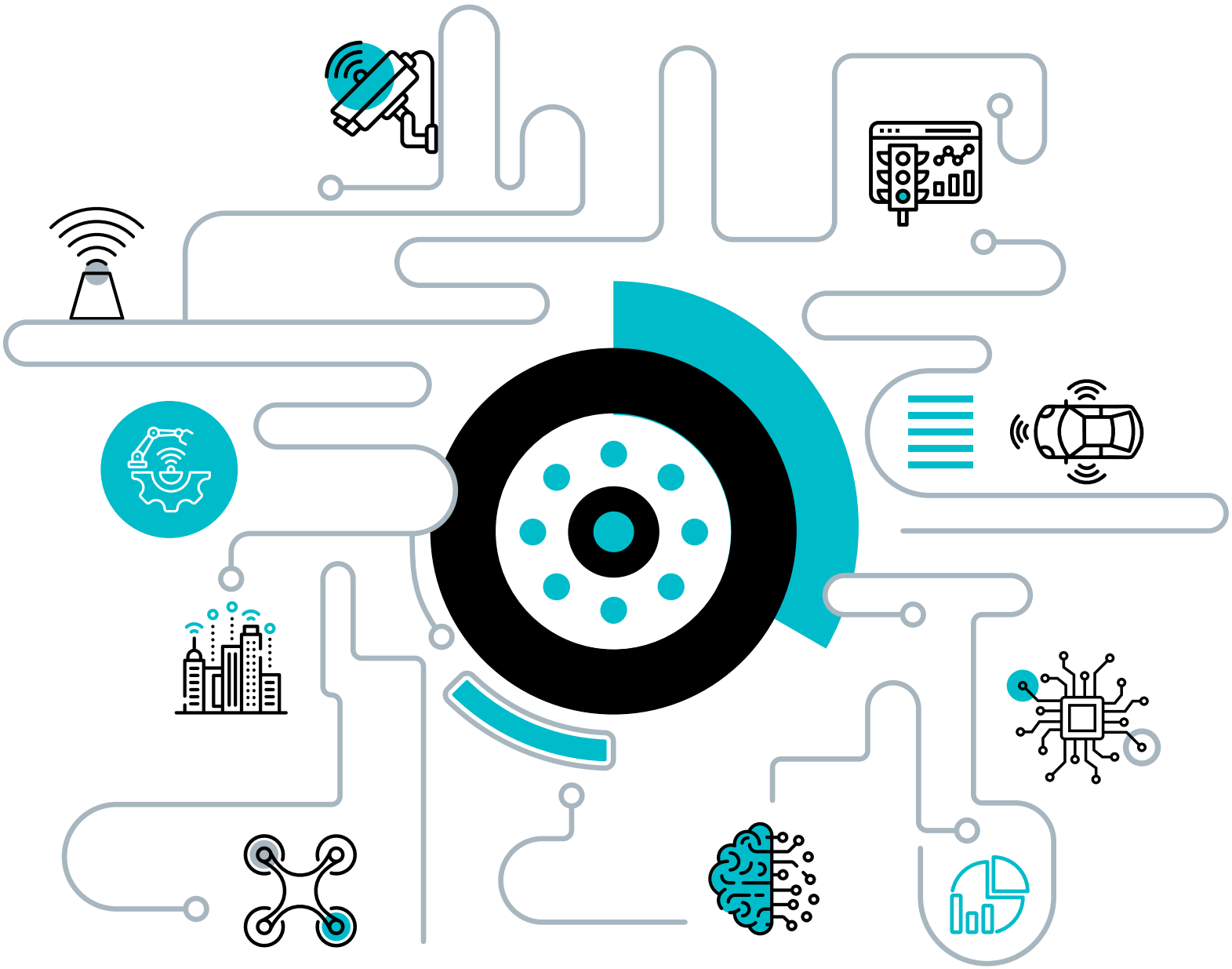


Impact Report | 2025

INNOVIZ™
TECHNOLOGIES

WHAT MAKES US **INNOVIZ**

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A NOTE FROM THE CEO



As we present our third Impact Report, I am proud to reflect on what 2025 meant for Innoviz. In early 2026, we marked our tenth anniversary, a moment that brought into focus how far we have come since 2016 and how clear our purpose has remained throughout. What started as an effort to build a better LiDAR sensor from the chip-level up has matured into a platform that increasingly stands at the foundation of Physical AI, the broader shift from digital intelligence into systems that perceive, reason and act in the real world.

2025 was a year in which that purpose translated into meaningful progress. We were selected by Daimler Truck and Torc Robotics as their future series production LiDAR supplier for SAE Level 4 autonomous Class 8 semi-trucks, a milestone that reflects more than a commercial win. It reflects a shared commitment to making freight movement safer at the highest levels of automation. In parallel, we launched InnovizSMART, extending our automotive-grade technology into Physical AI applications such as smart infrastructure, perimeter security, intelligent traffic management, robotics and aerial systems. We also announced InnovizThree, our third-generation, low-profile automotive LiDAR designed to scale Level 3 and Level 4 programs while maintaining high-performance perception, which is currently in development.

While this report covers our impact in 2025, our work this year also laid the groundwork for what is ahead. We advanced our serial production readiness through our contract manufacturing partners with automotive-grade facilities, and we deepened our standards through new and upgraded certifications, including ISO/IEC 17025:2017 for our LiDAR testing laboratories and our upgraded TISAX® Assessment Information LA3.

This year's report is structured around the pillars that guide our work: our people, our sustainable operations, and our responsible business practices. These are the areas where we believe our impact begins, within our teams, through our choices, and across the communities we serve. Throughout 2025, our employees continued to demonstrate remarkable resilience and dedication amid ongoing geopolitical uncertainty in our region, and our culture of purpose, transparency and genuine care remained our anchor.

Our mission has not changed: to make mobility safer, and to enable Physical AI to extend that safety into new domains, through LiDAR technology that is safe by design. As we continue to grow, we remain grounded in our values and driven by the opportunity to lead with responsibility and purpose.

Thank you for being part of this journey.



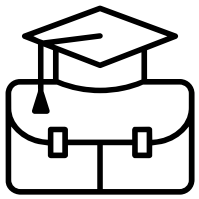
Omer Keilaf, Founder and CEO
Innoviz Technologies

2025 PERFORMANCE HIGHLIGHTS

OUR PEOPLE



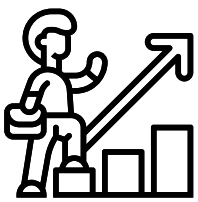
Hosted approximately
945
high school students from 27 classes and 18 cities across Israel at our HQ, with 44% of participating local authorities from Israel's geographical periphery



Launched a partnership with
Atlas Juniors
embedding students from Israel's geographic and social periphery in real startup environments at Innoviz, with hands-on R&D mentorship from senior team members



Expanded our
learning offering
with new technical lead training, in-house optics sessions for early-career engineers, and a cross-cultural collaboration workshop to support scaling production activities



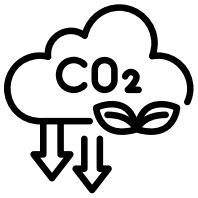
Promoted
24
employees internally to more senior roles during 2025, six of whom were women, reflecting our Internal Mobility Policy in action



Brought our global teams together for a
Company-wide trip
deepening connection across geographies as we approach a decade of building Innoviz together

2025 PERFORMANCE HIGHLIGHTS

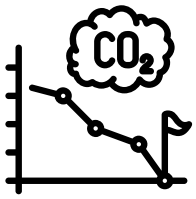
OUR SUSTAINABLE OPERATIONS



Achieved a
21% reduction
in per-unit product carbon footprint for InnovizTwo compared to InnovizOne, validated through a full Product Carbon Footprint assessment



Completed two InnovizTwo
winter resilience
tests across Germany, Denmark and Sweden, covering more than 12,000 kilometers in extreme weather conditions



Reduced total Scope 1 and 2 emissions to
1,424
tonnes CO_2eq in 2025, down from 1,462 tonnes in 2024 and 1,611 tonnes in 2023



Extended our
TÜV SÜD
Certification Mark to cover both roof-mounted and bumper-integrated sensor configurations, with our test vehicle certified as a prototype vehicle under § 70 of the German Road Traffic Licensing Regulations (StVZO)



Received
DHL Green Plus
recognition for sustainable logistics practices

2025 PERFORMANCE HIGHLIGHTS

OUR RESPONSIBLE BUSINESS PRACTICES

Obtained
ISO/IEC 17025:2017
certification for our LiDAR testing laboratories, reinforcing our automotive Tier-1 quality standards

Established a dedicated
Compliance Committee
including working-level stakeholders and senior management, with allocated resources for ethics and compliance

Upgraded our TISAX Information Security certification to
Level 3
(LA3)

Implemented
a new supply chain management system
for key suppliers, centralizing quality data and supplier KPIs to support our move toward serial production

Grew our patent portfolio to
205
patent applications, with 29 new applications filed and 20 newly granted during 2025

ABOUT THIS REPORT

This is Innoviz Technologies Impact Report, which covers the Company's impact and sustainability related practices and actions for the calendar year of 2025 (unless stated otherwise).

The report demonstrates our ongoing efforts to create 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 contribute to the advancement of automotive safety, as well as to our efforts to implement sustainable, empowering and safe business practices in our operations.

As our Company continues to mature and scale as a Tier-1 direct supplier of high-performance, automotive-grade LiDAR sensor platforms and complementary software stacks, we prioritize initiatives that have the potential to deliver meaningful positive impact.

This supports our core mission to make the world's roads safer, while extending our impact to other areas such as smart infrastructure, robotics and traffic management through the products we bring to market.

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. The relevant SASB disclosure for the Company is that of the Hardware sector. The comprehensive index of this reporting standard can be found at 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 our website: innoviz.tech/contact-us or email us at:

legal@innoviz-tech.com investors@innoviz-tech.com



OUR **STORY**

OUR STORY

Innoviz Technologies is a leading supplier of high-performance, automotive-grade LiDAR sensor platforms. Our solutions are designed to bring enhanced vision and high performance, to enable Physical AI through safe autonomous driving and other perception-focused applications at a mass scale. We provide complete LiDAR-based solutions for OEMs and Tier-1 partners developing autonomous driving vehicles for the passenger car, robotaxi, shuttle, delivery vehicle and truck markets. We also leverage our proven automotive-grade LiDAR technology to offer solutions for non-automotive markets, including perimeter intrusion detection, mobility, aerial, robotics and traffic management through our InnovizSMART product line, which is designed for, among other applications, Physical AI smart applications.

Innoviz was founded in 2016, and our culture is built around the idea of solving sophisticated technological problems through creativity and agile thinking. We created a new type of LiDAR sensor from the chip-level up, including a suite of advanced software applications. In 2018, we achieved our first design win to power BMW's Level 3 autonomous platform, a program that reached maturity during 2024, with vehicles beginning to be sold integrated with our LiDAR and complementary software stack.

In 2022, we made the strategic decision to become a Tier-1 direct supplier to enable direct technical engagement with OEMs and improved pricing, which has played a significant role in our subsequent major OEM program wins. That same year, following more than two years of extensive diligence and qualification, Volkswagen Group selected Innoviz as its direct LiDAR supplier for automated vehicles across several Volkswagen brands using our InnovizTwo platform. In 2023, we announced that Volkswagen aims to expand its use of InnovizTwo LiDAR to its I.D Buzz light commercial vehicle program. In 2024, we announced that Mobileye will use the InnovizTwo Long-Range and InnovizTwo Short-to-Mid-Range LiDARs for the Mobileye Drive™ platform. In September 2025, Daimler Truck selected Innoviz as a future series production LiDAR supplier for SAE Level 4 autonomous Class 8 semi-trucks.



We are currently expanding our manufacturing capacity through contract manufacturing partners to meet anticipated demand. As part of this effort, we have entered into arrangements with contract manufacturing partners with automotive-grade facilities, and we expect these collaborations to enable volume production as customer demand increases.

In June 2025, we announced the launch of InnovizSMART, a high-performance LiDAR sensor based on the InnovizTwo platform, designed for a range of applications, including security, mobility, aerial, robotics, and intelligent traffic management, which we believe is well-suited for Physical AI deployments. With the maturity level of our InnovizTwo LiDAR platform and expanding production capabilities, we are broadening our scope to focus on additional markets seeking affordable, high-performing LiDAR sensor platforms.

OUR GLOBAL PRESENCE



OUR VALUES

Our vision to be the world's premier large-scale supplier of best-in-class LiDAR sensor platforms for autonomous driving and beyond resonates in every aspect of our operation and is inseparable from our deep dedication to caring for our team of 372[1] devoted employees. This vision is reflected by a set of six core values:



EXCELLENCE

We are committed to high industry standards and maintaining compliance. We strive for precision and innovation in every aspect of our work, with the aim of keeping our solutions competitive and technologically advanced.



RESPECTFUL COMMUNICATION

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.



DETERMINATION

We are driven by unwavering persistence to achieve our goals and overcome all obstacles. With a relentless focus, we are determined to keep pushing boundaries and create impactful solutions.



OBLIGATION TO DISSENT

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.



TRANSPARENCY

We uphold 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.



GENUINE CARE

Genuine care for our employees, partners, customers, and communities is about creating a supportive and nurturing work environment. We prioritize wellbeing and professional and personal development, while fostering a sense of belonging and commitment among our employees.

1. As of December 31, 2025.

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, LiDAR technology excels by providing a comprehensive 3D map of its surroundings.

Artificial Intelligence (AI) is entering a new phase. After transforming digital workflows, AI is moving into the physical world, powering vehicles, robots, infrastructure, and systems that must perceive, reason, and act under real-world constraints. This transition is commonly referred to as Physical AI. At the foundation of Physical AI lies perception, and high-resolution LiDAR has emerged as one of the most reliable methods for digitizing the physical world into accurate, real-time 3D representations that can drive decision-making.

In driving applications, this significantly impacts performance in unpredictable environments and conditions, which are the primary cause of human errors in driving. By reducing the risk of accidents, LiDAR has the potential to significantly reduce accident risk and contributes to a safer era on our roads. Beyond automotive, these same technologies enable Physical AI applications across security, intelligent traffic management, robotics, aerial systems and more.

OUR ROLE: ADVANCING PHYSICAL AI AND AUTONOMOUS MOBILITY

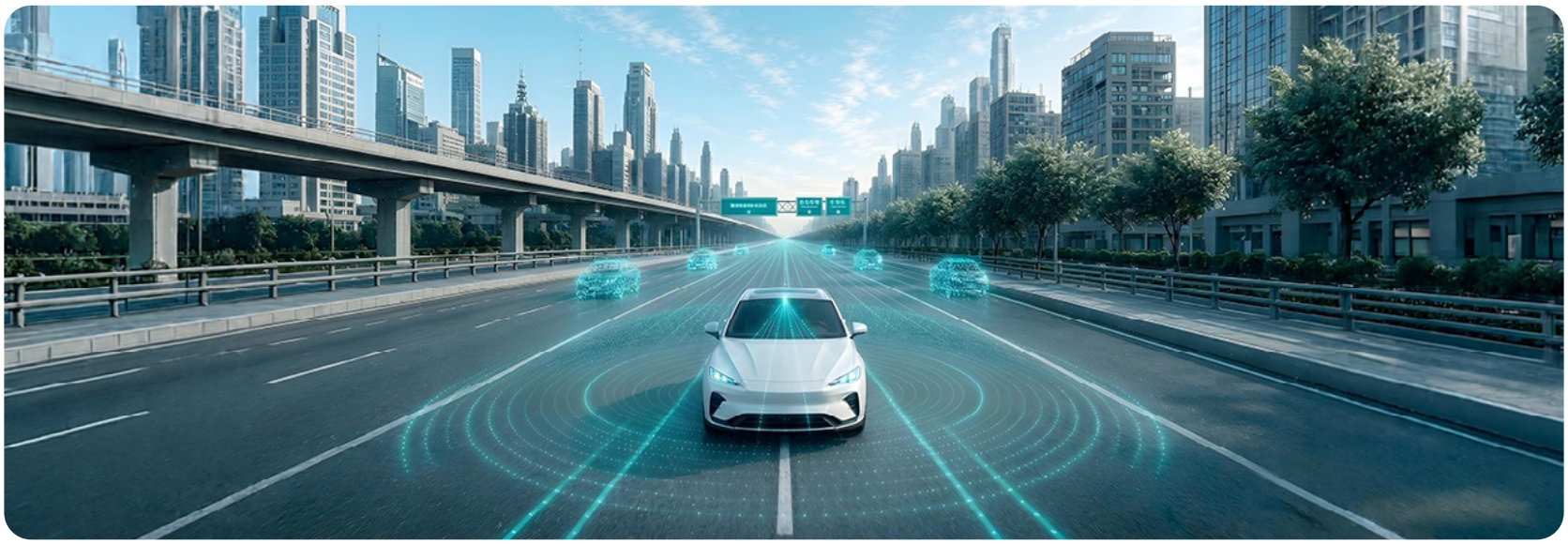
Innoviz is advancing Physical AI and autonomous driving technology through its high-performance LiDAR sensor platforms and complementary software stack. LiDAR technology has a significant role in enhancing the safety and reliability of autonomous vehicles (AVs) and advanced driver-assistance systems (ADAS). Unlike camera and radar systems, LiDAR is designed to operate effectively in various weather and lighting conditions, supporting consistent performance across a range of external conditions. This capability is crucial for autonomous driving, where safety and reliability are paramount. LiDAR excels in detecting small objects at long distances, which is essential for high-speed driving scenarios.

By providing detailed 3D point cloud data, LiDAR creates a comprehensive and accurate representation of the surrounding environment, designed to enable vehicles to make informed decisions and support safe navigation. These same capabilities, precise 3D perception, weather resilience, and long-range detection, also underpin our expansion into non-automotive applications through our InnovizSMART product line, supporting smart infrastructure, perimeter security, intelligent traffic management, robotics and aerial applications.

SAE Levels of Driving Automation™[2]

Level 0	Level 1	Level 2	Level 3	Level 4	Level 5
No Driving Automation	Driver Assistance	Partial Driving Automation	Conditional Driving Automation	High Driving Automation	Full Driving Automation

2. www.sae.org



OUR PRODUCTS: INNOVATION AND IMPACT

Innoviz LiDAR sensor platforms are purposefully crafted for automotive-grade performance from their initial design, establishing a high bar for the products we develop. They deliver high-resolution 3D imaging with performance characteristics designed to meet the demanding requirements of automotive and Physical AI applications. Over time, our platforms have evolved significantly, with the third-generation InnovizThree reaching up to 10.6 million pixels per second. This capability enables extremely high-resolution, allowing better data-driven decision-making and improved safety performance. Paired with our complementary software stack, we bring together a holistic solution that is designed to advance Innoviz's position in LiDAR technology.

The InnovizTwo series, featuring the InnovizTwo Long-Range and InnovizTwo Short- to Mid-Range models, offers LiDAR sensor platforms tailored for a variety of vehicles and purposes, ensuring high performance, seamless integration, and modularity. These models also present performance capabilities to address driving in different environments, with a detection range of 1.2–300 meters for the InnovizTwo Long-Range model, and field of view of 120° × up to 43° while the Short- to Mid-Range model offers a detection range of 0.2-150m and wide 110° × 70° field of view. Additionally, in June 2025, we announced the launch of the InnovizSMART Long-Range, which offers a long-range solution of up to 450 meters with native Power over Ethernet (PoE) support for easy deployment and maintenance in urban environments for Physical AI smart applications such as security, mobility, aerial, robotics, and intelligent traffic management.

Reflecting meticulous design considerations, Innoviz's technology is built to withstand years and miles on the road, positioning our LiDARs as highly reliable and sustainable. By emphasizing design simplicity, we enhance both durability and environmental performance, while also keeping our solutions cost-effective.

While our mission is to enable safe autonomous driving and advance Physical AI applications, we recognize the importance of minimizing our environmental impacts. Across our InnovizTwo and InnovizThree product lines, we are advancing toward smaller, more compact LiDAR designs that can help reduce material use and overall resource intensity. Additionally, whenever possible, we aim to choose packaging materials that have fewer adverse impacts on the environment (for elaboration, see Page 39).

INNOVIZONE™

First-Generation, Automotive-Grade Long-Range LiDAR



- Innoviz's first-generation LiDAR sensor platform
- Automotive-grade LiDAR sensor with high-performance 3D perception
- Targeted at mass-production of Level 2+ to Level 5 autonomous vehicles
- Manufactured by one of our partners (Tier-2 basis).

INNOVIZTWO™ Long-Range

Automotive-Grade Long-Range LiDAR



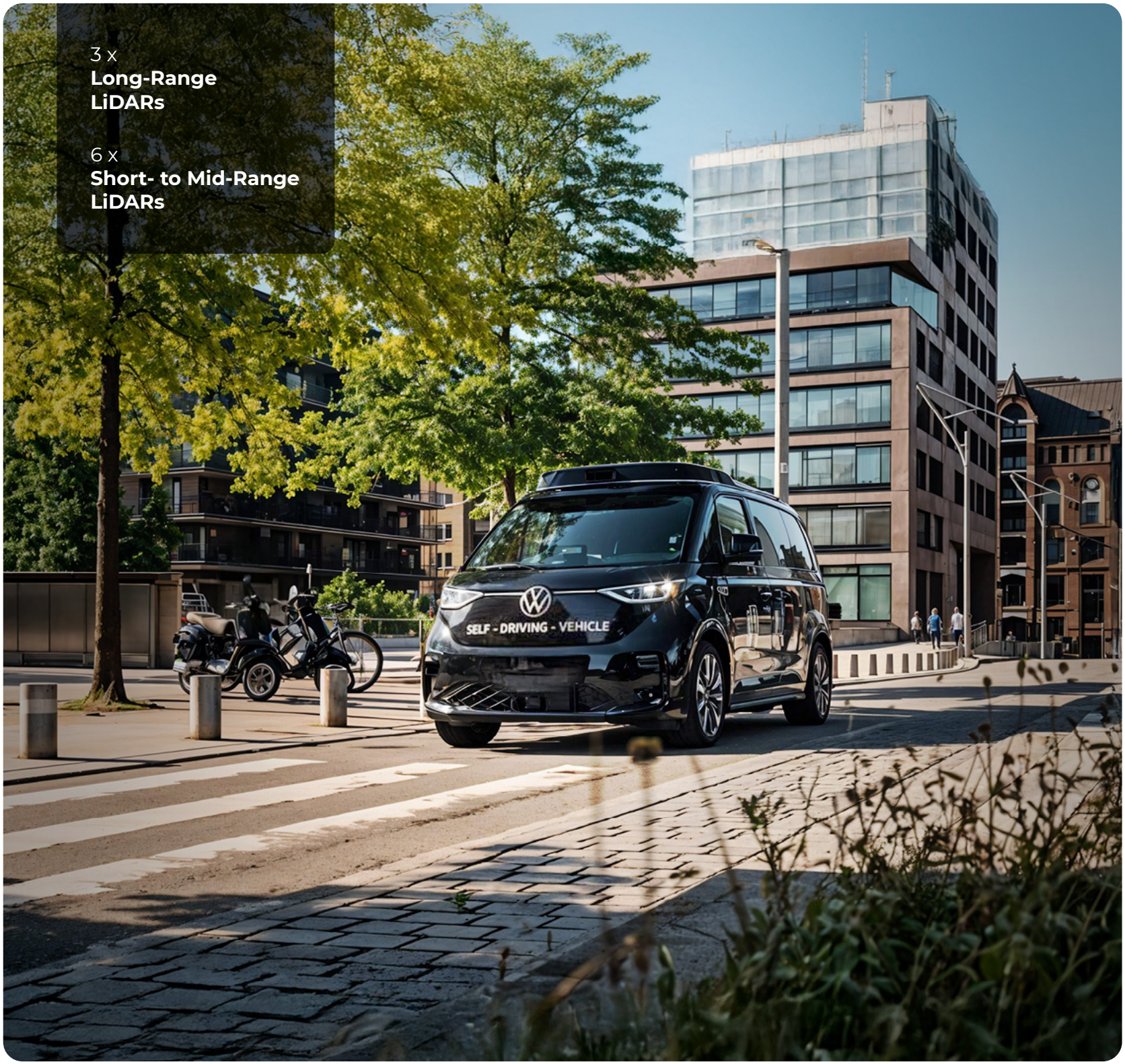
- Offers a fully featured solution for all levels of autonomous driving
- Major cost reduction compared to InnovizOne
- Automotive-grade LiDAR sensor
- Includes improved lasers and detectors that increase range performance and resolution at a lower system cost
- Offers a unique combination of a large field of view of up to 120°×43° , fine resolution down to 0.05°×0.05°, up to 300-meter range, and 10-20Hz frame rate.

INNOVIZTWO™ Short- to Mid-Range

Automotive-Grade Short- to Mid-Range LiDAR



- Designed for Level 3 consumer vehicles & trucks & Level 4 shuttles and robotaxis
- Automotive-grade LiDAR sensor
- Offers a fully featured solution for all levels of autonomous driving
- Based on InnovizTwo platform technology and provides wide field of view
- Detection ranges from 0.2m up to 150m, which enables coverage of the vehicle surrounding and vicinity by deploying multiple units to detect pedestrians, obstacles and objects near the vehicle
- With 70° vertical field of view - maximum (hxv) 110°x70°.


3 x
Long-Range LiDARs
6 x
Short- to Mid-Range LiDARs
SELF - DRIVING - VEHICLE

INNOVIZSMART™

High-Performance LiDAR for Physical AI Smart Applications

- High-performance LiDAR sensor tailored for Physical AI smart applications, such as security, mobility, aerial, robotics, and intelligent traffic management
- True long-range detection of up to 450 meters, delivering a dense, highly accurate, 3D point cloud with high angular resolutions
- The rugged, reliable LiDAR features low power consumption and maintains performance in strong sunlight and harsh weather, including dust, debris, and extreme temperatures
- Uniform resolution across the field of view, enabling consistent tracking performance across wide intersections or corridors
- PoE-enabled connectivity, allowing for fast deployment on existing poles or traffic light infrastructure using standard Ethernet.



INNOVIZTHREE™

Third-Generation Low-Profile, Automotive-Grade Long-Range LiDAR (announced December 2025, currently in development)



- Only 34mm high, making it ideal for behind-the-windshield or roofline integration
- Minimum in-cabin acoustic noise and power consumption in L3 and L4 AVs
- Cost-optimized, next-generation automotive LiDAR designed to scale ADAS and automated driving programs while maintaining high-performance perception
- Long-range capability with 1.2–300 m detection range and a wide field of view (up to 120°)
- High-fidelity point cloud with maximum 0.05° angular resolution and up to 10.6 million pixels per second
- Featuring an optional onboard camera, delivering a unified 3D imaging platform that combines LiDAR with camera-based visual capabilities.

COMPLEMENTARY SOFTWARE

3D LiDAR Point Cloud Perception Software Application

- Designed to turn the LiDAR's raw point cloud data into perception outputs
- Provides advanced scene perception in an automotive-grade ASIL B(D) solution coupled with proprietary AI-based algorithms
- Resource-efficient and requires low computing power, making it compatible with various automotive-grade computing platforms
- Enables IR imaging for precise sensor fusion and integration with imaging-based systems and autonomous driving systems.



OUR GLOBAL PARTNERS

Innoviz has established strategic partnerships with leading automotive and technology companies to accelerate the adoption of its LiDAR sensor platforms in the ADAS, autonomous vehicles, and non-automotive Physical AI applications markets.

AUTOMOTIVE PARTNERSHIPS

BMW

Innoviz's collaboration with BMW, initiated in 2018, powers BMW's Level 3 autonomous platform. The program reached maturity during 2024, with vehicles beginning to be sold integrated with InnovizOne LiDAR sensors and our complementary software stack.

VOLKSWAGEN GROUP PROGRAMS ADVANCING

In 2022, we were selected by the Volkswagen Group as a direct LiDAR supplier to advance automated driving capabilities across several of the group's brands.

In 2023, Volkswagen announced its aim to expand InnovizTwo LiDAR to its I.D Buzz light commercial vehicle program.

DAIMLER TRUCK

TORC

DAIMLER TRUCK & TORC: ENABLING AUTONOMOUS TRUCKING

In December 2025, following an earlier non-name disclosure, Daimler Truck and Torc Robotics, a subsidiary of Daimler Truck, were revealed as the customer that selected Innoviz as their LiDAR supplier for series production SAE Level 4 autonomous Class 8 semi-trucks, a meaningful step toward industrializing autonomous trucking at scale. As part of the program, InnovizTwo Short- to Mid-Range LiDAR sensors are planned for integration into the autonomous Freightliner Cascadia, in combination with Torc's virtual driver system.



TECHNOLOGICAL PARTNERSHIPS

mobileye™

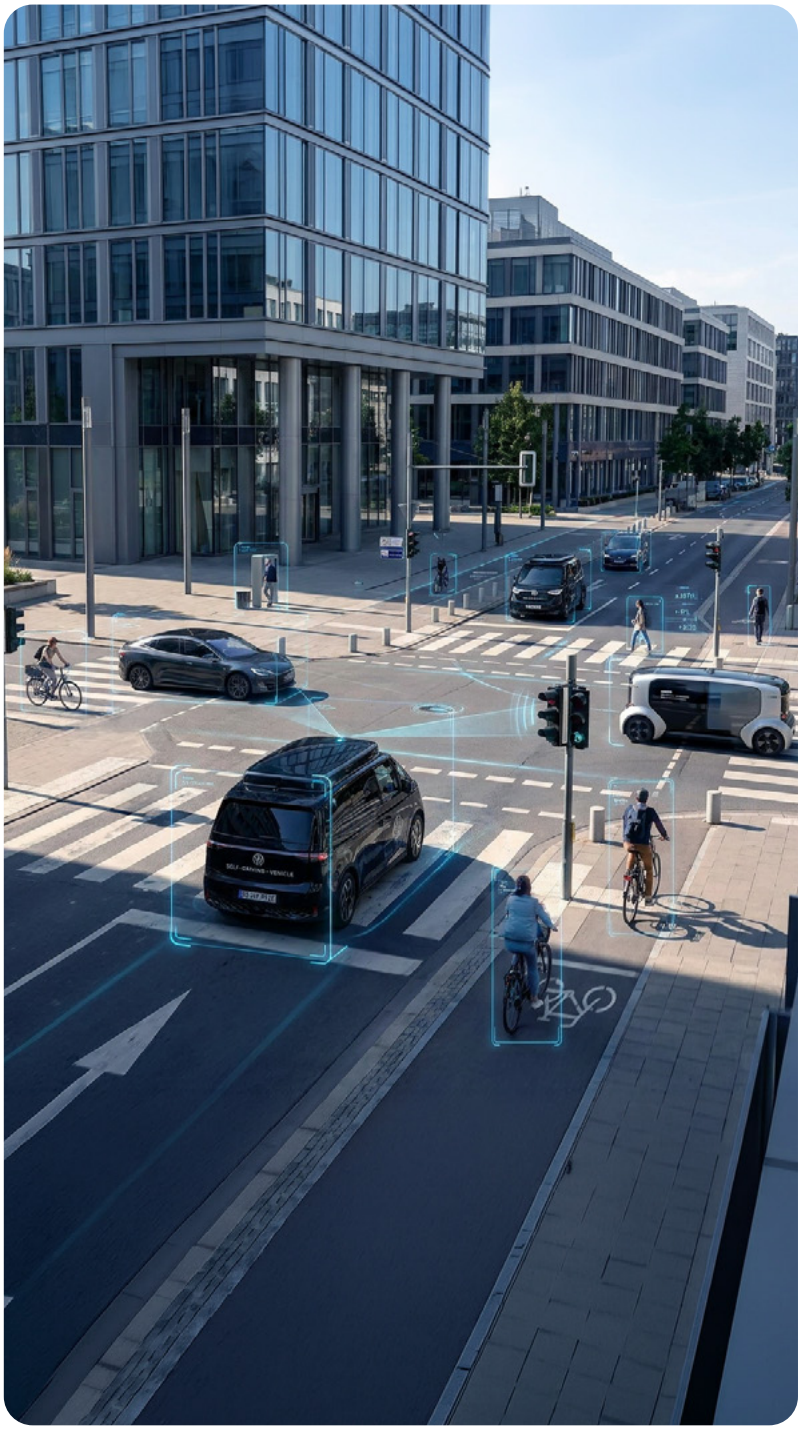
In 2024, we announced our strategic partnership with Mobileye (NASDAQ: MBLY). We believe that the combination of our LiDARs and Mobileye's platforms is critical to enabling comprehensive sensing capabilities for navigating complex urban environments and enhancing the overall safety and reliability of autonomous driving systems.

This partnership showcases the flexibility of our LiDARs to operate across a variety of vehicle platforms, furthering autonomous vehicle testing and deployment.

NVIDIA

Innoviz has established two collaborations with NVIDIA (NASDAQ: NVDA) spanning both automotive and non-automotive applications. Our initial collaboration, announced in January 2025, demonstrated Innoviz's complementary software stack optimized for the NVIDIA DRIVE AGX Orin platform, enabling real-time processing and advanced understanding of the vehicle's environment for advanced object detection, classification, and tracking capabilities.

In January 2026, we announced the integration of InnovizSMARTer with NVIDIA Jetson Orin Nano, delivering a complete edge computing solution for real-time 3D perception in smart infrastructure applications, enabling wireless deployment of LiDAR sensors in bandwidth-constrained environments while significantly reducing centralized processing requirements. This collaboration will be expanded on in Innoviz's 2026 reporting.



OUR ECOSYSTEM DEVELOPMENT

Throughout 2025, our management and employees participated in leading international conferences and events, including CES in Las Vegas, Automotive World in Tokyo, ITS World Congress 2025 in Atlanta, IAA Mobility in Munich, The Autonomous in Vienna, and the Smart City Expo in Barcelona. By showcasing our innovative products at these events, we enhance our global footprint and contribute to the continuous evolution of our ecosystem.

CES Powered by The Consumer Technology Association | AUTOMOTIVE WORLD | ITS World Congress | IAA TRANSPORTATION | THE AUTONOMOUS | SMARTCITY EXPO WORLD CONGRESS



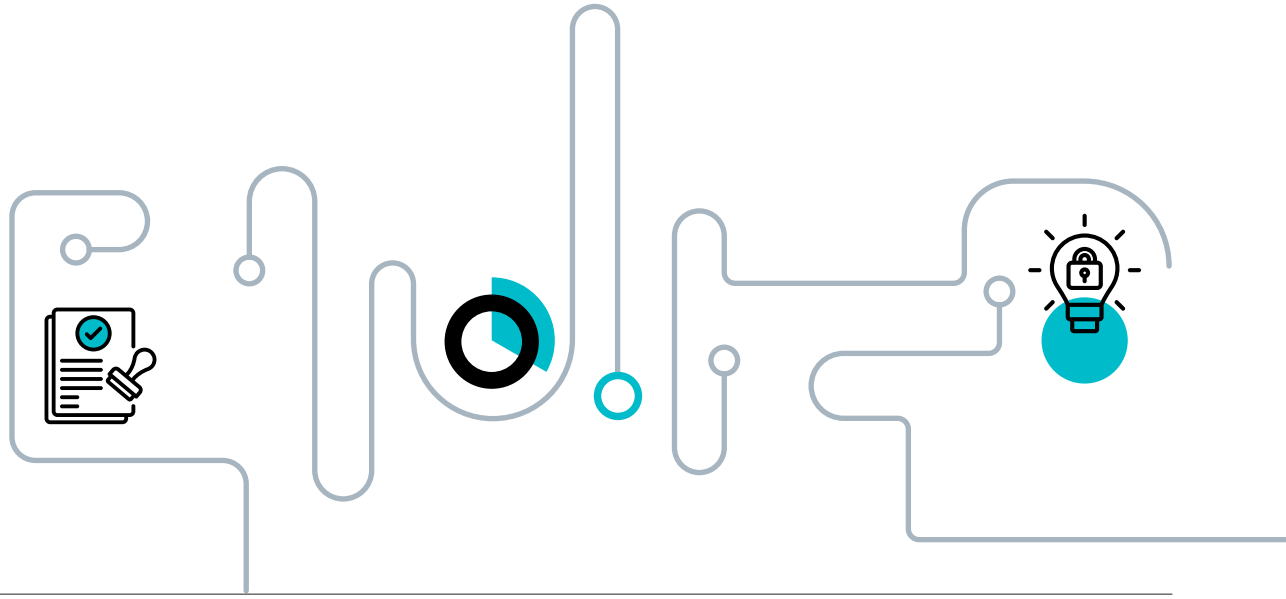
OUR PATENTS

We own a portfolio of intellectual property, including registered patents, registered trademarks, and confidential technical know-how in LiDAR technology and software for autonomous driving and other Physical AI applications.

Our commitment to innovation is evident in our 205 patent applications, approximately 40% of which are already granted, as of the end of 2025. These applications are registered in Israel, US, Europe (including Germany, France and UK), 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 filings, reinforcing our competitive position.

	2022	2023	2024	2025
New Patents filed	50	63	44	29
New Patents granted	5	22	20	20
Total Patents owned[3]	129	176	194	205



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

IMPACT AND SUSTAINABILITY MANAGEMENT

SUSTAINABILITY GOVERNANCE

Our sustainability program is led and monitored by our legal department, headed by our General Counsel. The program is managed according to our internal ESG Policy adopted in 2022, as well as the evolving expectations and requirements of our stakeholders, including clients and investors. As we transition into the manufacturing phase, we are assessing and implementing additional management processes and controls to support operational readiness to serial production.

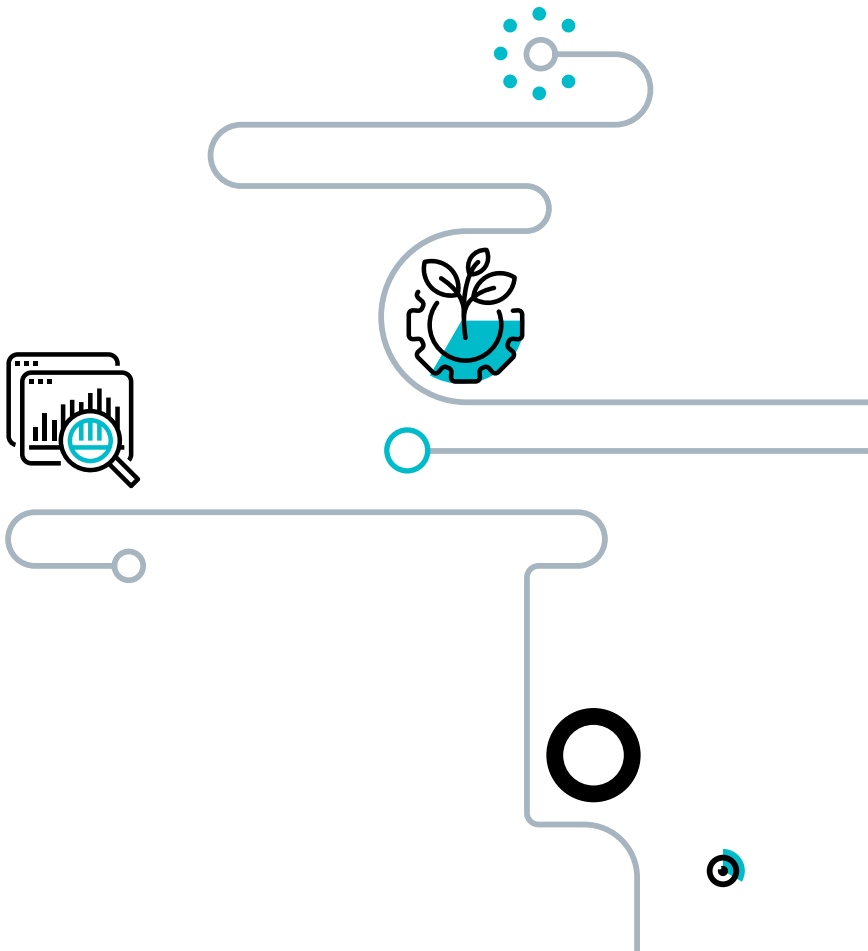
The legal department works with a team of sustainability champions from across the Company's various departments, to support program implementation and ongoing management in a coordinated, enterprise-wide manner. During 2025, we established an organization-wide ESG data collection and management infrastructure that enables a more structured, and cross-functional approach to managing ESG performance. The platform allows individual champions to monitor performance within their areas of responsibility and to track progress over time by analyzing performance trends across reporting periods, based on parameters we have identified as material to our operations. Program implementation and related reporting are overseen by the Board of Directors' Nominating, Environment, Social and Governance Committee.

In 2024, we completed the automotive supplier Sustainability Assessment Questionnaire (SAQ) and achieved a B80 rating. Given the SAQ's broad adoption by leading OEMs and its role in supplier qualification and monitoring, we view this assessment as a particularly relevant indicator of how our ESG practices align with automotive customer expectations and supply chain requirements. This result positions us favorably relative to the applicable peer group and adds a focused, industry specific perspective that complements our broader sustainability reporting and continuous improvement agenda.

MATERIAL SUSTAINABILITY AREAS

As our operations progress along the value chain and expand into serial production, we revisited our approach to identifying the sustainability topics that are most relevant to our business. Towards the end of 2025, we began conducting a formal materiality assessment as part of our broader effort to enhance impact and risk management. The review considered customer and investor expectations, peer and sector benchmarks, key focus areas for global standards and ratings agencies, and the link between potential sustainability topics and our business strategy.

The resulting material topics provide a foundation for prioritization of our sustainability efforts and shaping the next phase of our management practices. As our understanding of our impact deepens, we aim to integrate these topics across our organizational processes and continue strengthening our approach.



MATERIAL IMPACT AREAS

As part of the preparation of this report, we conducted a materiality analysis to identify the material areas for our disclosure. The analysis is based on assessment of the importance our stakeholders attribute to each of the potential sustainability and impact areas. Such understanding was developed through research of relevant reporting and rating standards, regulations and policies of our stakeholders.

Our Commitment to the Sustainable Development Goals

As a Company whose products are inherently impact-driven, Innoviz is committed to creating measurable, long-term positive impacts, supporting the UN SDGs.



IN OUR INNOVATION

Promoting road safety and enabling Physical AI application through Innovation (Page 12)
Quality and Safety of our products (Page 47)
Data security, protection, and usage (Pages 56, 57)



WITH PEOPLE

Employee's wellbeing and inclusive culture (Pages 30, 31)
Employee Health and Safety (Page 42)
Promoting tech education (Page 33)



THROUGH OUR OPERATIONS

Responsible Supply Chain Management (Pages 60-62)
Reducing direct environmental impacts (Pages 38, 39)



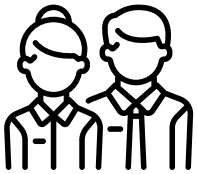
OUR **PEOPLE**

INVESTING IN OUR PEOPLE

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 through autonomous driving and Physical AI applications, we also prioritize the well-being of our employees and actively engage with the communities in which we operate.

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, emphasizing their unique role in, and their meaningful contribution to transformation of road safety and the broader advancement of Physical AI. We place a strong emphasis on employee engagement and in doing so cultivate a strong sense of purpose. This is particularly relevant in the competitive Israeli high-tech arena, characterized by a high demand and competition for skilled employees, and stands as a key success factor for our Company.

Throughout 2025, our employees continued to demonstrate remarkable resilience and dedication in the face of ongoing geopolitical uncertainty in the region. We recognize that these circumstances place additional strain on our people and their families, and we are committed to providing a workplace that serves as a source of stability, purpose, and community during challenging times. Through consistent communication, support programs, and a shared sense of mission, we strive to ensure that our employees feel supported and valued - and that their work at Innoviz remains a meaningful anchor in their lives, even amid uncertainty.



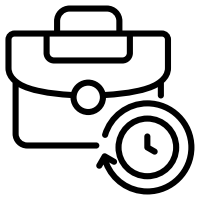
Employees[4]
2022: 468
2023: 488
2024: 415
2025: 372



Total FTEs[5] in 2025
352



Average age of employees
42.2



Average employee seniority
4.15 years

4. Reflects the number of salary recipients as of December 31st, 2025
5. Full time equivalent

Our headcount stood at 372 at year-end 2025, compared with 415 in 2024 and 488 in 2023. This reflects two structured operational adjustments, announced in January 2024 and February 2025, that reduced our headcount by approximately 13% and 9% respectively. These actions were undertaken to extend our cash runway and accelerate our path to profitability, in conjunction with the transition of InnovizOne to series production, the concentration of investment on the InnovizTwo platform, and the de-emphasis of segments where development efforts had reached maturity. Throughout this period, we continued to invest in our remaining team through internal mobility, learning and development, and the engagement initiatives described in this section.











Photo: Tomer Foltyn

THIS IS OUR APPROACH

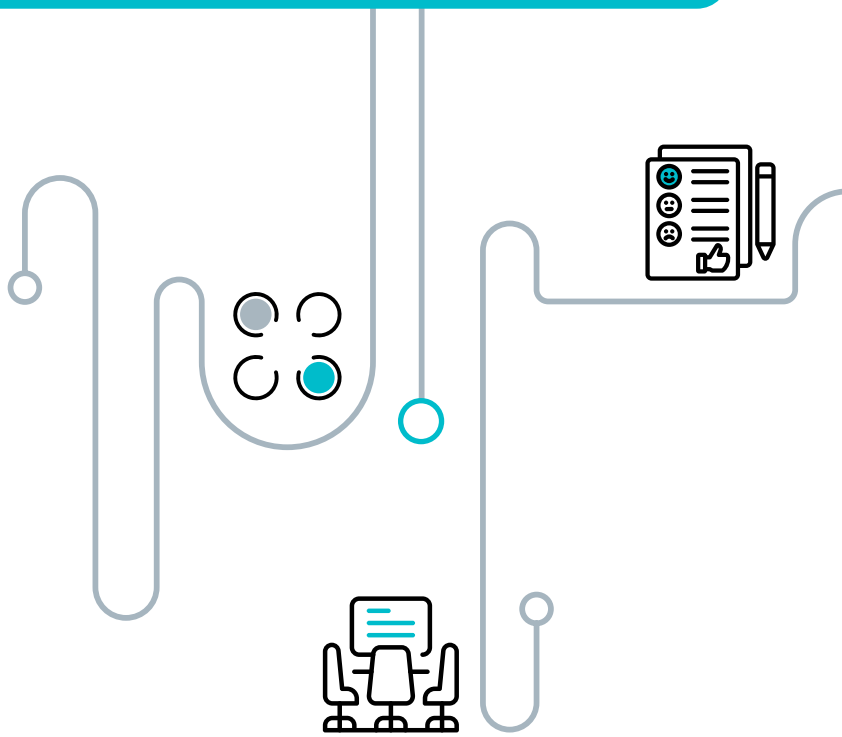
WEEKLY COMPANY MEETINGS

The weekly company meetings are a unique aspect of our Company inclusive culture, serving as a platform to align all members of our community on the Company's current projects and connect with our overarching goals. These meetings also serve as a platform to give credit and recognition to employees leading significant efforts across the organization and to welcome new employees by having them introduce themselves to the whole Company, fostering a sense of community. This tradition has been a cornerstone of our culture since Innoviz's earliest days, when the entire Company was just a handful of people - and it continues unchanged today with our team of 372. In early 2026, we marked Innoviz's 10th anniversary during our weekly meeting, a moment that reflected both how far we have come and the continuity of the culture that has carried us here.

ADDED VALUE COMPANY SESSIONS

Throughout the year, we host value-added sessions targeted at all employees to enrich their personal development and highlight significant matters. These sessions are designed to provide impactful content, enabling our employees to benefit from a wide range of topics and perspectives. In 2025, these sessions included a lecture on Holocaust Remembrance Day about releasing pain and returning to life, a first-aid workshop, and a lecture on relationships.





YEARLY SATISFACTION SURVEYS

In our continuous efforts to gauge the effectiveness of our employee engagement and the Company's practices and to 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 established improvement plans, covering areas such as work interest, relationships with managers and colleagues, work-life balance, compensation, and more.

QUARTERLY TEAM BUILDING ACTIVITIES

To further improve team dynamics and foster camaraderie, each department organizes a quarterly team building activity. Teams are encouraged to spend this time doing volunteer activities together or engaging in sport or culturally enriching activities. This strengthens team bonds while also creating a positive impact on the communities we serve. In addition, our teams are encouraged to hold professional offsites when needed.

HARASSMENT PREVENTION ACTIVITIES

Our Chief Human Resources Officer serves as the Company's designated Harassment Prevention Manager, acting as a dedicated point of contact for all employees and championing a safe, respectful and inclusive workplace.

Harassment prevention workshops and training sessions are delivered annually for all employees as part of the Company's proactive approach to maintaining a safe, respectful, and inclusive workplace. This includes mandatory participation in an anti-sexual harassment presentation and workshop. Beyond meeting regulatory requirements, the Company emphasizes clear standards of conduct, accessible guidance, and a defined accountability framework.

Recognizing the unique dynamics of an off-site setting ahead of the Company Trip, we delivered an in-person sexual harassment prevention training session led by a specialist attorney. The session clarified expected conduct in social and informal settings, helping reduce ambiguity and ensure a safe environment for all participants.





ANNUAL COMPANY EVENTS

In 2025, we brought our employees together from across global offices for a Company Trip designed to strengthen connection, foster belonging, and reinforce our culture of inclusivity. The trip provided a meaningful opportunity to deepen relationships across geographies and celebrate what unites us as one team.

This event was part of a broader set of employee engagement activities delivered during 2025, reflecting our ongoing efforts to invest in our people and nurture an inclusive culture through shared experiences. In addition, we continued to recognize the important role of employees' families in our community by hosting children's activities at our offices during the summer vacation period, creating an inviting environment that supported employees and their loved ones.

EMPLOYEE LEARNING & DEVELOPMENT

At Innoviz, we place significant emphasis on nurturing the professional growth of our employees, 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. In addition, we support career progression through our Internal Mobility Policy, which encourages employees to explore internal opportunities and develop their careers within the Company. A testament to the success of our employee development efforts is that in 2025, 24 of our employees were internally promoted to more senior roles, six of which were women.

LEARNING PROGRAM

A dedicated member of the HR team leads our learning initiatives and oversees the implementation of our comprehensive learning programs. We conduct an annual learning needs survey to identify evolving skill requirements and customize our learning solutions, incorporating a variety of formats such as online and in-person training, lectures, conventions and external courses. Our platform efficiently tracks employee course participation, ensuring a seamless learning experience.

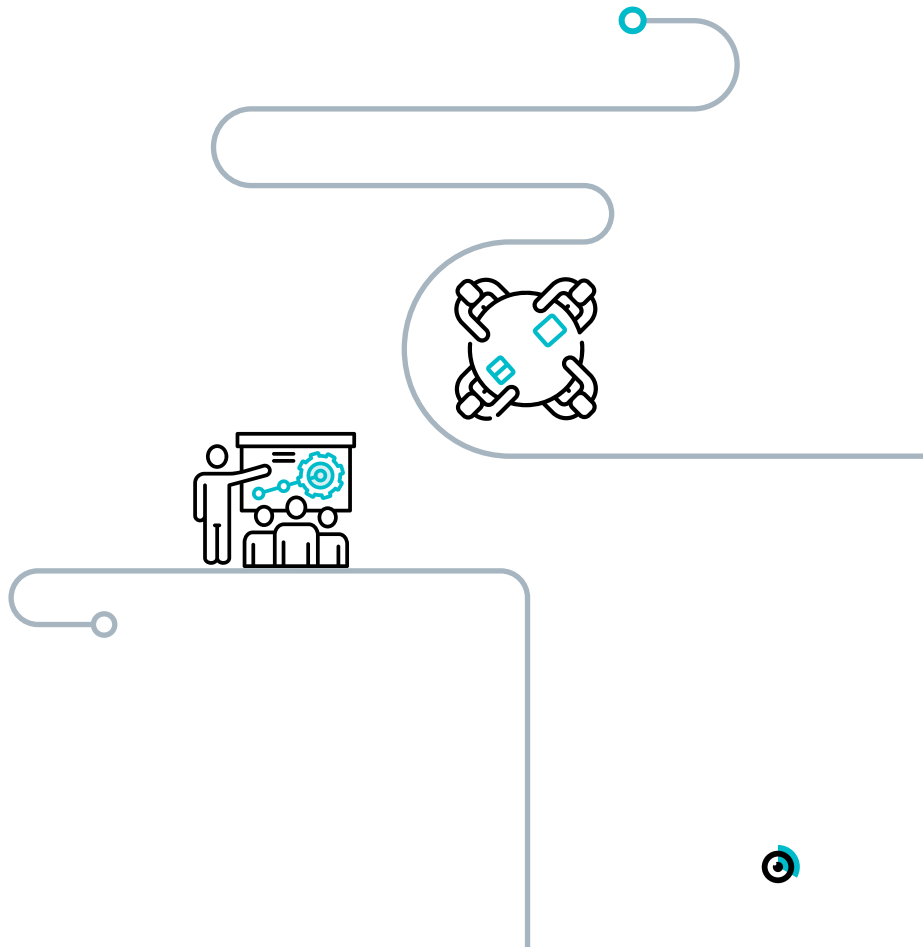
In 2025, we expanded our internal learning programs to provide practical, role-relevant development opportunities across experience levels, including targeted training to support engineers at the beginning of their careers. As part of this effort, we delivered in-house optics learning sessions designed to build foundational knowledge and accelerate onboarding.

We also launched a dedicated technical lead training program to support employees taking on leadership responsibilities, creating additional pathways for strong technical contributors to lead, influence, and drive execution.

Throughout 2025, our employees participated in various professional conferences including The International Laser Safety Conference (ILSC®) 2025, The RPD Workshop: Invention Harvesting in Microsoft 365 Edition, the BPIP 2025 Conference, and Laser World of Photonics 2025. In parallel, we held workshops aimed at strengthening our employees' soft skills, covering negotiation, time management, Office tools, and conflict resolution through mediation.

CROSS-CULTURAL COLLABORATION WORKSHOP

As we scale our production activities, we delivered a dedicated workshop for employees engaged in day-to-day collaboration with teams from different cultural backgrounds. The session focused on identifying and bridging cross-cultural communication gaps, with practical guidance to support effective coordination, alignment, and clear communication across locations. This helped establish consistent ways of working and improved collaboration during the early stages of operations.



RESPONSIBLE AI ADOPTION

In 2025, we continued to evaluate and gradually embed AI across selected organizational processes to improve efficiency and consistency. We are approaching adoption in a measured, risk-managed manner, while also investing in employee training to support effective, responsible use and seamless integration into day-to-day workflows.



PERFORMANCE EVALUATION PROCESS AND COMPENSATION

Twice a year we conduct a performance evaluation for our employees to promote ongoing personal and professional development along each team member's career path. To further strengthen this effort and broaden our reach to high-quality candidates, we operate a Referral Program Policy that enables employees to recommend qualified applicants through a structured and transparent process.

Our performance evaluation process involves a four-week assessment period, during which 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 with our core values of transparency and respectful communication.

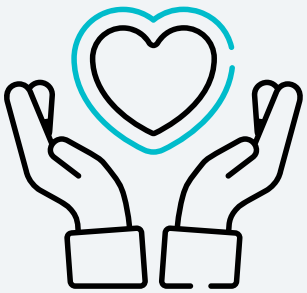
In 2025, we sustained high performance review completion levels, with 94% of our employees completing reviews in the first half and 97% in the second half. Our structured format for evaluations focuses on recognizing significant achievements and challenges over the past six months, while setting goals for the upcoming period. Annual salary increases and equity compensation are aligned with this cycle and are carried out through equitable salary review process, applying consistent criteria and review steps to support fair outcomes while rewarding employees' contributions.

EMPLOYEE BENEFITS AND COMPENSATION

At Innoviz, our commitment to our employees extends beyond the workplace, emphasizing a holistic approach to wellbeing:

- Monthly lunch benefits
- Free access to the gym in our headquarters building
- Healthy snacks in the office kitchens
- Voluntary on-site health services available to employees (e.g., flu vaccinations, clinical breast examinations for female employees)
- Affordable wellness classes at our on-site gym (e.g., yoga, Pilates, running group)
- Health insurance
- Deposits for pension fund and provident funds
- Educational fund

Our benefits package also supports rest and time away from work through our Vacation, Holidays & Rest Days Policy, reflecting our belief that meaningful rest is essential for wellbeing, focus, and long-term performance. For example, in Israel each employee starts with the same number of vacation days, regardless of seniority.



SUPPORTING OUR PEOPLE WHEN IT MATTERS MOST

Caring for our people is a core value. When employees face challenging personal circumstances, we strive to respond with empathy, respect, and practical support, helping them take the time and space they need while maintaining a sense of stability and connection at work. Through a supportive culture and employee-focused initiatives, we aim to ensure our people feel seen, supported, and able to prioritize what matters most.

OUR RECRUITMENT AND ONBOARDING PROCESSES

Our commitment to assembling a team of skilled professionals and strong team players begins right from the recruiting stage, which is conducted by trained interviewers.

We place great importance on fostering a collaborative and inclusive environment, and therefore actively assess these qualities in candidates during the recruitment process, alongside their professional skills. This ensures alignment between candidates and both the professional requirements of the role and 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, Company policies, safety protocols, and dynamic work environment.



INCLUSIVE CULTURE

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

Building a diverse and equitable workforce across all roles presents a unique challenge in Israel's engineering landscape, as the current underrepresentation of women in electrical engineering and physics studies translates directly to a talent pool with a significant gender gap. We are committed to addressing this challenge through proactive recruitment strategies designed to target and attract women in these STEM fields, while maintaining equal opportunity in recruiting for all candidates throughout our hiring processes.

One focus area is our active promotion of gender diversity, where we incentivize referrals by offering double bonuses for referrals leading to the recruitment of women.

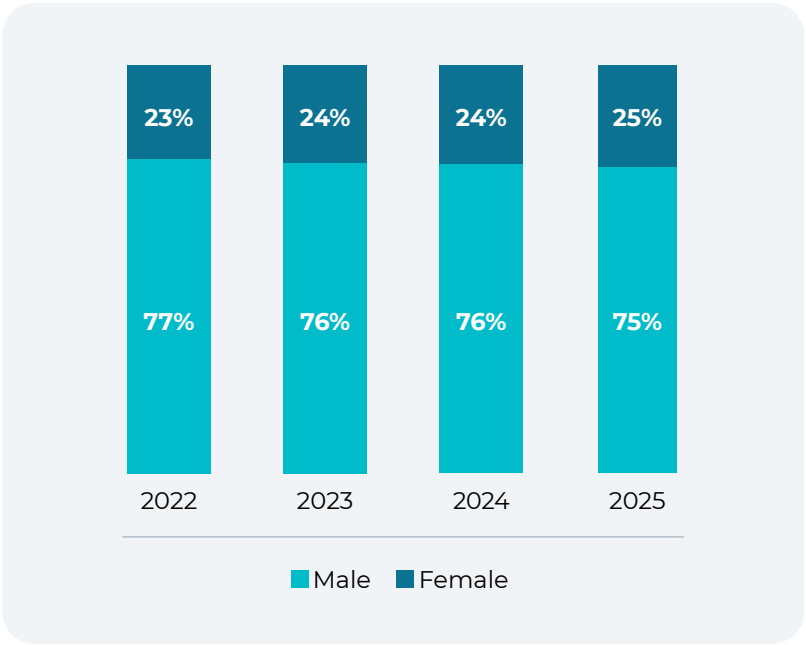
Additionally, we seek to promote appropriate, equitable representation of women among candidates during the recruitment process and, recognizing the unique needs of employees as they grow their families, we maintain a Pregnancy, Maternity & Paternity Leave Policy that goes beyond legal requirements. For example, we continue to pay social benefits for the entire six months of maternity leave, alongside practical workplace support for working mothers, including breastfeeding rooms, to help ensure a supportive environment.

This inclusive approach is also reflected in our age diversity across the organization. Our people span a wide range of career stages, with ages ranging from 22 to 73, bringing together fresh perspectives and deep experience that strengthen collaboration, learning, and shared success.

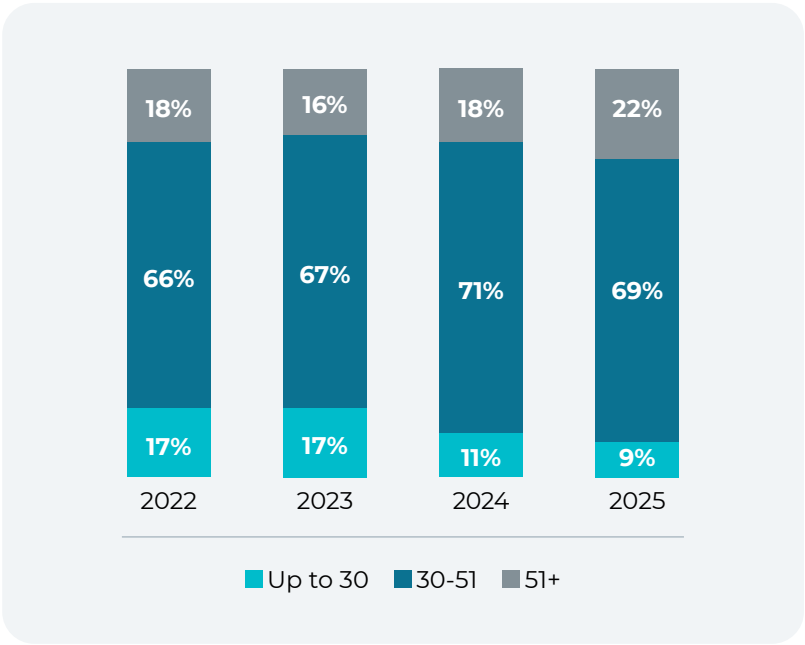
Our commitment to diversity extends to recruiting individuals from Israeli cultural diversity groups[6], as well as people with disabilities. We are dedicated to creating a diverse workplace and advancing broader inclusion within Israeli society.

6. Innoviz's cultural diversity initiatives in Israel are centered on engaging with the Arab and Ultra-Orthodox communities.

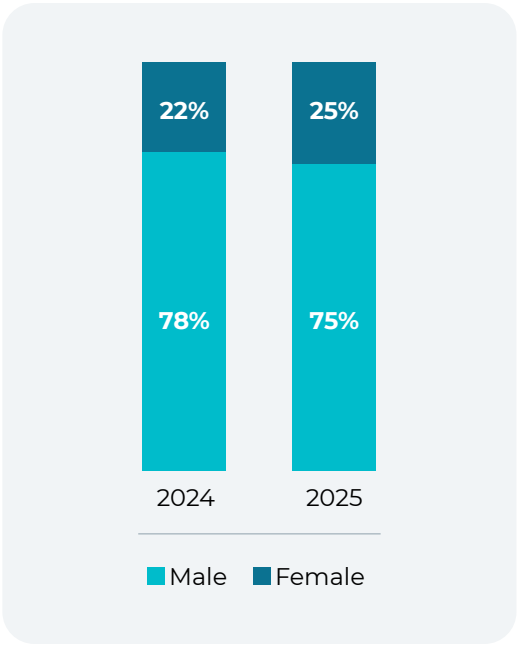
Employee Distribution by Gender



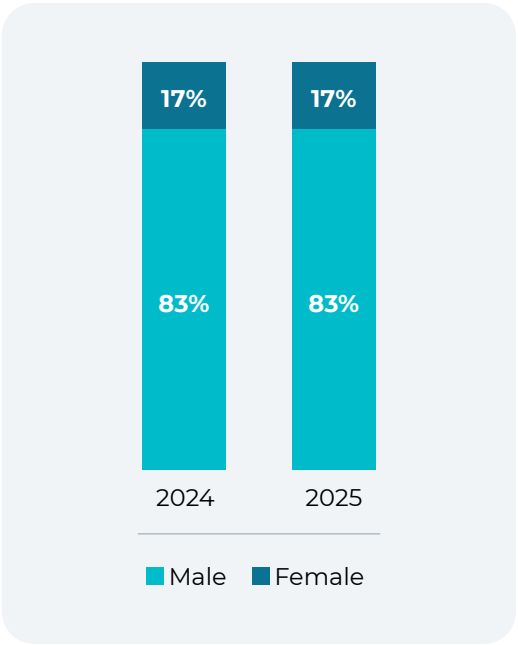
Employee Distribution By Age



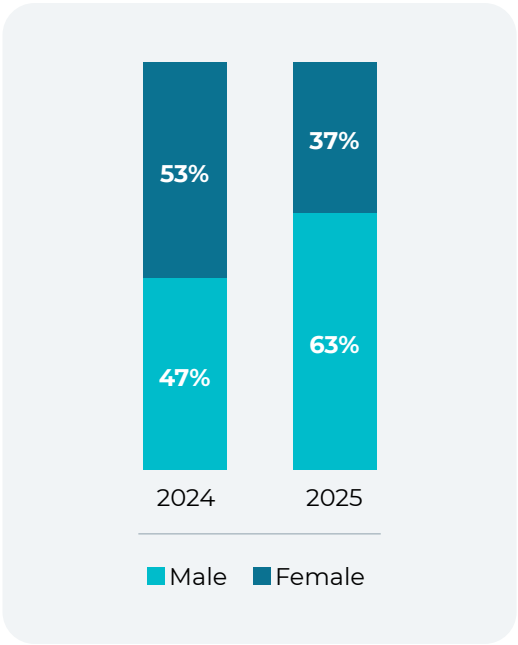
Employee Gender Representation **Management**



Employee Gender Representation **Technical Staff**



Employee Gender Representation **All Other Employees**



GIVING BACK TO THE COMMUNITY

PROMOTING TECH EDUCATION

At Innoviz, our dedication to community impact is evident as we utilize our core capabilities to promote scientific education in Israel. This effort not only strengthens our community but also plays a vital role in cultivating the next generation of engineers, essential for the long-term continuity of our local tech ecosystem.

At the heart of our community engagement is our initiative of hosting high school classes on a weekly basis at our headquarters, to promote STEM education. In 2025, we welcomed approximately 945[7] high school students from 27 classes and 18 different cities across Israel. Each visit featured engaging lectures on technology and Innoviz's field of expertise, along with an enriching tour of our premises and laboratories.

As part of our commitment to inclusivity, we encourage visits from female high school students, with the goal of inspiring the next generation to pursue STEM education and ultimately increasing the number of future women engineering professionals.

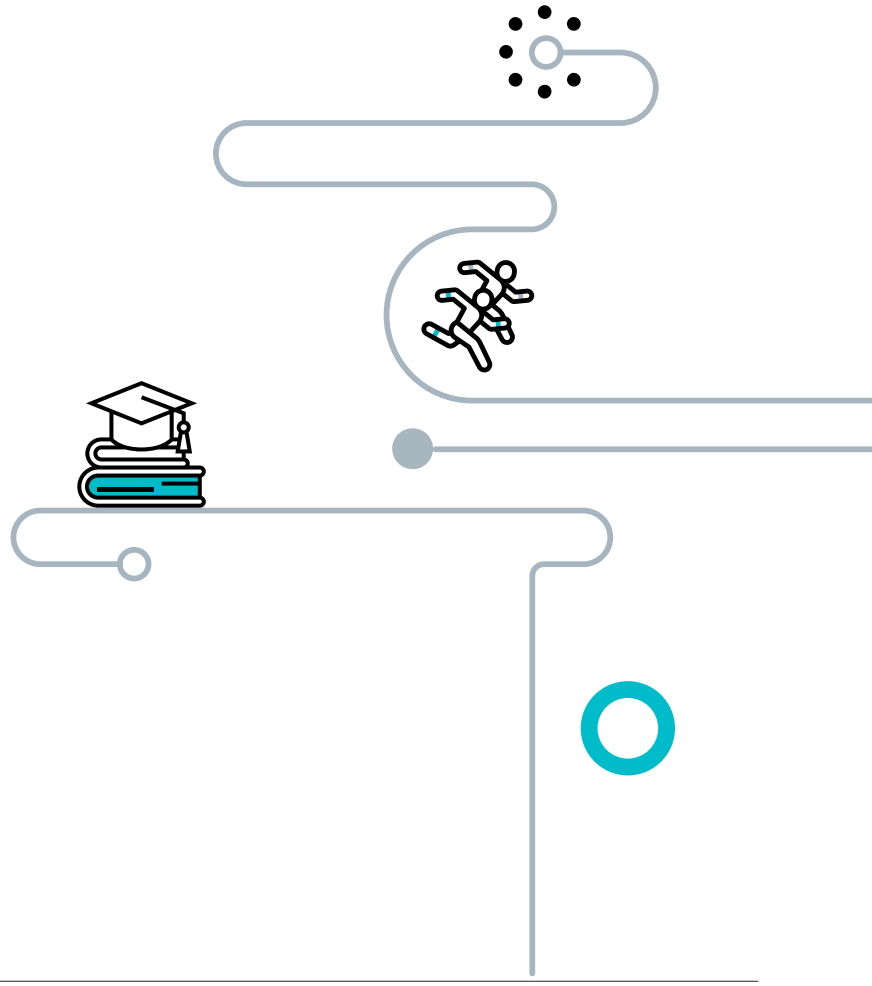
High school students from all over the country participate in this program, including those from peripheral communities[8].

As this program holds a special place in our organization, we make it a point to include a member of management at every visit. The involvement of members of management serves as a powerful demonstration of what each student can achieve through hard work, fostering motivation and ambition.

In 2025 we began a partnership with Atlas Juniors, a flagship educational initiative that identifies and empowers exceptional high school students from Israel's geographic and social periphery by connecting them with cutting-edge entrepreneurship and technology. Through this collaboration, we embedded students in real startup environments at Innoviz, providing hands-on projects, mentorship from our senior team, and exposure to R&D and deep tech.

ADDITIONAL INITIATIVES

We maintained momentum on our community and inclusion initiatives. We participated in the Tel Aviv Night Run to raise funds for Sunrise, a non-profit that supports children with cancer. Twenty-five employees took part in the event, continuing an initiative we have supported since 2019. We also promote an inclusive workplace by maintaining an internal library operated by people with disabilities, and we continued our partnership with Dandasha, a women's clothing collection initiative, collecting unused clothing for donation and reuse.



7. 27 classes, of approximately 35 students each.

8. In 2025, 44% of cities/local authorities that participated were from the geographical periphery.



OUR **SUSTAINABLE OPERATIONS**

Sustainable business practices, a safe work environment, energy efficiency, and effective 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 within the context of our operating model. As we expand operations and scale toward serial production, including through contract manufacturing partners with automotive-grade facilities, we see responsible operations across our expanded value chain as a critical management priority - establishing clear ownership, robust processes, and effective controls to ensure consistent execution. Our aim is to uphold high standards of safety, quality, and compliance across all production activities as we grow.

OUR ENVIRONMENTAL MANAGEMENT SYSTEM



Aligned with the ISO 14001:2015 standard, our Environmental Management System (EMS) functions as a comprehensive framework for addressing the environmental impact of our operations. Our EMS incorporates the tools and methodologies of the quality management system to maintain the highest standards. To ensure 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, is responsible for aligning actions with established policies and objectives. The COO's role includes ensuring that our procedures and operating systems for environmental protection comply with stakeholder expectations, regulations, and the ISO 14001:2015 standard. On an annual basis, we approve an environmental protection plan that encompasses the allocation of necessary resources. Additionally, we conduct thorough external and internal environmental protection audits each year in accordance with EMS requirements. Our employees are required to read and confirm our environmental protection policy on an annual basis.

Consistent with 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 under the ISO 14001:2015 standard. This approach reflects our commitment to creating an environmentally responsible and sustainable working environment for all stakeholders associated with Innoviz.

OUR EMISSIONS AND ENERGY MANAGEMENT

In acknowledgement of the need to address climate concerns, we seek to manage Greenhouse Gas (GHG) emissions and energy consumption through practical and sustainable measures, alongside operational efficiency. Currently, our primary energy source is electricity obtained from the grid for the ongoing operation of our sites. We also use gasoline for our test vehicles.

Efficiency improvements are an integral part of our strategy, carefully tailored to align with our business needs. Accordingly, we set a 2025 target of a 5% reduction in electricity consumption in our headquarters building (which encompasses the majority of our operations) compared to the 2023 baseline. However, in 2025 we established an on-site production line with extensive testing and validation, a critical milestone in our readiness for serial production. Despite the high-voltage equipment involved, electricity consumption in our headquarters building increased by only 1.7% compared to 2024, demonstrating our commitment to efficiency even during this significant operational expansion.

Our current energy efficiency measures include a comprehensive control system within the building, automatic lights-off protocols, reduced floor lighting after 8 pm, and remote air conditioning control in laboratories maintaining a temperature of 23 degrees. Furthermore, we use the URECSYS air management system in our headquarters building, contributing to our energy efficiency. This system monitors air quality and adjusts the ventilation based on external pollution levels. By using this system, we reduced our overall energy consumption by an estimated 86,684 kWh while maintaining high air quality for our employees, supporting their overall physical health. The various energy efficiency measures implemented additionally resulted in an overall reduced gasoline consumption by 46% compared to 2024.

Our headquarters have been accessible by public transportation since early 2024, contributing to reduced GHG emissions associated with employee commutes.

Additionally, we conducted carbon footprint calculations for our products. Please see more information under Product Sustainability on Page 38.

Global Corporate Energy Consumption

Category	Unit	2023	2024	2025
Diesel Fuel Consumption	Liters	1,072	2,650	0[9]
Gasoline Consumption	Liters	21,451	8,734[10]	4,716
Electricity Purchased from Grid	KWh	3,256,253	3,259,284	3,337,355

Global Corporate Carbon Footprint

Category	Unit	2023	2024	2025[11]
Scope 1 emissions	Tonnes CO_2eq	53.27	24.88	10.75
Scope 2 emissions	Tonnes CO_2eq	1,558.14	1,436.81	1,413.35
Total scope 1 and 2 emissions	Tonnes CO_2eq	1,611.44	1,461.69	1,424.10
GHG emission intensity by number of employees	Tonnes CO_2eq/employee	3.28	3.52	3.83

While our total Scope 1 and 2 emissions continued to decline year over year, our emissions intensity per employee rose from 3.28 in 2023 to 3.83 in 2025. This reflects the structured operational adjustments described under Our People above, which reduced our headcount by approximately 13% in 2024 and 9% in 2025, faster than the rate of decline in our absolute emissions during the same period.

9. No new diesel was purchased in 2025. Diesel is reserved for usage in emergency generators and stockpiles acquired in 2024 are still available.
10. Due to changes in data collection methodology, this number has been updated to better reflect 2024 data.
11. 2025 GHG emissions data excludes Innoviz's USA site, which has a minimal operational footprint and is not considered material to overall emissions.

OUR WASTE MANAGEMENT

We monitor waste generation across key categories, including cardboard, electronic, and hazardous waste and strive to improve operational practices wherever possible.

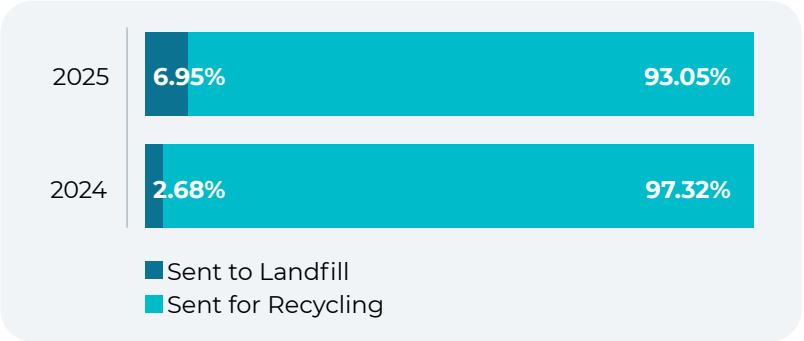
In 2025, we expanded the recycling of materials from our operations to include cardboard, nylon, and paper waste. Our offices are equipped with recycling bins, allowing employees to separate waste and participate in our recycling efforts. Additionally, we have begun integrating new designated recycling bins specifically for packaging waste. An external contractor handles recycling, ensuring proper separation and treatment. In compliance with relevant electronic waste regulations, electronic waste undergoes shredding and recycling , with a dedicated container for household electronic waste collection for employee use. Used batteries are collected and safely disposed of through a contracted, regulated disposal service. Waste is collected once bins reach capacity, reducing the frequency of waste collection truck visits and thereby contributing to the reduction of associated GHG emissions.

To reduce waste, we have been promoting awareness regarding single-use plastics and recycling and encouraging our employees to use reusable dishes and utensils that can be washed on-site. This initiative has resulted in a noteworthy reduction in our use of disposable dishes over the last few years. We are committed to continuing to promote the use of reusable dishes and cutlery to minimize unnecessary waste.

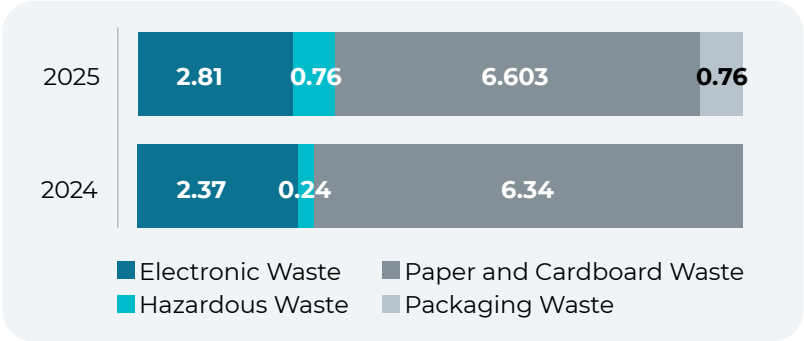
Monitored Waste Streams at our HQ

Type of waste	Unit	2024		2025	
		Sent to landfill	Recycled	Sent to landfill	Recycled
Paper and Cardboard waste	Metric tons	0	6.34	0	6.603
Electronic waste	Metric tons	0	2.37	0	2.81
Hazardous waste	Metric tons	0.24	0	0.76	0
Packaging Waste	Metric Tons	-	-	0	0.76
Total	Metric tons	0.24	8.71	0.76	10.173
% of Total	**Percentage**	**2.68%**	**97.32%**	**6.95%**	**93.05%**

Waste Treatment



Waste Types



12. Electronic waste is recycled after the shredding process.

OUR WATER MANAGEMENT

Water management at our facilities is overseen by the Director of Facilities and Administration, with a focus on a comprehensive and responsible approach. Within the offices, water usage is limited to sanitary purposes. In our laboratories, water plays a crucial role in acclimatization chambers, where a closed-loop system is employed to minimize waste. Any water drained into the sewer is residual and negligible in quantity.

As part of our efforts, we utilize the WINT water management system, which leverages artificial intelligence to detect and stop leaks at the source, providing real-time alerts and automatic shut-off capabilities. According to WINT system evaluations, over 1,300 cubic meters of water waste from untreated leaks were averted through its detection and alert functionalities throughout 2025[13].



PRODUCT SUSTAINABILITY

Promoting 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. Similarly, adherence to REACH regulations reflects our proactive approach to responsible management of chemicals throughout their lifecycle. In addition, as part of our commitment to sustainability, we completed the SAQ 5.0 questionnaire, which is a self-assessment on sustainability for global suppliers of vehicle manufacturers. By adhering to these frameworks, we strive to deliver products that meet quality standards and contribute to a safer, more sustainable environment.

Furthering our environmental responsibility efforts, we conducted a comprehensive product carbon footprint (PCF) analysis for our products and, during 2025, completed the PCF assessment for InnovizTwo. The PCF study applied a cradle-to-gate system boundary and leveraged 2025 operational data. Using a mass-based approach, the analysis covered 99.99% of the product's material composition.

As a result, the InnovizTwo product carbon footprint was determined to be 21.78 kg CO_2eq per unit, representing a 21% reduction compared with 27.58 kg CO_2eq for InnovizOne. It is important to note that these calculations include only emissions attributed to the raw materials and intermediates used in the production and assembly of the units.

13. At our headquarters, which accounts for the majority of our operations' usage.

SUSTAINABLE LOGISTICS

In our ongoing commitment to sustainable global logistics, we continued integrating sustainability into routine operations and working closely with vendors to reduce material use and environmental footprint across our value chain. We request that vendors minimize packaging wherever possible to reduce material consumption and improve space efficiency in shipments. We periodically analyze shipment data to identify consolidation opportunities that reduce packaging needs and improve utilization.

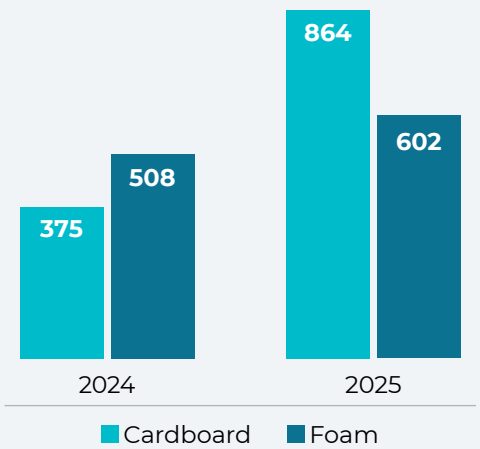
We also continued prioritizing sea freight over air freight whenever feasible, to significantly reduce transportation-related GHG emissions. Where appropriate, we utilized DHL's Green Plus offering, and in 2025, we received DHL Green Plus recognition, to further reduce emissions associated with individual shipments. In addition, as we build and scale our production lines, we continue to prioritize vendors located close to our manufacturing sites to shorten supply chains. We also transitioned to a consolidated delivery model, collecting products from our production site once a week and delivering to our customers on a weekly basis, which reduces the number of shipments, optimizes load efficiency, and lowers transportation-related emissions. Together, these efforts reflect our continued progress toward more sustainable logistics and environmental stewardship.

PRODUCTS' PACKAGING

As part of our packaging management approach, we continued advancing initiatives that aim to reduce environmental impacts while maintaining robust protection for our products. During 2025, we developed new packaging for distributing our InnovizTwo LiDARs, designed to transition from a single-unit made of two materials (cardboard and foam) to a cardboard-only package that accommodates four LiDARs.

Once implemented, this change is expected to reduce the environmental impact of our packaging by decreasing packaging volume and weight. In addition, moving to single-material cardboard-only packaging will improve sustainability performance, support end-of-life treatment and streamline recyclability.

Total Weight (Kg) Purchased by Material Type





ENVIRONMENTAL RESILIENCE OF OUR PRODUCTS

In addition to our efforts to comply with industry standards, we take additional steps designed to promote the environmental resilience of our products through comprehensive testing. As part of our commitment to minimizing our environmental impact, we conduct thorough environmental tests designed to validate the durability of our LiDAR sensor platforms. We validate our products under extreme conditions such as high and low temperature, shock, vibration, dust, solar radiation, thermal cycling, splash water, and salt spray, seeking to align with the highest industry standard protocols and our customers' requirements. This proactive approach is intended to align with regulatory requirements and reflects our commitment to responsible practices and more durable products, which we believe are inherently more sustainable. Environmental testing for our products is conducted in distinct phases, each serving a specific purpose. These phases, whether sequential or parallel, are integral to supporting the robustness and resilience of our products.



We test our products in accordance with the following test protocols and with respect to specific customers' requirements:

Vibrations	Temperature cycling	Thermal shock	Dust protection	IP Water protection
DIN EN 60068-2-6	DIN EN 60068-2-30	DIN EN 60068-2-14	ISO-20653	IPX6K in accordance with ISO-20653

INNOVIZTWO WINTER RESILIENCE TEST

In 2024, Innoviz completed a comprehensive winter functionality and resilience test for its InnovizTwo LiDAR platform and complementary software stack. In 2025, we built on those results by conducting two winter resilience tests, one at the beginning of the year and another at year-end. Spanning Germany, Denmark, and Sweden, these northbound journeys served as rigorous tests of our LiDAR technology in extreme weather conditions including extreme temperatures, rain, snow, and heavy fog. With over 12,000 kilometers driven across both tests, the data and insights accumulated are used to further develop and refine Innoviz's proprietary AI-backed software and hardware solutions.

This achievement is coupled with the TÜV SÜD Certification Mark for roof racks and the corner sensors in the vehicle bumper. Significantly, as of 2025 our winter test vehicle is officially certified as a prototype vehicle according to § 70 of the German Road Traffic Licensing Regulations (StVZO). Together, these markers establish an important industry benchmark for the second consecutive year by validating the LiDAR setup for operation on roads in harsh weather and driving conditions.



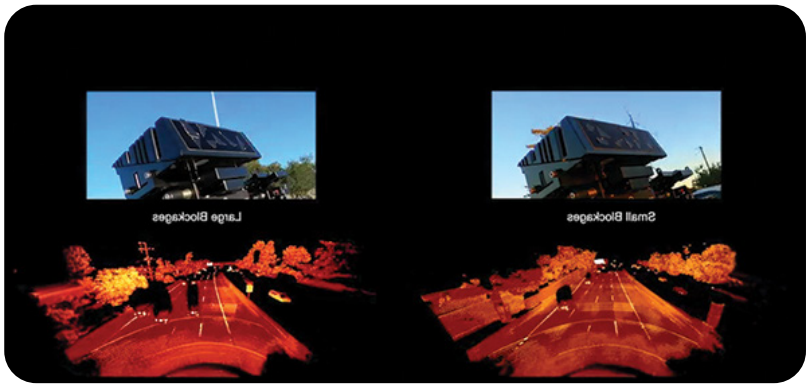
INNOVIZTWO drive with mud on the front window



INNOVIZTWO performance has minimal impact from rain droplets



INNOVIZTWO performance has minimal impact from hard blockages



EMPLOYEE HEALTH AND SAFETY

SAFETY PROGRAM AND TRAINING

Aligned with the ISO 45001:2018 standard, our Employee Health and Safety management system is designed to operate as a comprehensive framework, supporting the well-being of our employees, contractors, and visitors[14]. We implement a risk management process that includes annual risk assessments and the management of identified risks. Our safety program is overseen by our Safety Committee, led by our Internal Safety Manager, who convenes the Committee approximately eight times a year with all laboratory managers present. We conduct a yearly safety audit, present our safety plan, and establish safety Key Performance Indicators (KPIs) each year, including a KPI for monthly safety inspections across all laboratories. To efficiently address safety issues as they arise, we utilize an online reporting platform. Our risk assessments have indicated low exposure to safety risks, and we proactively address potential hazards. All identified risks are addressed through established safety protocols and training programs.

We invest in comprehensive safety training programs to equip our employees with the knowledge and skills needed to perform their roles safely. New employees undergo mandatory safety training before entering laboratory areas, with annual refresher courses reinforcing our safety measures. In addition, we conduct three annual mandatory training programs: general safety, required for all Israel-based employees; laser safety, for employees working in laser laboratories; and Electrostatic Discharge (ESD) awareness, tailored for those in ESD-sensitive areas. We also launched a Safety Trustees certification program, under which Safety Committee members are being certified, strengthening onsite ownership and consistent application of our safety standards. These programs are designed to support a safe and productive work environment, enabling employees to identify and mitigate potential hazards, implement effective safety precautions, and protect sensitive equipment from electrostatic damage.

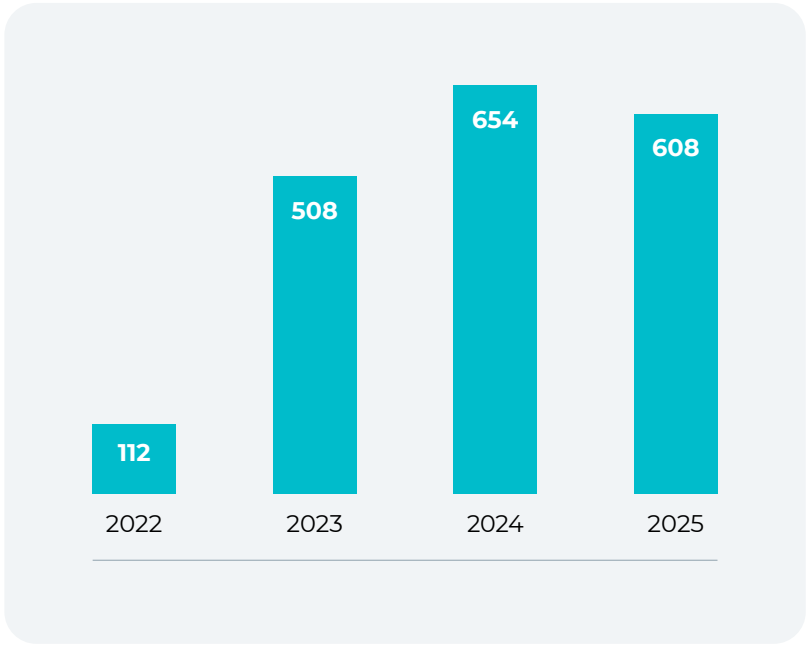
To extend our safety standards to our suppliers, safety assessments are conducted when applicable. Where relevant, supplier onboarding procedures include meetings with the safety officer and Administration & facility director to promote alignment with our safety standards. This approach reflects our commitment to maintaining a secure and healthy working environment for all stakeholders at Innoviz.

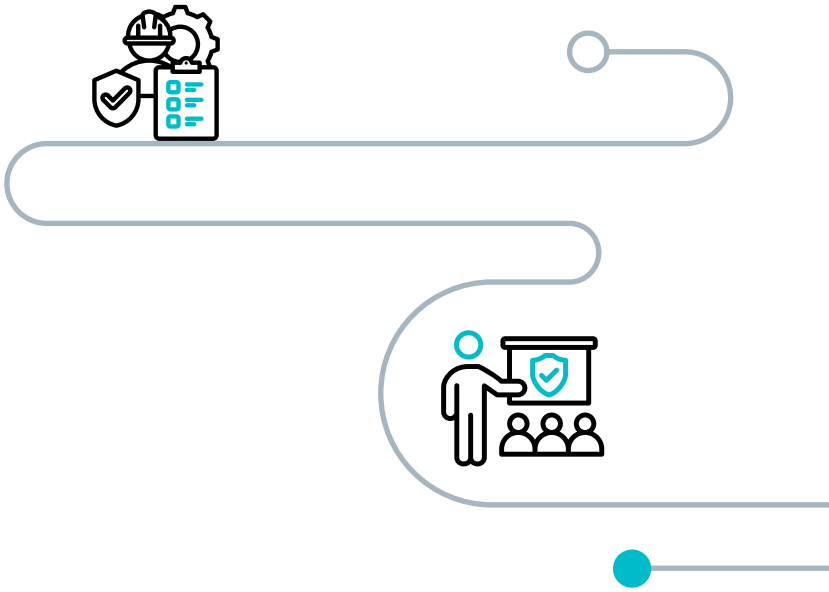
In Q4 2025, we conducted a comprehensive emergency preparedness drill at our headquarters, simulating a fire scenario in coordination with local fire and rescue services and Home Front Command. The exercise tested the performance of key emergency systems as well as evacuation and internal response procedures, supporting orderly coordination with external responders. A structured post-drill review identified strengths and areas for improvement, with follow-up actions being implemented to further enhance readiness and collaboration with relevant emergency authorities.



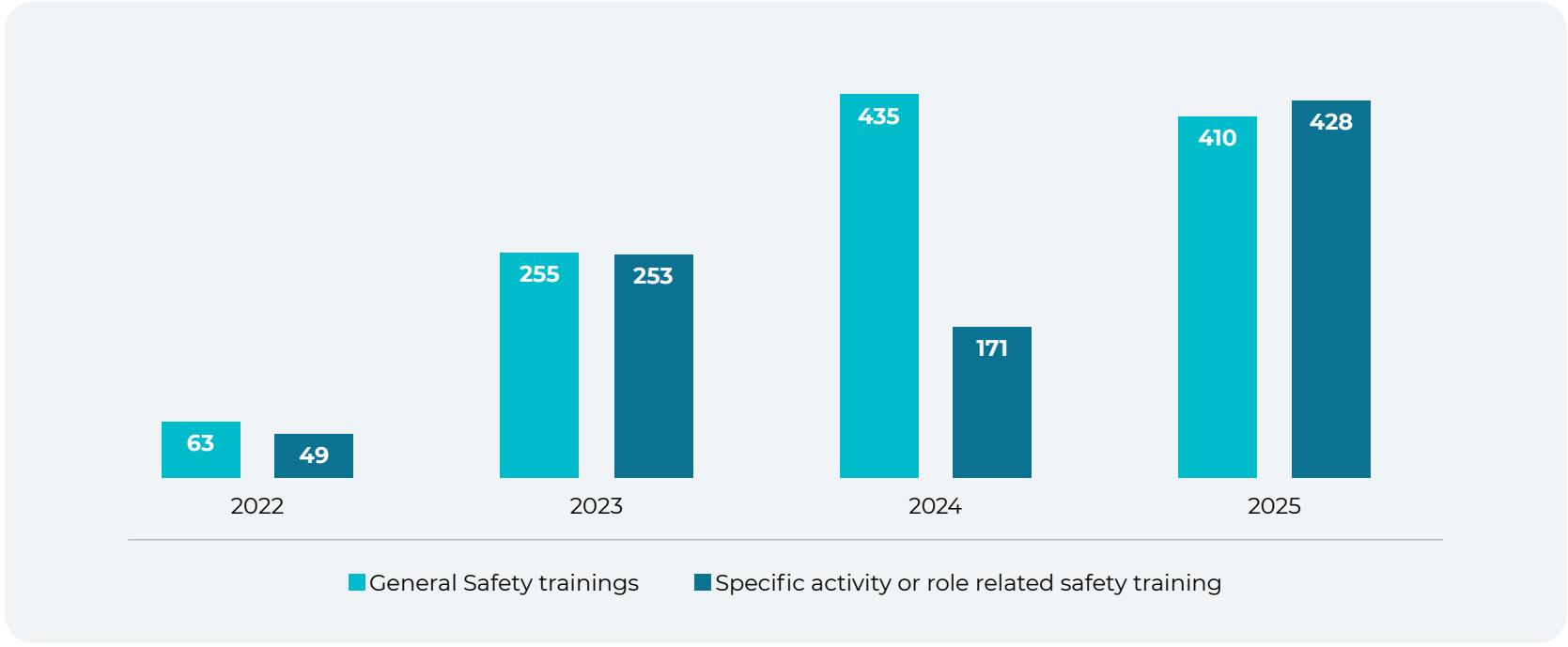
14. Our current certification is for our Israeli site only, which encompasses our headquarters, R&D, laboratories, and vast majority of our employees.

Total Safety Training Hours





Number of Employees who received safety training



LASER SAFETY

During the development process, we employ laser technology in our laboratories, managed under established safety protocols. To address potential risks, we maintain a laser safety management system led by an appointed safety officer, who is responsible for maintaining and enhancing our safety protocols, including conducting weekly inspections across our laboratories.

Our laser safety training framework includes onboarding training for new employees and annual refresher training for existing staff, and every employee working in - or entering - laser laboratories is equipped with personal safety goggles. To further strengthen both safety and usability, we are implementing initiatives designed to improve day-to-day comfort for laboratory employees required to wear protective eyewear, including the procurement of ergonomic safety glasses and other measures intended to support an eye-safe laboratory environment.

Laser safety topics are reviewed through our Safety Committee, which convenes approximately every six weeks, to identify and address potential issues and support a safe and risk-managed working environment.

Eye safety is embedded in our product development process. Whenever product alterations occur, including design changes, new versions, sample launches, or updates that may influence the LiDAR's eye safety, an assessment is carried out to evaluate the implications of these changes. Where eye safety may be affected, we follow the IEC 60825-1:2014 standard to help ensure the LiDAR's safety. Our eye safety protocol is applied to all LiDAR configurations and design prototypes, and our LiDAR technology is customer testing facility (CTF) certified for laser eye safety by the Standards Institution of Israel (SII).

SUPPORTING HEALTHY WORK HABITS IN THE OFFICE

We prioritize office ergonomics and employee health as part of our broader approach to workplace safety and wellbeing. We respond to emerging needs identified through employee input and day-to-day observations by addressing ergonomic risks associated with office-based work, such as poor posture, prolonged static sitting, and repetitive movements, through practical guidance on correct work methods, workspace optimization, and exercises designed to reduce muscle strain and encourage regular position changes. Over the past year, we also promoted everyday physical activity by encouraging employees to use the stairs, supported by a refreshed stairwell design, motivational signage, and step-based competitions aimed at building engagement and reinforcing healthy, active habits throughout the workday.



TARGET FOR ZERO INJURIES

We maintain a target of zero workplace injuries across our operations. In 2025, two recordable safety incidents resulted in injuries to our employees, compared with four in 2024, and no lost time injuries occurred at our facilities. Our Total Recordable Incident Rate (TRIR) rose slightly during the year. TRIR is calculated per 200,000 hours worked, and our smaller hours base in 2025 means that even with a lower absolute number of injuries, the rate ratio increased. Each incident was reviewed in accordance with our safety management procedures and corrective actions were implemented to help prevent recurrence. We continue to strengthen our safety culture through ongoing training, our Safety Trustees certification program, and consistent application of our protocols across all sites.

	2022	2023	2024	2025
# of safety incidents	3	5	5	5
# of safety incidents that led to injury	2	4	4	2
# of INNOVIZ employees injured	0	3	4	2
# of safety incidents that led to serious injury or permanent disability	0	0	0	0
TRIR (Total Recordable Incident Rate, per 200,000 hours)	0.66	1.04	1.33	1.6



OUR **RESPONSIBLE BUSINESS PRACTICES**

OUR PRODUCT QUALITY

At Innoviz, quality is at the heart of what we do. We understand that the success of our Company relies on our customers' trust in both our products and technology. We are committed to achieving and maintaining high quality standards. Our dedication extends beyond compliance, aiming to deliver safe and reliable products that meet and exceed customer expectations, while adhering to legal and regulatory requirements and standards.

Our Quality Management System (QMS) is designed to go beyond compliance with standards. As we prepare for the commencement of serial production, quality remains a key focus area, helping to support the goal that our products are manufactured under appropriate conditions, to high quality standards, and in alignment with applicable regulations and industry standards.

Embedded within our QMS are comprehensive internal policies and procedures, designed to meet industry and customer expectations. These encompass a range of processes, from testing protocols to well-defined procedures and policies, forming the framework of our commitment to delivering high-quality products.

Our commitment to quality emphasizes continuous improvement to enhance product quality, safety, and sustainability. Certified under ISO standards, our QMS reflects a dedication to responsible practices.

In 2025, to the best of our knowledge, we had no reported incidents of non-compliance with our certified quality standards.



EYE SAFETY

As we integrate lasers into our product development process, we prioritize eye safety and seek to comply with the relevant standards. For detailed information on our laser and eye safety management, including our IEC 60825-1:2014 compliance process and CTF certification by the Standards Institution of Israel, see the Laser and Eye Safety section on Page 44.

CERTIFICATIONS, STANDARDS AND ASSESSMENTS

ISO9001:2015
Quality management systems
Certified since Jul. 2018

ISO45001:2018
Occupational health and safety management system
Certified since Dec. 2023

ISO/IEC 17025:2017
Lab quality management system
Certified since Aug. 2025

Compliant with ISO 26262-6:2018
Road vehicles Functional safety
Product is developed according to the ISO 26262-6:2018

ISO/IEC 27001:2022
Cybersecurity, information security and privacy protection
Certified since Nov. 2024

Compliant with ISO/SAE 21434:2021
Road vehicles Cybersecurity engineering
Cybersecurity Management System
Cybersecurity Management System (CSMS) is certified since 2024.
Product is developed according to ISO/ SAE 21434:2021.

ISO14001:2015
Environmental management systems
Certified since Dec. 2023

Compliant with ISO 21448:2022
Road vehicles - Safety of the intended functionality (SOTIF)
Product is developed according to the ISO 21448:2022

CERTIFICATIONS, STANDARDS AND ASSESSMENTS

TISAX LA3

Automotive information security management system as per ENX guideline
Certified since Jan. 2024 and obtained upgraded certification in 2025

IATF16949:2016

Automotive quality management system standard
Certified since Dec. 2023

CTF - Customer Testing Facility

Laser Eye Safety
Certified since May 2023

Automotive SPICE® (ASPICE) 3.1

Innoviz is currently working in accordance with ASPICE 3.1. The achievement of capability level 1 completed successfully by external provider in June 2024.

IEC 60825-1:2014

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

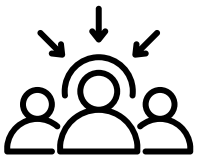
THE GUIDING PRINCIPLES OF OUR QUALITY MANAGEMENT SYSTEM (QMS)

We instill a sense of responsibility for quality at every stage of performance within our team, and therefore all our employees are required to 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 QMS, aligned with recognized standards such as ISO 9001:2015, IATF 16949:2016, ISO 14001:2015, ISO 45001:2018, ISO/IEC 27001:2022 and other applicable automotive regulations and standards, such as, VDA and AIAG.



Customer-Centric Approach

Customer feedback is actively utilized to refine and enhance our products and services, aspiring to a high-level of customer satisfaction. We manage our customer service and customer satisfaction requirements through dedicated processes and defined KPIs.



Continuous Improvement

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



Training and Resources

We provide our workforce with the necessary training, tools, and resources designed to support competence that meets the highest automotive quality standards.



Collaboration with Partners

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

OUR QUALITY MANAGEMENT PROCESSES & ASSURANCE

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

ADVANCED PROCESSES IMPLEMENTATION

Through the implementation of industry-standard processes- including VDA's Maturity Level Assurance (MLA) framework for New Product Introduction, Advanced Product Quality Planning (APQP), 8D problem-solving methodology, Failure Mode and Effects Analysis (FMEA), Control Plans, and risk-based thinking (DFMEA, PFMEA)- we seek to proactively address potential issues and foster a culture of continuous improvement. These measures are designed to support our position in quality management and reflect our commitment to excellence in the automotive industry.



INTERNAL AUDIT SYSTEM

Our internal audits are designed to support continuous compliance and improvement and are aligned with IATF 16949:2016, ISO/IEC 17025:2017, ASPICE, ISO 14001:2015, ISO 45001:2018, product integrity (PSCR) requirements, VDA 6.5 product audit, and VDA 6.3 self-audit.

PRODUCTS TESTS

Our product manufacturing process includes a set of validations designed to verify the functionality and compliance of our products with industry standards, as well as our customers' requirements (such as temperature and humidity chambers, thermal shock chambers, electrical test equipment, EMC laboratory and more). This commitment is reflected in our testing procedures, which are conducted on-site at our dedicated laboratories in our headquarters and, with the expansion of our contract manufacturing operations, at partner facilities to support more thorough testing of manufacturing operations.

EXTERNAL AUDIT

We subject ourselves to annual audits by certification bodies, OEM audits upon request, and third-party audits, supporting the validation and enhancement of our quality standards.

LABORATORY QUALITY

As part of strengthening our position as an automotive Tier-1 supplier, Innoviz achieved ISO/IEC 17025:2017 certification for our LiDAR testing laboratories. This certification is designed to reinforce the quality of our laboratory management system and to help ensure our test activities are performed under controlled, consistent conditions supporting reliable, repeatable results, effective calibration and traceability practices, and alignment with applicable customer and industry requirements. In addition, Innoviz enhanced its self-calibration capabilities by purchasing self-calibration equipment and participated in training for our technicians.

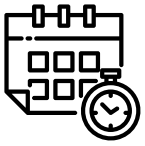
OUR QUALITY KPIS

At Innoviz, we manage all tasks through defined internal processes, spanning both development and product related departments, as well as other internal departments. As our operations expand alongside our progress toward serial production, we continue to scale these processes accordingly- maintaining clear ownership, disciplined execution, and consistent oversight to support increased manufacturing and supply-chain activities, including closer quality management and control across our supplier base and contract manufacturing partners. We approach each process with dedication and responsibility, assigning them to the respective internal owners. These owners are tasked with defining relevant KPIs and conducting periodic 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, among others:



CUSTOMER SATISFACTION

For us, customer satisfaction goes beyond a metric; it reflects 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 Innoviz as a trusted partner in the automotive industry. Additionally, we collaborate closely with the quality departments of original equipment manufacturers (OEMs), actively learning from their expertise. Our processes undergo regular audits to support alignment with industry standards and best practices.



ON-TIME DELIVERY OF PRODUCTS AND SERVICES

We are committed to delivering our products and services on time, and we continuously strive to uphold high standards of reliability and professionalism. This KPI reflects our dedication to operational excellence, customer satisfaction, and the efficient execution of our supply chain responsibilities - essential qualities for meeting the demands of the automotive industry.



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, while emphasizing careful planning and 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 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 target 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. As of the date of this report, we have not experienced a product recall, and we work diligently to maintain this track record as we continue to scale.

OUR BOARD OF DIRECTORS

Our Board of Directors serves as a diverse and experienced governance body, dedicated to directing, challenging, advising, and guiding our management team. The Board oversees the Company's strategic direction and accountability to stakeholders. Our current Board composition reflects a commitment to a majority independent board, aligned with Nasdaq's independence requirements for public companies.

Our directors are divided into three classes with staggered three-year terms, supporting board continuity and stability, while preserving institutional knowledge and long-term planning. This structure encourages a long-term strategic focus and encourages sustainable value creation.

All members of our Board undergo annual conflict of interest checks and independence determinations. In the appointment of new Board members, in addition to familiarity with corporate governance principles and financial literacy, we have prioritized candidates with substantial and relevant experience, such as industrialization and automotive experience, that can supplement and enrich the technical proficiency of our management team.

As of December 31, 2025, our Board was composed of nine members, seven of whom qualified as independent under Nasdaq rules, and all our committee members were independent directors.



DIRECTOR MEMBERS[15]



AMICHAI STEIMBERG
Chairperson of the Board & Independent Director



OMER KEILAF
CEO, Founder & Director



RONIT MAOR
Independent Director



ORIT STAV
Independent Director



AHARON AHARON
Independent Director



JAMES SHERIDAN[16]
Director



DAN FALK
Independent Director



ALEXANDER VON WITZLEBEN
Independent Director



STEFAN JACOBY
Independent Director

Women chair two of our three Board committees: Ronit Maor serves as Chairperson of the Compensation Committee, and Orit Stav serves as Chairperson of the Nominating, Environmental, Social and Governance Committee.

Director Member	Audit Committee	Compensation Committee	Nominating ESG Committee	Gender	Tenure	Age
Amichai Steimberg				Man	4	63
Omer Keilaf				Man	9	46
Dan Falk	♟	♙		Man	4	80
Ronit Maor	♙	♟		Woman	4	54
Orit Stav	♙		♟	Woman	4	54
Aharon Aharon			♙	Man	4	71
James Sheridan				Man	4	58
Alexander von Witzleben				Man	2	62
Stefan Jacoby				Man	1	67

♟ Chairperson ♙ Member

15. Board composition, ages, and tenure are presented as of December 31, 2025.
16. James Sheridan resigned from the Board effective July 3, 2026. Following his resignation, the Board appointed an additional independent director to fill the vacancy. As of the date of this report, the Board comprises nine members, eight of whom qualify as independent under Nasdaq rules.

OUR BOARD COMMITTEES

To support effective oversight and comply with legal and regulatory requirements, the Board of Directors has established the following dedicated committees: Audit, Compensation, and Nominating, Environmental, Social and Governance. 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 Conduct and Ethics, along with other key policies, further guides our commitment to ethical behavior and responsible business practices as further described below.

The Audit Committee

The Audit Committee oversees internal audit activities, supporting the integrity of Innoviz's financial statements and other published financial information. The Audit Committee plays a key role in monitoring compliance with financial and accounting-related standards, rules and regulations. In addition, the Audit Committee advises the Board on updates and findings of the Company's independent external auditor.

The Compensation Committee

The Compensation 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, Environmental, Social and Governance Committee

This Nominating, Environmental, Social and Governance Committee identifies, reviews, and evaluates potential candidates for Board membership, recommending nominees for election as directors. Beyond its role in director nomination, the Committee actively contributes to the enhancement of corporate governance guidelines and matters, making recommendations to the Board and overseeing the Company's corporate governance functions and ethical conduct. Furthermore, the Committee plays a key role in overseeing the Company's programs and strategies related to environmental, social and governance matters, promoting alignment with the Company's commitment to responsible and sustainable business practices.

Number of meetings held in 2025

Board	10
Compensation Committee	6
Audit Committee	8
Nominating and ESG Committee	3
Dedicated sustainability related discussions	1

OUR EXECUTIVE TEAM

Our senior management consists of ten individuals who convene weekly to make decisions collaboratively. Our Chief Executive Officer (CEO) leads this core team, ensuring seamless coordination and communication. Our Chief Financial Officer (CFO) serves as the secretary of the management forum, creating an open channel for all to submit relevant information and requests for discussion.

During 2025, Udy Gal-On stepped down from his position and was succeeded by Ido Luski, who previously served as Vice President of Delivery. In his new role as Chief Operating Officer (COO), Ido leads the Company's operational execution as Innoviz continues to scale its operations.

DATA PRIVACY & CYBERSECURITY

At Innoviz, we are committed to the protection of privacy rights of all data subjects whose data we retain and/or process, including data of our customers, suppliers, partners, website visitors, employees, candidates, and other stakeholders. We understand the significance of privacy concerns and, as a result, have developed and implemented a privacy policy and processes designed to uphold privacy rights of data subjects. In light of the constantly evolving landscape of privacy regulations and standards, the Company's legal department – through its dedicated privacy team – works closely with the Company's chief Information Security Officer (CISO) to develop and implement our privacy programs. Regular internal audits are conducted with the aim of ensuring compliance and staying ahead of shifting regulatory requirements. To further enhance our privacy framework, we appointed an internal Data Protection Officer (DPO) within Innoviz, and we have allocated dedicated internal resources to review and maintain our privacy compliance practices.

Our commitment extends beyond our organization. When applicable, we hold suppliers and service providers to high standards through agreements, applicable audits and assessments, and the inclusion of supplementary measures such as Standard Contractual Clauses (SCCs), enhanced Technical Organizational Measures (TOMs), Data Transfer Impact Assessments (TIAs) and pre-engagement, security and privacy questionnaires – designed to promote a sound data privacy ecosystem throughout our entire value chain.

We conduct periodic privacy awareness training and education sessions for our employees who handle personal information and provide them with specific guidelines to reinforce the importance of data security, individual roles and responsibilities, and the protection of sensitive information. Our approach is further supported through our TISAX® assessment, and during 2025 we obtained an upgraded certification level: TISAX® Assessment Information LA3, reinforcing our capability to meet stringent privacy and cybersecurity standards and strengthening stakeholder confidence.

Our Data Security Management System

Aligned with the global standards ISO/IEC 27001:2022 and TISAX®, our data security management system is a robust framework designed to reflect our commitment to high security standards in the automotive industry. We have mapped the types of information we collect across various Company processes, along with their intended purposes. This privacy risk assessment forms the foundation of our management system.

Our security measures include internal and external penetration tests conducted against a range of devices, taking into account different cyber risks, on an ongoing and periodic basis. These measures are designed to provide an additional layer of protection against potential cyber threats. We continuously monitor and work to strengthen our management system to help reduce the risk of data breaches. During 2025, we have not identified any cybersecurity incident that had a material impact, or is reasonably likely to have a material impact, on Innoviz, including on our business strategy, results of operations, or financial condition.



DATA PROTECTION IN ARTIFICIAL INTELLIGENCE (AI) USE

In 2025, we continued to evaluate and gradually embed AI tools across selected organizational processes, with the goal of improving efficiency and consistency while managing the associated risks. Our Use of Third-Party AI Policy (the "Policy"), originally adopted in 2024, updated during 2025 and being formalized in its current version during 2026, sets out the governance framework that applies to all Innoviz personnel.

Under the Policy, any new AI tool must be reviewed through a multi-disciplinary authorization process led by our Chief Information Security Officer and Legal team, with additional input from R&D, Innovation, IT, and Procurement, before approval for internal use. The review addresses cybersecurity standards, intellectual property and confidentiality arrangements, data privacy, and any third-party licensing restrictions. The Policy distinguishes between authorized tools, which may be used with Innoviz confidential information subject to specific guidelines, and non-authorized tools, which must not receive Innoviz confidential information or personal data.

The Policy prohibits the use of AI-generated output in software embedded in Innoviz products, reinforcing human oversight in production-critical work. It requires verification of all AI-generated content before use and prohibits granting consent for model training on Innoviz inputs.

All Innoviz personnel are required to complete periodic training on the Policy, delivered either through our HR platforms or directly by our Legal and IT-Security teams. Authorized tools are reviewed periodically for continued compliance with our standards and the Policy itself remains under ongoing review and discussion to reflect Innoviz's evolving needs and the developing AI landscape. Any suspected misuse or security incident involving an AI tool must be reported immediately to IT-Security and Legal for investigation in accordance with our incident response procedures.







DATA COLLECTION VEHICLES

Our commitment to protecting privacy extends to the validation phase of our products, in which our test vehicles utilize cameras to capture footage of their surroundings, allowing for comparison between the data collected by the cameras and our LiDARs. These cameras may pose a privacy risk, as they may inadvertently capture images of people in the vicinity while recording road footage. To support compliance and demonstrate our commitment, we have placed notices on our test vehicles that direct passersby to our Privacy Policy on our website. This Policy outlines the purpose of the data collection, the data subjects' rights, and provides contact information of our privacy officer to address any questions. We have implemented procedures designed to address data subjects' inquiries and support their ability to exercise their rights. This reflects our proactive approach to privacy during the product validation phase. As a general policy and as part of Innoviz's processes under our privacy compliance program, we conduct an annual review of our policies, including those applicable to our test and training vehicles - to help ensure they remain accurate, up to date, and compliant with applicable privacy laws and recent regulatory changes; accordingly, our Privacy Policy was reviewed and amended in October 2025. Once a LiDAR is installed in an end-customer's vehicle, Innoviz no longer has access to any data collected by the system.

ETHICS & COMPLIANCE

Our ethical culture is established through our Code of Conduct and Ethics, a comprehensive document that lays out the principles guiding our organization, supporting the trust we build and maintain with customers, suppliers, partners, and within our own team. The Code of Conduct and Ethics serves as a guide for all Innoviz team members, helping us make informed decisions in our everyday work.

Complementing the Code of Conduct and Ethics, is an extensive framework of policies, protocols, internal communications, and training programs designed to reinforce the ethical culture we aspire to cultivate. Our Code of Conduct and Ethics framework continued to operate as designed throughout 2025, with no reported incidents. We believe this underscores the strength of our ethical culture and the effectiveness of our internal processes.

All employees are required to acknowledge our Code of Conduct and Ethics as an integral part of their employment agreement, by actively signing the Code of Conduct and Ethics through a dedicated platform. Transparency is a core principle, and each new policy, whether ethical or professional, undergoes approval processes and is uploaded on our internal platforms, accessible to all employees.

As part of the Company's management commitment to ethics and compliance, we regularly strengthen our ethics and compliance efforts, including building programs and processes with respect to material laws (such as privacy, export controls, anti-bribery and corruption including FCPA, human rights, antitrust laws, code of conduct review and safety and environmental regulations), which apply to Innoviz and its partners (through contractual obligations, audit rights, mandatory disclosures, code of conduct for suppliers etc.). During 2025, as part of this effort, we established a dedicated Compliance Committee, which includes working-level stakeholders as well as senior management, and allocated appropriate resources to support these efforts.

Our commitment to ethical conduct is further emphasized through ongoing training sessions, including those focused on our Insider Trading Policy and annual sexual harassment awareness program, as well as targeted training sessions for relevant stakeholders, as necessary.

Additionally, we have implemented a whistleblower system, managed by our Internal Controls Director. This individual also oversees matters related to securities trading enforcement and provides a channel for employees to raise concerns.

We are committed to these ethical principles and to fostering a culture of integrity in support of our ability to meet regulatory requirements as part of our pursuit of responsible and sustainable business practices.

OUR ETHICS POLICIES

Our Code of Conduct and Ethics is the foundational document of our ethics framework, supported by a set of implementing policies that operationalize specific principles. These implementing policies include:

- Anti-Corruption Policy
- Insider Trading Policy
- Anti-Trust Policy
- Code of Conduct for Suppliers
- Business Amenities Policy
- Sexual Harassment Prevention Policy
- EHS (Environmental, Health, and Safety) Policy
- Whistleblower Policy

RESPECTING HUMAN RIGHTS

At Innoviz, we 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 the 'Protect, Respect, Remedy' Framework. Accordingly, we have put in place a comprehensive plan, supported by policies and internal processes, to identify potential human rights risks in advance, prevent and mitigate them before they materialize, and provide remedy if harm occurs.

Over the past year, and to the best of our knowledge, we have not identified any new potential risks related to human rights. We attribute this successful outcome to the measures we have implemented including policies, internal processes and contractual obligations placed on our suppliers. These measures are aligned with our approach, which from the outset has encompassed the monitoring and assessment of our own business, supply chain, production cycle, and the impact of our products on human rights. Therefore, our human rights policies are also included in our Code of Conduct for Suppliers.

Our policies address the following topics:

- Human rights and working conditions
- Working hours and working conditions
- Privacy
- No forced labor
- No child labor and young workers
- Responsible sourcing of materials
- Freedom of association
- Wages and benefits
- Health and safety
- Counterfeit parts

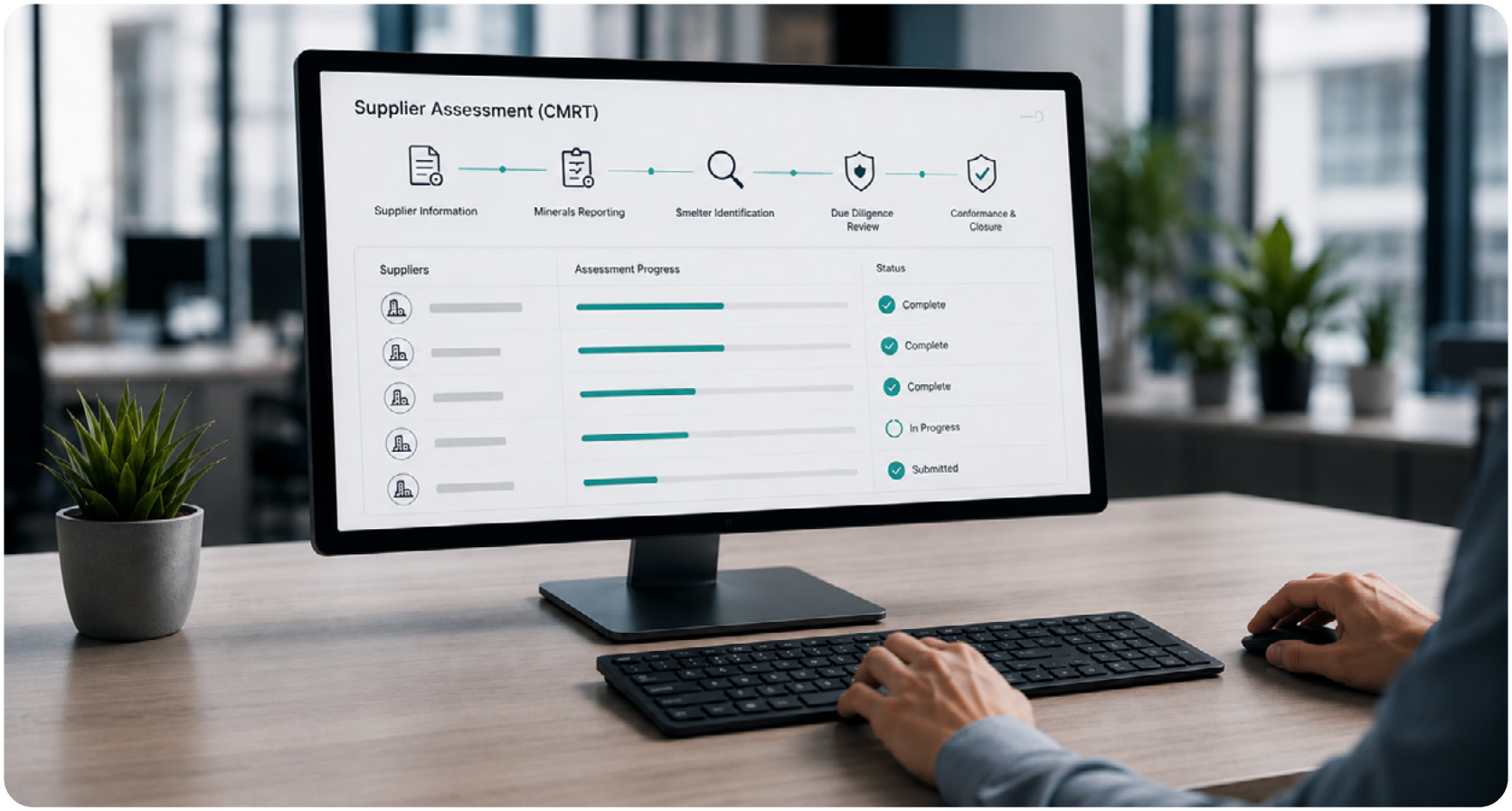
RESPONSIBLE MINERAL SOURCING

At Innoviz, we have committed to implementing a Conflict Minerals due diligence framework in alignment with Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance and Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Our framework prioritizes human rights, health, safety, and environmental protection across our supply chain. To support transparency and responsible procurement, we have adopted the standardized Responsible Minerals Initiative (RMI) Conflict Minerals Reporting Template (CMRT), which we use annually to map and monitor our suppliers' practices.

In 2025, we surveyed 99 of our direct suppliers using the CMRT, with 96.97% providing complete responses.

Through this process, we identified 256 smelters and refiners of 3TG (tantalum, tin, tungsten, and gold) in our extended supply chain. Based on the information received from our suppliers and the Responsible Minerals Initiative's Responsible Minerals Assurance Process (RMAP) designations, we have no reason to believe that any of these smelters or refiners financed or benefited armed groups in the Democratic Republic of the Congo or adjoining Covered Countries. Innoviz also does not source directly from Russia and complies with applicable international sanctions regarding shipments to and from Russia.

Our annual Form SD and Conflict Minerals Report for fiscal year 2025 were filed with the SEC on May 27, 2026, and are available on our investor relations website.



SUSTAINABLE SUPPLY CHAIN

Our Supply Chain Management

2025 was a significant year in the development of Innoviz's supply chain, marking a transition from a design-led phase to production readiness as we prepare for the start of serial production as a Tier-1 supplier. During the year, we expanded supplier identification, selection, onboarding, and qualification activities to support industrialization and ramp-up planning. In parallel, we continued building and formalizing our supply chain management infrastructure - governance, processes, controls, and supplier oversight - designed to embed sustainability, social, and governance considerations from the outset and to operate in alignment with applicable industry standards as we move into scaled production. To strengthen supplier quality oversight and collaboration, we implemented a new quality management system for our key suppliers. This system enables efficient communication, facilitates structured data exchange, and supports closer tracking of quality KPIs. By centralizing supplier quality data, the system helps us identify potential quality issues earlier, track supplier performance trends, and drive continuous improvement across our vendor network.

Vendor Evaluation and Partnership Establishment

Sustainability is a core element of how we evaluate and engage with our vendors. From the outset of any potential supplier relationship, we seek to ensure alignment with our standards and values.

As part of our vendor evaluation process, we request relevant sustainability information from prospective suppliers and factor it into our engagement and decision-making considerations. Our standard Master Service Agreement (MSA), which forms the contractual basis for our supplier engagements, includes specific provisions addressing key sustainability aspects relevant to our manufacturing needs. These include, among others, environmental management, human rights, and regulatory compliance – designed to support sustainability principles across our supply chain.

Additionally, our Code of Conduct for Suppliers outlines the broad range of expectations we hold for our partners across our value chain. These standards include fair labor practices, environmental responsibility, and the protection of human rights. Applicable suppliers of product-related materials are required to sign the Code of Conduct for Suppliers as part of their onboarding process.

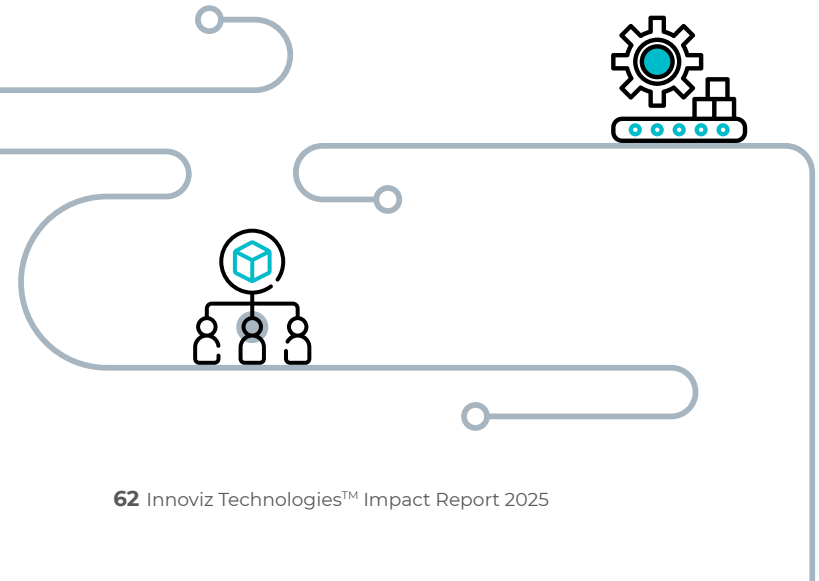


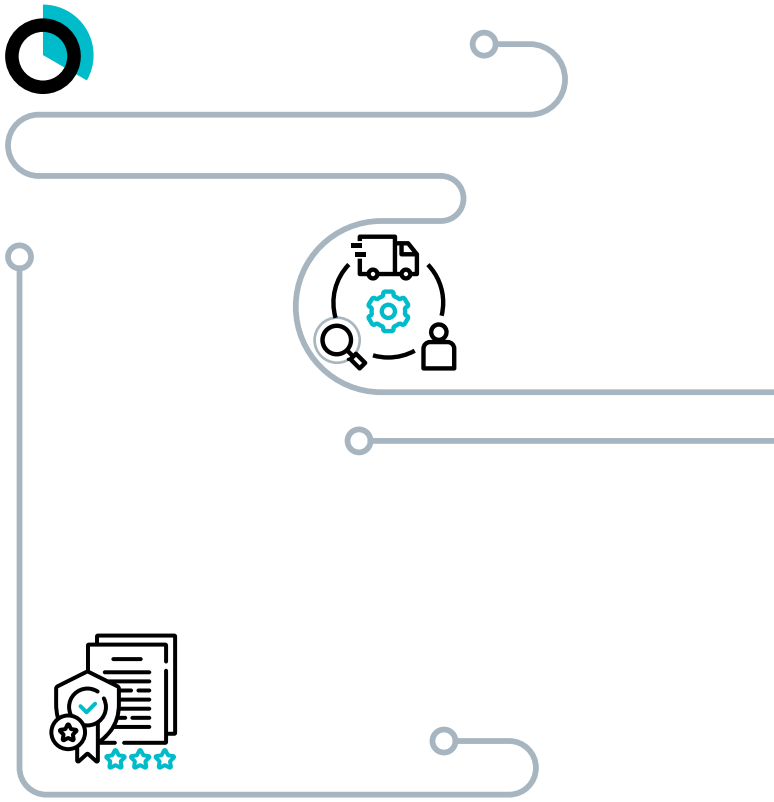
Compliance and Quality Standards

We expect our supply chain partners to align with applicable legal requirements and recognized industry regulations and standards relating to sustainability, social responsibility, and governance. As our supplier sustainability and governance processes continue to evolve, we are establishing and strengthening expectations, controls, and assessment mechanisms designed to support our supply chain partners' alignment with labor laws, environmental regulations such as RoHS, REACH and conflict minerals regulations, export control laws, and data privacy and information security requirements- enhancing transparency and accountability across our network.

As part of our ongoing supplier management, we conduct quality audits. These audits, conducted by experienced professionals, are designed to help ensure that both we and our partners maintain high standards, in accordance with our Code of Conduct for Suppliers, while fostering a culture of continuous improvement, open communication, and mutual commitment and collaboration.

Information security is a key area of focus in our supply chain. We require applicable direct suppliers to sign a Data Protection Addendum and to participate in a cyber risk assessment process (TIA). In addition, we evaluate suppliers' certifications and their adherence to applicable industry security standards, enabling us to assess the adequacy of their data protection measures and help safeguard shared data and assets.





Supply Chain Resilience

Resilience is a key consideration in the management of our supply chain. As part of our supplier evaluation process, we verify that our key suppliers maintain a Business Continuity Plan (BCP) that addresses a range of resilience-related factors at vendor sites, including their exposure to physical climate risks, such as floods, wildfires and power outages. Confirming that these contingencies are documented and maintained by our suppliers is important for supporting long-term operational continuity and enhancing supply chain stability, particularly as climate-related disruptions become increasingly frequent and impactful.

Serial Production Readiness

We are advancing our serial production readiness through our contract manufacturing partners, including the preparation and qualification of manufacturing facilities to support volume production as customer demand increases.

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 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
Product Security	Discussion and Analysis	n/a	Description of approach to identifying and addressing data security risks in products.	TC-HW-230a.1	Data Privacy & Cybersecurity Page 56
Employee Diversity & Inclusion	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	Inclusive Culture Page 31
Product Life Cycle Mgmt.	Quantitative	Percentage (%)	Percentage of products by revenue that contain IEC 62474 declarable substances.	TC-HW-410a.1	N/A
	Quantitative	Percentage (%)	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.	TC-HW-410a.2	Innoviz is committed to compliance with national laws and global regulations (EU RoHS, REACH, etc.) and conducts rigorous pre-inspection and post-management of all parts and raw materials used in products. Please refer to Page 38 for Innoviz's efforts in managing hazardous substances.
	Quantitative	Percentage (%)	Percentage of eligible products, by revenue, meeting ENERGY STAR® criteria.	TC-HW-410a.3	Energy efficiency is a key focus in the development of the InnovizThree series. To learn more about the series and how the products are more energy-efficient, see Page 13.
	Quantitative	Metric tons (t), Percentage (%)	Weight of end-of-life products and e-waste recovered, percentage recycled.	TC-HW-410a.4	Our products have not yet reached their end of life.

Table 1. Continue

Topic	Category	Measure Unit	Accounting Metric	SASB Code	Reference
Supply Chain Mgmt.	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	N/A See elaboration on our sustainability management in the supply chain in Responsible Procurement Pages 60, 61
	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	N/A See reference in Responsible procurement Pages 60, 61
Materials Sourcing	Discussion and Analysis	n/a	Description of the management of risks associated with the use of critical materials	TC-HW-440a.1	Product Sustainability Page 38 Responsible Procurement Pages 60, 61

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	N/A
Quantitative	Square feet (ft2)	Area of manufacturing facilities	TC-HW-000.B	N/A
Quantitative	Percentage (%)	Percentage of production from owned facilities	TC-HW-000.C	N/A

* 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, the products and solutions offered by Innoviz, the anticipated technological capability of Innoviz's products, the markets in which Innoviz operates, Innoviz's projected future operational and financial results, and 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", "future", "opportunity", "plan", "may", "should", "will", "would", "continue", "will be", "will continue", "will likely result", 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 products and 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 report, including but not limited to the ability to implement business plans, forecasts, and other expectations, the ability to achieve broader market adoption of Innoviz's products and solutions, the ability to convert design wins into definitive orders and the magnitude of such orders, the ability to identify and realize additional opportunities, the ability to maintain and scale initial deployments into long-term commercial relationships, potential changes and developments in the highly competitive LiDAR technology and related industries, Innoviz's expectations regarding the impact of geopolitical developments in the Middle East including the evolving conflict in Israel on its ongoing operations, changes in applicable laws or regulations, including those relating to environmental matters, and market conditions and global and economic factors beyond our 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, 2025 filed with the U.S. Securities and Exchange Commission ("SEC") on March 4, 2026 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.

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.

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