



### EXCELLENCE

Excellence means meeting the highest set of industry standards while maintaining strict compliance with each of them. We strive for precision and innovation in every aspect of our work, enabling our solutions to stand at the forefront of technological advancements.



### TRANSPARENCY

We commit to open communication, honesty, and integrity. We believe in sharing information openly, fostering trust and maintaining a clear and transparent dialogue with our employees, partners, and customers.



### DETERMINATION

We are driven by the desire to achieve our goals and overcome challenges. With a relentless focus, we approach every endeavor and channel our determination into pushing boundaries to create impactful solutions.



### SHARING IDEAS FREELY

At Innoviz, we believe that diverse perspectives, ideas and opinions fuel innovation. We encourage open discussions and constructive arguments, value differing opinions as essential catalysts for creativity and improvement within our company, while also fostering curiosity and promoting a culture of ongoing learning.



### RESPECTFUL COMMUNICATION

At Innoviz, respectful communication is foundational to our culture. We prioritize open dialogue, actively listening to and acknowledging diverse viewpoints. This commitment fosters an inclusive environment where every voice is valued and contributes to our collective success.

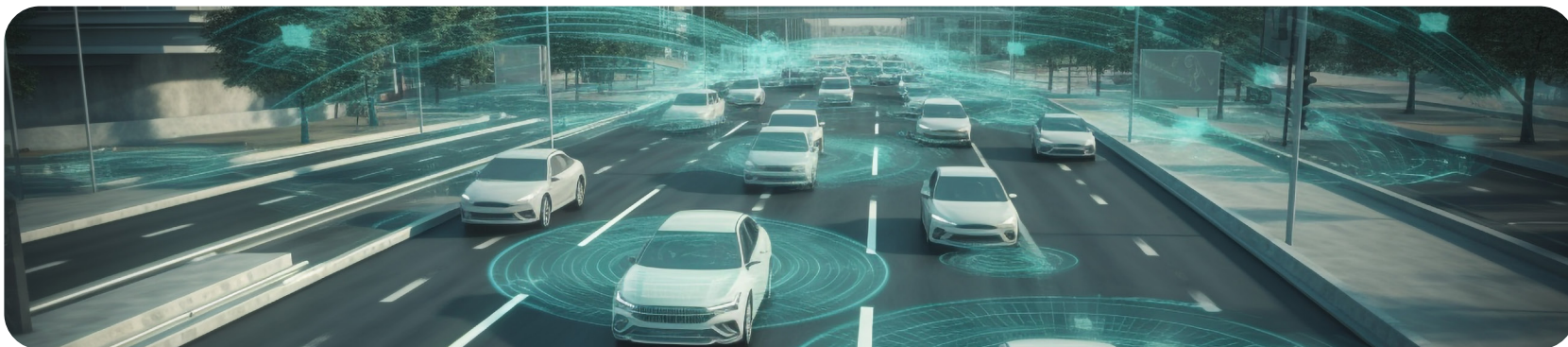


### GENUINE CARE

For Innoviz, genuine care for our employees, partners, customers, and communities is about creating a supportive and nurturing work environment. We prioritize the well-being, professional and personal development, while fostering a sense of belonging and commitment among our employees.



## THE LiDAR TECHNOLOGY IMPACT



LiDAR is a powerful technology that relies on light pulses to detect, measure, and map surroundings in real-time. Distance is calculated when these light pulses are emitted by the LiDAR sensor, bounce off an object, and return to the sensor, enabling the creation of accurate 3D maps called Point Cloud. While cameras offer a 2D perspective, the LiDAR technology excels by providing a comprehensive 3D map of the vehicle's surrounding. This distinction becomes particularly evident in challenging vision or weather conditions such as rain, snow, fog, and dust, where a camera may struggle to perceive road conditions. While technical accuracy under normal conditions is expected, the adaptation of the LiDAR technology is expected to enable vehicles to navigate safely across diverse environments and conditions, addressing and mitigating accidents, which are primarily caused by human errors, many of them in these challenging road conditions. By reducing the impact of the human error element, LiDARs have the potential to significantly reduce accidents, ultimately saving numerous lives and ushering in a safer era on our roads.

### OUR GLOBAL PRESENCE





## OUR PRODUCT'S INNOVATION AND IMPACT

Innoviz LiDAR units are purposefully crafted for automotive-grade performance from their initial design, setting the standard for the products we develop. While delivering a comprehensive 3D image of the device surroundings, our technology surpasses standard LiDARs features. Over time, our technology has evolved significantly, with our InnovizOne LiDAR shooting out 2 million pixels per second and our next-generation, InnovizTwo, achieving a remarkable range between 3 and 5.5 million pixels per second. This capability enables extremely high resolution and detailed mapping, enabling a better data driven decision making process and improved safety performance. Paired with our cutting-edge perception software, we bring together a holistic solution, which we believe is propelling Innoviz to the forefront of LiDAR technology.

Reflecting meticulous design considerations, Innoviz's technology is built to withstand years and miles on the road, establishing our LiDARs as exceptionally reliable. We prioritize simplicity in design to promote both the reliability and sustainability of our LiDAR, while also making it affordable. This approach will increase our impact on road safety.

We apply rigorous design principles to improve the positive impact of our products. We focus on increasing the use of recycled and renewable materials while continually improving product energy efficiency. Whenever possible, we choose packaging materials that have fewer adverse impacts on the environment and use recycled and recyclable materials. We help improving road safety by delivering innovative products and services that "see" better than the human eye.





INNOVIZTWO

- Next generation of automotive-grade LiDAR
- Lightweight, low-power, and resilient to sunlight and weather conditions
- Targeted at mass-production of Level 2+ to Level 5 autonomous vehicles
- Includes an increased vertical FOV, higher frame rate and increased range to detect small objects while driving at highway speeds
- Significant reduction of costs (in comparison to InnovizOne)
- Nominated by vehicle manufacturers (on a Tier 1 basis)
- Integrated with Perception Software (see below)

INNOVIZONE

- Innoviz’s first generation LiDAR
- Automotive- grade LiDAR sensor with unsurpassed 3D perception
- Targeted at mass-production of Level 2+ to Level 5 autonomous vehicles
- Manufactured by one of our partners (Tier 2 basis)
- Implemented in BMW i7 cars and has been on the roads since 2024



PERCEPTION SOFTWARE

- Designed to turn the LiDAR's raw point cloud data into perception outputs
- Provides superior scene perception in an automotive-grade ASIL B(D) solution when coupled with proprietary state-of-the-art AI algorithms

SAE (Society of Automotive Engineering) Levels of Driving Automation<sup>2</sup>

Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
No Automation	Driver Assistance	Partial Automation (ADAS)	Conditional Automation	High Automation	Full Automation

2) [www.sae.org](http://www.sae.org)





We own a portfolio of intellectual property, including registered patents, registered trademarks, designs, and confidential technical know-how in LiDAR technology and software for autonomous vehicles (and other applications).

Our commitment to innovation is evident in our 176 patent applications, 26% of which are already granted. These applications, along with registered trademarks and designs in the US, Europe, China, Japan, and Korea, encompass various aspects of our LiDAR technology, including, among other things, LiDAR systems, laser, scanners, receivers, optical devices, and perception technology.

We actively expand this portfolio through ongoing patent and trademark applications, further strengthening our position against potential infringement.

2023

New Patents  
filed

**63**

New Patents  
granted

**22**

Total Patents  
Owned\*

**176**

2022

New Patents  
filed

**50**

New Patents  
granted

**5**

Total Patents  
Owned\*

**129**

\* Including granted, allowed, and pending patents. No patents were acquired by Innoviz from a 3rd party, and all patents are assigned solely to Innoviz.





## OUR ESG POLICY

Our program is rooted in our ESG policy, developed in a comprehensive process during 2022, and approved by our Board of Directors. This framework aligns with our core mission and stakeholder expectations, guiding us to increase our impact and contribute to industry-wide sustainability.

### ENVIRONMENT



#### Responsible packaging

- Reducing packages volume
- Opting for sustainable materials
- Promoting reuse and recyclability



#### Managing production waste

- Promote waste reduction and diversion from landfills
- Lower waste generation by enhancing operational efficiency
- Aim to utilize raw materials in manufacturing



#### Energy management and GHG reduction

- Diverse decarbonization efforts to cut our carbon footprint
- Committed to efficient energy management and changing energy sources
- Prioritizing renewables and recycled materials
- Optimizing supply chains
- Altering shipping methods
- Evaluating methods for each carbon footprint component

### SOCIAL



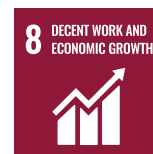
#### Promoting tech education

- We are focused on inspiring the youth and strive to support STEM education in Israel



#### DEI & employee's wellbeing

- Invest in employee's wellbeing and DEI3
- Providing opportunities for personal and professional development
- Fostering a diverse workforce



#### Promoting road safety

- Innoviz's LiDAR technology enhances automated driving systems, ensuring accurate object perception for advanced safety features.
- Focused on promoting safer driving and reducing collisions, we actively collaborate with communities, contributing resources and expertise to support road traffic safety initiatives on a broader scale.



## GOVERNANCE

3 GOOD HEALTH  
AND WELL-BEING



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



### Quality and Safety of our products

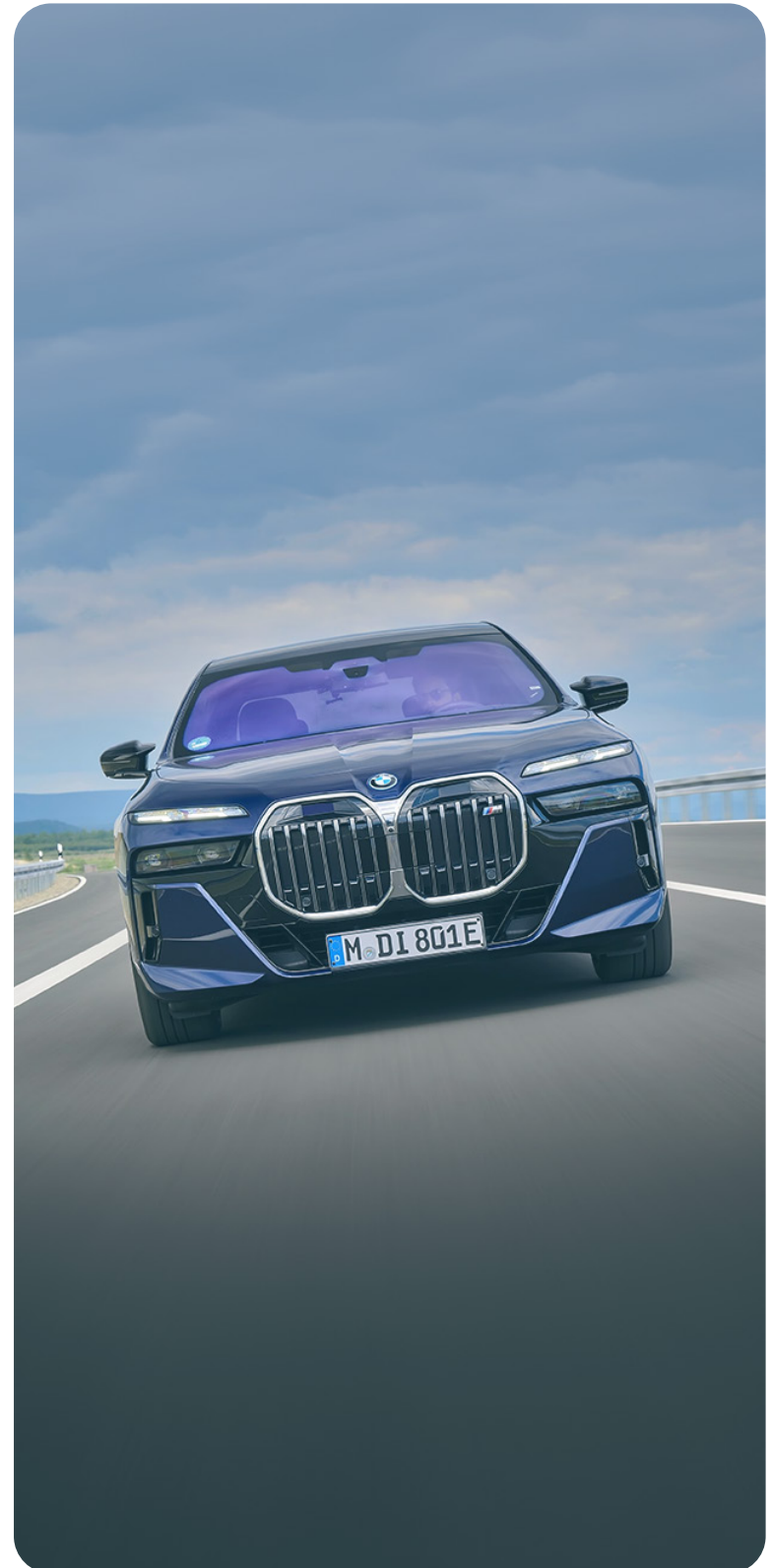
- Commitment to delivering top-tier LiDAR products
- Meeting strict and advanced quality standards
- Collaborate with partners to maintain quality throughout the value chain
- Seeking continuous improvement and new quality control measures to promote high efficiency and safety standards.

16 PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



### Data security, protection, and usage (privacy)

- Safeguard entrusted data, including personal and confidential information
- Using state-of-the-art tech security measures to prevent unauthorized access or breaches





## **Social** Impact

Innovation is created by people. This is the reason why we at Innoviz invest in our people. We seek to create a workplace that enables everyone to be at their best, nurturing open and respectful communication and welcoming our differences. In our pursuit of creating a better and safer world, we prioritize the well-being of our workforce and actively engage with the communities in which we operate.

## OUR PEOPLE

Employees  
**2022: 468**  
**2023: 488**

Total FTEs  
in 2023  
**439**



Average  
age of  
employees  
**40**

Average  
employee  
seniority  
**2.95 years**





## INVESTING IN OUR PEOPLE

At Innoviz, our work culture is a living embodiment of our values, shaping the daily experiences of our team members from the moment they join. One of our top priorities is to enable our employees to feel the significance of our impact. At Innoviz, we place a strong emphasis on employee engagement and in doing so cultivate a strong sense of purpose.

Our substantial efforts to increase engagement are evident in our retention rates, which surpass the industry average. This achievement is particularly noteworthy in the competitive Israeli high-tech arena, characterized by a high demand for skilled employees, and stands as a key success factor for our company.



### This is our approach:

#### Weekly Company meetings

To foster cohesion across the various departments and align everyone with the overarching goals of our company, we organize weekly company meetings. These sessions serve as a platform during which we review significant updates and developments in the most transparent manner.

#### Yearly Satisfaction Surveys

In our continuous efforts to gauge the effectiveness of our employee programs and identify areas for improvement, we conduct annual satisfaction surveys. These surveys are a key management tool, collecting data on various aspects of our workplace and offering insights into the overall sentiment of our employees. This feedback loop enables us to consistently enhance our work environment and stay focused on the improvement plans established.

#### Quarterly team building activities

To further strengthen team dynamics and foster camaraderie, each department organizes a quarterly team building activity. Teams are encouraged to spend this time doing volunteering activities together. Strengthening team bonds while also creating a positive impact on the community we serve. In addition, our teams are encouraged to hold professional offsites when needed.

#### Annual Company Events

Our commitment to fostering a global sense of community is exemplified through our annual company events, which includes one event that is dedicated to all our employees worldwide. Another annual event is a family event bringing together employees and their loved ones as a way of thanking both our employees and their families for their continuous hard work and efforts.

#### Harassment Prevention Activities

Our Chief Human Resources Officer serves, as part of her role, as the 'Harassment Prevention Manager'. In this role, she acts as a dedicated point of contact for all employees, promoting a safe and inclusive workplace. As we take harassment prevention beyond mere regulatory requirements, we perform harassment prevention workshops and trainings for all our employees.



## EMPLOYEE LEARNING & DEVELOPMENT



At Innoviz, we place a significant emphasis on nurturing the professional growth of our workforce, recognizing that continuous learning is not just a benefit but a cornerstone of individual and organizational success. Our learning and development offerings include various professional courses, providing diverse resources to support our employees' ongoing development. Furthermore, our commitment to professional growth is also managed through our performance evaluation process. In 2023, 90% of our employees underwent performance reviews.

### Learning Program

Leading our learning initiatives is a dedicated individual overseeing the implementation of our comprehensive learning programs. We actively engage in an annual learning needs survey to identify evolving skill requirements. To address these needs, we customize our learning solutions, incorporating a variety of formats such as online and in-person training, lectures, conventions, and participation in external courses. Our robust platform efficiently tracks employee course participation, ensuring a seamless learning experience.

In response to the insights gathered from the annual learning needs survey, we successfully integrated targeted courses based on the company's needs and employee requests. For instance, in 2023, in direct response to identified needs, we introduced courses in coding languages, AUTOSAR, System Engineering, Open CV, and

C programming which have been seamlessly incorporated into our learning plan for 2024. Additionally, we offer diverse training sessions covering AI, product safety, conflict management, presentation skills, and more.

Our courses are designed to benefit employees not only in their current roles but also in their overall career growth, spanning professional, soft, and managerial skills.

In addition, throughout 2023, our employees participated in various professional conferences including the LiDAR Coalition, the Autonomous Sensor Summit and the Automotive LIDAR 2023 conference.

### Performance Evaluation Process

Twice a year we conduct a performance evaluation for our employees, in order to promote ongoing personal and professional development in the specific career path of each team member.

Our performance evaluation process involves a four-week-long assessment period, where both self-reviews and manager reviews are compiled into a dedicated platform. No grades are assigned during this process, preserving feedback verbatim and fostering an environment of open communication.

This aligns seamlessly with our core values of transparency and respectful communication. Our fixed format for evaluations focuses on recognizing significant achievements and challenges over the past six months, while setting goals for the upcoming six months.



Employee Benefits and Compensation

At Innoviz, our commitment to our employees extends beyond the workplace, emphasizing a holistic approach to wellbeing. Salary increments and equity compensation occur annually, aligned with performance evaluations process.



Supporting Our People in Times of Crisis

In recent years, there has been an increase in global and local crisis events, challenging our resilience as individuals, societies, and organizations. Through these challenges, our unwavering commitment is to support and stand by our dedicated employees. For example, In the face of the COVID-19 pandemic, we demonstrated unwavering resilience, promoting full continuity of operations, and preserving the livelihoods of all employees with maintained benefits. Swift adaptations were made, including the facilitation of remote work and the introduction of a no-meeting zone during lunch hours to accommodate personal responsibilities. Accommodations were made to enable those who wanted or needed to work on site.

During the recent war in Israel commencing October 7th, 2023, nearly 10% of our Israeli employees were drafted to reserved duty. In the initial weeks, when the unfolding events and high uncertainty made focusing difficult, we maintained our inclusive work environment by offering support to reservists, maintaining open communication with their families, and enabling remote work. Beyond acknowledging the toll of the current situation, we have taken proactive measures by implementing mental health services, enabling our team to have access to resources and support systems to navigate these difficult times.

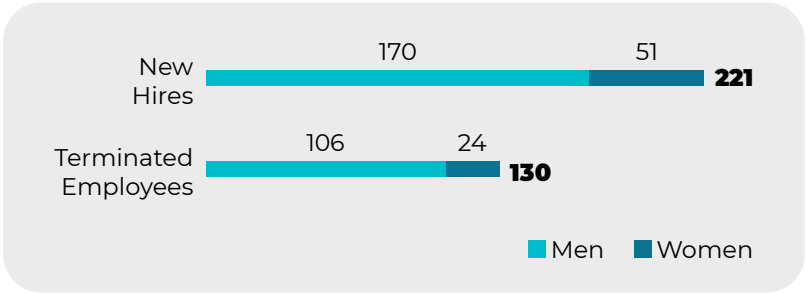
Our Recruitment and Onboarding processes

Our commitment to assembling a team of skilled professionals, as well as team players, begins right from the recruiting stage, conducted by trained interviewers.

We see high significance in fostering a collaborative and inclusive environment, so we actively examine these qualities in candidates during the recruitment process, in addition to their professional skills. By doing so, we enable every candidate to align with the professional requirements of the role and with our organization’s core values.

To welcome newcomers and facilitate their seamless integration, we have designed a comprehensive onboarding process that features a personalized program. Additionally, we organize biannual orientation days, providing a thorough introduction to our core products, goals, main projects, and dynamic work environment.

New hires and terminated employees 2022-2023



## DIVERSITY & INCLUSION

At Innoviz, we are dedicated to nurturing a diverse and inclusive workplace. We recognize that a workforce rich in perspectives and talents, brought by a diverse team, enriches our collective experience. We take pride in our diverse team, which includes a significant number of seasoned professionals relative to the high-tech industry.

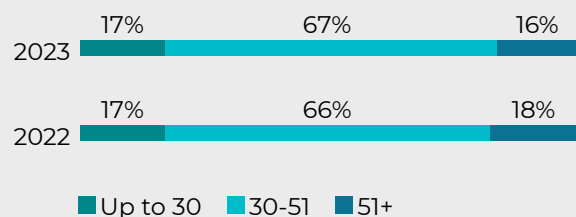
Building a diverse and equitable workforce across all roles presents a unique challenge in Israel's engineering landscape. The current underrepresentation of women in electrical engineering and physics studies translates directly to a talent pool with a gender gap. We are committed to addressing this challenge through proactive recruitment strategies that target and empower women in these STEM fields.

One focus area is our active promotion of gender diversity, where we incentivize diversity by offering

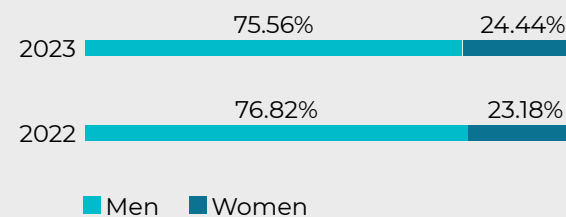
double bonuses for referrals leading to the recruitment of women. Additionally, we seek to promote appropriate, equitable representation of women among candidates during the recruitment process. Recognizing the unique needs of our working mothers, we provide breastfeeding rooms to ensure a supportive environment.

Our commitment to diversity extends to recruiting individuals from Israeli cultural diversity groups, as well as people with disabilities. In order to source talents from these groups<sup>4</sup>, we collaborate with local associations and not-for-profit organizations specializing in promoting diversity. For example, our collaboration with "Tzofen" for the Arab community. These collaborations underscore our dedication to creating a diverse workplace. Additional efforts, in partnership with "Rachip" and "KamaTech", focus on hiring individuals from the Ultra-Orthodox community.

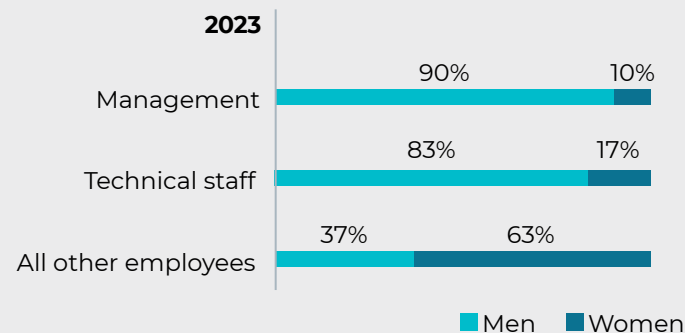
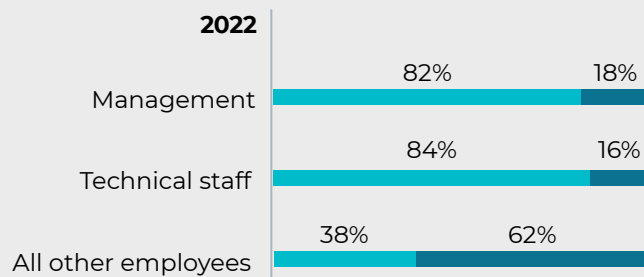
### Employee distribution by age



### Employee distribution by age



### Employee distribution by age



4) Innoviz's cultural diversity initiatives in Israel are centered on engaging with the Arab community and Ultra-Orthodox sector.



## EMPLOYEE HEALTH & SAFETY



### Safety Program and Training

Aligned with the ISO45001:2018 standard, our Employee Health and Safety management system operates as a comprehensive framework, ensuring the wellbeing of our employees, contractors, and visitors<sup>5</sup>. We implement a comprehensive risk management process, including annual risk assessments and the management of identified risks. Our safety program is implemented under the guidance of our safety committee, led by our internal safety manager, convening eight times a year with the presence of all our laboratory managers. We conduct a yearly safety audit, presenting our safety plan, and establish ambitious safety KPIs annually. To efficiently address safety issues as they arise, we utilize an online platform. Our thorough risk assessment revealed low exposure to safety risks, but we proactively address potential hazards. All these known risks are addressed through established safety protocols and trainings.

We invest in comprehensive safety training programs to equip our workforce with the knowledge and skills needed to navigate their roles safely. New employees undergo mandatory safety training before entering the laboratory, with annual refresher courses reinforcing our proactive safety measures.

To extend our safety standards to our suppliers, safety quality tests are conducted to the applicable suppliers. When relevant, suppliers admission procedures include meetings with the safety officer and facility manager to promote alignment with safety standards. This holistic approach underscores our steadfast dedication to maintaining a secure and healthy working environment for all stakeholders at Innoviz.

### Laser safety

During the process of development, we employ laser technology in our laboratories, managed under strict safety protocols. To manage any potential risks, we have established a robust laser safety management system, led by our appointed safety officer. Our safety officer is responsible for maintaining and enhancing our safety protocols, and his duties include inspections of all our laboratories on a weekly basis.

Furthermore, new employees undergo comprehensive laser safety training, while existing staff receive annual refreshers courses. Each employee is equipped with personal safety glasses, reinforcing our commitment to their safety. Lastly, our safety committee convenes every six weeks to proactively address potential laser safety issues, with the goal of ensuring a consistently safe and risk-managed working environment.



<sup>5</sup>) Our current certification is for our Israel site only, which encompasses our HQ, R&D, laboratories, and vast majority of our employees.



### Annual Ergonomic Survey

In 2023, we increased our commitment to employee safety and wellbeing. We conducted an external ergonomic survey for the first time, assessing all workspaces to identify potential risk factors. Our findings highlighted key areas of concern, similar to other tech companies, including poor posture, static positions, and repetitive actions. Currently we are discussing solutions and introducing ergonomic training to emphasize correct work methods, optimized workspaces, and exercises for muscle strain relief and position changes.

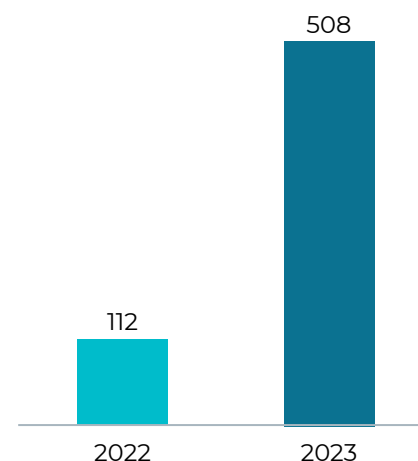
### Target for Zero Injuries

Over the past two years, we have not experienced any significant injuries. However, regrettably, in 2023, we encountered five minor safety incidents and four near-miss cases. Three of the five incidents were unrelated to the employee's job description. All investigations were closed within one workday, demonstrating our swift and effective response to safety incidents.

#### Employees Recieved Safety Trainings



#### Total Safety Training Hours



Year	# of safety incidents	# of safety incidents that led to injury	# of Innoviz employees injured	# of safety incidents that led to serious injury or permanent disability	TRIR (Total Recordable Incident Rate, per 200,000 hours)
2022	3	2	0	0	0.66
2023	5	4	3	0	1.04



## GIVING BACK TO THE COMMUNITY



### Promoting Tech Education

At Innoviz, our dedication to community impact is evident as we utilize our core abilities to promote scientific education in Israel. This dual effort enhances our community and also plays a vital role in cultivating the next generation of engineers, essential for the long-term continuity of our local ecosystem.

At the core of our community engagement lies the initiative of hosting high school classes on a weekly basis at our Headquarters, dedicated to promoting STEM education. Hosting nearly 1000<sup>6</sup> high school students each year, each visit features engaging lectures in technology and Innoviz's field of expertise, coupled with an enriching tour of our premises and laboratories. A key aspect of our commitment to inclusivity is ensuring the inclusion of at least one lecture by a woman, setting a positive example for the next generation and hopefully inspiring more girls into engineering professions. High school students from all over the country participate in this program, including students from peripheral cities<sup>7</sup>.

As this program holds a special place in our hearts, we make it a point to include attendance of a management member every visit. Our management's involvement serves as a powerful demonstration of what each child can achieve through hard work, fostering motivation and ambition.

Our goal is to cultivate an inclusive learning environment and a sense of belonging for all participants. During each visit, five of our dedicated employees volunteer their time, making meaningful contributions to the community and inspiring the next generation to choose STEM education

### Additional initiatives

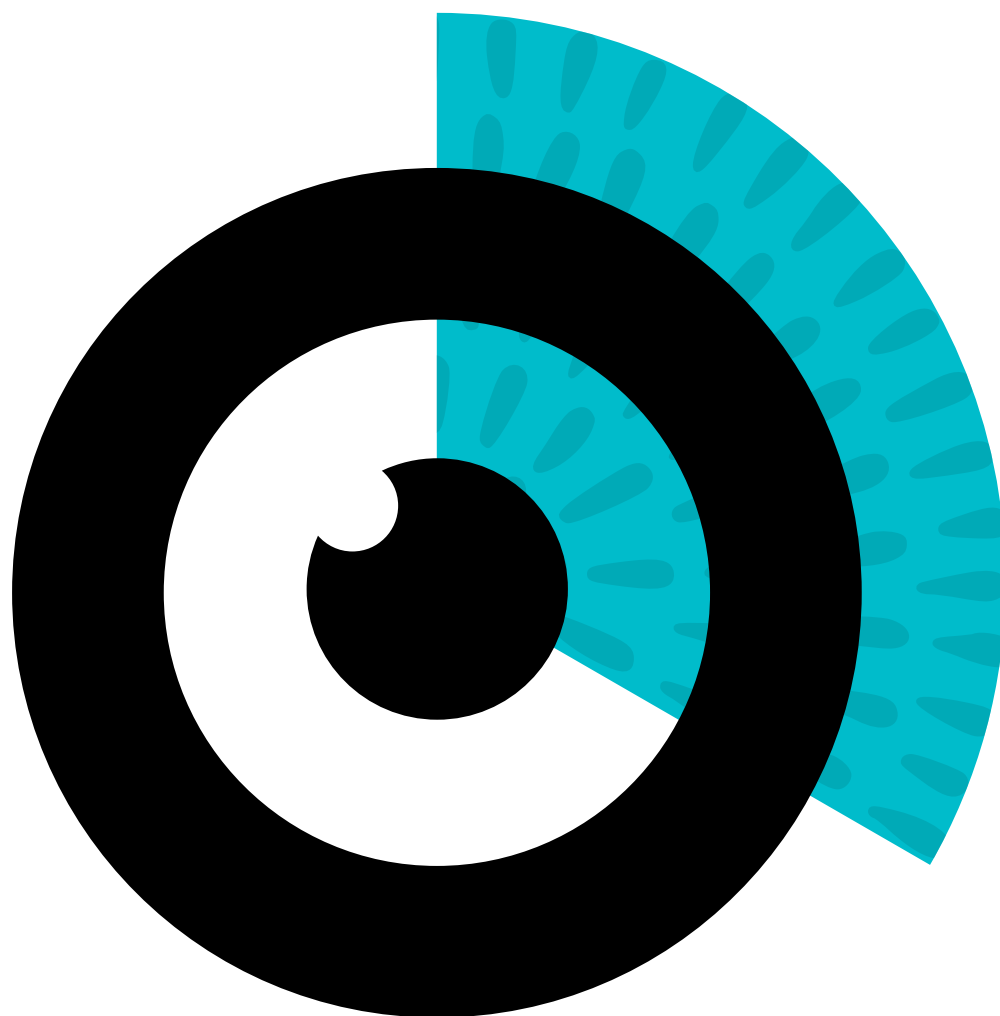
Our involvement in the community further unfolds through dynamic collaborations with various non-profit organizations dedicated to supporting individuals affected by cancer, disabilities, or individuals in low socio-economic circumstances.

These partnerships underscore our dedication to supporting causes that truly matter. Whether we're sprinting through the streets in the Tel Aviv Night Run to raise money for a nonprofit organization supporting children with cancer ("Sunrise"), orchestrating fundraising opportunities to aid families in need during Israeli holidays, organizing donation booths to collect women's clothing to pay forward to those in need, or gathering for tree planting initiatives, we are making an enduring positive impact on both local and national scales. Further enriching this commitment, we foster an inclusive work environment by having an internal library managed by people with disabilities.



6) 26 classes a year, of approximately 35 students each.

7) In 2022, 25% of cities/local authorities participated were from the geographical periphery, and in 2023, 13% were such.



## **Sustainable** Operations



Sustainable business practices, energy efficiency, and waste management are part of our core commitments. As part of our ongoing efforts, we continually explore and implement new initiatives to enhance our sustainability. We aim to contribute positively to the environment while aligning our business operations with the principles of responsible and sustainable development.

In the context of our relocation to a new office building, we focused on monitoring resource usage, waste generation, and energy consumption as KPIs for 2023. This baseline serves as a reference point for future assessments and guides our efforts in setting ambitious sustainability goals.



## OUR ENVIRONMENTAL MANAGEMENT SYSTEM

Aligned with the ISO 14001:2015 standard, our Environmental Management System (EMS) functions as a comprehensive framework, addressing the environmental impact of our operations. Emphasizing our commitment to sustainability, our EMS incorporates the tools and methodologies of the quality management system to ensure the highest standards. To maintain environmental compliance, we continually monitor and assess our processes, striving for adherence to both internal and external environmental standards.



The Chief Operating Officer (COO), appointed by the CEO as the management representative for our EMS, bears the responsibility of aligning actions with established policies and objectives. His role includes ensuring that our procedures and operating systems for environmental protection comply with stakeholder expectations, regulations and adhere to the ISO 14001:2015 standards.

On an annual basis, we approve an environmental protection plan that encompasses the allocation of necessary resources. Additionally, we conduct a thorough external and internal environmental protection audit each year, to comply with EMS requirements. Every new employee undergoes training on environmental protection, including familiarizing them with our environmental protection policy and operational procedures. Furthermore, we organize annual training sessions for all employees focused on environmental practices.

Similar to our Health and Safety Management System, our EMS extends to subcontractors, who are required to declare their environmental management status. When selecting new subcontractors, preference is given to those certified to comply with the ISO 14001:2015 standard. This approach reflects our holistic efforts towards creating an environmentally responsible and sustainable working environment for all stakeholders associated with Innoviz.

## OUR GREENHOUSE GASES AND ENERGY MANAGEMENT

In acknowledgement of the need to address climate concerns, we seek to address emissions of Greenhouse Gases (GHG) as well as Energy Management with practical and sustainable measures, as well as operational efficiency. Currently, our primary energy sources include diesel and gasoline for our test cars, as well as electricity obtained from the grid for the ongoing operation of our sites.

Efficiency improvements are an integral part of our strategy, carefully tailored to align with our business needs. Our approach involves realistic measures that strike a balance between environmental considerations and the operational demands of our business. Our current energy efficiency processes include a comprehensive control system within the building,

automatic lights-off protocols, credit for reduced floor lighting after 8 pm, and remote air conditioning control in laboratories maintaining a temperature zone of 23 degrees. Furthermore, we employ calculated measures, such as analyzing traffic patterns, to determine optimal times for introducing outside air into the building.

Initiatives like providing shuttles to and from the nearest train station contribute to reducing GHG emissions associated with employee commutes, offering a more sustainable transportation alternative. Anticipating the future, we are set to introduce charging stations for electric vehicles, facilitating clean energy practices.

Additionally, we conducted a carbon footprint calculation for our InnovizOne product. Please see more information under Product Sustainability on page [XX](#).

### 2023 Corporate Carbon Footprint

#### SCOPE 1 EMISSIONS

Tonnes CO<sub>2</sub>eq **53.27**

#### SCOPE 2 EMISSIONS

Tonnes CO<sub>2</sub>eq **1,558.14**

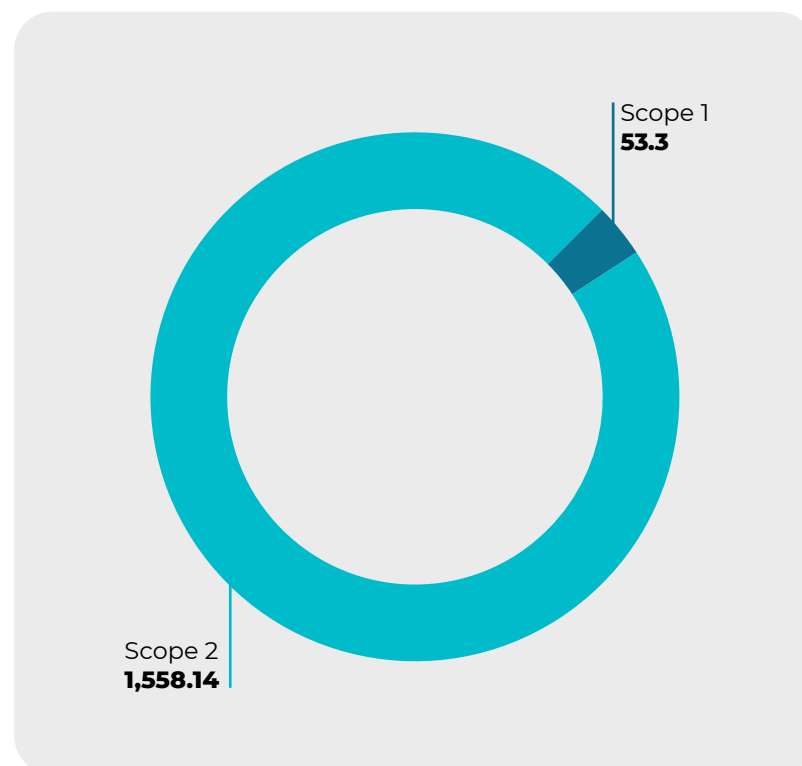
#### TOTAL SCOPE 1 AND 2 EMISSIONS

Tonnes CO<sub>2</sub>eq **1611.44**

#### GHG EMISSION INTENSITY BY # OF EMPLOYEES

Tonnes CO<sub>2</sub>eq/employee **3.28**

### GHG Emissions 2023 metric tons CO<sub>2</sub>eq



## OUR WASTE MANAGEMENT

Our waste management practices are structured to enhance sustainability and regulatory compliance. We currently monitor waste generation in key areas such as cardboard, electronic, and hazardous waste.

To reduce waste, we have been promoting awareness regarding single-use plastics and recycling, and encouraged our employees to use reusable dishes and utensils that can be washed in-office. This initiative resulted in a noteworthy reduction in our expense on disposable dishes. In 2022, our spending totaled approximately 22,500 NIS while in 2023, we successfully brought it down to approximately 17,000 NIS, a 25% reduction.

For cardboard waste, we have engaged an external contractor for the recycling of paper and cardboards. Electronic waste undergoes shredding and recycling, with a dedicated container for household electronic waste collection for employee usage. Used batteries are collected and safely disposed through a contracted, regulated disposal service. In 2023 we have also incorporated recycling trash cans throughout our offices, providing our employees the opportunity to separate waste and take part in our recycling efforts.

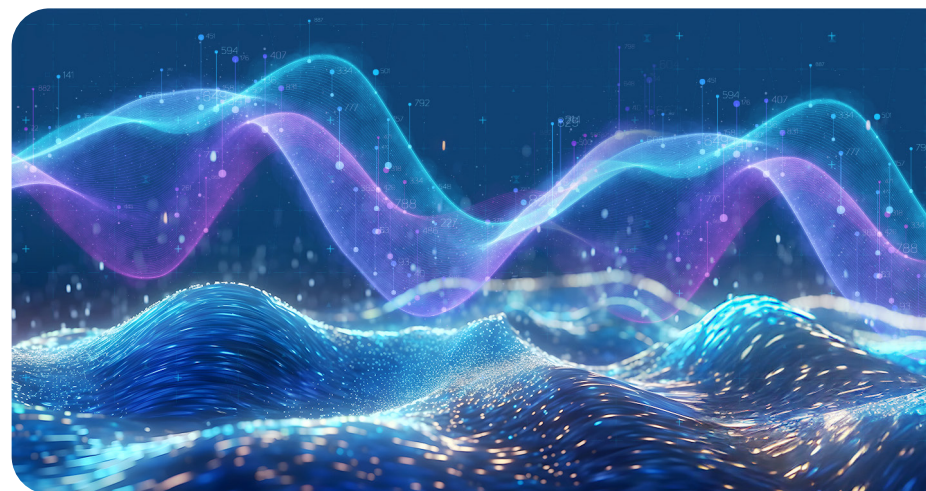
In 2022, the total waste output measured at our HQ amounted to 0.104 metric tons. However, in 2023, there was a significant increase, with the waste measured surging to 9.7 metric tons. This notable increase is due to implementation of an advanced waste management system within our new HQ building.

### Waste treatment by method of disposal for our HQ

Type of waste	Unit	2022		2023	
		Sent to landfill	Recycled	Sent to landfill	Recycled
<b>Cardboard waste</b>	Metric tons	-	-	5.44	3.3
<b>Electronic waste</b>	Metric tons	0.054	-	0.93	-
<b>Hazardous waste</b>	Metric tons	-	0.05	-	0.02
<b>Total</b>	Metric tons	0.054	0.05	6.37	3.32
<b>% of Total</b>	Percentage	52%	48%	66%	34%

## OUR WATER MANAGEMENT

Water management at our facilities is overseen by the building's infrastructure manager, focusing on a comprehensive and responsible approach. Within the offices, water usage is strictly limited to sanitary purposes. In our laboratories, water plays a crucial role in acclimation chambers, where a closed system is employed to reduce waste. Any water drained into the sewer is residual and negligible in quantity. Looking ahead, we are committed to enhancing our water management practices, with plans to install a Water-Wint system in 2024, designed to monitor and promptly address leakages.





# PRODUCT SUSTAINABILITY

Ensuring product sustainability, we prioritize compliance with RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulations. Our commitment to RoHS compliance reflects our dedication to restricting the use of hazardous substances in our products, promoting environmental and human health. Simultaneously, adherence to REACH regulations emphasizes our proactive approach to the responsible management of chemicals throughout their lifecycle. By strictly following these frameworks, we strive to deliver products that both meet quality standards and contribute to a safer, more sustainable environment.

Furthering our commitment to environmental responsibility, we conducted a comprehensive product carbon footprint analysis for our InnovizOne. The product carbon footprint employed a cradle-to-gate system boundary, leveraging operational data from 2023. Utilizing a mass-based approach, the analysis considered 99.99% of the product’s material composition. As a result, InnovizOne’s product carbon footprint was determined to be 27.58 kg CO2eq. It is important to note that the calculation only takes into account the emissions attributed to the raw materials and intermediates used in the production and assembly of an InnovizOne unit.

# ENVIRONMENTAL RESILIENCE OF OUR PRODUCTS

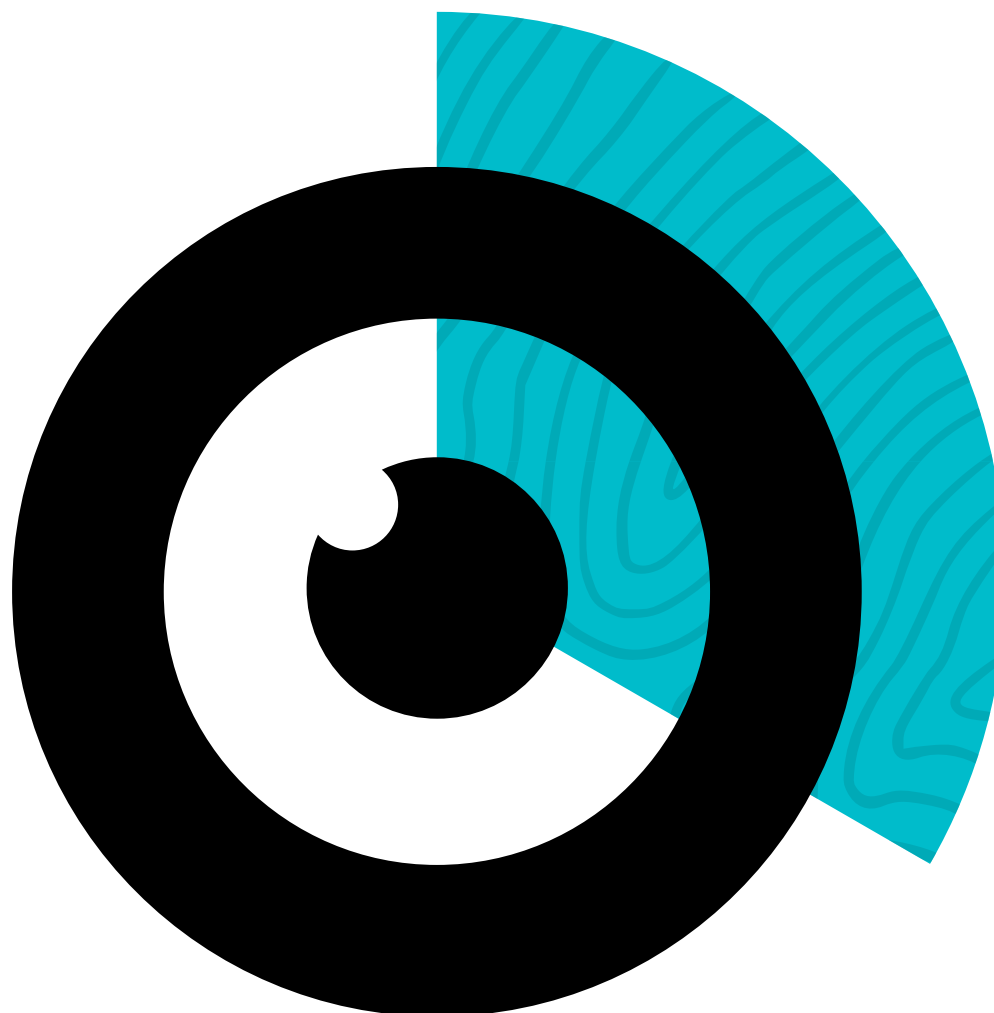
In addition to our rigorous compliance with industry standards, we go the extra mile to promote the environmental resilience of our products through comprehensive testing. Recognizing the importance of reducing our environmental impact, we conduct thorough environmental tests to validate the durability and sustainability of our LiDAR solution. This proactive approach aligns with regulatory requirements and reflects our commitment to responsible and eco-friendly practices. By subjecting our products to stringent environmental assessments, we aim to contribute to a cleaner and more sustainable future in the automotive industry. Environmental testing for our products is conducted in distinct “legs” each serving a specific purpose.

These legs, whether sequential or parallel, encompass a range of assessments such as temperature, shock, and high-temperature endurance. These tests are integral to promoting the robustness and resilience of our products.



<b>IEC 60068-2</b> High/low temperature, storage/operating	<b>IEC 60068-2</b> Temperature step / shock test
<b>EN/ISO 20567-1, test method B</b> Stone chip test	<b>ISO 16750-3/DIN EN 60068-2-6/64</b> Vibration test
<b>ISO 20653</b> Dust test	<b>IEC 60068-2</b> Damp heat, cyclic
<b>IEC 0068-2</b> Mechanical shock	<b>IEC 0068-2</b> Salt spray test
<b>ISO 20653</b> Water projection, steam jet testing	<b>ISO 20653</b> Thermal shock with splash water / immersion
<b>IEC 60068-2</b> Condensation test (without housing)	<b>DIN 75220</b> Solar radiation
<b>ISO 16750-5</b> Chemical tests	<b>EN 55025</b> EMC





## Responsible **Business Practices**

## OUR PRODUCT QUALITY

At Innoviz, quality is at the heart of what we do. We understand that the impact and the success of our company relies on our customers' trust in both our products and technology.

We are unwaveringly committed to achieving and exceeding high quality standards. Our dedication extends beyond mere compliance, aiming to deliver innovative, safe, and reliable products that consistently surpass customer expectations, all while adhering to legal and regulatory requirements.

## PRODUCTS SAFETY STANDARDS

At Innoviz, we pride ourselves on a dynamic and advanced Quality Management System (QMS) that goes beyond mere compliance with standards. Embedded within our QMS are comprehensive internal policies and procedures, meticulously crafted to exceed industry and customer expectations. These encompass a range of processes, from rigorous tests to well-defined procedures and policies, forming the robust framework of our commitment to delivering exceptional products.

Our commitment to quality extends beyond conventional standards, emphasizing continuous improvement to enhance product quality, safety, and sustainability. Certified under ISO standards, our QMS reflects a dedication to responsible practices. In 2022-2023 there were no reported incidents of non-compliance with the quality standards to which we are certified.

By prioritizing the effectiveness of our QMS, we meet expectations then consistently surpass them, positioning us as a leader in responsible and innovative practices within the automotive industry.



## EYE SAFETY

As we integrate lasers into our product development process, we prioritize eye safety and comply strictly with the relevant standards.

Our eye safety protocol is an integral part of our development process, applied to all LiDAR configurations and design prototypes. Whenever alterations occur – be it design changes, new versions, sample launches, or updates that might influence the LiDAR's eye safety – we promptly respond. An assessment is carried out to understand the implications of these changes on eye safety.

Should eye safety be compromised, we adhere to the IEC 60825-1:2014 process to guarantee LiDAR's safety.





## CERTIFICATIONS & STANDARDS



Quality management systems  
Certified since July 2018



Cybersecurity, information security and privacy protection  
Certified since Dec. 2020



Automotive quality management system standard  
Certified since Dec. 2023



Environmental management systems  
Certified since Dec. 2023



Occupational health and safety management system  
Certified since Dec. 2023



Automotive information security management system as per ENX guideline  
Assessed by the ENX association on behalf of VDA, Jan. 2024



Innoviz is currently working in accordance with ASPICE 3.1. The achievement of capability level 1 is planned for Q3 2024



Safety of laser products - Part 1: Equipment classification and requirements (Eye safety certification per product's configuration)  
InnovizOne-Certified,  
InnovizTwo-Certified



Road vehicles  
Functional safety  
Certified since Dec. 2023



Road vehicles  
Cybersecurity engineering  
Cybersecurity Management System Certified since Jan. 2024

## THE GUIDING PRINCIPLES OF OUR QUALITY MANAGEMENT SYSTEM (QMS)

We instill a sense of responsibility for quality at every stage of performance within our team, and therefore 100% of our employees sign Innoviz's internal Quality Policy.

Key elements of our Quality Policy include:

### **Establishing and Maintaining an Effective QMS**

Our commitment is exemplified by the establishment and maintenance of an efficient Quality Management System (QMS), aligning with esteemed standards such as ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, ISO/IEC 27001:2022 and other pertinent automotive regulations and standards, such as, VDA and AIAG.

### **Continuous Improvement**

Through rigorous data analysis, root cause analysis, and corrective and preventive actions, we consistently strive to enhance our processes, products, and services.

### **Customer-Centric Approach**

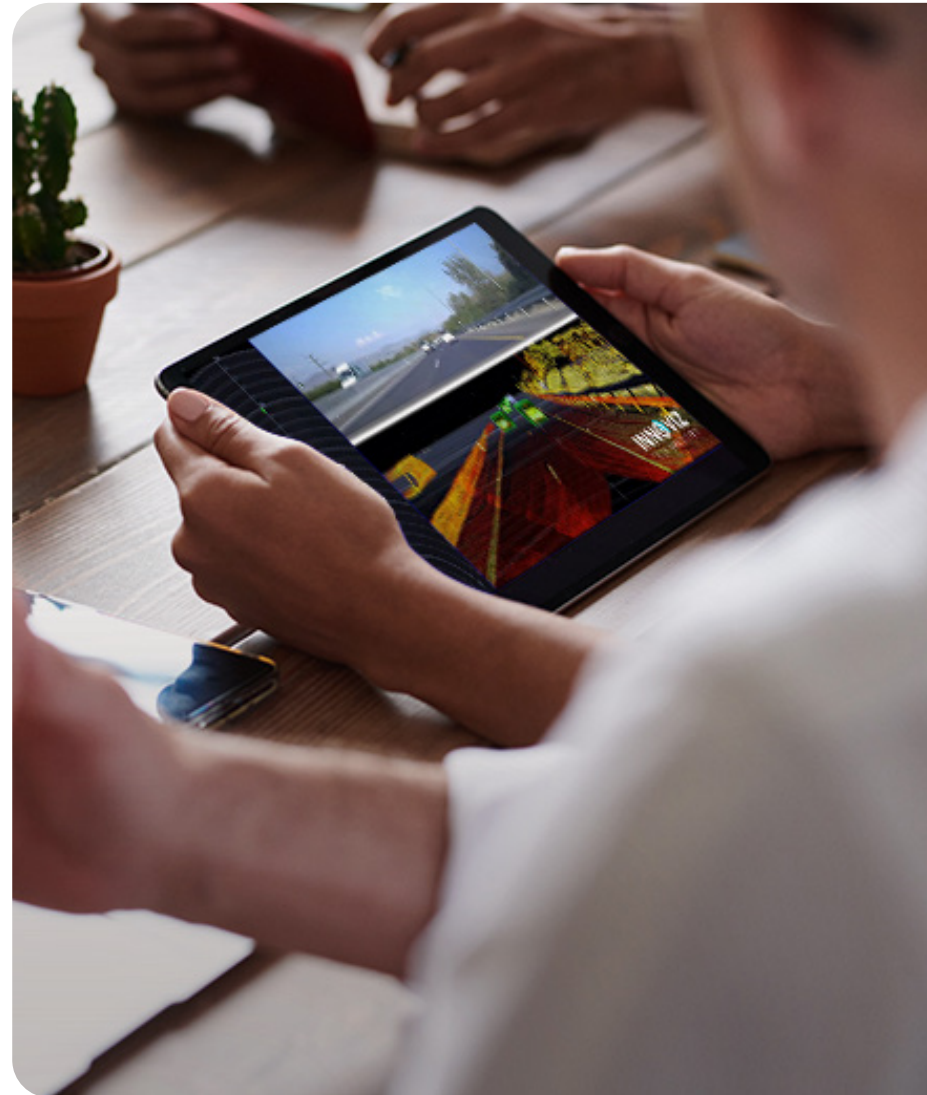
Customer feedback is actively utilized to refine and enhance our products and services, fostering unparalleled customer satisfaction. We manage our customer service and customer satisfactory requirements through dedicated processes and defined KPIs.

### **Training and Resources**

We provide our workforce with the necessary training, tools, and resources, enabling our employees' competence to meet and exceed the highest automotive quality standards.

### **Collaboration with Partners**

Collaborating closely with our suppliers and partners, we see to uphold shared commitments to the highest standards of quality throughout our value chain.





## OUR QUALITY MANAGEMENT PROCESSES & ASSURANCE

To effectively manage our commitment to quality, we employ a robust set of processes, encompassing, among others:

### Advanced Processes Implementation

Through the deployment of a New Product Introduction Maturity Level (VDA) and Advanced Product Quality Planning (APQP), 8D problem-solving methodology, Failure Mode, and Effects Analysis (FMEA), Control plan, Risk based thinking (DFMEA, PFMEA) and other industry standard processes, we proactively address issues and drive a culture of continuous improvement. Through these comprehensive measures, we stand at the forefront of quality management, exemplifying our unwavering commitment to excellence in the automotive industry.

### Internal Audit System

Our internal audits ensure continuous compliance and improvement and are aligned with IATF16949:2016, ASPICE, ISO14001:2015, ISO45001:2018, Product integrity (PSCR) requirements, VDA 6.5 Product audit, VDA 6.3 – Self audit.

### Products tests

Our product manufacturing process includes a set of validations throughout the manufacturing process to guarantee the functionality and compliance of our products with industry standards, as well as meeting our customers' requirements (such as temperature and humidity chambers, thermal shock chambers, electrical test equipment, EMC lab and more). This commitment is reflected in our testing procedures, which are conducted both at our dedicated lab in HQ and, with the expansion into China, on-site to enable more thorough testing of manufacturing operations.

### External Audit

We subject ourselves to rigorous annual audits by certification bodies, OEM audits upon request, and third-party audits, validating and enhancing our quality standards.





## OUR QUALITY KPIS

At Innoviz, we manage all tasks throughout defined internal processes, spanning both development and product-related departments, as well as other internal departments. We approach each process with dedication and responsibility, assigning them to the respective internal owners. These owners are tasked with defining relevant Key Performance Indicators (KPIs) and conducting monthly reviews. Collaborating closely with our dedicated quality team, the owners identify trends and conduct thorough analysis. The findings are presented to the relevant stakeholders before any necessary actions or decisions are taken.

Our product quality and compliance processes focus on continuous improvement and are guided by a set of KPIs that include, for example:

### Customer satisfaction

For us, customer satisfaction goes beyond a metric; it is a testament to our commitment to providing an exceptional experience. This KPI reflects our dedication to understanding and meeting customer expectations and requirements, fostering lasting relationships, and positioning us as a trusted partner in the automotive industry. Additionally, we collaborate closely with the quality departments of vehicle manufacturers, actively learning from their expertise and our processes undergo regular audits to ensure alignment with industry standards and best practices.



### On-time delivery of products and services

This KPI signifies our commitment to reliability and professionalism.

### Continuous Improvement

We maintain an ongoing commitment to excellence through a risk management approach, conducting internal audits focused on improvements within each process and its sub-processes. This includes incorporating lessons learned into our processes, all while emphasizing meticulous planning and ensuring process safety.



### Supply of high-quality products

The supply of high-quality products is one of our core objectives. This KPI underscores our commitment to delivering innovative and reliable solutions, enabling each product to meet or exceed the stringent standards set by the automotive industry. For instance, we aim for zero Parts Per Million (PPM) recalled, prioritize product reliability, and focus on sustainability for a lifespan of 15 years.

Management regularly assesses QMS performance through quality management reviews on an annual basis, setting goals based on past KPI performance and customer requirements. Our unyielding commitment to quality underscores our pursuit of excellence at Innoviz. So far, we did not have any recall incident for any of our products.

## OUR BOARD OF DIRECTORS

Our Board of Directors serves as a diverse and experienced governance body, dedicated to both challenging, advising and guiding our management team and overseeing the company's strategic direction and ensuring accountability to stakeholders. Our current board composition reflects a commitment to a majority independent board, aligning with NASDAQ's independence requirements for public companies. This creates a balance of expert oversight and fresh perspectives, ultimately fostering a more innovative and successful organization.

All members of our board of directors undergo annual conflict of interest checks and independence determination. In the appointment of new members of our board of directors<sup>8</sup>, we have prioritized members with substantial and relevant experience, such as industrialization and automotive experience, that can supplement and enrich the innovative and technical proficiency of our management team.

Our Board is currently composed of nine members, seven of which qualify as independent under Nasdaq rules, and all our committee members are independent directors.



8) See for example [https://www.sec.gov/Archives/edgar/data/1835654/000117891324000084/exhibit\\_99-1.htm](https://www.sec.gov/Archives/edgar/data/1835654/000117891324000084/exhibit_99-1.htm)

Director Members<sup>9,10</sup>**AMICHAJ  
STEIMBERG**Chairperson of the  
Board & Independent  
Director**DAN  
FALK**Independent  
Director**RONIT  
MAOR**Independent  
Director**ORIT  
STAV**Independent  
Director**AHARON  
AHARON**Independent  
Director**JAMES  
SHERIDAN**

Director

**OMER  
KEILAF**CEO, Co-Founder  
& Director**ALEXANDER  
VON WITZLEBEN**Independent  
Director**STEFAN  
JACOBY**Independent  
Director

	Gender	Age	Audit Committee	Compensation Committee	Nominating ESG Committee
Amichai Steimberg	Man	61			
Dan Falk	Man	79			
Ronit Maor	Woman	53			
Orit Stav	Woman	53			
Aharon Aharon	Man	69			
James Sheridan	Man	56			
Omer Keilaf	Man	44			
Alexander von Witzleben	Man	60			
Stefan Jacoby	Man	66			



Chairperson



Member

9) Oren Buskila served as a board member of Innoviz until XXX. His position on the board was as CRDO, Co-Founder and Director

10) As of January 5, 2024.





## OUR BOARD COMMITTEES

To support effective oversight, the Board has established the following dedicated committees: audit, compensation, nomination and ESG. The specific responsibilities of each committee are outlined in their charters and detailed within our annual report on Form 20-F. Additionally, our Code of Ethics and Conduct, along with other key policies, further guides our commitment to ethical behavior and responsible business practices as further described below.

### The Audit committee

The primary objectives of the Audit Committee include aiding the Board in the selection, retention, compensation, and oversight of the company's independent external auditor. Additionally, the committee oversees internal audit activities, ensuring the integrity of Innoviz's financial statements and other published financial information. It plays a crucial role in monitoring compliance with legal and regulatory requirements, as well as corporate policies and controls.

### The Compensation committee

The committee's key responsibilities involve the development, approval, and oversight of a comprehensive compensation policy. The committee actively engages in discussions to recommend the approval of employee and executive compensation packages and incentive plans. These recommendations are carefully considered in light of financial feasibility and the business interests of the company.

### The Nominating ESG Committee

This committee identifies, reviews, and evaluates potential candidates for Board membership, recommending nominees for election as directors. Beyond its role in director selection, the committee actively contributes to the enhancement of corporate governance guidelines and matters, making valuable recommendations to the Board. In addition, it takes on the responsibility of overseeing all aspects of the company's corporate governance functions and ethical conduct. Furthermore, the committee plays a crucial role in steering the company's programs and strategies related to ESG matters, promoting alignment with the company's commitment to responsible and sustainable business practices.

## OUR EXECUTIVE TEAM

Our senior management consists of nine individuals who convene weekly to make decisions collaboratively. Our Chief Executive Officer (CEO) leads this core team, ensuring seamless coordination and communication. To encourage broader input, a monthly forum includes Vice Presidents, fostering partnership in decision-making. Our Chief Financial Officer (CFO) serves as the secretary of the management forums, creating an open channel for all to submit relevant information and requests for discussion.



## DATA PRIVACY & CYBERSECURITY

### Our Approach to Privacy and Cybersecurity

At Innoviz, we are committed to the protection of privacy rights of all our customers, employees, and other stakeholders. We understand the significance of privacy concerns and, as a result, have composed and implemented a comprehensive [Privacy Policy](#) with management commitment to respect and uphold privacy. Acknowledging the dynamic nature of privacy regulations and standards, led by a dedicated privacy team within our legal department and collaborating closely with Innoviz's CISO, we build and execute our privacy programs, and conduct periodically internal audits to ensure compliance, as well as monitor evolving regulatory requirements. To further strengthen our privacy posture, we appointed an external Data Protection Officer (DPO), and dedicated internal resources to meticulously review and uphold our privacy compliance processes.

Our commitment extends beyond our organization. When applicable, we hold suppliers to the same

high standards through comprehensive agreements, performance of applicable audits and assessments, and the inclusion of supplementary measures (such as SCCs, enhanced TOMs, and pre-engagement, security and privacy questionnaires). This ensures a robust data privacy ecosystem throughout our entire value chain.

We also conduct periodic privacy awareness training sessions for employees who handle personal information. These sessions ensure they understand the importance of data security, their individual roles in upholding privacy, and their responsibilities in protecting sensitive information. Furthermore, our dedication to robust data privacy practices is validated by a successful TISAX® assessment from the ENX Association on behalf of VDA. This evaluation of our privacy policies and procedures demonstrates our commitment to meeting stringent privacy and cybersecurity standards, promoting the protection of sensitive data and enhancing confidence with stakeholders.



### Our Data Security Management System

Aligned with the leading global standards ISO27001 and TISAX®, our data security management system is a robust framework that reflects our commitment to the highest security standards in the automotive industry. We mapped the types of information we collect across the various company processes, along with their intended purposes. This detailed privacy risk survey forms the foundation of our management system.

Our advanced security measures extend to comprehensive internal and external penetration tests conducted against a wide variety of devices, and in light of the different cyber risks, on an ongoing and periodic basis. These measures provide an additional tested layer of protection against potential cyber threats. We constantly monitor and mitigate our management system to eliminate and prevent data breaches.



## OUR TRAINING VEHICLES

In the training phase of our products, Innoviz vehicles utilize cameras to capture footage of their surroundings, allowing for comparison with the data collected by our LiDARs. These cameras may pose a privacy risk, as they can simultaneously record people around them while capturing the footage of the road. Because we genuinely care about your privacy, we equipped our test vehicles with stickers directing anyone who passes them to our privacy policy on our website. We also provide an opt-out mechanism, allowing individuals who believe they were captured by our LiDARs or had their data collected to request deletion. We have established applicable procedures to address and fulfill opt-out requests, demonstrating our proactive approach to ensuring privacy during the training phase of our products. We refrain from utilizing real customers' data to train our algorithms. Once the LiDAR is installed into the end-customer's vehicle, Innoviz is not able to access any data collected by the LiDAR.





## ETHICS & COMPLIANCE

### Our Approach to Ethics and Compliance

We believe in creating a culture of honesty and integrity. To make this happen, everyone works together to follow the rules, regulations, and policies that apply to us. Our ethical culture is set in our Code of Conduct and Ethics, a detailed document that lays out the principles guiding our organization, supporting the trust and success we have with customers, suppliers, partners, and within our own team. The Code of Conduct and Ethics is a crucial guide for all Innoviz team members, helping us make the right decisions in our everyday work.

Complementing the Code, we have established an extensive framework of policies, protocols, internal communications, and training programs to reinforce the ethical culture we aspire to cultivate. Throughout 2022-2023, we are proud to report that no ethical incidents of any kind occurred, to the best of our knowledge, underscoring the effectiveness of our ethical culture and processes. All employees are required to endorse our Code of Conduct as an integral part of their employment agreement, by actively signing the Code of Conduct through a dedicated platform.

Transparency is paramount, and each new policy, whether ethical or professional, undergoes thorough communication and approval processes involving all employees.

Our commitment to ethical conduct is further emphasized through ongoing training sessions, including those focused on insider trading policies and annual sexual harassment awareness programs, as well as targeted training sessions for relevant stakeholders when necessary. Additionally, we have implemented a whistleblower system, managed by our SOX manager. This dedicated officer also oversees matters related to securities trading enforcement and provides a channel for employees to address concerns in these regards.

By embracing these ethical principles and fostering a culture of integrity, we are confident in our ability to meet regulatory requirements and also exceed expectations in our pursuit of responsible and sustainable business practices.



### Our Ethics Policies

As part of our efforts to implement our code of ethics, we have adopted and communicated an array of ethics-related policy documents on the following topics. The policies below form the framework that guides our business practices, ensuring that we operate ethically, responsibly, and in compliance with applicable laws and regulations.

Anti-  
Corruption  
Policy

Anti-trust  
Policy

Code of  
Ethics and  
Conduct

Business  
Amenities  
Policy

EHS  
(Environmental,  
Health, and  
Safety)

Insider  
Trading  
Policy

Supplier  
Code of  
Conduct

Sexual  
Harassment  
Prevention  
Policy

Whistleblower  
Policy

Respecting Human rights

At Innoviz, we wholeheartedly embrace our commitment to uphold internationally and locally recognized human rights within our business operations, aligning with the principles outlined in the United Nations International Bill of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Our approach is grounded in the UN Guiding Principles on Business and Human Rights, specifically adhering to the ‘Protect, Respect, Remedy’ Framework.

This past year, we established an annual human rights due diligence process to identify potential risks, developing and implementing comprehensive plans to mitigate or address them. Our approach is holistic, encompassing the monitoring and assessment of our own business, supply chain, production cycle, and the impact of our products on human rights. As such, the human rights policies are also included in our supplier’s code of conduct.



Our policies address the following



Human rights and working conditions



Child labor and young workers



Wages and benefits



Working hours and working conditions



Forced labor



Freedom of association



Health and safety



Privacy



Intellectual property



Responsible sourcing of materials



Counterfeit parts



Export controls and economic sanctions



## Responsible mineral sourcing

At Innoviz, we have committed to implementing a Conflict Minerals due diligence framework in alignment with OECD standards. Our focus is on managing the supply chain with a priority on human rights, health, safety, and environmental protection. Expressing our efforts to maintain responsible mineral sourcing, we actively work towards enhancing transparency within our supply chain and advocate for responsible procurement practices among our suppliers, where applicable. To facilitate this, we have adopted the standardized Responsible Minerals Initiative (RMI) Conflict Minerals reporting template (CMRT), utilizing it annually to map and monitor our suppliers' commitment and activities, where applicable. Additionally, we collaborate closely with our suppliers, fostering transparency and developing management systems. This collaboration aims to identify, assess, and respond to risks in the supply chain, enabling our commitment to responsible sourcing to be reflected throughout our operations.

# RESPONSIBLE PROCUREMENT

## Our Supply Chain Management

As the production of the InnovizTwo LiDAR as a Tier 1 supplier has yet to embark on a mass production stage, our supply chain is still being designed and the procurement of masses of raw materials is in process. Still, with a view to laying a robust foundation for our supply chain, we are proactively developing and implementing a structured management system so that when we embark on mass production, we will be able to encourage sustainability, social and governance considerations to be properly embedded in our supply chain. Our approach to managing these aspects within the applicable segments of our supply chain is built upon three pillars: the Supplier Code of Conduct, Quality standards and Compliance.

## The Supplier Code of Conduct

Serves as a tool to align sustainability, social and governance related expectations between us and our suppliers. It emphasizes diverse considerations and standards we strive to implement throughout our value chain. These include fair labor practices, environmental responsibility, and human rights. Applicable Suppliers of product related materials confirm that they adhere to the code's principles as part of our engagement process.

## Compliance standards

Enables our supply chain to be aligned with relevant sustainability, social and governance related legal requirements and industry regulations, fostering transparency and accountability. These include labor laws, RoHS, REACH, Conflict minerals, Export Control regulations, privacy, information security and others.



## Quality standards

During different stages in applicable sourcing processes, we ask for sustainability, social and governance related information from our potential suppliers and assess it as part of the vendor evaluation process. We do so by regular inspections, layered audits, and sustainability questionnaires, which contribute to continuous improvement and aligning our supply chain with these principles. Through this approach, we strive to integrate sustainability values into every facet of our supply chain management.

A specific key topic we prioritize when it comes to our supply chain is information security. We require all applicable direct suppliers to sign a Data Protection Addendum and undergo a cyber risk evaluation process (TIA). In addition, we seek insights into suppliers' certifications and compliance with industry standards, where applicable. This information is crucial for assessing security measures to safeguard shared data and assets.



## SASB INDEX

This report has been prepared in accordance with SASB standard for hardware companies. Some of the metrics had not been disclosed in this first report due to absence of data or irrelevance to our specific operations. The reason for such omission is noted in the relevant places in the index.

**Table 1. Sustainability Disclosure Topics & Accounting Metrics**

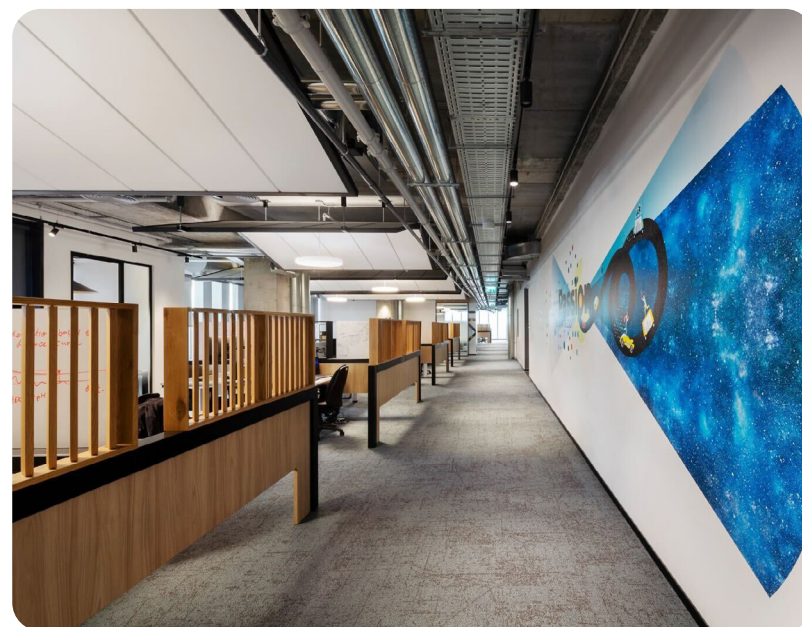
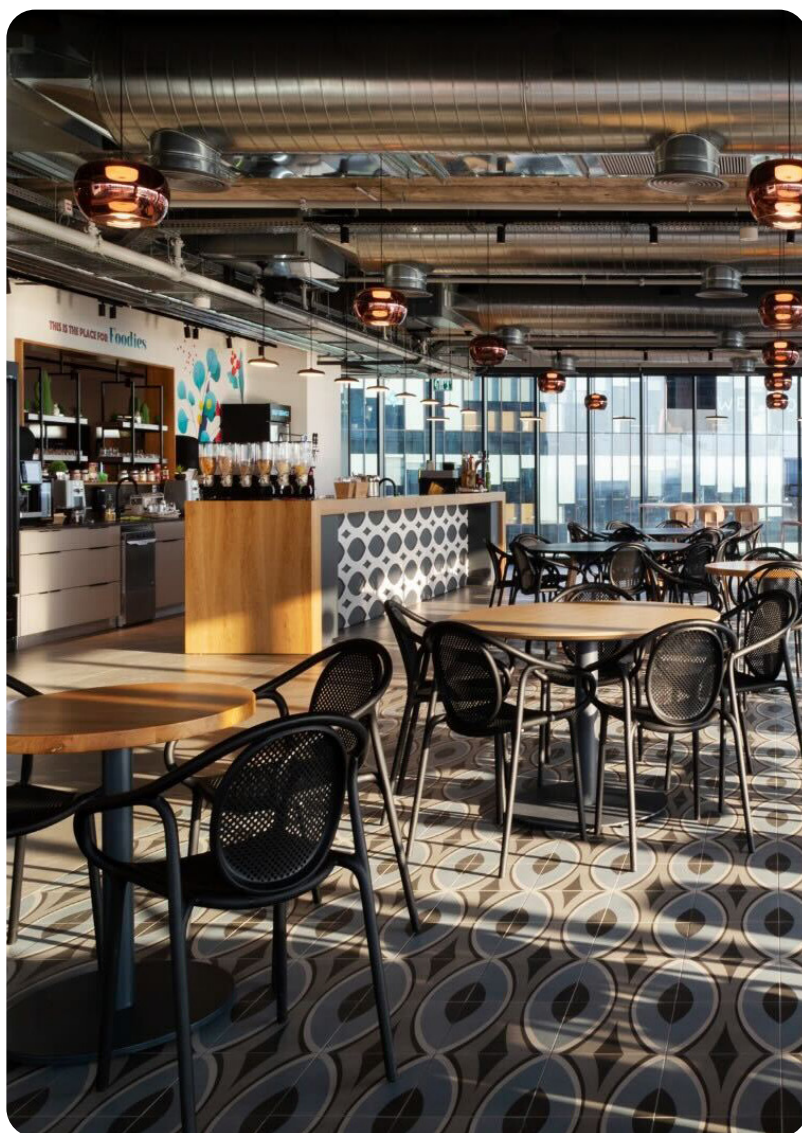
Topic	Category	Measure Unit	Accounting Metric	SASB Code	Reference
<b>Product Security</b>	Discussion and Analysis	n/a	Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	
<b>Employee Diversity &amp; Inclusion</b>	Quantitative	Percentage (%)	Percentage of gender and racial / ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-HW-330a.1	
<b>Product Life Cycle Management</b>	Quantitative	Percentage (%)	Percentage of products by revenue that contain IEC 62474 declarable substances	TC-HW-410a.1	
	Quantitative	Percentage (%)	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	TC-HW-410a.2	
	Quantitative	Percentage (%)	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria	TC-HW-410a.3	
	Quantitative	Metric tons (t), Percentage (%)	Weight of end-of-life products and e-waste recovered, percentage recycled	TC-HW-410a.4	
<b>Supply Chain Management</b>	Quantitative	Percentage (%)	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	TC-HW-430a.1	
	Quantitative	Rate	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	TC-HW-430a.2	
<b>Materials Sourcing</b>	Discussion and Analysis	n/a	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	



**Table 2. Activity Metrics**

Category	Measure Unit	Activity Metric	SASB Code	Reference
Quantitative	Number	Number of units produced by product category	TC-HW-000.A	InnovizOne: 154 (2022), 684 (2023)
Quantitative	Square feet (ft2)	Area of manufacturing facilities	TC-HW-000.B	
Quantitative	Percentage (%)	Percentage of production from owned facilities	TC-HW-000.C	

\* N/A = not available or not disclosed



## DISCLAIMER

### FORWARD LOOKING STATEMENTS

This report contains certain forward-looking statements within the meaning of the federal securities laws, including relating to, among other things, environmental, social and governance (“ESG” or “Impact”) matters, including those included in this Impact Report or on its website (such statements, “ESG Statements” or “Impact statements”). These forward-looking statements generally are identified by the words “believe”, “project”, “expect”, “anticipate”, “estimate”, “intend”, “strategy”, “seek”, “predict”, “potential”, “future”, “opportunity”, “plan”, “may”, “might”, “should”, “will”, “could”, “would”, “should”, “continue”, “will be”, “will continue”, “is likely”, “will likely result”, “contemplate”, “possible”, and similar expressions. Forward-looking statements are predictions, projections and other statements about future events that are based on current expectations and assumptions and, as a result, are subject to risks and uncertainties. These statements include, without limitation, ESG Statements relating to: our plans, goals and strategies with respect to ESG and/or impact matters; Innoviz’s procedures, protocols, policies and technology, and potential benefits to us therefrom; revenue and cost expectations; timing of ESG initiatives; source and sufficiency of funds required for implementing ESG and/or impact initiatives; demand for our services; competition; our ability to protect against cyber-attacks and breaches; government regulation; and other matters. Many factors could cause actual future events to differ materially from the forward-looking statements in this announcement including but not limited to The ability to implement business plans, forecasts, and other expectations, the ability to convert design wins into definitive orders and the magnitude of such orders, the ability to identify and realize additional opportunities, potential changes and developments in the highly competitive LiDAR technology and related industries, and our expectations regarding the impact of the war and evolving conflict in Israel to our ongoing operations, changes in applicable laws or regulations, including those relating to environmental matters,

market conditions and global and economic factors beyond its control. The foregoing list is not exhaustive. You should carefully consider such risk and the other risks and uncertainties described in Innoviz’s annual report on Form 20-F for the year ended December 31, 2023 filed with the U.S. Securities and Exchange Commission (“SEC”) on March 12, 2024 and in other documents filed by Innoviz from time to time with the SEC. These filings identify and address other important risks and uncertainties that could cause actual events and results to differ materially from those contained in the forward-looking statements. Forward-looking statements speak only as of the date they are made. Readers are cautioned not to put undue reliance on forward-looking statements, and Innoviz assumes no obligation and does not intend to update or revise these forward-looking statements, whether as a result of new information, future events, or otherwise. Innoviz gives no assurance that it will achieve its expectations.

The inclusion or absence of information in the ESG Statements should not be construed to represent any belief regarding the materiality or financial impact of that information. ESG and/or impact Statements may be based on expectations and assumptions that are necessarily uncertain and may be prone to error or subject to misinterpretation given the long timelines involved and the lack of an established single approach to identifying, measuring, and reporting on many ESG matters. Calculations and statistics included in ESG and/or impact Statements may be based on historical estimates, assumptions, and projections and therefore subject to change. Innoviz’s ESG and/or impact Statements have generally not been externally assured or verified by independent third parties. Innoviz’s ESG and/or impact Statements may contain links to other internet sites or references to third parties. Such links or references are not incorporated by reference into the applicable ESG and/or impact Statement and Innoviz cannot provide any assurance as to their accuracy.







## WHAT'S NEXT

We are excited to share this impact report and are proud of our progress to date. We hope to continue executing our environmental, social, and governance initiatives in the most efficient way. We are committed to taking meaningful actions to make a positive impact in the world.

We look forward to telling you more about our actions and initiatives in next year's report.

**INNØVIZ™**

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## STAY IN TOUCH

