



Sustainability Report 2024

Now.Next.Beyond.

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A Message from Our CEO



A Message from Our CEO

More than two decades ago, I founded Mobileye on the belief that computer vision technology could help prevent automobile crashes and save lives. From that simple idea, a new global automotive product safety category was born.

In the 18 years since we shipped our first product, more than 200 million vehicles have been equipped with Mobileye's life-saving technology. And during that time, our purpose has evolved and widened – from collision-avoidance to fully autonomous driving and a spectrum of products in between. While the core of our business today is making human-driven cars safer, we are working tirelessly to bring about a future of autonomously driven vehicles. It's a future where everyone has access to mobility services. Where congestion is seen only in history books. Where we get hours of time back in our days because we are not focused on driving. And it's my sincere hope that it's a future where autonomous vehicles can reduce vehicle-related injuries and fatalities in a transformative way.

In Mobileye's 2024 Sustainability Report, we continue to demonstrate our ESG strategy as a public company —our efforts to create a safer, more sustainable world, enabled by our world-class employees. Our Global Headquarters, which we were proud to unveil as LEED Platinum, one among only a handful of other corporate developments of its kind in Israel—continues to make an impact through efficient resource usage and enables our company to set an example.

Since Mobileye pioneered Advanced Driver Assistance Systems (ADAS), many companies have joined the pursuit of collision avoidance and autonomous driving technologies. But Mobileye's approach is different. We believe – and always have – that our technology must be affordable, so everyone can benefit. We believe it must be best-in-class so consumers will demand it. We believe technology that targets accident prevention should work on the vast majority of roadways – not just cities and well-traveled highways. These concepts of scalability and availability add to the complexity of the problems



Photo credit Omer Hacoen

we're working to solve. But we believe they are crucial to avoid the "science experiment trap" that entangles so many technology startups struggling to move from prototype to mass production.

By doing the hard work now, we can more easily move from the lab to the streets. And our approach is working; we are actively working with more than 50 automakers, and Mobileye's ADAS technology has been installed in hundreds of makes and models of vehicles worldwide.

We started small with a single monocular camera and computer vision algorithms to enable a machine to "see" and "interpret" the environment as humans do. We are nearly 4,000 employees strong, with operations in eight countries. We have built complex artificial intelligence software and silicon solutions. Our technology has been deployed in over 200 million vehicles, with their precious cargo of drivers and passengers benefiting from our industry-leading ADAS technology.

By 2030, we expect Mobileye driver-assistance systems to be deployed in millions more vehicles globally. We believe that we are positioned to deliver advanced ADAS and autonomous driving solutions that promise a step-change in automotive safety and more efficient transportation, including both Mobileye-powered mobility-as-a-service vehicles and consumer-owned autonomous driving vehicles. And Mobileye will be well on the way to delivering the future I first envisioned more than two decades ago.

I am incredibly proud of the work we've done so far, but there is much to do to make road accidents and fatalities a thing of the past while delivering the transportation systems of the future. I have made these challenges my purpose and remain all-in on the opportunity and the challenge.



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About Mobileye

- 2.1 Our Vision and Mission
- 2.2 Mobileye Values and DNA
- 2.3 Key Milestones
- 2.4 Key Company Metrics
- 2.5 Paving the Road to Autonomous Driving
 - An Overview of Our Solutions
 - Technology Building Blocks



About Mobileye¹

Mobileye's Story - Now.Next.Beyond. – Bringing the benefits of self-driving tech to everyone, everywhere

Mobileye is a leader in the development and deployment of Advanced Driver Assistance Systems (ADAS) and autonomous driving technologies and solutions. Since its founding in 1999, Mobileye has been harnessing world-renowned expertise in computer vision, artificial intelligence, mapping, and data analysis. We pioneered ADAS technology more than 20 years ago and have continuously expanded the scope of our ADAS offerings, while leading the evolution to autonomous driving solutions.

1. The sections of this "About Mobileye" company profile are derived from our 2024 Annual Report on Form 10-K and speak as of February 13, 2025, unless another date is indicated, are truncated and summary in nature, and do not reproduce exactly or in full the disclosures from that report. For a full discussion of Mobileye's business, financial results, and the topics addressed in this company profile, please review our 2024 Annual Report on Form 10-K.





Our Vision

Mobileye was founded on a simple but radical idea: a single, inexpensive sensor, the camera, could be the basis for life-saving technology. Millions of vehicles later, Mobileye continues to lead the mobility revolution by harnessing world renowned, road-proven expertise in computer vision applications, machine learning and artificial intelligence-based software, mapping, purpose-built hardware, and data analysis.



Our Mission

Our mission is to bring the safety and convenience benefits of self-driving tech to everyone, everywhere. Our cost-efficient and scalable technology enables a complete portfolio of Advanced Driver Assist (“ADAS”) and self-driving system autonomous vehicle (“AV”) solutions that are set to define the continued evolution of automotive safety and autonomous mobility.



Mobileye Values and DNA



Save Lives

The value of life above all other considerations.



Care

We enable accessible mobility.
We protect the environment.



Evolution as Revolution

Creating the autonomous future,
leap by leap.



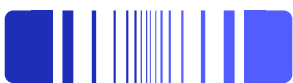
Geek Proud

Our technology and problem-solving tackles the toughest challenges facing the industry.



Outside the Bounding Box

Solutions often seem unlikely or impossible. Until they aren't.



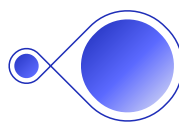
Now. Next. Future.

Pioneering the future without losing sight of today and tomorrow.



Live the Dream. Stay Humble.

We are coding a new reality. We are also understated, and work as a team.

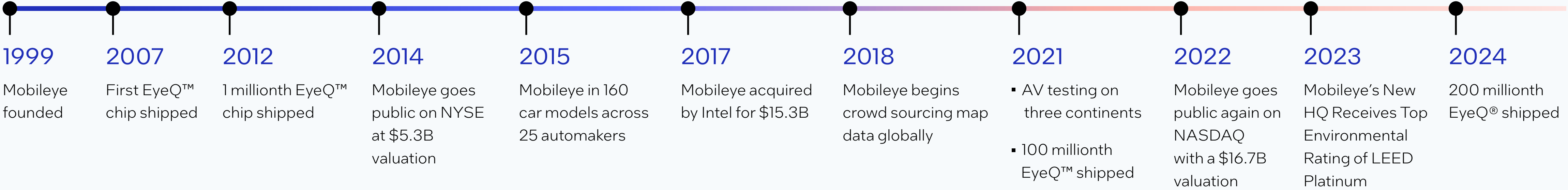


Never Too Small

Each person's individual contribution can make an outsized impact.



Key Milestones





Key Company Metrics

FY24 revenue **\$1.7B**

Global reach with operations in:
Jerusalem, Tel Aviv, Haifa, Petach Tikva, Detroit, Dusseldorf,
Munich, Koblenz, Tokyo, Beijing, Ningbo and Shanghai

Approximately **3,900**
employees operating across
eight countries

More than 50
Original Equipment Manufacturers (OEMs) worldwide for
implementation of our ADAS solutions

382 U.S. Patents
and **74** European Patents,
as of December 28, 2024

29 million
EyeQ™ System-on-a-chip (SoC) and SuperVision™
systems shipped in 2024

As of December 28, 2024, our solutions have been installed in over
1,200 vehicle models²
and our System-on-Chips (“SoCs”) had been deployed in approximately
200 million vehicles



● AV Testing & Development Sites ● Offices

2. Including local country, year, and other vehicle model variations.



Paving the Road to Autonomous Driving

Mobileye is leading the evolution from assisted to autonomous driving. **ADAS** is a term for technological features that make driving safer, easier, and/or more comfortable. ADAS systems use a combination of sensors and software to help drivers avoid hazards, reduce errors, and promote road safety, laying the foundation for **autonomous driving vehicles**, which will allow operation of vehicles without the direct control of the driver.

Mobileye has defined four levels of autonomy, analogous to the five SAE levels that make up functional driving automation:

HANDS-ON / EYES-ON



This category includes all basic driver assistance functions, such as Autonomous Emergency Braking (“AEB”) and Lane Departure Warning (“LDW”). The driver is still responsible for the overall task of driving, while the system supports the human driver.

HANDS-OFF / EYES-ON



This refers to premium driver assistance functions that allow the driver to experience hands-free driving while the driver must still monitor the vehicle.

HANDS-OFF / EYES-OFF



The system controls the driving function within a specified Operational Design Domain (“ODD”) without the need for the human driver to monitor driving. If the ODD is exceeded and the driver does not reassume control, the system is capable of performing a full Minimum Risk Maneuver (“MRM”) and safely stopping at the roadside.

NO DRIVER



When no human driver is present, e.g., in a robotaxi, the monitoring role of the in-cabin human is replaced by a teleoperator who can intervene to resolve non-safety-related situations.



An Overview of Our Solutions

Our portfolio of solutions is built upon a comprehensive suite of purpose-built software and hardware technologies designed to provide the capabilities needed to make the future of ADAS and autonomous driving a reality. These technologies can be harnessed to deliver mission-critical capabilities at the edge and in the cloud, advancing the safety of road users, and revolutionizing the driving experience and the movement of people and goods globally.

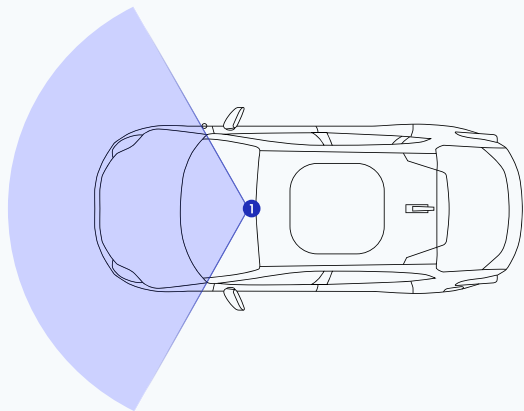
Base Driver Assist

HANDS-ON / EYES-ON

1 Camera:

- 100° / 1.7MP | 120° 8MP

1xEyeQ™ 4M/5M/6L



Mobileye’s Base Driver Assist, powered by our purpose-built **EyeQ™ system-on-chip**, brings our Advanced Driver Assistance Systems to millions of vehicles on the road today. Our EyeQ™ SoC provides drivers with basic safety features covered by front facing sensing, such as collision warning, lane departure warnings, pedestrian and cyclist collision warning, headway monitoring and warning, speed limit indicator, and blind spot detection.

Cloud-Enhanced Driver Assist

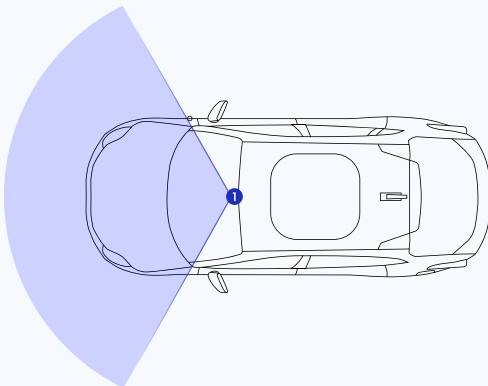
HANDS-ON / EYES-ON

1 Camera:

- 100° / 1.7MP | 120° 8MP

1xEyeQ™ 4M/5M/6L

REM™ Cloud



Mobileye Cloud-Enhanced Driver Assist™ leverages crowdsourced data from millions of Mobileye-equipped vehicles around the globe every day, providing high-level localization through continuously updated information about the driving scene. It provides a safer, smoother, and more natural driving experience – marking a software defined leap in ADAS performance with no need for additional hardware.

Surround Driver Assist

HANDS-OFF / EYES-ON

6 Cameras:

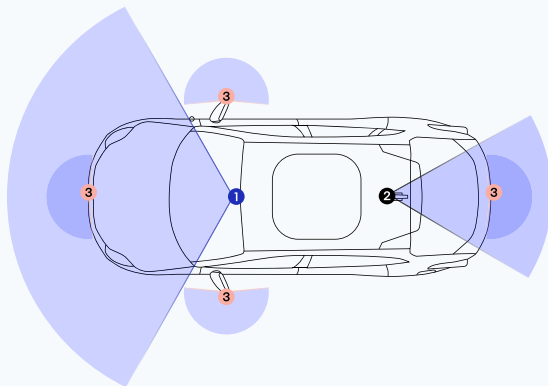
- 2 Long-Range Cameras 8MP (Front & Rear)
- 4 Short-Range Cameras 3MP

5 Radars

REM™ Cloud

DMS Required

ECU based on 1 x EyeQ™ 6H



Building on our ADAS expertise and the core of our single-camera Cloud Enhanced product offering, we offer the ability to meet expanded late-decade active safety requirements through the utilization, analysis, and processing of additional surround perception sensors. Additionally, the product offers hands-off, eyes-on functionality for the Highway ODD by adding features like Automatic Lane Change, Front and Rear Collision Avoidance, Traffic Jam Assist, and a Highway Pilot function up to 130 KPH with the fidelity of a six camera, up to five radar sensor suite.

* Sensor configurations above are illustrations of camera array reference diagrams and do not include all relevant sensor types by product category.



Mobileye SuperVision™

HANDS-OFF / EYES-ON

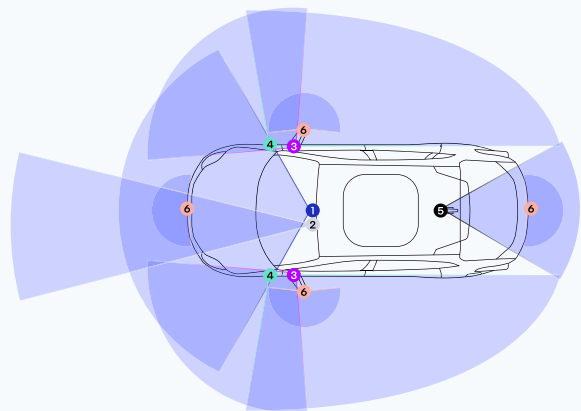
- 11 Cameras:
- 7 Cameras 8MP
 - 4 Short-Range Cameras 3MP

1 Front Radar (optional)

REM™ Cloud

DMS Required

ECU - 2 x EyeQ™ 6H



The next generation of driver-assist – hands-free but eyes-on. Mobileye SuperVision™ is our most advanced driver-assist system on the market and the ‘bridge’ to consumer AVs. It is designed to handle standard driving functions across various road types, offering the “hands-off” navigation capabilities of an autonomous vehicle under certain ODDs, while still requiring the driver to pay full attention and keep eyes on the road. Derived from our AV research and development, Mobileye SuperVision™ leverages surround vision and more to offer a bridge to autonomous capabilities.

Mobileye Chauffeur™

HANDS-OFF / EYES-OFF

- 11 Cameras:
- 7 Cameras 8MP
 - 4 Short-Range Cameras 3MP

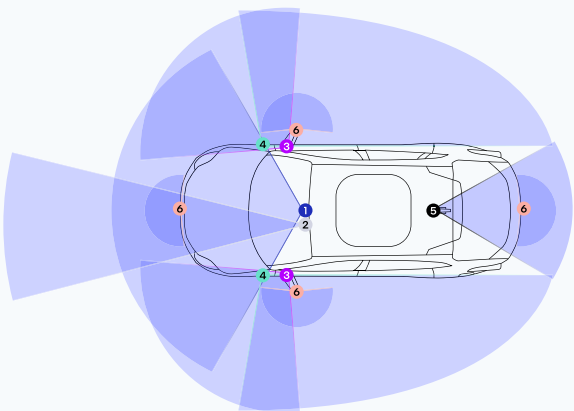
Surround Radars
Highways only

1 Front Lidar

REM™ Cloud

DMS Required

ECU - 3 x EyeQ™ 6H



Mobileye Chauffeur™ is our geographically scalable hands-off/ eyes-off solution for consumer vehicles in a gradually expanding ODD, combining computer vision technology with surround imaging radars and front lidar. It is a self-driving system designed to turn a human-driven vehicle into an consumer AV automated driving system and thus reduce the human error factor.

Mobileye Drive™

DRIVERLESS SERVICES

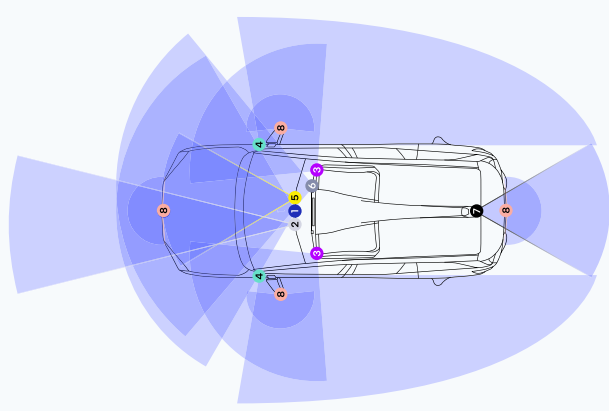
- 13 Cameras:
- 9 Cameras 8MP
 - 4 Short-Range Cameras 3MP

Surround Imaging Radars

Lidars

REM™ Cloud

ECU - 4 x EyeQ™ 6H



Mobileye Drive™ is our end-to-end self-driving system that enables automakers, public transportation companies, and transportation network operators to offer a no-driver solution for robotaxis, ride-pooling, public transport, and goods delivery. Our turnkey self-driving solution offers a more advanced ODD that can turn various vehicle configurations and services autonomous. Already being integrated, and in the development, testing and validation stages in autonomous public transit, autonomous goods delivery, and autonomous mobility-as-a-service – across industries and around the globe.

* Sensor configurations above are illustrations of camera array reference diagrams and do not include all relevant sensor types by product category.



Technology Building Blocks

Leveraging decades of experience as a technology leader for sensing and perception solutions for the automotive industry, our efforts are focused on building highly scalable and cost-efficient autonomous solutions.



Computer Vision Processing


Mobileye leverages deep expertise in AI-driven computer vision to deliver highly accurate and efficient ADAS solutions, primarily through advanced camera systems. Our technology supports both monocular and multi-camera configurations, enabling a comprehensive 360-degree vehicle view. Continuous innovation in camera processing and neural networks has established Mobileye as a leader in precision and performance for automotive safety.



Road Experience Management™

REM™ uses crowd-sourced data from millions of vehicles to create and update high-precision digital maps, supporting advanced driver assistance and autonomous systems. This cloud-based mapping system delivers centimeter-level detail and real-time intelligence to vehicles, enhancing situational awareness and safety. Mobileye Roadbook™, our crowd-sourced, high-precision maps from roads around the world, aggregate both static and dynamic road information, ensuring up-to-date guidance for autonomous driving.

Our technology platform, which includes our software and hardware intellectual property, is based on five key technology enablers:



Compound Artificial Intelligence Systems, including True Redundancy™

Mobileye’s Compound AI architecture integrates multiple layers of redundancy and abstraction to maximize precision and safety in real-world driving scenarios. Our True Redundancy™ approach fuses independent vision and radar/lidar subsystems, reducing risk and improving reliability. This multi-faceted system supports a robust validation framework, aiming to surpass human driving safety standards.



Next Generation Imaging Radars

Mobileye’s in-house imaging radar technology complements camera systems with high-resolution, cost-effective sensing, offering independent failure modes and rich point-cloud data. These radars provide performance comparable to lidar, with far higher resolution and significantly more dynamic range than traditional radar, supporting scalable autonomous vehicle deployment.



Purpose-Built EyeQ™ SoCs

The EyeQ™ family of system-on-chips (SoCs) underpins Mobileye’s ADAS and AV solutions, delivering high-performance, energy-efficient compute acceleration tailored for automotive applications. These scalable chips enable flexible ECU architectures, meeting diverse safety and functionality needs across vehicle platforms. EyeQ™ SoCs support everything from basic ADAS to advanced, multi-SoC autonomous systems, driving our advantage in AV solutions.

These five pillars form the core of our platform, which is highly versatile and customizable, and we intend to deploy them with increasing functionality to continue to enhance our market leading ADAS solutions and lead the evolution to autonomous driving solutions.



Our technologies are driving the advanced driver assistance systems (ADAS) and autonomous vehicles (AV) fields towards the future of mobility – enabling self-driving vehicles and mobility solutions, powering industry-leading advanced driver assistance systems and delivering valuable intelligence to optimize mobility infrastructure.

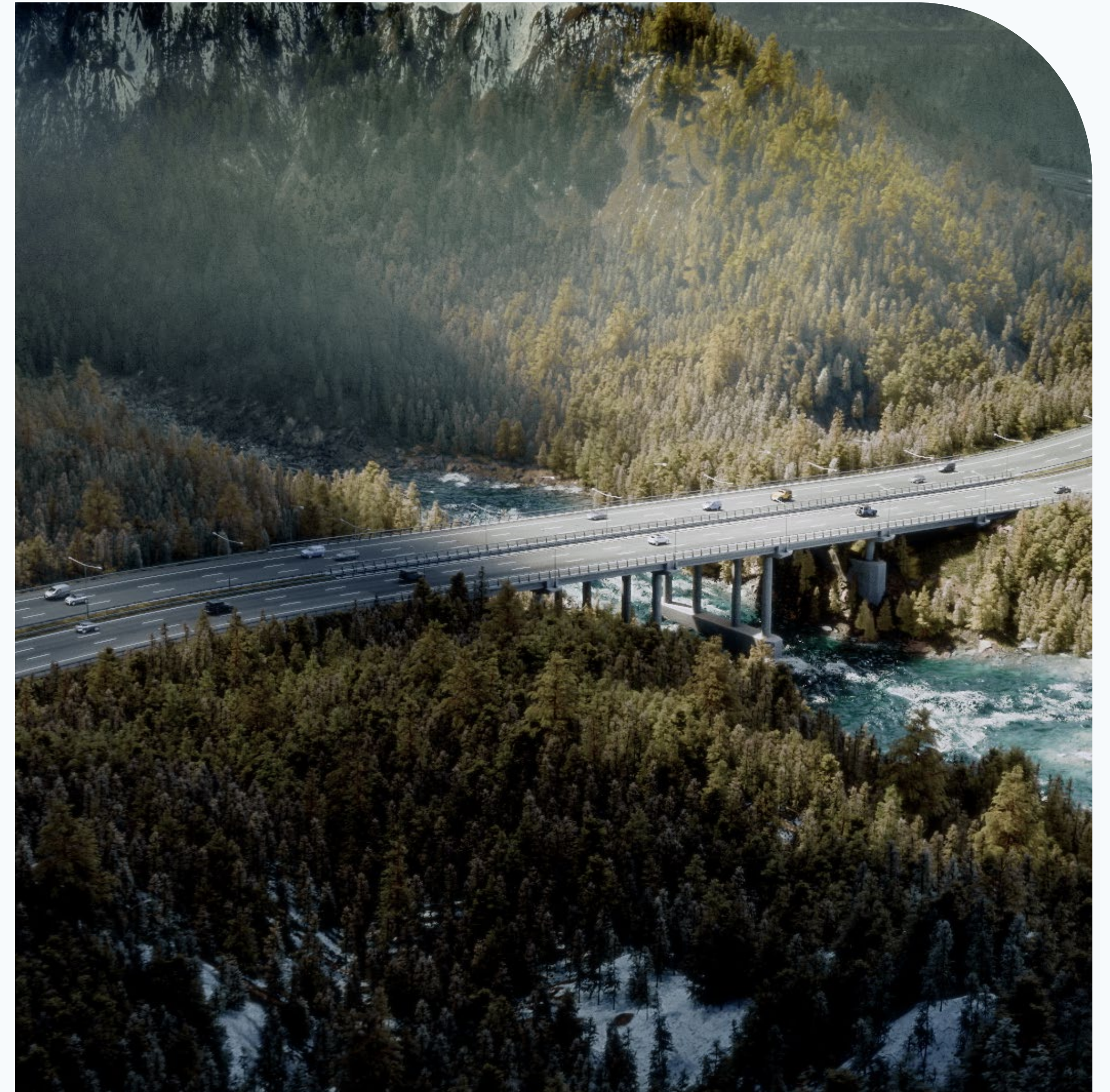


Alignment with the UN Sustainable Development Goals (SDGs)

Alignment with the UN Sustainable Development Goals (SDGs)

In 2015, the United Nations Member States defined 17 Sustainable Development Goals (SDGs).

The SDGs are a blueprint aimed to achieve a better and more sustainable future by 2030. They outline the actions required to create sustainable growth and a better future, including ending poverty, tackling climate change, and fighting inequality and injustice. As an innovator, Mobileye aims to develop pioneering solutions which make safe mobility technologies broadly accessible.





We have identified the following SDGs in which we believe we can have a significant impact:



Reducing road accidents and fatalities

By prioritizing safety through innovative driver-assistance systems, we contribute to road safety, and to reducing accidents and fatalities. Leveraging our ADAS systems paired with our proprietary safety methodology, our solutions reduce human error and contribute significantly to road safety. Our technology improves the health and well-being of drivers, passengers, and other road users.



Driving innovation in mobility solutions

Mobileye’s pioneering developments in autonomous vehicle technologies address emerging mobility challenges, while also enhancing the development of autonomous vehicle technology infrastructure in our ecosystem. Mobileye is at the forefront of thought leadership and technological development for mobility innovation.



Promoting safer cities

Our systems generate vast amounts of data that can be used to analyze traffic patterns, identify high-risk areas, and implement safety interventions, while also helping to optimize the planning of city infrastructure, and improve traffic flow efficiency. This facilitates the development of smart cities. In addition, we are developing shared autonomous transportation solutions which can help to reduce road congestion, and provide mobility options for those who are unable to drive.



Fostering the technological talents of the future

Through collaboration with local academic institutions and organizations, Mobileye supports the next generation of technology innovators. We extend our professional expertise to various communities and create more opportunities for tech education. Our experts are involved in various community outreach initiatives to support education and give back to local communities, fostering technological development through championing STEM in learning environments.



About This Report

About This Report

Mobileye is proud to release its 2024 sustainability report, continuing to reflect our sustainability journey.

This report highlights our dedication to social and environmental responsibility, details the advancements of our sustainability initiatives, and reinforces our commitment to open and transparent communication.

This year's report presents the environmental, economic, and social impacts of our autonomous mobility technologies and of our operations alongside our activities to lower negative impacts and make positive contributions to our surroundings.

Adhering to leading non-financial disclosure standards, this report follows the Sustainability Accounting Standards Board (SASB) guidelines for the Auto Parts industry and Software & IT Services, selectively applying standards relevant to our business as detailed in the appendix.

Covering Mobileye's worldwide operations, this document provides a detailed account of our 2024 activities and their impacts. Any figures

included are true to December 28th, 2024 unless otherwise stated and any discrepancies between this report, Mobileye's 2024 Annual Report on Form 10-K defer to the latter's authority.

We eagerly invite and appreciate your feedback on this report and our sustainability efforts. For comments, questions, or clarifications, please feel free to reach out to Mobileye's Chief Communications Officer at esg@mobileye.com.

Your insights are invaluable as Mobileye continues to navigate its path toward a more sustainable and responsible future.





Our ESG Journey

5.1 ESG Focus Areas

Our ESG Journey

2024 marked a milestone year for environmental and social responsibility at Mobileye through the development of formal ESG management structures and the progression of many of our responsibility initiatives. We are proud to report that in 2024, our new ESG Manager was appointed.

The ESG Manager oversees ESG processes holistically, strategizing and executing initiatives in collaboration with key stakeholders. They are also the central point of contact for all departments across the company, allowing for them to efficiently monitor progress and foster collaboration between departments. Additionally, the appointment of an ESG manager allows us to better identify global trends and changes in industry standards, and improve our alignment with developing regulations.

In addition to the appointment of an ESG manager, ESG functional leads were maintained within every department at Mobileye and act as the primary representatives within their functions. This drives ESG implementation in all areas of operation, helps identify and address gaps and risks in each department, and ensures compliance with relevant regulations and standards. This initiative allows for smoother organizational communication and

contributes key expertise from each department to our ESG objectives. Finally, our ESG committee, a forum composed of representatives from the communications department, the ESG manager, ESG functional leads across departments, and senior management, provides strategic direction and oversight into ESG initiatives, ensuring that our goals are aligned with corporate strategy and stakeholder expectations. The committee draws on a broad range of expertise and members are engaged on an as-needed basis, ensuring that input is relevant and aligned with the specific focus of each initiative.

Our ESG Management initiatives represent a key advancement in our ongoing commitment to enhancing environmental and social sustainability and demonstrate our dedication to responsible ESG stewardship.





ESG Focus Areas

We conducted a dedicated analysis to identify and prioritize areas of focus for our sustainability efforts according to our business objectives and the expectations of the industry in which we operate. This process included direct engagement with our main stakeholders, i.e., our customers, our investors, employees, regulators and other governmental entities, as well as independent research to align our ESG activities with their expectations

Conclusions from this process were consolidated into a list of key focus areas around which Mobileye centers its ESG and sustainability efforts. This list is continually verified and updated according to the fast-changing landscape of sustainability in the automotive industry.





Creating Meaningful Impact Through Innovation

6.1 Promoting Safe Mobility

- The broad spectrum of Mobileye solutions
- Our solutions put safety first
- Mobileye's Safety Methodology for AVs

6.2 Quality and Product Stewardship

- Quality Management System and Governance
- Quality Partnerships

6.3 Data Privacy and Cybersecurity at Mobileye

- Elevating Cybersecurity at Mobileye
- Cybersecurity Governance
- Data Privacy Policies
- Fostering a Culture of Privacy & Cybersecurity

6.4 Innovation through Artificial Intelligence



Creating Meaningful Impact Through Innovation

Guided by a mission to make the safety and convenience benefits of self-driving technology accessible to all, Mobileye offers a comprehensive portfolio of ADAS and AV solutions. The Company's vision, rooted in its original belief that a single camera could revolutionize safety technology, has made it a leader in the mobility revolution. Leveraging expertise in computer vision, machine learning, and data analysis to enhance automotive safety and autonomous mobility, Mobileye strives to positively impact people's everyday routines and contribute to solving safety challenges.





Promoting Safe Mobility

Mobileye is at the forefront of developing and implementing cutting-edge ADAS and autonomous driving technologies. Our ADAS technologies include applications such as forward collision warning, lane departure warnings, pedestrian and cyclist collision warning, headway monitoring and warning, intelligent speed assist, and blind spot monitoring. These safety features alert drivers to potential hazards and in the event of a detected collision, can automatically employ safeguards like autonomous emergency braking. Our solutions are AI-powered vision systems, which consist of sensors, such as cameras and in some cases integrate radar and lidar, paired with software, which utilize algorithms and artificial intelligence techniques to interpret visual data captured by these sensors. This enables real-time data exchange and accurate identification of objects and ultimately complete environmental perception, including pedestrians, lane markings, and traffic signs. Our technology’s complete environmental perception facilitates smoother traffic flow and reduces the likelihood of accidents.

Vehicles equipped with collision avoidance

systems, which are derived from and a part of ADAS technologies, have demonstrated a measurable track record of reducing collisions. A study on real world effectiveness of ADAS systems conducted by the Partnership for Analytics Research in Traffic Safety³ (PARTS) shows that vehicles fitted with advanced driver assistance and the accompanying applications provide an advantage over vehicles without the system. According to their extensive research, systems with interventions such as lane departure warnings showed statistically significant reductions in single-vehicle road departure crashes, and ADAS systems such as Automatic Emergency Braking are able to reduce collisions by up to 52%. Additionally, PARTS found that ADAS collision avoidance statistics have improved over time, indicating that advancements in ADAS systems have yielded tangible benefits.

Beyond direct savings from collision prevention, driving with a collision avoidance system has proven to lower fuel consumption, thus reducing fuel expenditures and contributing

to the reduction of emissions associated with fuel combustion⁴. ADAS plays a central role in automotive safety today, yet we envision a future that goes further - of mobility on a path to fully autonomous vehicles. The advent of AVs holds promise for a future where human error, a major factor in road accidents, is significantly reduced. Our journey to fully autonomous vehicles involves developing an autonomous driving solution capable of navigating any environment, with verifiable decision-making processes and actions. Achieving full autonomy demands substantial data, a robust technology platform, compliance with global regulatory standards, and cost-effective production to enable scale – challenges we are actively addressing in our ongoing development and products.

3. A Study on Real-world Effectiveness of Model Year 2015–2023 Advanced Driver Assistance Systems. mitre.org. <https://www.mitre.org/sites/default/files/2025-01/PR-25-0114-Study-Real-world-Effectiveness-Model-year-2015%E2%80%932023-ADAS.pdf>

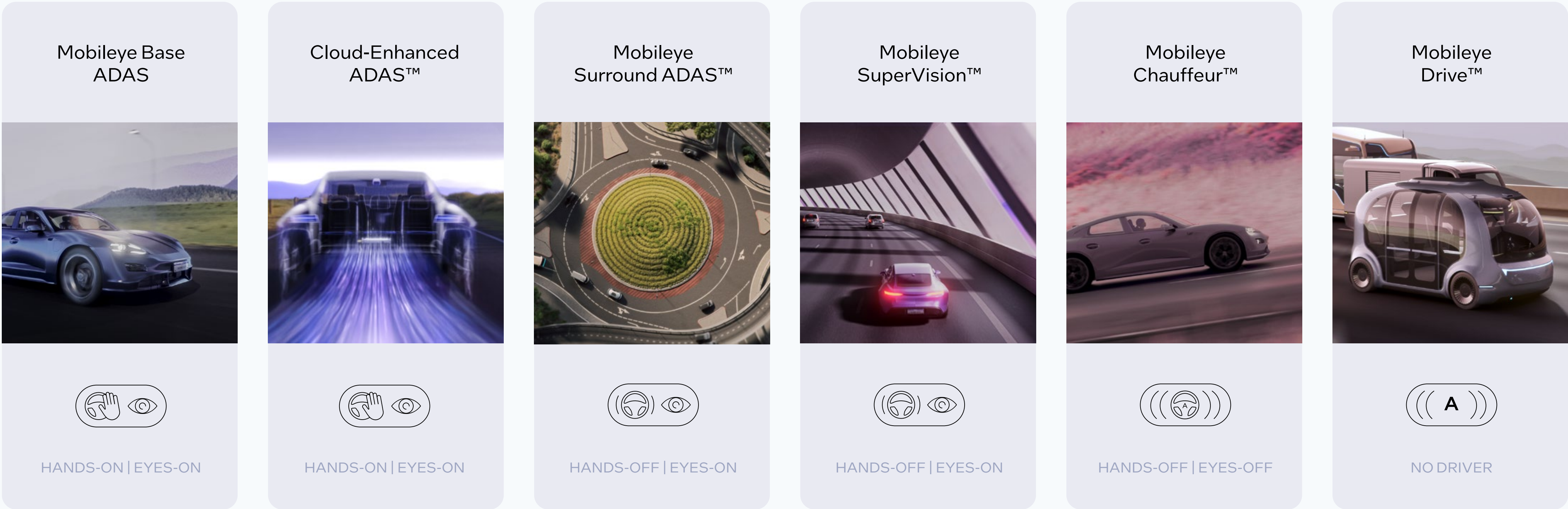
4. Group, S. M. (2023, March 17). Improving vehicle fuel economy with Adas. Tech Briefs. <https://www.techbriefs.com/component/content/article/34414-improving-vehicle-fuel-economy-with-adas>





The broad spectrum of Mobileye solutions

DRIVER-ASSIST



AUTONOMOUS

Mobileye Surround ADAS, SuperVision, Chauffeur and Drive: Availability and performance are subject to a number of factors, including product and vehicle specifications, manual, ODD, and law. When needed, driver is to remain engaged for takeover.



Our solutions put safety first

Mobileye Base ADAS

Powered by our purpose-built, on-windshield EyeQ™ SoC devices and our expertise in computer vision, our core ADAS solutions are found in millions of vehicles. They enable automotive manufacturers to improve vehicle safety by providing real-time detection of road: users, geometry, semantics, and markings to provide safety alerts and emergency interventions. This translates to collisions avoided, injuries prevented, and lives saved.

Cloud-Enhanced ADAS™

Mobileye has defined a new category of ADAS with Cloud-Enhanced Driver-Assist enabled by our REM™ mapping technology. Cloud-Enhanced Driver-Assist leverages crowdsourced ground data from millions of Mobileye equipped vehicles across the globe, providing high level accuracy localization via continually updated information about the driving scene. Enhancing the existing single-camera system with crowdsourced data offers comprehensive in-path assist functionality that enables better performance and compliance even in complex or challenging circumstances.

This advanced functionality, relying on data from prior human driving activity on those roads to anticipate and adapt, enhances comfort and safety.

Mobileye Surround ADAS™

Building on our ADAS expertise and the core of our single-camera Cloud Enhanced product offering, we offer the ability to meet expanded late-decade active safety requirements through the utilization, analysis, and processing of additional surround perception sensors. Additionally, this product offers hands-off, eyes-on functionality for the Highway ODD by adding features like Automatic Lane Change, Front and Rear Collision Avoidance, Traffic Jam Assist, and a Highway Pilot function up to 130 KPH with the fidelity of a six camera, up to five radar sensor suite.

Mobileye SuperVision™

The classic definition of “supervision” is watching over someone or something to ensure everything is done properly and safely. It also speaks to the quality of possessing extraordinary capabilities of sight, which our surround camera configuration brings to the table. Equally important however,

is that this is an ADAS system, so it still requires human oversight – meaning eyes on the road at all times, even if the driver’s hands are off the wheel. Derived from our AV research and development, Mobileye SuperVision™ leverages surround vision, REM, and RSS to offer autonomous capabilities within a limited ODD. True to the name, it increases safety for human-driven vehicles by utilizing a 360-degree computer-vision led safety cocoon to offer advanced driver-assist features such as front & rear collision avoidance, highway and traffic jam assist, point-to-point automated navigation, evasive maneuver assist, and more.

Mobileye Chauffeur™

Mobileye Chauffeur™ is a self-driving system designed to turn a human-driven vehicle into an eyes-off/hands-off system in a gradually expanding ODD, from highway only to more advanced ODDs. It represents the evolution towards more secure and scalable autonomous driving for passenger cars. Built on the robust foundation of Mobileye SuperVision™, it is our most sophisticated consumer technology stack yet, and takes another step to reducing the human error factor in road safety with a powerful

compute platform, and added redundancies via our vertically integrated technology pillars – REM, RSS, and True Redundancy from high-fidelity hardware.

Mobileye Drive™

Our fleet-focused, turnkey self-driving solution for various vehicle and network configurations that can turn a public transit operator’s service or transportation network companies’ vehicle platform, autonomous in a more advanced series of ODDs. Mobileye Drive™ is already being integrated in autonomous public transit, autonomous goods delivery, and autonomous mobility-as-a-service across industries and around the globe.



Mobileye's Safety Methodology for AVs

Mobileye has a comprehensive [safety methodology for AVs](#), which focuses on both perception and driving policy to optimize safety:

The Perception system involves the AV's capabilities to interpret the environment around it. Errors in perception are straightforward to identify (e.g., failure to detect a vehicle in front) and can be measured directly.

The Driving Policy aspect handles decision-making based on the perceived environment, which requires a "what would happen next" type of reasoning, which can be subjective. So, there is no clear definition of "error", but rather it is open to interpretation or judgement.

The Perception System and the Driving Policy require different approaches to ensure safety, with different measures of success. For the sensing, there is a clear monotonic relation between "safer AV" and "better AV". That is, the fewer Perception errors the system will make, the "safer" and "better" the AV will be.

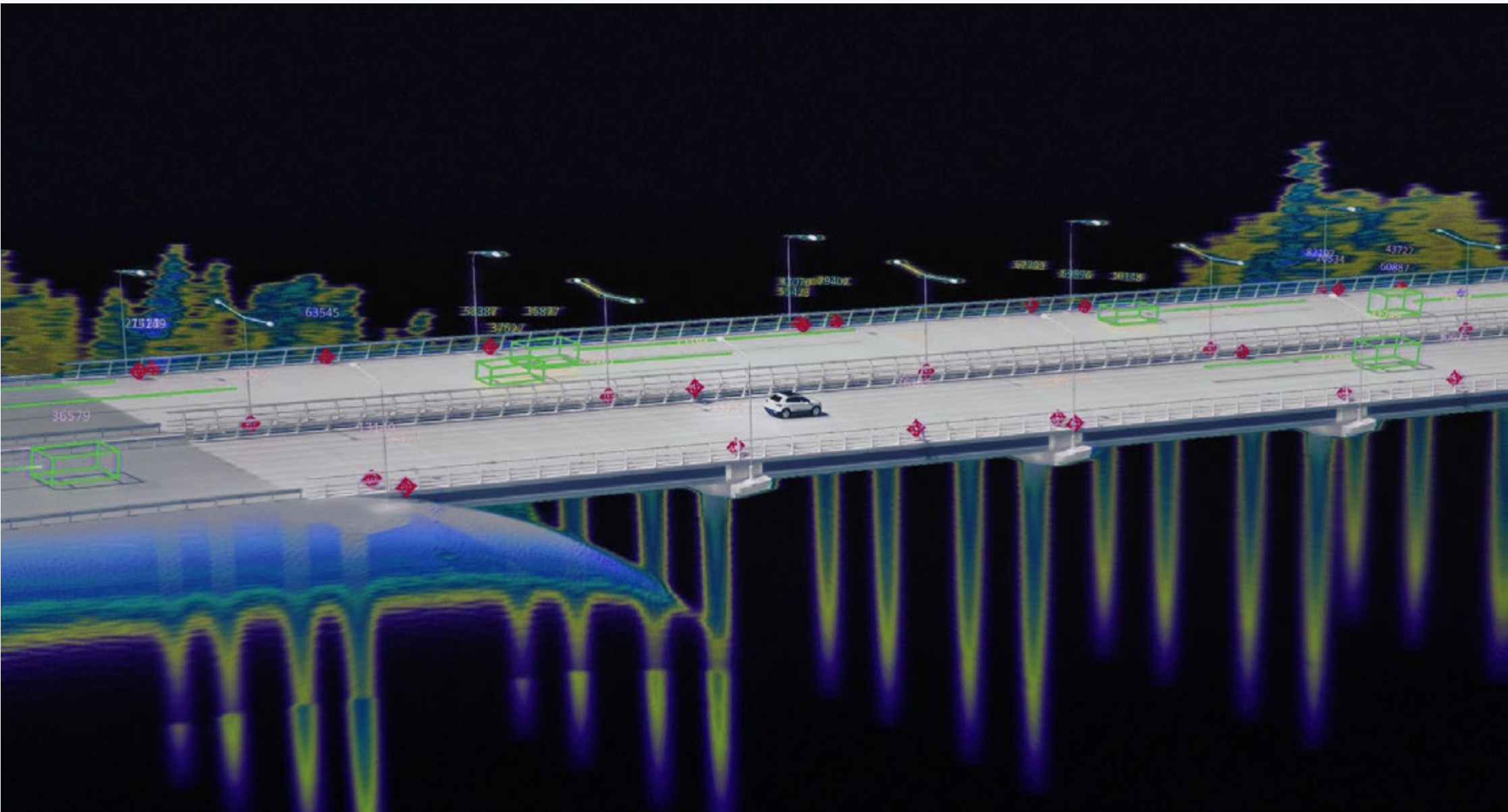
For Driving Policy, being "safer" does not always mean being "better". To make this point clear, consider for example a residential road, with parked vehicles on both sides. Since a pedestrian might run into the road, the "safest" AV system would drive very slowly, making sure that even if a child with an electric bike moving extremely fast suddenly entered the road, the AV would manage to brake in time. However, such exceptionally slow driving would also be disruptive. Driving safely requires endless decisions balancing the magnitude and likelihood of risks.

We argue that perception failures and Driving Policy failures should be treated differently, and that a clear definition of failure is necessary that includes both what is considered a failure, and the acceptable frequency of failure - the Mean-Time-Between-Failure (MTBF) rates.



Principles in designing our systems for road safety

We define an error as one that inevitably leads to a crash. Therefore, we employ the following principles in designing our systems for road safety with the aim of achieving zero errors:



1

Open-loop (offline) validation of perceptual components (like vehicle and pedestrian detection) allows us to harness data collection of ADAS customer functions over billions of miles. And the True Redundancy principle to enhance perception accuracy and provide multi-modal safeguards through the use of disparate sensor types. By creating redundancy in perception, by enabling two separate and independent systems, the likelihood of “missing” an object or a failure due to challenging environmental conditions is dramatically reduced since the systems serve as a backstop for each other.

2

Road Experience Management™ (REM™) provides highly detailed and accurate high-definition maps for our products that aid in the understanding of the environment. Achieving zero MTBF events requires first removing the need for a “what would happen next” decision, which, inevitably requires predicting human behavior - a task we believe is unwieldy. Also, to create a formal setting through which the spectrum of “safety” versus “usefulness” can be defined and decided upon.

3

Mobileye’s Responsibility Sensitive Safety (RSS), our Driving Policy model which supports the achievement of extremely high MTBF by addressing two critical challenges: 1) Removes the need to predict human behavior by understanding the “worst case” scenario as a baseline of safe decision-making; and 2) To be proactive through a rules-based approach of reasoning, in essence “what would happen next”, RSS sets boundaries. Then, in order to have a “useful” Driving Policy, a framework of reasonable setting assumptions are set, which establishes a set of parameters that formalize the norms of safe human driving.



Quality and Product Stewardship

Ensuring road safety begins with the quality and reliability of our automotive products. We design and manufacture to rigorous industry standards, aiming to exceed customer expectations. With millions relying on our systems, quality is our top priority at every stage of the product life cycle, from partner selection to robust quality management. We also provide prompt support and updates to quickly resolve any issues that arise, maintaining trust and delivering dependable solutions worldwide. Through our logging, debugging, updating and deploying processes, we ensure that in the rare event of an issue, we can quickly identify problems and support our customers in resolving it.

Our quality management system is designed to fulfill industry compliance frameworks and built to support customer specifications and contractual requirements as well as broader industry best-in-class standards. This includes certifications, audits, and reports for specific

topics as well as overarching certification of our quality management system as a whole. Automotive industry standards such as ISO 26262, ISO 21448, ISO/SAE 21434 and ASPICE guide us in defining product requirements from development to deployment. Since Mobileye sits at the intersection of automotive and software, we are also committed to data privacy and cybersecurity standards as detailed below. To oversee and synchronize quality and product stewardship, we have a clear quality management system built in line with and externally certified to ISO 9001:2015 – Quality Management System.



Key Certifications Guiding Quality Control at Mobileye

ISO 9001	2015 - Quality Management System
ASPICE - level 2	Automotive Software Process Improvement and Capability Determination
ISO/IEC 17025	2017 Competence of testing and calibration laboratories TISAX Cybersecurity and Data Protection labels administered by ENX
ISO27001	Information Security Management Standard
ISO27017	Information Security Management for Cloud Services
ISO27701	Privacy Information Management Standard
ISO26262	Road vehicles — Functional safety
ASIL-B (D)	Automotive Safety Integrity Level
Compliance with IATF16949	
Automotive Industry Action Group (AIAG) Guidelines	
German Association of the Automotive Industry (VDA) Guidelines	



Quality Management System and Governance

Quality management at Mobileye rests on a commitment to quality by all employees and we work to instill this sense of responsibility throughout the organization. Clear policies and procedures are in place for all stages of our operations from procurement to providing support once products are in use. To enable our partners to maintain the required product safety standards, there are clear manuals in accordance with ISO26262 which provide guidelines for integration of our systems including listing possible safety issues and response protocols.

Our dedicated Quality Team provides the necessary professional support for developing and implementing these processes, as well as performing periodic audits, both internally at Mobileye and of our partners, to identify any required corrections and maintain accountability. Finally, external audits, either voluntarily undertaken or in response to customer requirements, provide a valuable outsider point-of-view, making us better and strengthening trust.

With a commitment to continuous improvement,

department heads set quality goals for their departments together with Mobileye’s Quality Team. Related KPIs are monitored and reported so that Management’s attention is focused on where it needs to be to manage performance and achieve the goals.

There is a clear procedure and a team in place to respond to any malfunctions in shipped products as well as a process for return where warranted. In 2024 there were no malfunctions that led to safety incidents or required either voluntary or mandated recalls.

Quality Partnerships

Our products are designed and manufactured specifically for automotive applications after extensive validation tests under stringent automotive environmental conditions. Achieving the standards we expect begins with the right business relationships, especially when it comes to manufacturing. We collaborate with the leading suppliers of semiconductor devices for automotive applications, in manufacturing, design, and research and development.

We hold our suppliers to the same standards we hold ourselves and incorporate requirements relating to product quality and management in supplier selection and engagement. Our quality process includes processes like testing, quality assurance, customer care, failure analysis and manufacturing standards. Suppliers are required to produce official certifications such as IATF 16949:2016, ISO 9001:15 or equivalent, and undergo periodic screening, and audits. For certain critical suppliers, on-site audits are conducted before finalizing engagements and are conducted at least annually throughout the engagement. Our suppliers are additionally

requested to produce relevant environmental certifications. Currently, our suppliers hold certifications including ISO14001 and ISO50001.

To manage our operations effectively and maintain quality in our products, supplier relationships are monitored on up to a monthly basis and at least annually. The performance of suppliers is monitored on parameters such as quality, timeliness and service and tracked on a scorecard. Failure to reach the minimum threshold triggers corrective action that may even include a hold on new business until issues are resolved.

For more on how we work with suppliers, see the section on responsible supply chain management on page [page 67](#).

Data Privacy and Cybersecurity at Mobileye

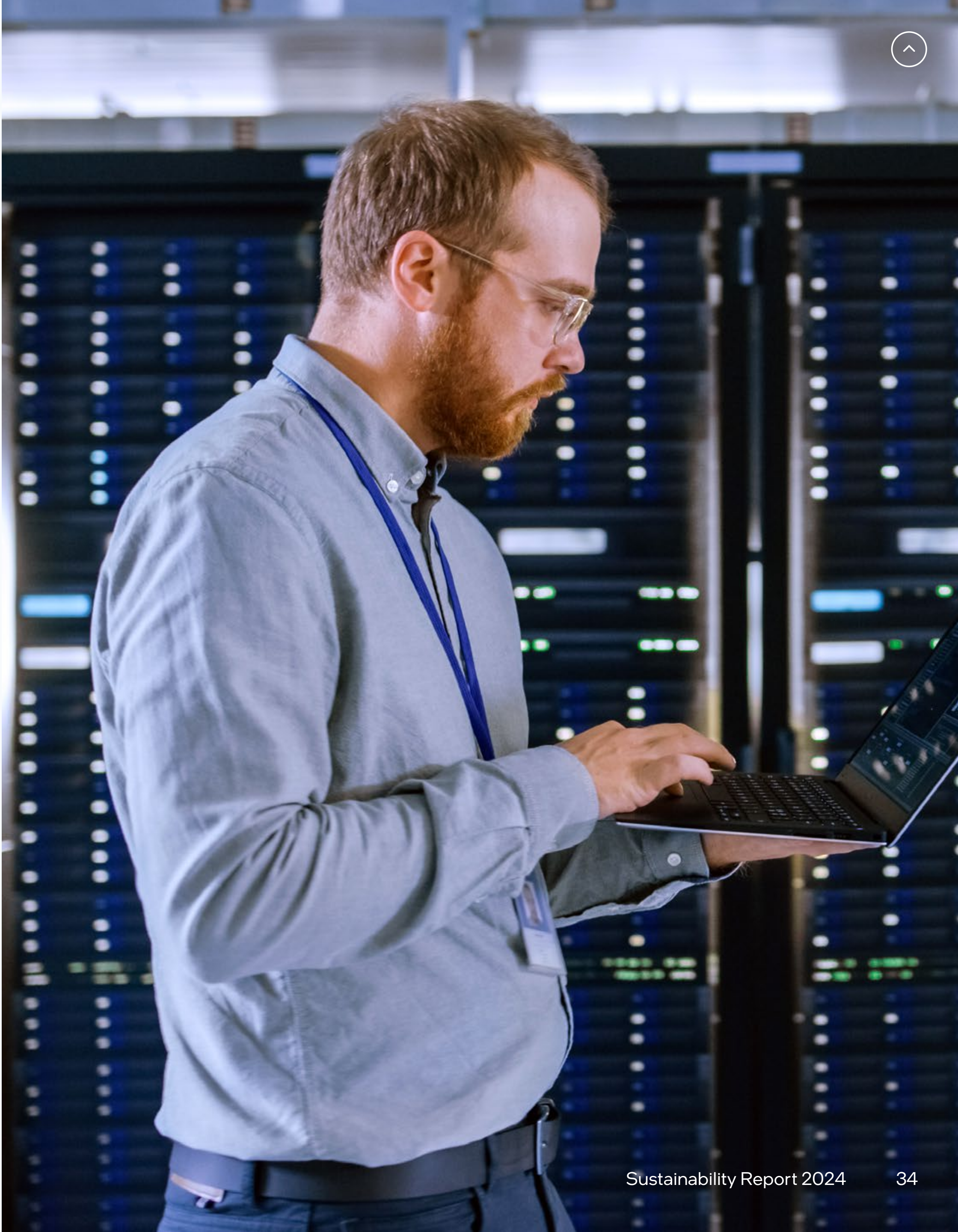
Mobileye enhances driving safety and smart mobility through innovative technologies for advanced driver assistance systems and autonomous driving. Since data is foundational to achieving this, central to our activities is the responsible management of data. We collect, store and otherwise process data, including personal information, for the routine running of the Company and for development. We are committed to safeguarding the privacy and security of this data, as well as communicating with transparency regarding usage of data. We are guided in this by the highest standards of compliance with legal, regulatory, and contractual requirements.

We process data for two main uses:

- 1
- To operate our business and provide our services and/or complete transactions requested and authorized by our customers. This data is primarily related to employees, contractors, candidates, business leads, customers, partners, and other similar individuals.
- 2
- To develop, test and validate our technology, products and services. This data is collected in either anonymized manner or in a passive or incidental manner.

Data is stored in both cloud and on-site systems and is administered and protected by a suite of security mechanisms (using third-party Cloud Security Platform Management tools). Our cybersecurity management practices are certified and externally audited according to international standards, including ISO 27001, ISO 27017, and ISO 27701, as well as the TISAX cybersecurity and data protection labels overseen by ENX. Mobileye’s TISAX certification is rated “very high protection needs” (Assessment Level 3), which requires the most thorough and in-depth audit for its certification and consists of data privacy and cybersecurity controls as well as physical security controls.⁵ These measures are designed to ensure comprehensive and robust protection of all data stored or processed.

5. Mobileye’s TISAX certification is scoped and valid for our Israeli sites (Mobileye Global Headquarters in Jerusalem, and our offices in Israel) as well as our two main German locations in Koblenz and Munich. Our Information Security policies and controls cover Mobileye globally, through central management, governance and control. For the physical security aspects, the TISAX covers the sites included in the scope described above due to variance in site security concept.



Elevating Cybersecurity

Operating in the automotive industry means our software is held to particularly high standards, especially amidst the escalating complexities of cyber threats and regulatory demands within the industry. In order to ensure the security of all data used in our operations and protect the privacy of our customers, users, and employees, we've established robust enterprise-grade cybersecurity and data protection frameworks.

Mobileye employs comprehensive internal tools, systems, and controls to safeguard its infrastructure against cyber-attacks and data breaches. These protections promote operational effectiveness and efficiency, ensure the reliability of information reporting, and maintain compliance with relevant standards. Security mechanisms are evaluated for their effectiveness through continuous auditing and vulnerability-management processes, as well as a bi-annual performance evaluation. These evaluations yield updates of policies and procedures, providing guidance on risk-management priorities for new or updated mechanisms.

The dedicated cybersecurity team, consisting of technical security professionals knowledgeable in applicable data privacy laws and regulations, ensures ongoing compliance and preparedness. This

commitment is further supported by regular independent technical penetration testing and comprehensive risk assessments. The Mobileye cybersecurity team regularly conducts vulnerability assessments, security reviews, and penetration tests. This includes annual penetration tests for internet-accessible enterprise systems, where we engage with specialized third parties to conduct in-depth reviews of these systems and applications.

Additionally, we maintain a corporate resilience framework to address key security objectives, encompassing incident response, crisis management, and disaster recovery, bolstering our readiness to mitigate security challenges swiftly and effectively.

Cybersecurity Governance

Mobileye's cybersecurity risk management is structured around industry standards like ISO 27001 and TISAX and is led by our Chief Information Security Officer (CISO) and Data Protection Officer (DPO), operating underneath our Chief Operating Officer (COO). Mobileye's approach to cybersecurity risk management is guided by oversight from the Board of Directors and the Audit Committee, which ensures management has effective processes for identifying, assessing, and mitigating cybersecurity risks. The Audit Committee specifically oversees the implementation of risk management programs and

reports significant risks to the Board.

Our data protection framework includes routine evaluations of cybersecurity policies and the clear delineation of roles and responsibilities among departments, stakeholders, suppliers, and vendors. The company's dedicated cybersecurity team, directed by the Chief Information Security Officer (CISO), is responsible for implementing the annual cybersecurity workplan, conducting regular risk assessments, audits, and penetration tests. Mobileye management supports these efforts by maintaining and updating cybersecurity programs to ensure comprehensive readiness and protection across the organization.

On a semi-annual basis the cybersecurity team conducts a program performance evaluation with management to assess the continuing suitability, adequacy and effectiveness of Mobileye's cybersecurity risk management program. This includes an evaluation of the fulfillment of cybersecurity objectives and Mobileye's compliance with industry standards. Additionally, the evaluation includes recommended changes to Mobileye's threat modeling, redefining priorities for future risk assessments, adjustments to policy in response to newly identified risks or non-compliance, and overall risk acceptance as necessary.



Data Privacy Policies

Transparency is a cornerstone of our [data privacy policy](#), which outlines the types of information we collect and process, its usage, and sharing practices. We seek to allow users meaningful control over their personal data, as required by law, including the ability to rectify inaccuracies. Personal information is managed according to the privacy policy that is published in clear English on our website, and we strive to adhere to the relevant laws and regulations on data privacy in all jurisdictions in which we operate, including by providing users with clear information on how they can request that their personal information be changed or deleted in accordance with applicable legal requirements. Mobileye doesn't use user data for advertising purposes. Our data privacy policies and online service strictly adheres to the requirements established by the Children's Online Privacy Protection Act (COPPA).

Our data privacy practices include the following measures:

- All information is housed using security measures designed to prevent unauthorized access or data loss.
- Encryption safeguards sensitive data at rest,

in transit, and during usage.

- Our infrastructure utilizes multiple layers of defense mechanisms, including firewalls, proxy services, and load-balancers, bolstering resilience against cyber threats.
- Continuous monitoring by our 24/7 Security Operations Center helps ensure a swift response to security incidents, underpinning our commitment to incident response, business continuity, and disaster recovery across all service platforms.

Fostering a Culture of Privacy & Cybersecurity

To empower our workforce with the necessary knowledge and skills for protecting sensitive information, we invest in comprehensive data privacy and cybersecurity training and awareness programs. These encompass interactive modules, workshops, and both virtual and in-person sessions, tailored to various roles and seniority levels. Our employees undergo data privacy and cybersecurity training during onboarding and receive regular updates on emerging threats and regulations. In addition, we have appointed "privacy champions" in different departments, who are trained to monitor data privacy compliance

in their respective departments.

Topics covered by our cybersecurity trainings in 2024 include:

- Cybersecurity Awareness
- Data Protection and Information Management
- Regulatory Compliance and Governance
- Threat Detection and Response

In the event of a detection of a data breach or cybersecurity threat, Mobileye has an Incident Response Policy that outlines the approved procedures and methods for reporting and managing security incidents. For internal security incidents, employees can report through various channels, including the internal Security Operations Center, which has 24/7 support. For external reporting, dedicated email addresses are available.

This proactive approach, coupled with our internal reporting mechanisms, is designed to enable us to swiftly identify and mitigate vulnerabilities and adhere to high industry standards.

In 2024, our employees completed a total

of 5,510 training hours in data privacy and cybersecurity which is an average of an 1.5 hours per employee across the company although training is role-specific so training in practice varies.

In 2024, we had zero data breaches, with no users being affected by privacy breaches. Additionally, there were no monetary losses as a result of legal proceedings associated with user privacy.



Innovating through Artificial Intelligence

Mobileye has long-been an early adopter of artificial intelligence as a component of ADAS and AV solutions. As a pioneer in our field, our expertise allows us not-just to take advantage of the enormous technological leaps that AI has gone through in the last few years, but to remain as thought-leaders at the forefront of this revolution. This year marked an exciting year for the integration and development of new AI solutions in at Mobileye.

In April 2024, Mobileye launched its EyeQ™6 Lite system-on-chip, marking a major leap in the global adoption of advanced driver-assistance systems (ADAS) powered by on-edge AI. With nearly 50 million units prebooked by leading automakers, EyeQ6L demonstrates strong industry demand for scalable, AI-driven safety and convenience features. The chip integrates an advanced neural network (XNN) that dramatically improves image segmentation and environmental perception, enabling vehicles to better detect and react to complex real-world scenarios—such as distinguishing pedestrians, cyclists, and unexpected road hazards. EyeQ6L’s combination

of high-performance, on-edge AI, energy efficiency, and compact design allows it to deliver 4.5 times the computing power of its predecessor while fitting into a wider range of vehicles. By making these advanced capabilities affordable and accessible, Mobileye is accelerating the global deployment of life-saving ADAS technologies and helping automakers meet evolving regulatory and safety standards.

In 2024 we also declared our technologies as a Compound AI System (CAIS). Rather than solely relying on monolithic, end-to-end neural networks or Large Language Model-like (“LLM”) solutions, we combine multiple specialized subsystems to both boost the precision of the complete system and to reduce the vast computational and data requirements required to train systems for safe autonomous driving. In contrast to competitors, our architecture incorporates a collection of AI technologies and methodologies built into a unique system of redundancies that improves accuracy and reduces the risk of critical failures. The modular design of our CAIS requires exponentially less data for training, making it

more practical and scalable for achieving the high safety standards necessary for AV’s.

And, as previously mentioned – during the 2024 calendar year, Mobileye experts published their paper [“A Safety Architecture for Self-Driving Systems”](#), showcasing an advanced approach to building safer autonomous vehicles. The paper acknowledges that the development of safe and reliable Seld-Driving Systems (SDSs) is a complex challenge and outlines a robust safety architecture built on our proprietary RSS and industry standards such as FuSa (ISO2626) and SOTIF (ISO21448) to systematically address collision avoidance, failure mitigation, and unpredictable risks. A central feature is the use of layered redundancy in hardware, software, and AI, which strengthens system resilience and helps identify and manage failures. Significantly, Mobileye also introduced the Primary-Guardian-Fallback (PGF) Fusion System, a proprietary method that expands traditional sensor fusion from two to three decision points, further enhancing reliability and safety.

Spotlight: Mobileye Cyber Week

We recognize that cybersecurity has a rapidly-evolving landscape and are dedicated to promoting safe online practices for our employees and their families.

As part of our commitment to fostering a culture of cybersecurity among our workforce, we held **Mobileye’s Cyber Week**, an in-person set of workshops, lectures, and events dedicated to strengthening cybersecurity knowledge and safe online practices. Over 550 attendants enjoyed 10 hours of events including a Cyber Escape Room for developers, sessions on secure coding and the intersection of cybersecurity and artificial intelligence, as well as an AWS JAM immersive gamified training for cloud security. Attendees also explored pressing topics such as top threats to cloud computing in 2024, the evolving landscape of deepfakes and their role in social engineering, and DevOps threat modeling, which emphasized security-by-design for developers and project managers.

Our People and Community

7.1 Our Employees

7.2 Focus on Employee Wellbeing

Physical Emotional Wellbeing

Celebrating our Employees

7.3 Fair Employment

7.4 Employee Engagement and Team Building

7.5 Talent Development and Promoting Professional and Personal Growth

Learning and Development

Career Tracks at Mobileye

Performance Reviews

7.6 Engaging with Our Community

Partnerships and Educational Outreach

Employee Volunteering Activities

Our People and Community

At Mobileye, we recognize that the heart of our success is our community of passionate, experienced, and dedicated employees. Our commitment to social responsibility begins with investing in their personal and professional development, as well as their wellbeing. We support their growth through a variety of development programs, wellbeing initiatives, and outreach efforts.

We believe that a diverse workforce fosters a culture of creativity and innovation, allowing us to draw from a broad spectrum of ideas, perspectives, and solutions. We strive to cultivate a culture where everyone feels valued, respected, and empowered and aim to promote opportunities and fair treatment for all employees. This contributes to a culture of engagement and cooperation, where diverse voices are heard and valued at all levels of the organization.

Beyond our workplace, our commitment to social responsibility extends to the communities

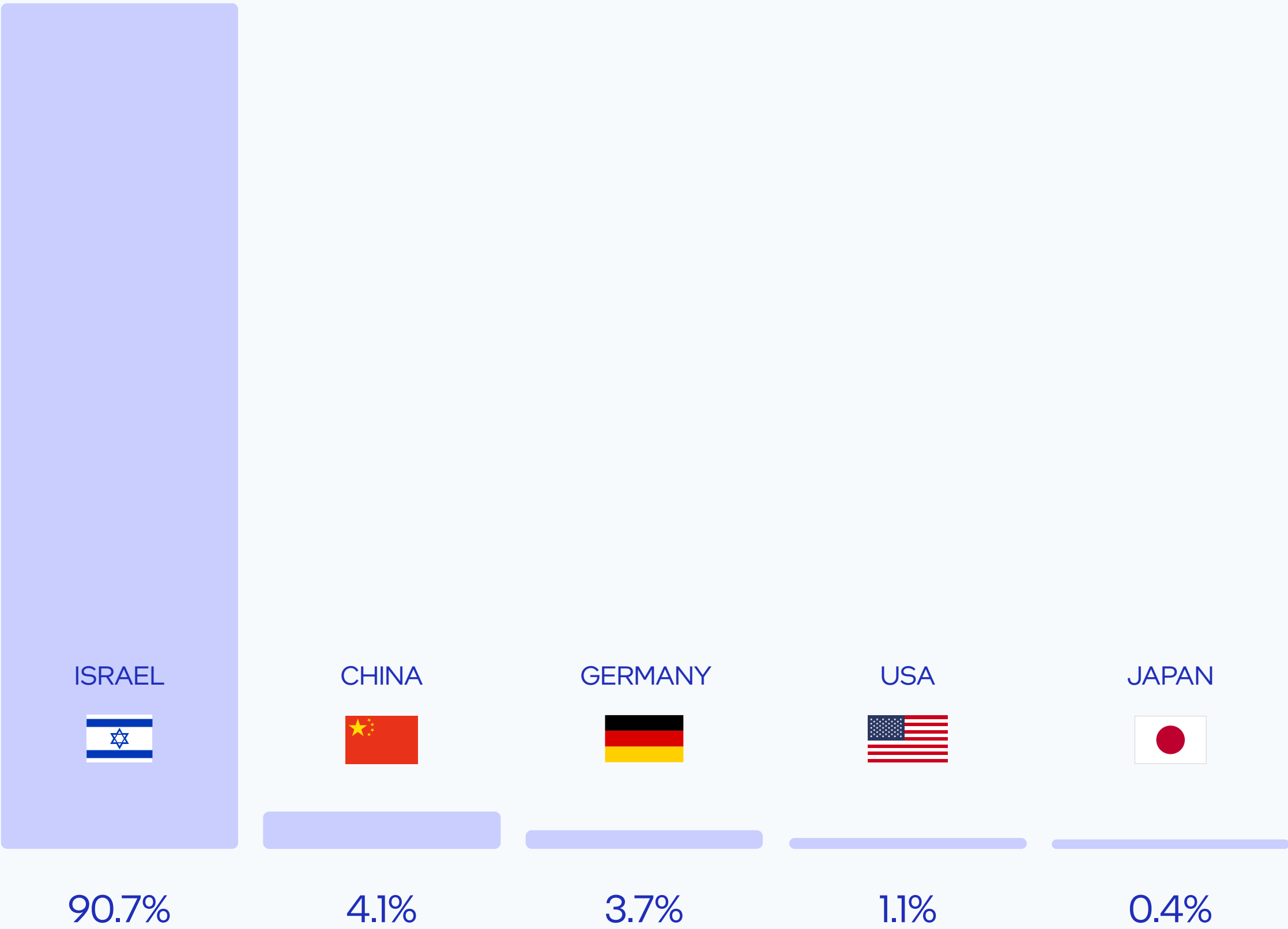
we serve through a range of social initiatives, volunteering efforts, and community partnerships. Each year we place a significant focus on giving back to local communities, reflecting our belief that investing in people is fundamental to our long-term success.



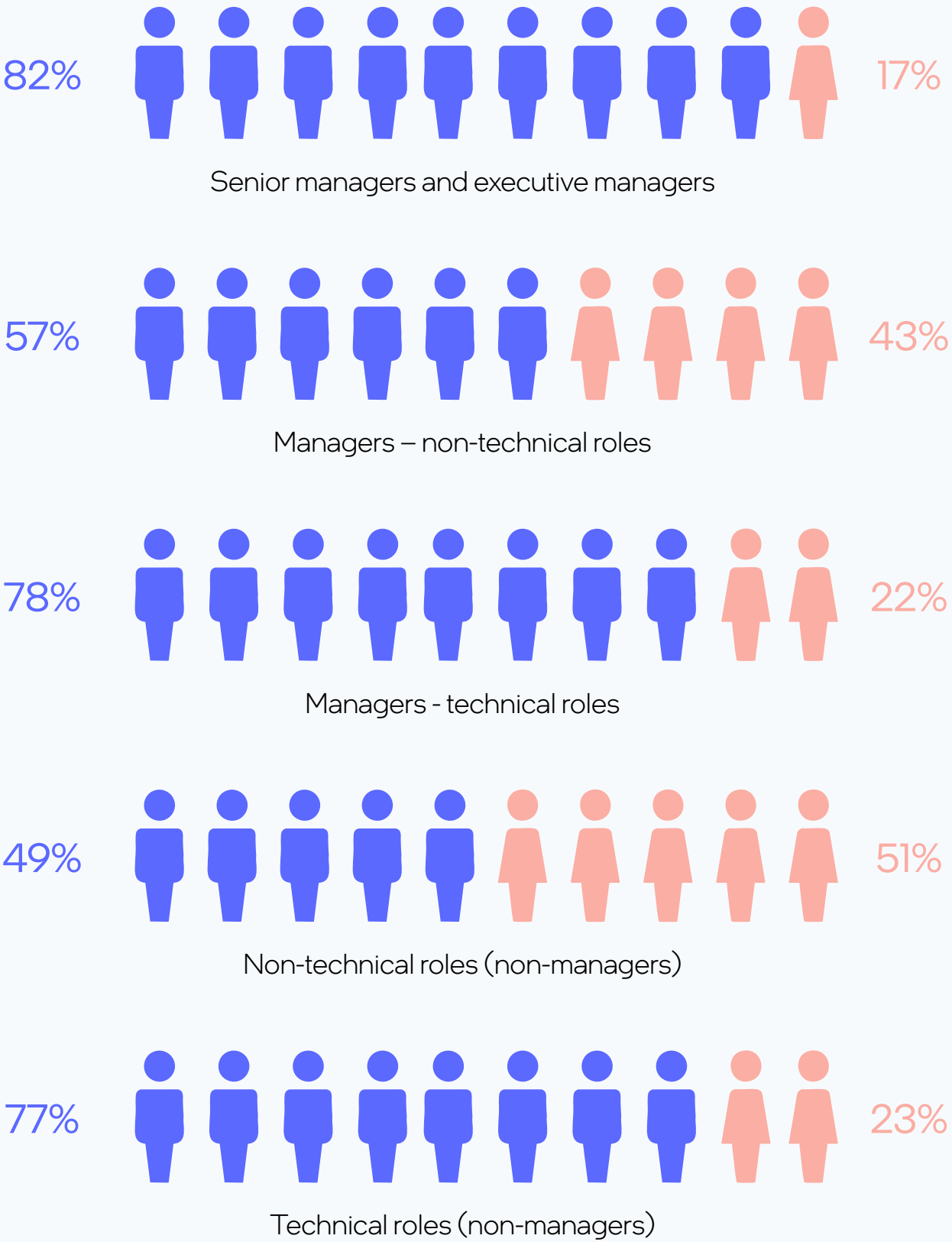


Our Employees

Employee Demographic Highlights⁶



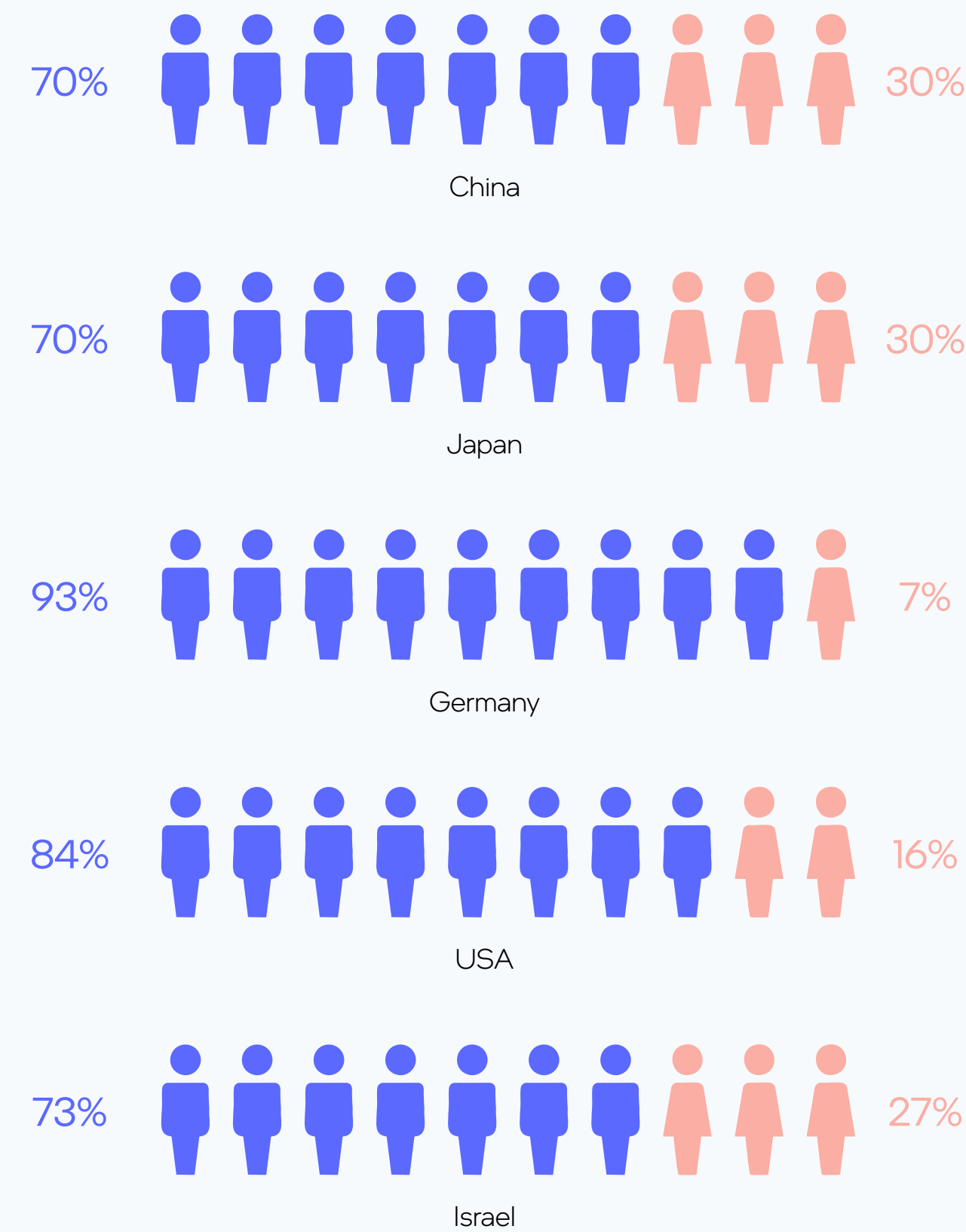
Gender Diversity by Role - 2024



6. Due to the nature of our data collection process, demographic figures include all employees who were part of Mobileye’s workforce at any time throughout 2024 rather than a reflection of the workforce on December 31st, 2024.



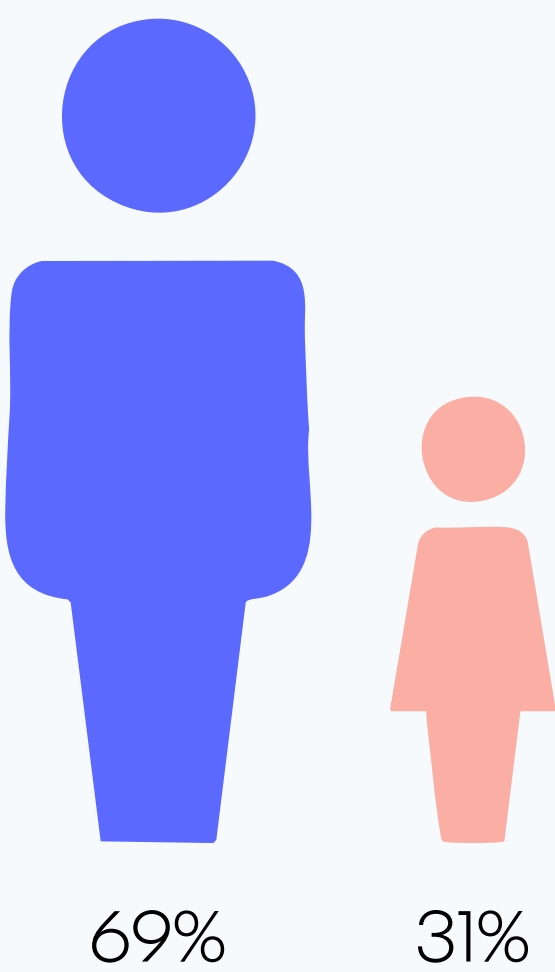
Gender Distribution by Country - 2024



Employee Age Distribution



New Hire Gender Breakdown - 2024

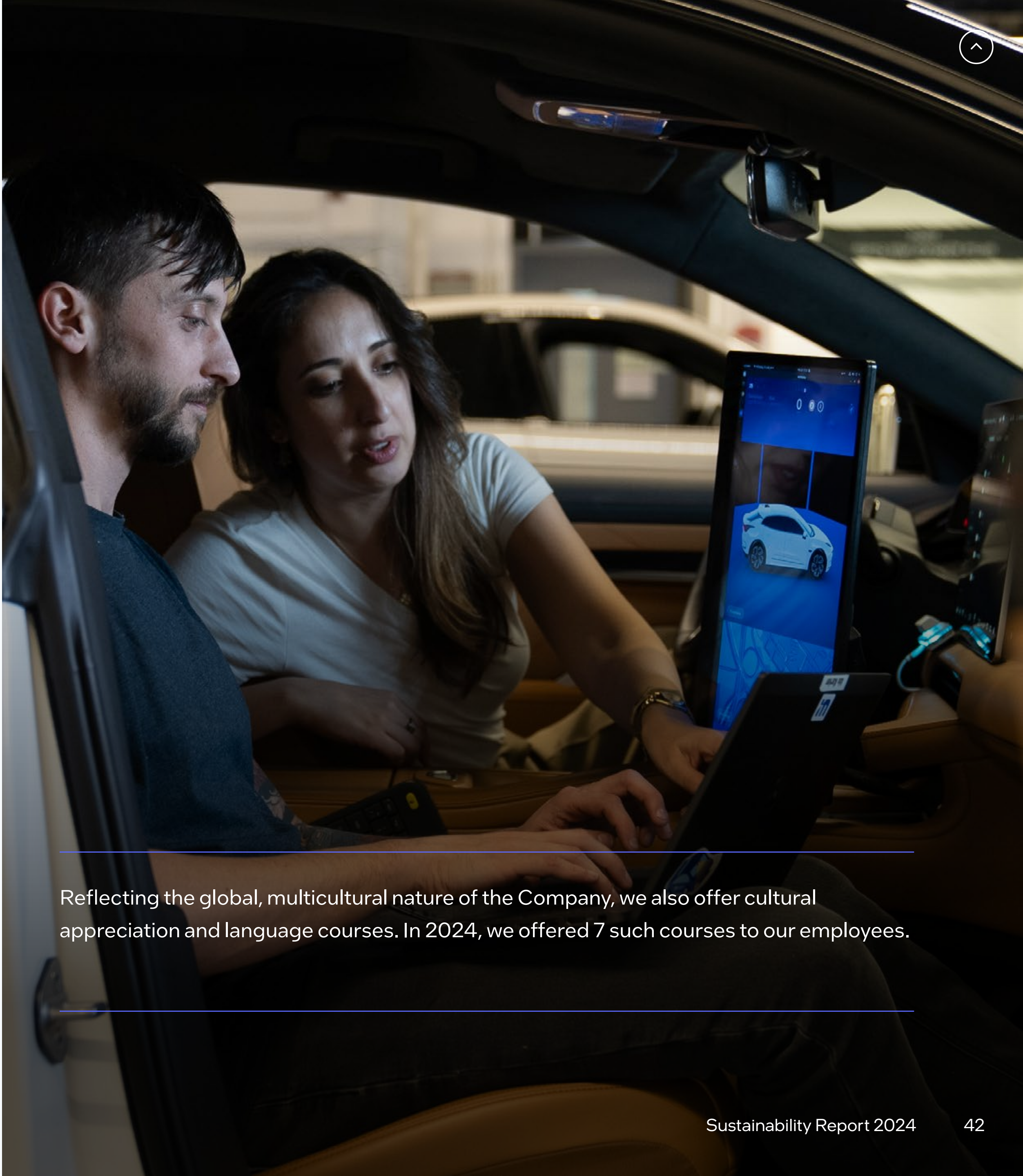


We are committed to advancing gender parity in technical roles. In 2024, women represented 23% of our technical workforce, while they accounted for 28% of new hires in these positions. Recognizing there is still significant progress to be made, we are also actively engaged in initiatives to increase the number of women developers and STEM professionals through our community outreach efforts.

Our global voluntary turnover rate⁷:

Country		Voluntary Turnover Rate
Israel	Technical Roles	3.86%
	Non-Technical Roles	4.97%
USA	Technical Roles	3.57%
	Non-Technical Roles	6.67%
Germany	Technical Roles	3.40%
	Non-Technical Roles	4.65%
China	Technical Roles	7.50%
	Non-Technical Roles	13.73%
Japan	Technical Roles	0%
	Non-Technical Roles	0%

7. Due to complications in our data collection process, the 2024 turnover rate for our Japan location was unavailable and has been excluded from the breakdown of turnover rates.



Reflecting the global, multicultural nature of the Company, we also offer cultural appreciation and language courses. In 2024, we offered 7 such courses to our employees.



Focus on Employee Wellbeing

At Mobileye, employee wellbeing and welfare are core priorities. Our wellbeing initiatives are structured for broad accessibility, ensuring they address the varied needs of our workforce while supporting overall resilience.

Physical Emotional Wellbeing

We prioritize employee wellbeing through a comprehensive suite of mental health initiatives. Employees benefit from access to the GroupHug digital wellness platform, which offers mindfulness tools and mental health resources, as well as up to six fully covered therapy sessions with professional therapists. To promote physical activity, we provide on-site gym facilities or subsidized gym memberships, a variety of fitness classes in our dedicated sports studio, and support for company sports teams and participation in marathons.

Our new Mobileye Jerusalem Campus comes equipped with a music rehearsal room, which functions as a dedicated space for employees to unwind creatively during the workday. Library corners have been set up throughout the campus, offering a wide selection of books for

employees to borrow. Additionally, prayer rooms for employees of a variety of faiths have been set up, underscoring our commitment to respecting and fostering our diverse workforce.

Mobileye provides on-site annual breast cancer screening appointments offered to female employees as part of routine preventive care. We also promote our employees' health and comfort by investing in ergonomic equipment and solutions. In addition to the standard ergonomic equipment, further equipment adjustments are provided for employees in line with their specific needs and consultation with an ergonomic equipment expert is available on-site monthly. Additionally, every year we hold an annual Wellness Week which features a full program of expert lectures on physical and mental health.



Celebrating our Employees

We seek to celebrate life's milestones with our employees by offering thoughtful gifts that recognize their achievements and milestones. Employees at Mobileye receive gift vouchers for celebrating important life moments such as birthdays, the birth of a new child, and weddings.

Our commitment to our employees extends to their families, where we undertake efforts to provide gifts to employees' children for major school milestones and offer subsidized summer camps, ensuring our team feels valued throughout the year.

We make information about benefits, wellbeing initiatives, and workers' rights easily accessible through "Mobilife", our digital portal where employees can quickly access benefits such as health, pension plans, and personal gifts.

Support for our Employees during the War

The attacks on October 7, 2023, and the resulting conflict continue to deeply affect our employees in Israel. Many had to evacuate their homes, others mourned the loss of loved ones, and all employees in Israel were exposed to significant levels of stress.

In 2024, our HR team continued to implement various efforts to support our employees' wellbeing and resilience. Mobileye provided five paid "relief days" to employees called to the army reserves to support their transition back to work, giving them a much-needed space to rest and recharge. Additionally, care packages were distributed to the families of reservists as a gesture of appreciation and encouragement in these difficult times. Recognizing the difficulties of family care when one parent is called to reserve duty, Mobileye offered reimbursement for babysitting expenses

for families of employees serving reserve duty to help ease the burden during their absence. These initiatives reflect our strong commitment to the wellbeing of our employees, their family, and the community.



Fair Employment

Mobileye is committed to fair employment and compensation, and we offer our employees healthcare coverage, retirement plans, paid time off, parental leave, and professional development opportunities⁸. We want our employees to be fairly compensated for their efforts, to support their sense of worth and job satisfaction, and foster a positive work environment where they can thrive both personally and professionally. We oversee our global benefit initiatives conscientiously, guaranteeing adherence to local rules and regulations. We honor the freedom of association and recognize employees’ rights to join or form trade unions and engage in collective bargaining. As of December 31, 2024, none of Mobileye’s employees were members of employee unions or covered by collective bargaining agreements.

A key part of our commitment to our employees is eliminating discrimination of any kind and fostering a safe and respectful workplace culture. Our HR department works with the various business units to promote equal opportunities and prevent discrimination in the

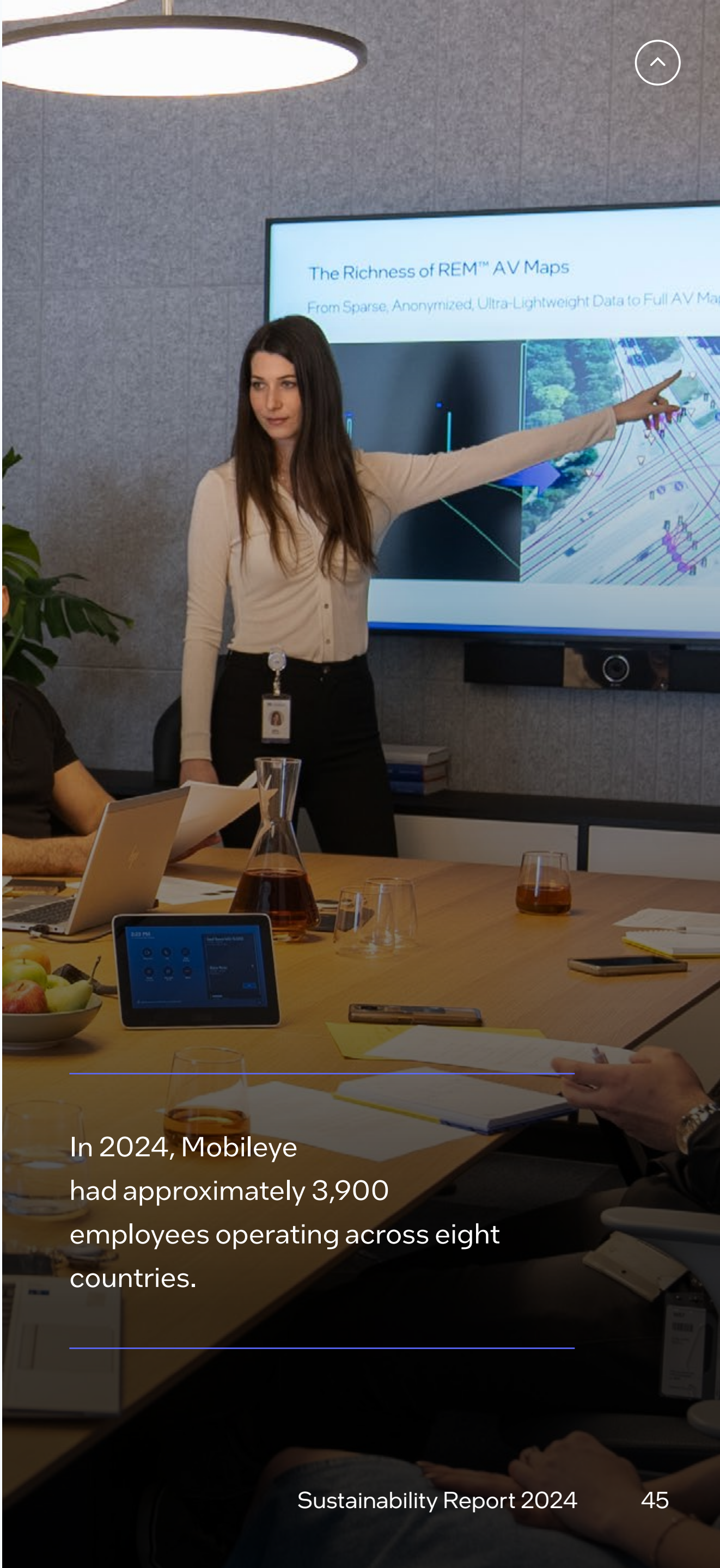
work environment. During the hiring process, we double-check every salary proposal for female candidates to ensure it aligns not only with their qualifications and role requirements, but with peer salaries and market benchmarks. When a candidate requests a salary that we consider unfair, we adjust upwards in order to ensure fair pay.

As part of our commitment to equalizing gender pay in our organization, in 2024 Mobileye conducted a comprehensive equal pay analysis, examining salary differences between men and women across twelve comparison groups defined by expertise, seniority, and career track. The findings showed that in 6 out of twelve groups, men earned an average of 3% more than women. In five out of twelve groups, women earned an average of 4% more than men. In the final group, no significant wage gap was found. Our equal pay analysis demonstrates a commitment to fair compensation, most gender-based salary gaps being low or favoring women. More information on promoting equal pay and closing the salary

gender gap is available in our [2024 Equal Pay Report](#).

We maintain a zero-tolerance policy towards any form of discrimination based on race, gender, age, sexual orientation, disability, religion, or any other protected characteristic, and protect employees who report concerns or participate in investigations. Ensuring a safe work environment is a top priority, and Mobileye has established channels for reporting any safety, discrimination, or sexual harassment grievances, as well as mechanisms to respond to substantiated grievances.

8. This covers our global operations, however there are regional differences which follow localized, customary standards. We are working on expanding the scope of reporting on our employee benefits in our other locations.



In 2024, Mobileye had approximately 3,900 employees operating across eight countries.



Employee Engagement and Team Building

At Mobileye, we believe that employee engagement plays a pivotal role in driving innovation and retaining top talent. We encourage our employees to contribute ideas and solutions, engage in cross-functional team collaborations, provide learning opportunities, and lead a collaborative work environment that fosters creativity and autonomy. We place emphasis on team cohesion and engagement and offer our teams various team-building activities ranging from workshops, group exercises, and outdoor adventures to boost morale, improve communication, increase productivity, and cultivate a positive work culture.

We believe that strong connection with employees is built through open communication, a sense of meaning in their work, recognition and appreciation from managers, and a supportive and respectful work environment. At Mobileye, we believe that in-person meetings with employees are a significant and effective tool when it comes to improving employee engagement. In-person meetings create a safe space for open dialogue, allows our employees to express feelings, needs, and challenges directly, and strengthens their

sense of belonging and appreciation. In addition, meetings allow for immediate feedback, in-depth questions, and build trust between the employee and manager.

Employee engagement is monitored and implemented by both the HR department as well as direct managers. Mobileye’s HR team supports employee engagement by assigning each manager and employee an HR Business Partner for ongoing welfare support, holding regular one-on-one meetings with managers to stay updated on employee wellbeing, and conducting focused sensing conversations within business units to listen to employee concerns and inform future action plans.

Managers at Mobileye foster employee engagement by participating in training programs that build communication, leadership, and conflict management skills, and by holding regular one-on-one conversations with employees to support open dialogue and professional growth. They conduct structured check-ins with new hires, biannual feedback sessions, annual goal-setting meetings, and mid-year performance reviews, all



aimed at strengthening relationships, addressing needs, and maximizing each employee’s potential. Key discussion points from these conversations are documented to ensure ongoing support and follow-up.

Mobileye organizes two major annual events where teams from all departments convene with their managers for a celebratory toast: one preceding Passover and another ahead of Rosh HaShana. These gatherings serve as important opportunities for interaction between employees and management, complementing additional



team-building activities conducted at the team level. The company also hosts a company-wide event during Purim, fostering broader and more informal engagement between employees and senior management.

Talent Development and Promoting Professional and Personal Growth

We are dedicated to cultivating a world-class work environment that supports skill enhancement, talent development, and employee retention. By prioritizing continuous learning, we provide comprehensive professional development programs to promote a culture of growth and innovation, and strengthen our employees’ knowledge and job performance.

Our talent management approach prepares our workforce for future challenges by offering training in industry best practices and emerging technological trends. The resources and support offered empower our employees not only to excel in their current roles but also to advance within the organization.

Our career development strategy is designed to ensure all team members have access to advancement opportunities at Mobileye through structured development paths, mentorship initiatives, and targeted managerial tools.





Learning and Development

Our employee training includes both voluntary and mandatory training. This allows employees to pursue their interests and career goals as well as ensure that they are up to date with the most recent professional skills and that they comply with organizational policies and industry regulations and standards. By investing in employee development and leadership pipelines, Mobileye cultivates a culture of continuous learning and innovation that contributes to talent retention and excellence, positioning the Company for long-term success in a competitive industry.

To ensure our strategy for employee development is effective and responsive, we consistently review technological requirements and trends to serve as an additional resource for curriculum development and to ensure our team remains at the forefront of innovation. We also collect managers' feedback through various focus groups aimed at identifying key challenges and our team's latest training needs. This latter is achieved by appointing a

Human Resources Business Partner ("HRBP") representative in each department, ensuring a clear channel for communication and feedback. We also ensure to collect feedback surveys on training courses in order to consistently improve our offerings.

Our learning and development opportunities allow employees to customize their learning experience, choosing from live, expert-taught courses and self-paced online courses. Employees can access expert live courses through our online learning platform, offering lectures on technical subjects (such as Python, Git, DevOps, etc.) and non-technical subjects (like time management, presentation skills, English, etc.). Mobileye also offers access to high quality courses on LinkedIn Learning and O'Reilly Learning in order to stay ahead with industry-relevant content.

Other training topics include:

- 1. Professional and Technical Skills** - Strengthens job-specific technical expertise and professional competencies to support business objectives.
- 2. Leadership, Management, and People Development** - Develops skills for effective leadership such as negotiation tactics and positive feedback for employees, leading to successful people management and fostering personal growth in the organization.
- 3. Communication and Presentation Skills** - Improves employees' abilities to communicate clearly, present ideas effectively, and build a professional presence.
- 4. Diversity and Cultural Awareness Trainings** - Enhances understanding and appreciation of diverse cultures and promotes an inclusive, equitable work environment.

By investing in diverse training programs across ethics, safety, inclusion, leadership, and technical excellence, the company fosters continuous growth and empowers its workforce to contribute meaningfully to organizational success.



Career Tracks at Mobileye

In response to the rapid evolution of our industry and the diverse skill sets required, we offer career development tracks that are dynamic and multifaceted. The career track program helps attract motivated talent, boost employee satisfaction, clarify job expectations, and promote retention. Every employee is categorized as being on one of three career tracks, which include a Technical Track, an Individual Contributor Track, and a Managerial Track.

Each development track is focused on enabling employees to make a significant impact on our business, promote innovation, broaden expertise, and explore different areas within the Company. Each employee is linked to a specific career track, which is compatible with their professional affiliation and criteria, career aspirations, performance, and skills.

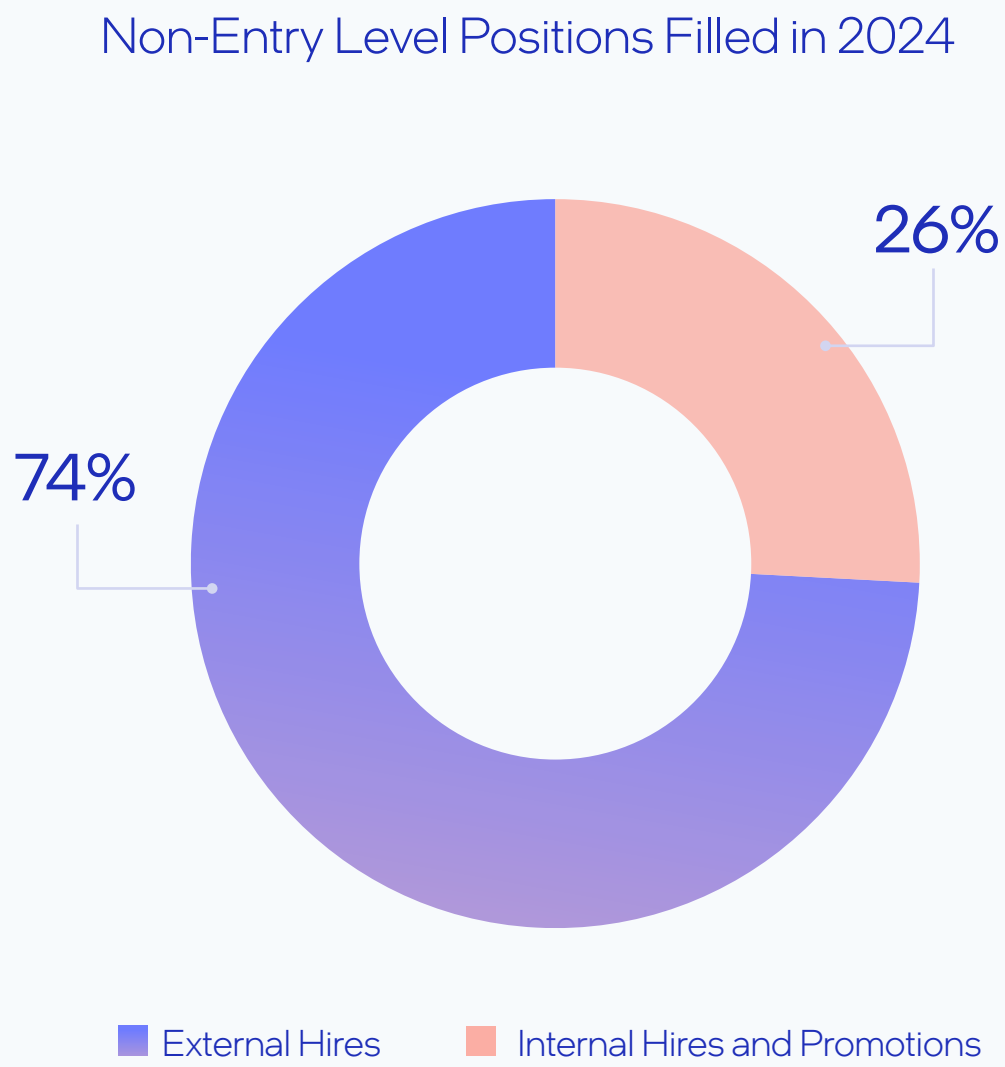
Employee and Manager are each involved in all career development decisions, which are made in alignment with the Company’s strategic objectives and the individual’s readiness for advanced technical responsibilities. Further, such decisions take into account the appropriate mentorship and support required throughout an employee’s career progression.

Performance Reviews

We conduct regular employee performance evaluations to ensure clear expectations and fair compensation. Our evaluation process is documented and standardized as part of an annual cycle, guaranteeing that employees know when to expect performance evaluations throughout the calendar year. Every year, managers are required to review employees’ job profile and business title and make necessary adjustments. Management reassesses the performance of employees after 6 months of employment. Pay adjustment decisions are based on talent measurement, market pay bands, and Mobileye’s pay philosophy, which includes fair pay practices. These processes take place on an annual basis and are monitored and recorded. All pay adjustments are subject to official approval procedures.

These evaluations rely on clear performance criteria and on clear communication to ensure fairness and transparency. We find that this approach fosters employee motivation and talent development. Our process allows managers to recognize employee strengths, identify

areas for improvement, and align employees’ performance with Company objectives. We place an emphasis on providing employees with constructive feedback and on creating goal-setting opportunities that empower employees to grow professionally and to contribute effectively to the Company’s success.

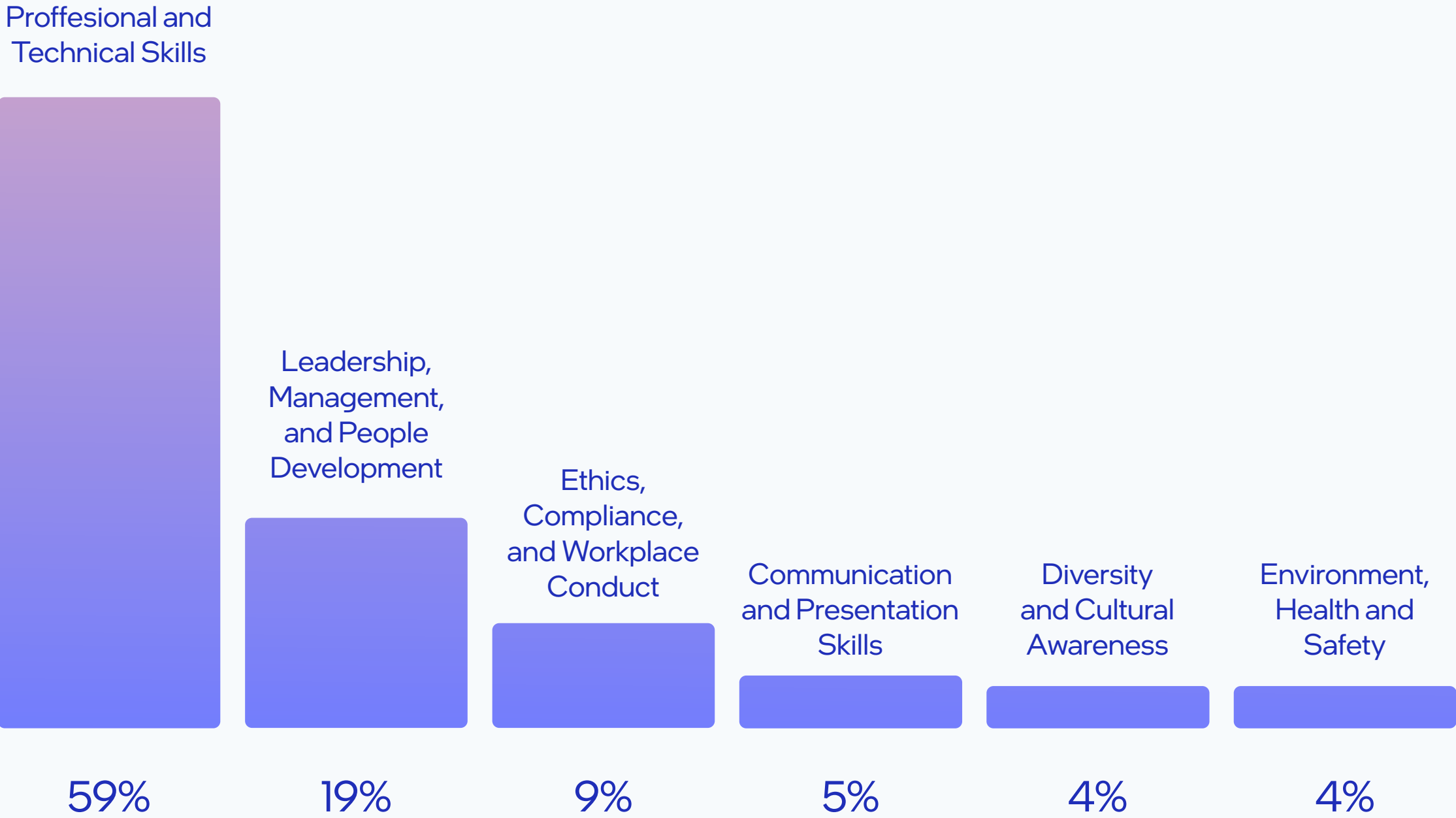


Understanding that effective leadership is crucial to the well-being and development of Mobileye employees, we offered management courses to promote healthy leadership skills such as influencing without authority, how to deliver effective feedback, and critical aspects of good leadership. In 2024, over 370 employees participated in 7 such courses, totaling 1726 training hours.

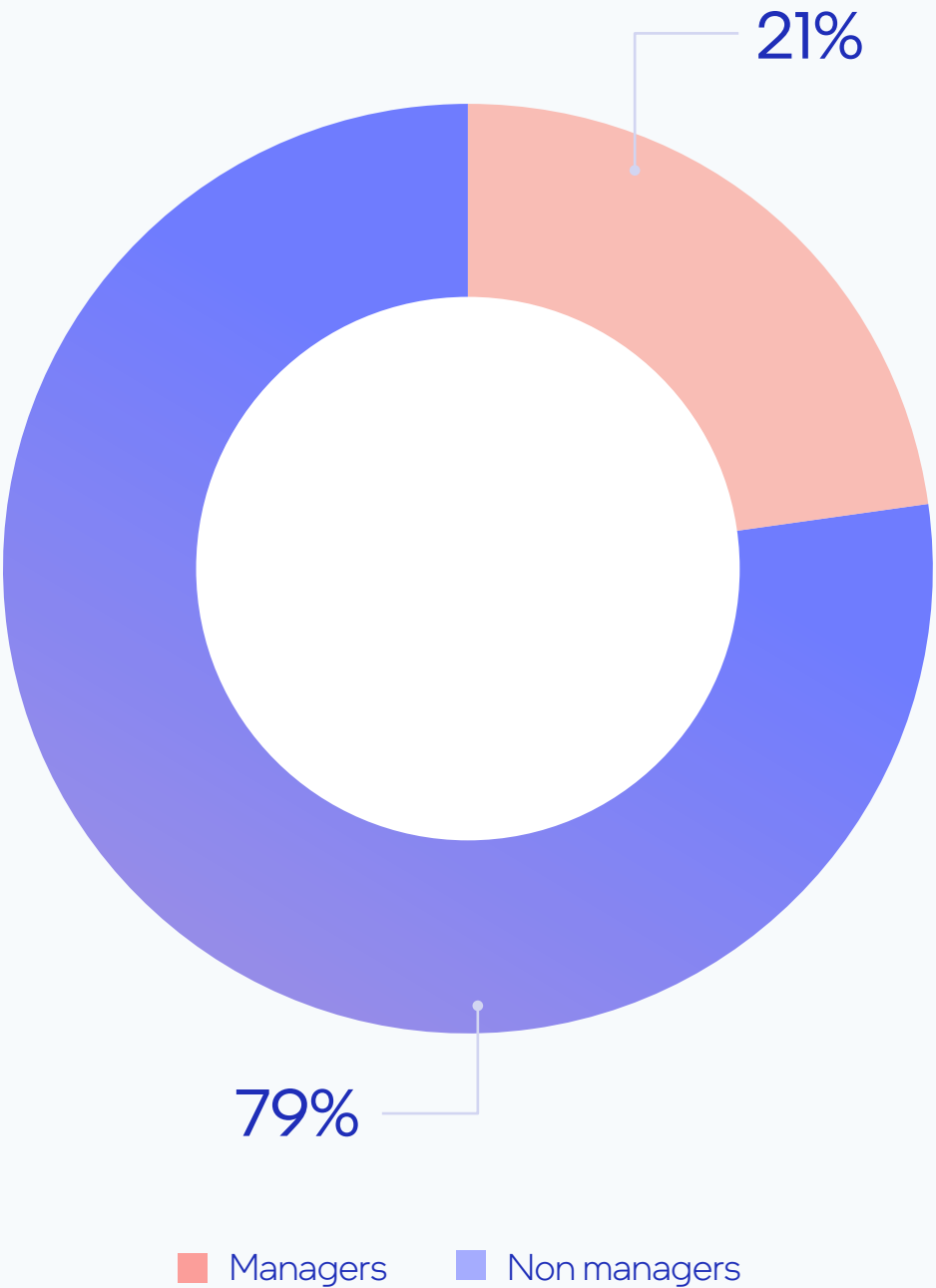


2024 Employee Training Highlights:

Training Provided by Topic - 2024



Employee Training by Role - 2024



In 2024 :

Mobileye provided an average of 7.4 hours⁹ of professional development training per employee

9. This includes the basic training provided to our employees globally and training provided to our employees in Israel, who constitute 91% of our workforce. We are working to expand the scope of our data collection to include our other locations.



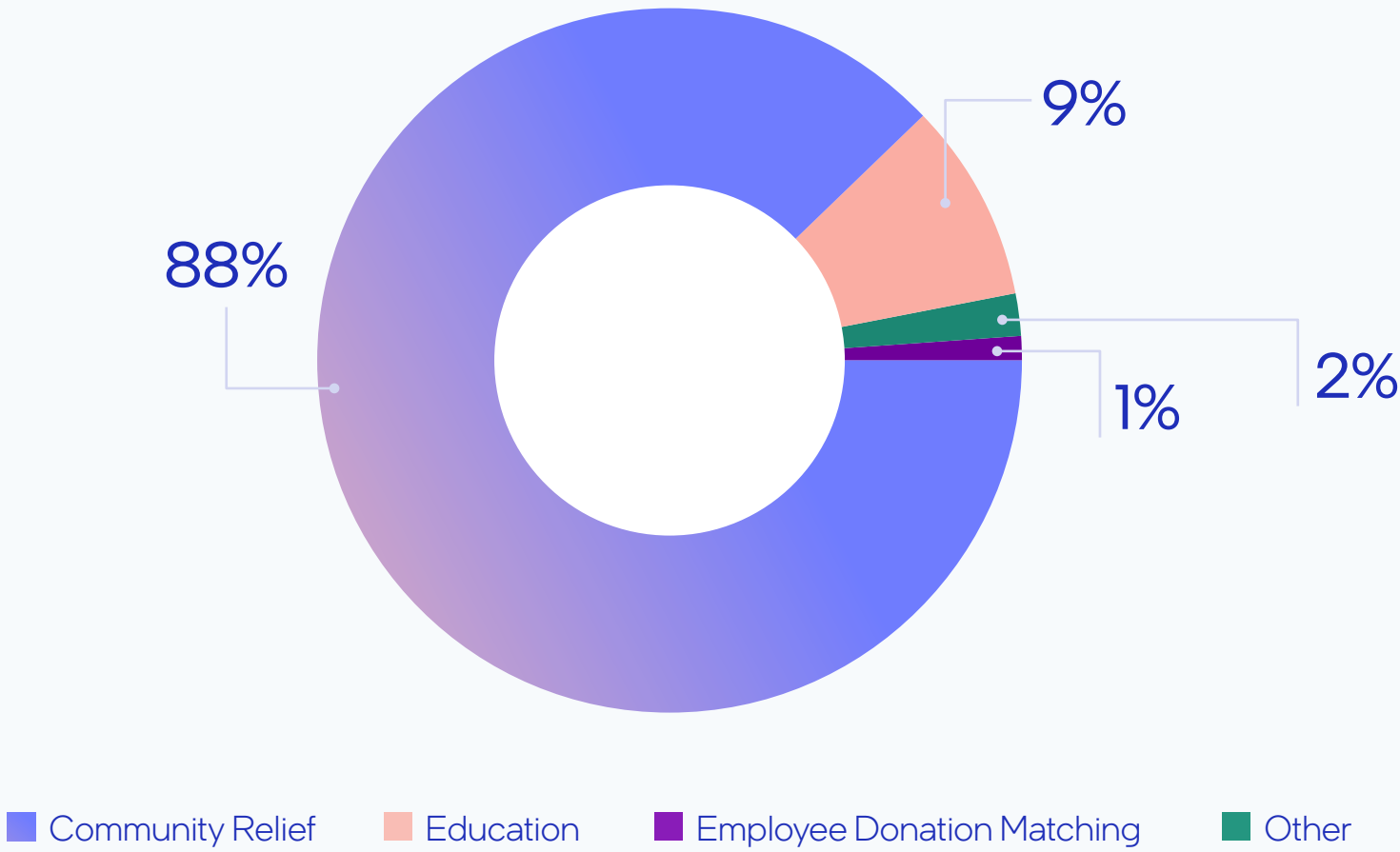
Engaging with Our Community

We take pride in our commitment to fostering positive change in the communities in which we operate, taking action to empower communities, enhancing educational opportunities, and boosting local resilience through strong partnerships. We actively support a wide array of initiatives through donations to nonprofits enriching communities and fostering development. In 2024 we allocated \$968,154. to numerous non-profit organizations and social causes, supporting a diverse range of initiatives, including support for the Israel Cancer Association, the Druze Veteran Association, and local youth sports teams such as the Hapoel Jerusalem Basketball club.

Our main philanthropic focus in 2024 was to

community relief initiatives, which includes projects and nonprofits to help those affected by the ongoing war. Mobileye helped provide donations of food, clothing, and electronics to families from communities that were evacuated or displaced. Mobileye also contributed to projects that plant trees in areas damaged in the war. Additionally, Mobileye launched a scholarship program for students who served over 60 days in the army reserves during the war, allocating approximately \$550,000 USD across 142 scholarships.

Philanthropic Contributions - 2024



Mobileye offers an employee cause-matching program that matches employees’ charitable contributions to their chosen causes. Additionally, In 2024, Mobileye established an in-office social pop-up store for employees, featuring products made by nonprofit organizations. All proceeds went directly to the organizations, raising over **\$5,400 USD** through employee purchases.



Partnerships and Educational Outreach:

Mobileye maintains dynamic collaborations with several non-profit organizations, focusing particularly on educational initiatives aimed at bridging gaps and creating access to high-tech careers for diverse sectors of society. These collaborations include:



Supporting Tech Education

Mobileye sponsored a mobile tech lab for the “Ofanim” initiative, providing children in underserved areas the access to computer education and digital tools.

We also host a weekly program for teenagers in our offices supporting their programming and coding education as part of a broad effort to reduce educational gaps.



Championing Gender Equality

Mobileye has a longstanding partnership with Queen B, a non-profit that addresses the gender gap in technology through comprehensive computer science training programs tailored for girls and young women.

By hosting workshops led by our team members, we offer participants insights into the challenges and opportunities for women in tech, fostering a supportive community and encouraging the next generation of female tech leaders.

Mobileye also hosted visits from outstanding high school girls in science and math tracks, introducing them to the tech industry. This initiative, in partnership with the “Sodkot et Tikrat Hazchuchit” (cracking the glass ceiling) NGO, aims to promote gender equality by encouraging young women to pursue careers in STEM fields.



Supporting Community and Education with PyCon Israel

Our annual sponsorship of PyCon Israel, a conference devoted to the Python programming language and its ecosystem, reflects our commitment to the professional development of the tech community.

Featuring lectures by Mobileye's experts, we provide attendees with a glimpse into our cutting-edge technologies and the minds driving our innovations.



Employee Volunteering Activities

We are proud to foster a culture of giving back to local communities. Mobileye employees engaged in volunteering efforts throughout 2024 in order to help build up underserved, disadvantaged, and marginalized populations. Many teams chose to dedicate their annual team-building days to volunteer work, channeling their collective efforts toward supporting diverse communities. Employees also delivered educational lectures,

participated in enrichment programs, and engaged with organizations such as Sodkot et Tikrat Hazchuchit (Cracking the Glass Ceiling) and Queen B, both of which promote STEM education and gender equality. These initiatives, among others that Mobileye collaborates with, help create opportunities for those in need and build strong relationships with the communities that we form part of.

Mobileye employees further demonstrated their commitment to community engagement through hands-on projects and holiday initiatives. In honor of Tu BiShvat, a Jewish holiday marking the agricultural new year, employees helped establish and maintain community gardens and raised funds for care packages distributed to elderly and isolated individuals in conflict-affected areas. During Purim, another national

holiday, Mobileye teams prepared and delivered festive gift packages to hospitals and evacuee communities, reflecting the company’s dedication to supporting those in need and strengthening ties with local populations.





Operating Responsibly

8.1 Operating Responsibly

8.2 Managing Our Carbon Footprint

Scope 3 Measurement

8.3 Waste Management

8.4 Water Management

8.5 Employee Health and Safety (EHS)

Operating Responsibly

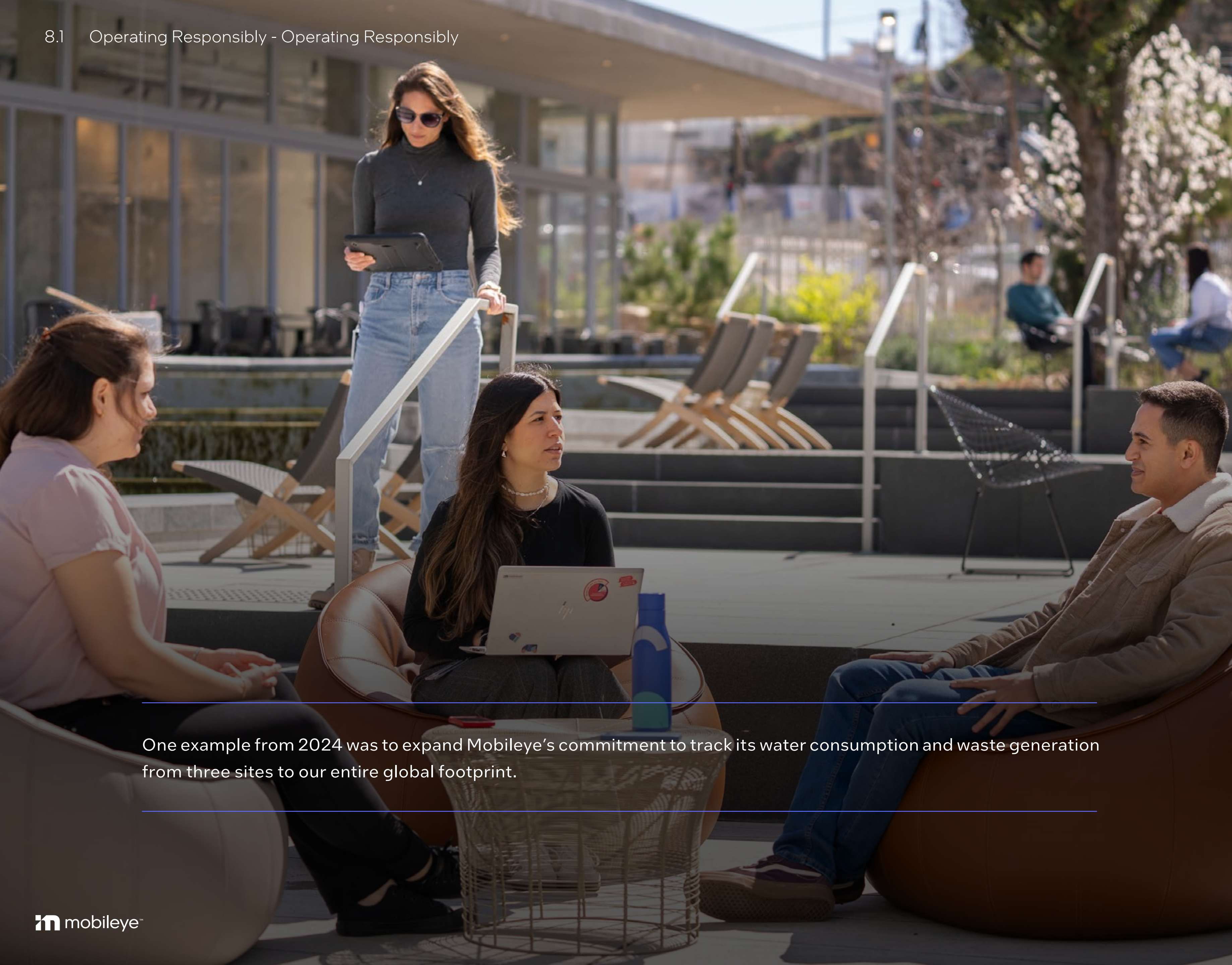
Mobileye is committed to responsible operations through environmental stewardship and comprehensive employee health and safety protocols into our daily operations. In 2024, we adopted stronger ESG management structures, striving to improve the measurement of our environmental and social metrics and worked to minimize our environmental footprint through continuous improvements in energy efficiency, water conservation, and waste management.

In particular, Mobileye implemented more in-depth processes to increase tracking of water usage and waste generation across all global office locations, making 2024 the first year where we were able to collect this data for all Mobileye sites. This allows us to broaden our understanding of our footprint and enables us to make data-driven decisions on sustainability performance.

Our sustainability efforts extend beyond increased measurement of our performance. Mobileye's newly adopted Jerusalem campus is LEED Platinum certified and advances our sustainability performance through water-cooled chillers,

energy efficient design, and usage of recycled HVAC water for irrigation. We also encourage eco-friendly transportation through electric vehicle charging stations, ample bicycle parking, and proximity to public transportation. Additionally, our sustainability strategy is increasingly guided by international environmental standards.





One example from 2024 was to expand Mobileye’s commitment to track its water consumption and waste generation from three sites to our entire global footprint.

In 2024, Mobileye is certified with ISO 14001, 45001, and 50001 standards.

Moreover, we prioritize the well-being of our workforce by upholding rigorous health and safety standards and proactively enhancing our protocols. By regularly reviewing our performance and aligning with applicable local regulations, we are committed to driving year-over-year progress and fostering a culture of accountability and continuous improvement across all aspects of our operations. In 2024, Mobileye had no recorded instances of violations of environmental regulations, keeping in line with our commitment to environmental stewardship across the operations of our organization.



Managing Our Carbon Footprint

At Mobileye, we understand the importance of reducing our environmental impact and are committed to doing our part to mitigate climate change. Part of our strategy for environmental stewardship was the implementation of an energy efficiency plan in our newly opened Mobileye Jerusalem Campus. The new campus employs a carefully designed building management system that tailors lighting, air conditioning, and ventilation controls to the unique needs of each space. Lighting and air conditioning in offices, public areas, and specialized spaces are managed with motion sensors, local controls, and fixed schedules to minimize unnecessary energy use. Building management systems have been fully integrated into the Tel Aviv Campus and partially integrated in our Ramat Gan and Haifa campuses. This greatly contributes to the energy efficiency of all our sites in Israel.

When constructing the campus, Mobileye selected water-cooled chillers for the HVAC system rather than the more conventional air-

cooled chillers, achieving a significantly higher efficiency rating than most chilling systems. To further enhance energy efficiency, external fins and internal blinds were installed on all external facades, effectively reducing incoming heat and greatly improving HVAC performance. The campus is also equipped with an underground, on-site data center designed for optimal power-usage effectiveness. In 2024, all electricity consumed by Mobileye locations was supplied by local grids. The company’s electric vehicles, including test vehicles, consumed just under 16MWh of electricity.

Energy Consumption		
Year	MWh	Gigajoules
2023	74,370	267,732
2024	53,664	193,194

We are proud to report a **28% decrease** in energy consumption as a result of our updated energy saving practices and the transition to our new, LEED Platinum-certified Mobileye Jerusalem campus.

In 2024, Mobileye continued last year’s initiative to measure our greenhouse gas emissions. This year, in addition to Scope 1 and Scope 2 emissions we also included initial calculation of Scope 3 emissions. This means our GHG emissions assessment now includes direct emissions from sources owned or controlled by the company, indirect emissions from purchased electricity

consumption, and emissions associated with our value chain, both upstream and downstream. We made efforts to expand the scope of our data collection in all locations globally to better understand our carbon footprint. As a result of these efforts, Mobileye was able to collect fuel usage data for 2024 for all Mobileye sites, data which was previously unavailable.

GHG Emissions		
	2024	2023 ¹⁰
Scope 1 emissions (MTCO2-e)	2,040	3,090
Scope 2 emissions (MTCO2-e)	19,729	14,115
Total scope 1 and 2 emissions (MTCO2-e)	21,770	17,205
GHG emission intensity/\$1M revenue (MTCO2-e/\$1M revenue)	13.16	8.19
GHG emission intensity by number of employees (MTCO2-e/Employee)	5.70	4.65
GHG emission intensity by total area of office space (MTCO2-e/SQM)	0.13	0.18

10. Data for 2023 is restated following a more refined collection process and re-calculation



In order to promote environmental awareness among our team members, we engage employees annually in Earth Day initiatives, thereby reinforcing our shared dedication to sustainability. This approach not only advances our environmental objectives but also deepens our team’s commitment to contributing positively to the planet.

Scope 3 Measurement

Scope 3 emissions play a critical role in understanding our company’s overall carbon footprint. Unlike Scope 1 and Scope 2 emissions, which can be more directly controlled by Mobileye, Scope 3 emissions encompass a wide range of indirect emissions that occur throughout our value chain. By accounting for these emissions, we can gain a comprehensive view of our overall environmental impact and identify key opportunities for reduction.

For the 2024 report, we are including also Scope 3 GHG emissions. While this was calculated for 2023, it was not included in that year’s report and is included here for the first time. In 2023, Mobileye scope 3 emissions were 239,346 metric tons of CO2 equivalent. This value includes the

emissions associated with categories 1, 2, 5, 6, and 7, representing the emissions related to purchased goods and services, capital goods, generated waste, business travel, and employee commuting, respectively. These categories were chosen as they encompass the most material processes across our value chain, reflecting both upstream and downstream activities. Category 11, the use of sold products, was estimated at 0 emissions since there are little or no emissions related to our product in the general operations of the cars in which it is installed. The emissions of goods produced for Mobileye are calculated separately based on their relative proportion in the emissions of our major producer. They are included in the total scope 3 emissions presented here and make up the majority of Mobileye’s Scope 3 emissions. Of the remaining emissions, Capital Goods (category 2) make up the vast majority – 94%. This means choosing the right partners is critical to Mobileye’s environmental impact and so we prioritize companies with robust environmental management. Our two major semiconductor partners have extensive sustainability programs that are widely reported by these companies.

Total Scope 3 emissions for 2024: 190,346MT CO2e

2024 GHG Emissions Reported by Category (MT CO2e)			
# of Category	Category Title	GHG Emissions (MT CO2e)	Notes
1	Purchased Goods and Services	1266	Calculated using the spend-based methodology
2	Capital Goods	22,388	Hybrid methodology, combining spend-based emission factors with supplier-specific activity data
5	Waste Generated in Operations	126	Disposal and treatment of waste generated in the reporting company’s
6	Business Travel	798	Distance-based factors for business flights
7	Employee Commuting	468	Transportation of employees between their homes and their worksites during the reporting year using the distance-based method

Our Scope 3 emissions data reflects our commitment to transparency and sustainability. By identifying key contributors to our GHG emissions, we can prioritize efforts to mitigate these impacts, engage stakeholders, and

ultimately align our operations with broader environmental goals. As we move forward, we intend to develop targeted strategies that address these emissions to support our sustainability objectives.



Waste Management

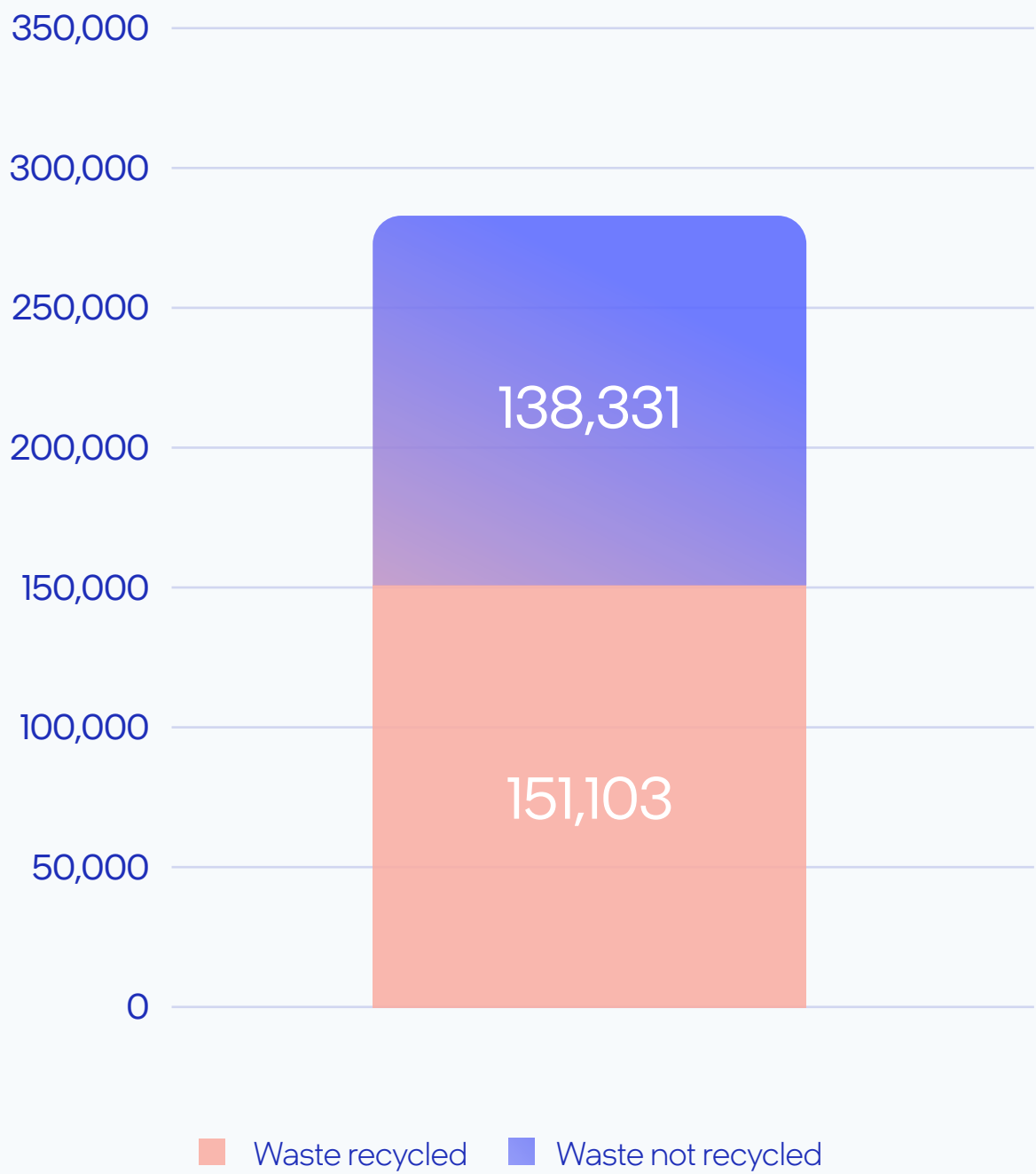
Reducing waste is part of minimizing our environmental impact. Through our company-wide, multi-office waste management program, we seek to implement initiatives such as waste separation, recycling programs, and responsible disposal practices. On the consumer side, we try to ensure our packaging is mostly recyclable in order to avoid contributing to waste issues worldwide. Our product packaging contains high amounts of recycled materials, with packaging for many of our products containing up to 85% recycled cardboard.

Mobileye employs a comprehensive recycling program. In our Israel offices, we recycle cardboard, paper, electronic waste, and batteries. Mobileye collaborates with certified recycling partners designed to ensure that a wide range of materials and disposable items, including paper, packaging and drink bottles, metals, wood, and electronics, are collected, and recycled responsibly and in accordance

with local regulations. Our employees are actively engaged in these efforts through awareness campaigns, encouraging them to adopt sustainable practices. Our waste management practices are compliant with regulations such as the EU Waste Electrical and Electronic Equipment (WEEE) directive, which requires separate collection and treatment of waste from electrical equipment.

In 2024, the offices where we are able to collect such information. We recycled 151 metric tons of waste.

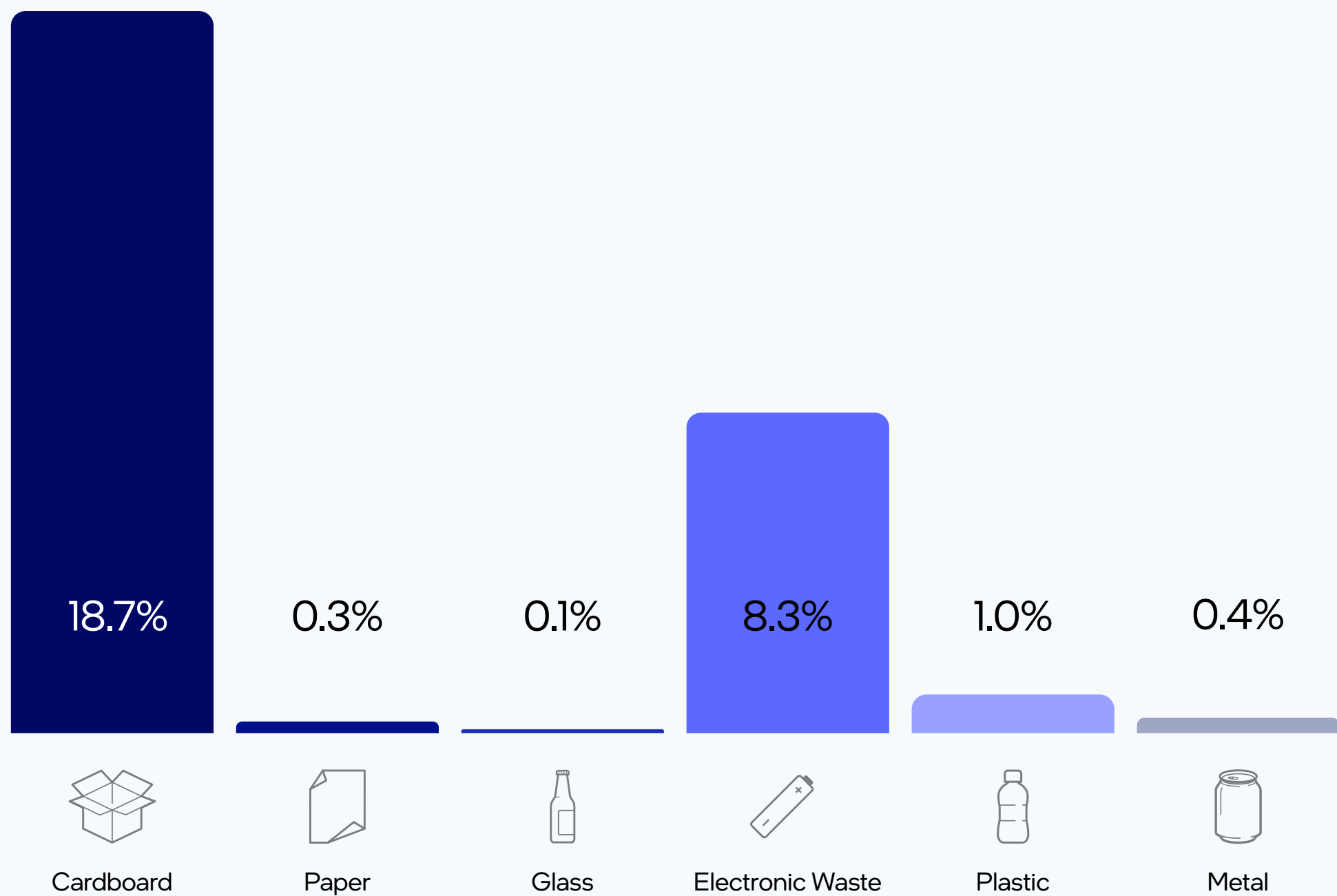
Waste Disposal - 2024¹¹



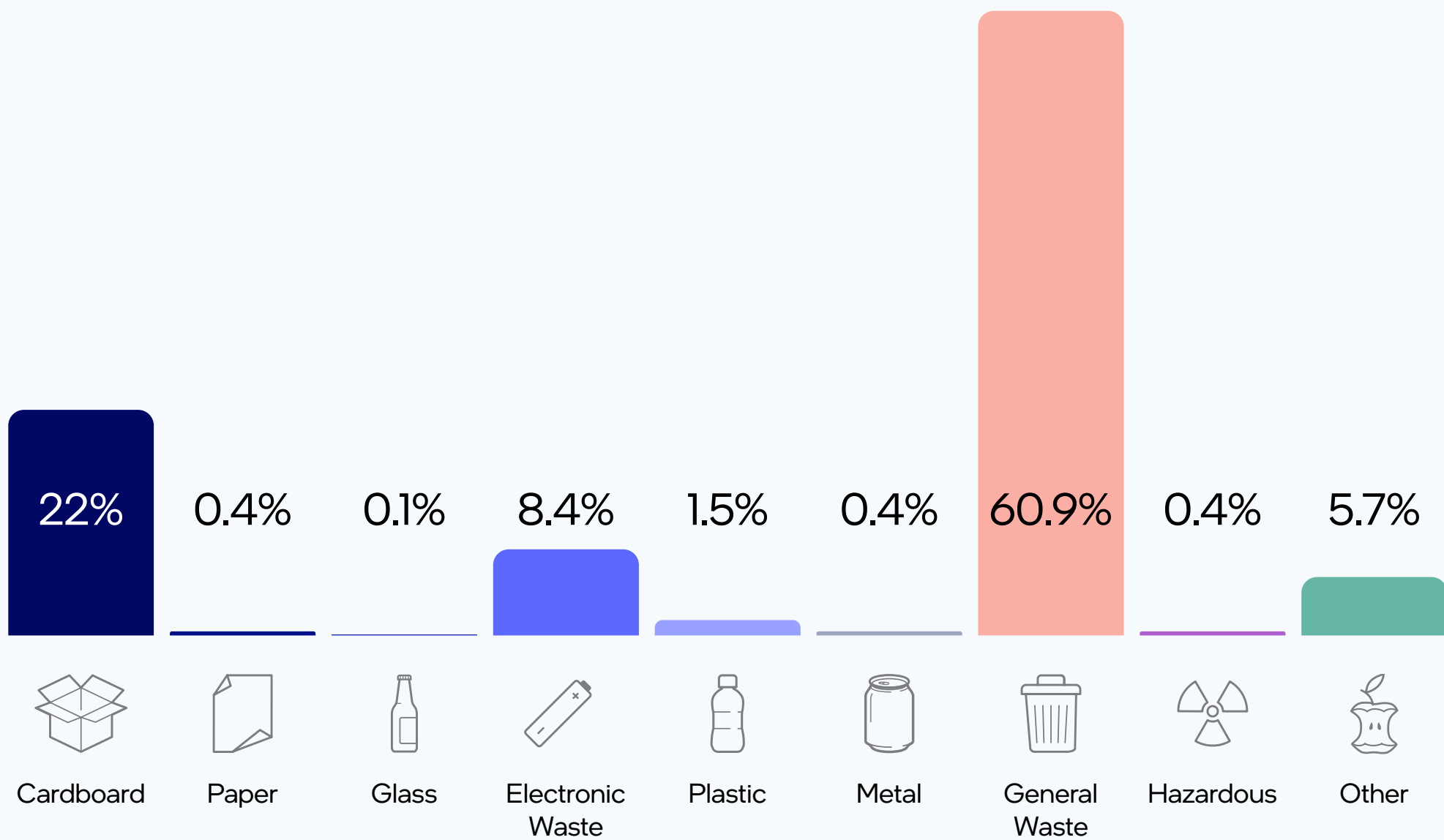
11. Waste generation and recycling data for 2024 is based partially on estimated numbers. This is due in part to many of our sites being located in shared buildings.



Waste Recycled by Type - 2024



Waste Generated by Type - 2024¹²



As a result of increased data collection and measurement efforts established in 2023, this year we were able to successfully measure waste generation data for all Mobileye locations,

including sites such as Japan and China where data was unavailable for previous reports, as well as partial tracking of recycling efforts.

12. Waste data for Germany was originally reported by volume. For consistency, we converted these figures to weight using standard industry conversion factors and reasonable assumptions.



Water Management

While our operations are not water-intensive compared to certain industries, our approach to water management is rooted in a commitment to efficiency, conservation, and responsible use across all aspects of our operations.

Our LEED certified Global Headquarters in Jerusalem has advanced water-saving mechanisms in place for reuse of HVAC water, cooling tower blowdown and reverse osmosis systems for flushing and irrigation. By implementing water-efficient technologies, such as low-flow fixtures, sensor-based faucets, and water-efficient appliances, we strive to reduce water consumption across our operations.

One of our key improvements to the environmental performance of our Jerusalem

campus was the installation of water-cooled chillers for the campus HVAC system. The water towers for the chilling system are significantly more energy efficient but require 43,000 m³ of water for annual operations, resulting in a large increase of total water usage throughout the year in comparison to 2023. However, when accounting for these systems, general water usage went down from 14,500 m³ of water in 2023 to 10,397 m³ in 2024 – a 28% reduction indicating that our water stewardship measures are having a positive effect on our water consumption. These initiatives are of particular importance to us as over 97% of our water usage is in our Israel location, a country considered at high water risk by the World Resources Institute’s (WRI) Water Risk Atlas. It is of note that while Israel is classified this way,

in recent years extensive desalination systems have increased water security and lowered the reliance on freshwater withdrawal.

We have also implemented efforts in the Global Headquarters in Jerusalem to reduce potable water use. Nearly half of the Global Headquarters in Jerusalem’s outdoor space is vegetated and is irrigated using recycled condensed HVAC water. This allows us to save up to 10 cubic meters of water per day.

Water Consumption (m3)



Our water consumption in 2024 totaled 53,397 m³, when accounting for infrastructure improvements, we decreased usage year-on-year by 28% or a reduction of 4,107 cubic meters.



Employee Health and Safety (EHS)

At Mobileye, we actively incorporate safety best practices, fostering a culture of awareness and cooperation across our operations. Our health and safety programs are designed to foster compliance with all local laws and regulations involving work safety, standards, and procedures in the countries in which we operate. We strive for zero occupational injuries and safety incidents in all our global sites, and implement measures aimed at mitigating health and safety risks.

[Our Global EHS Policy](#), overseen by our Vice President of Operations and Chief Operations Officer, embodies our approach to Health and Safety. Our team includes dedicated departmental and onsite Safety Trustees, who serve as the liaison to the Company’s EHS management and are responsible for supervising and implementing safety protocols and addressing any safety concerns or hazards that may arise.

We have set safety audit protocols that involve

inspections of equipment, facilities, and work practices, as well as reviews of documentation such as safety procedures and incident reports which enable continuous improvement of performance and processes. Emergency preparedness is paramount, with comprehensive plans in place for various scenarios, including fire, medical emergencies, hazardous materials, and natural disasters. Mobileye’s EHS department conducts periodic health and safety risk assessments to identify and evaluate potential hazards within the workspace, considering their impact and likelihood of occurrence.

We prioritize employee training and engagement to uphold our commitment to creating a safe and healthy work environment. Our EHS training, both mandatory and voluntary, includes an e-learning platform and in-person training on multiple topics, including safe driving in test vehicles, safe machine operation, lab work safety, working from heights, safety with laser equipment, general safety, and

more. Additionally, we maintain a culture of open communication and proactive reporting, which encourages employees to promptly report any safety concerns or incidents to management for swift resolution and continuous improvement. Safety concerns can be submitted online or by phone through the Mobileye ethics reporting hotline, which is hosted by a third party and allows for anonymous reporting where permitted by law.

In 2024, over **2231** safety training hours were completed by employees and contract workers.

In 2024, there were **12 safety grievances** submitted by employees that were validated and addressed.

Safety Incidents in 2024 ¹³				
	2024		2023	
	Employees	Contractors	Employees	Contractors
Fatalities	0	0	0	0

Our employee Lost Time Incident Frequency Rate (LTIFR)¹⁴ is **0.87**.

13. The higher number of safety incidents reported in 2024 is attributable to enhanced reporting processes established by Mobileye, which improved transparency and encouraged reporting.

14. The calculation for LTIFR is ((Number of lost-time injuries) / (Total hours worked in accounting period)) x 1,000,000



Responsible Business and Governance

9.1 Promoting Ethical Business Practices

Reporting Ethics Grievances

Ethics Training

9.2 Responsible Supply Chain Management

Considered Designing from the Outset

Governing Compliance

The Right Partners

9.3 Responsible Mineral Sourcing

9.4 Conflict Minerals

9.5 Risk Management

9.6 Corporate Governance

Board of Directors

Responsible Business and Governance

Mobileye is a results oriented company and how we achieve those results matters. We are committed to operating with integrity and transparency as a crucial foundation to our long-term success.

The Company ensures robust and structured governance mechanisms and ethical business practices which adhere to legal requirements as well as the interest of its stakeholders. We actively instill a culture of personal responsibility and integrity among our staff and seek partners who share our values, taking steps to extend our expectations beyond our gates to our value chain.





Promoting Ethical Business Practices

We emphasize transparency, honesty and otherwise upholding ethical standards in our interactions among employees and towards our customers, suppliers, business partners, shareholders and the communities within which we operate.

Our [Code of Business Conduct \(the “Code”\)](#), which is available on our website, establishes the ethical standards for our directors, officers, employees, and representatives, ensuring that our values are reflected throughout our operations and value chain. We also expect our suppliers to comply with the Code, in addition to all applicable laws and regulations. The Code outlines our expectations regarding ethical behavior, integrity, and professionalism and covers a range of topics, including compliance with laws and regulations, conflicts of interest, confidentiality, diversity and inclusion, and proper use of Company resources. In 2024 we recorded zero monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.

Mobileye’s Nominating and Corporate

Governance Committee (“NGC”) reviews and reassesses the Code and recommends to the Board of Directors any changes the NGC deems appropriate. The NGC also oversees compliance with the Code. Employees are required to comply with the company’s Code of Conduct and behavior is monitored by management to ensure compliance. Breaches are reportable through official channels such as the human resources department, the legal department, or through the company’s third-party whistleblower hotline. By adhering to the principles outlined in the Code, our employees and other relevant stakeholders demonstrate their commitment to upholding the Company’s values and contributing to a positive work environment conducive to ethical decision-making and long-term business success.

Part of promoting ethical business practices is strict adherence to zero-tolerance policies towards corruption and bribery. Our anti-corruption and anti-bribery policies which are outlined in the Company’s Code of Business Conduct, are designed to comply with international Anti-Corruption laws, cover all organizational tiers,

and extend to all third parties with whom we do business.

Reporting Ethics Grievances

We encourage and expect our team members to report any concerns regarding violations of our Code of Business Conduct, policies, or applicable laws. Our Whistleblower Policy ensures swift review and appropriate action for all reports, creating a safe environment for our employees to uphold our ethical standards without fear of retaliation.

To facilitate this, we provide several reporting channels. Employees are encouraged to speak up and can report concerns to any manager or contact departments such as Human Resources, legal or Information Security who specialize in handling such issues. They also have access to a dedicated email and a confidential **Whistleblower Hotline**, managed by a third party, for anonymous reporting online or by phone.

All company policies are accessible to employees through our online internal platform and are



available in English. Certain jurisdiction-specific policies are also available in the local language. Our policies are constantly being reviewed and improved for clarity and accessibility.

Mobileye does not tolerate retaliation against anyone who in good faith reports possible violations of law, the Code, or other Company policies or procedures, questions on-going or proposed conduct, or participates in an internal investigation. Our whistleblower policy codifies our commitment to protecting employees from any form of retaliation.

Ethics Training

To uphold the ethical standard we expect, it is critical that employees are aware of what is expected of them and that they have the tools to achieve those expectations. Therefore, we have developed and implemented a comprehensive ethics training program to educate our workforce about the principles that guide our business conduct as well as empower them to apply these principles in their daily activities.

All team members are required to acknowledge receipt of and agree to our Code of Business Conduct and to undergo training providing an overview of the Code, identifying ethical violations and the relevant reporting channels. Each employee is also required to complete the company’s Code of Conduct training once per year to ensure reinforcement and application of its principles. Mobileye’s human resources department tracks attendance and ensures that courses are completed in a timely manner. Failing to complete the training triggers enforcement actions. In addition, all the employees undergo sexual harassment prevention training. In 2024, over 3,700 Mobileye employees participated in ethics trainings related to our Code of Conduct, Prevention of Sexual Harassment, and Environment, Health, and Safety training.



Responsible Supply Chain Management

At Mobileye, we are dedicated to implementing transparent and accountable supply chain management practices, which promote risk mitigation, regulation compliance, and minimizing adverse social and environmental impacts. We recognize that the choices we make in sourcing materials and working with suppliers directly impact product quality and contributes to our overall impact on people and the environment.

Mobileye sells products that are manufactured for us by other companies and products that include ready-made component parts that we purchase from third parties. We are many steps removed in the supply chain from the mining of minerals and are therefore considered a “downstream” purchaser. Nonetheless, we realize that we have a responsibility to our customers to manage supplier relationships responsibly to contribute to the sustainability and ethics of the value chain as a whole.

Mobileye is in the process of implementing a new procurement procedure that details steps to ensure responsible supply chain management. Critical among these steps is the integration of

a new ESG survey, where core or new suppliers will be sent a survey to collect information on topics such as:

Environment

- Climate Impact and Resource Use
- Biodiversity and Pollution
- Product Stewardship
- Buyer Specific Data

Social

- Human Trafficking, Slavery, and Human Rights
- Labor Rights
- Diversity

Governance

- Resilience
- Data Protection and Privacy
- Organizational Commitment

Suppliers for Electronic Manufacturer Services (EMS) are held to particularly high standards when measuring ESG criteria. The ESG survey helps

ensure alignment with sustainability standards and supports responsible business practices. EMS providers are required to complete the ESG survey and achieve an adequate score to demonstrate commitment to maintaining high standards in environmental stewardship, social responsibility, and ethical governance. Failure to meet this threshold may result in additional reviews or corrective action plans to improve compliance with ESG objectives.. Mobileye also commits to a supplier engagement process which includes communicating relevant regulatory requirements to suppliers in order to ensure compliance with standards and obtaining declarations of conformity and materials composition data from suppliers in order to verify that all materials and components meet necessary regulatory requirements. Altogether, this is a vital step in being able to track and improve our upstream supply chain and underscores our commitment to ESG initiatives and improving our mark on all stakeholders throughout our value chain.





Considered Designing from the Outset

The extent of manufacturing done by Mobileye itself is limited to the R&D stages. However, the choices made at this design stage define the characteristics of the final, mass-produced products. Therefore, we enforce a detailed process for ensuring materials included in our design comply with all required standards and regulations.

Mobileye’s Environmental Regulations Procedure outlines a comprehensive framework to identify, monitor, and comply with global environmental regulations affecting its products and components. It emphasizes proactive management of regulatory changes, supplier engagement, product design, and continuous improvement to ensure sustainability and regulatory adherence.

Mobileye ensures compliance with regulations such as EU RoHS, REACH, Conflict Minerals, WEEE, Low Halogen/Halogen Free standards, and California Proposition 65 by requiring supplier documentation, conducting audits, and promoting safer alternatives. These requirements are communicated to suppliers, who must provide

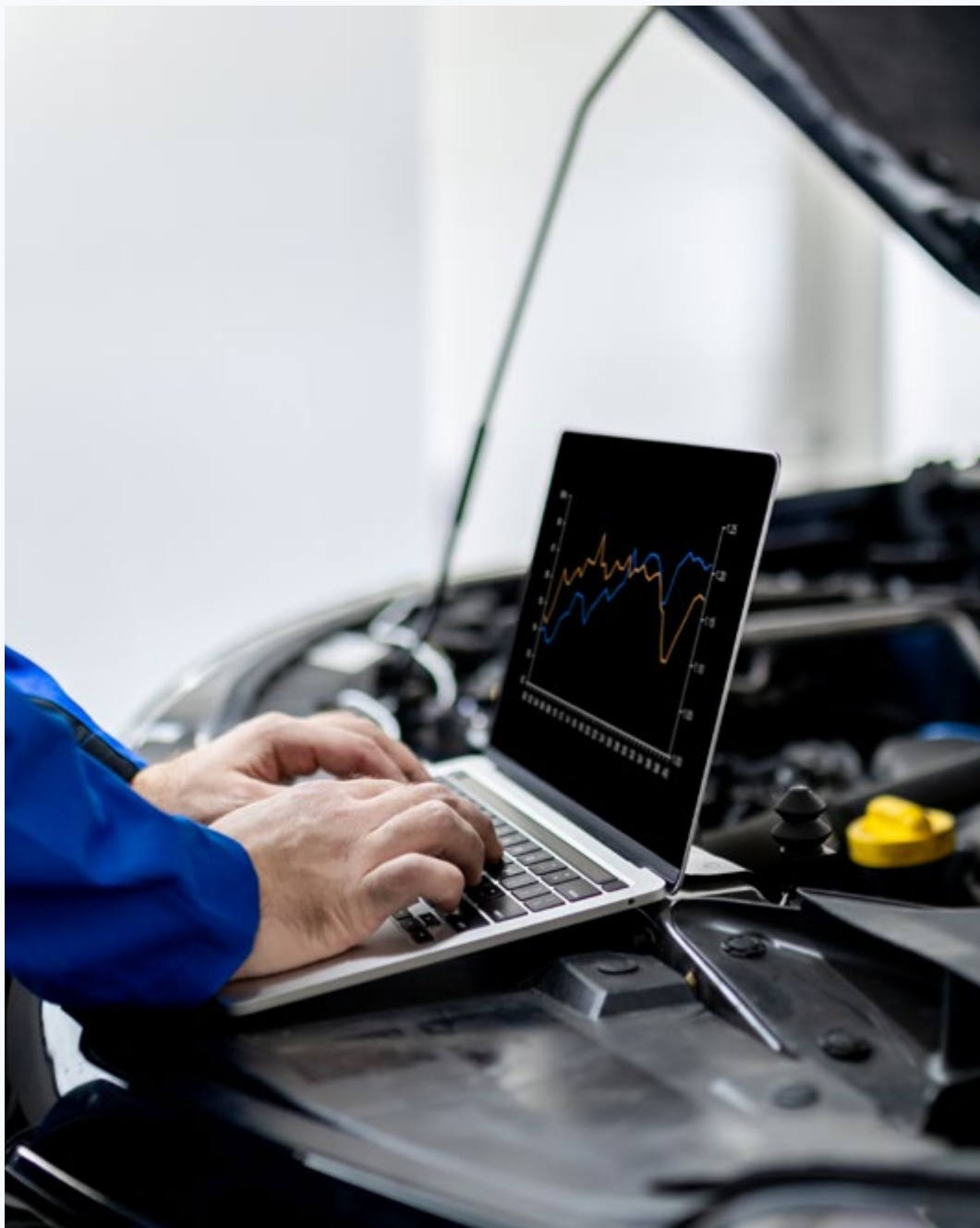
declarations of conformity and material data to verify compliance.

Before inclusion in the final Bill of Materials (BOM), materials are verified to meet regulatory requirements from the design stage, incorporating compliance considerations to avoid redesigns and ensure environmental safety. Alternative materials are sought to reduce impact on the environment and human health such as low Halogen and Halogen free materials and minimizing the use of substances categorized in the RoHS regulations or classified as SVHC by the REACH directive. In line with the EU Waste Electrical and Electronic Equipment (WEEE) Regulations we design our products to be recyclable. Products are clearly marked to give customers information on proper disposal, and we offer a disposal service to facilitate environmentally conscious disposal.



Governing Compliance

The Trade Group is responsible for identifying applicable regulations to determine which regulations apply to Mobileye’s products. The Trade Group develops a detailed compliance plan outlining the steps needed to achieve compliance, including timelines and responsibilities. On an ongoing basis the relevant regulations for Mobileye’s products are identified by the Trade Group and compliance status is presented using a database which is updated automatically every week. On a monthly basis, the Trade Group conducts a comprehensive scan of Mobileye’s systems against this database and other tools which are continuously updated with changes in all pertinent regulations. This ensures that Mobileye’s systems remain compliant with the latest regulations.



The Right Partners

As our customers depend on us, we rely on our suppliers to provide us with transparent information on their upstream operations. Our largest suppliers, STMicroelectronics, are leading semiconductor manufacturers who themselves have robust environmental and social sustainability programs. Procurement procedures guide how we select and interact with our suppliers to ensure that all purchasing activities are conducted with transparency, fairness, and efficiency while adhering to the company’s code of conduct, strategic goals, and regulatory requirements. The Procurement procedure provides clear guidelines for acquiring goods and services, emphasizing cost-effectiveness, quality, and ethical standards. A key component of the procedure is the selection and qualification of suppliers, which is conducted through a rigorous evaluation process to ensure they meet Mobileye’s and customers’ standards for reliability, quality, and demonstrate a commitment to social responsibility, environmental stewardship, and compliance with all applicable laws and regulations. The selection process now includes a mandatory ESG survey to gather critical information aimed at identifying and addressing potential ESG-

related risks within their supply chain.

By implementing a structured and consistent procurement process, we aim to support operational excellence, foster strong and long-term relationships with approved suppliers, and promote responsible resource management.

Our expectations are outlined in our Purchase Order Terms and Conditions, and we require our suppliers to agree to these commitments. These include international quality certifications such as IATF 16949:2016 Certification or ISO9001, ISO14001, ISO45001, RoHS and REACH compliance, Conflict Minerals compliance, as well as standards specific to the automotive industry.

Supplier Screening

Some suppliers are defined by our customers. Nonetheless, we implement screening as part of the procurement process to ensure all suppliers align with both our customers, and our own standards and expectations. Suppliers are screened using various processes including on-site audits in some cases. The screening



is intended to check possible corruption, fraud or inclusion in sanctions lists. There is also ongoing monitoring of performance and status of suppliers to maintain the standards we expect throughout our operations. Where relevant, primarily manufacturers, site audits are conducted annually. If issues are identified, suppliers can be “frozen” until such time as the issues are rectified and can result in termination of the relationship.

We also screen customers and the parties

involved in facilitating trade to ensure that our products and technology do not go to prohibited end-users. The Trade Team assess the risk level and generates post screening recommendations regarding engagement with the screened entities.

As part of our consistent efforts for improvement, we have engaged a third party for supplier assessment with rollout of the first questionnaires in 2025. Questionnaires cover topics such as climate impact, resource use and environmental impact, worker and human rights, organizational

resilience and data privacy. This will bring us in line with the industry best practice on supplier engagement and position us better to respond to the requirements of our customers from us.





Responsible Mineral Sourcing



Mobileye products contain extracted materials that are integral to many electronics industry technologies. As a global company, we are committed to the responsible sourcing of minerals through an ethical and sustainable manner that safeguards the human rights of everyone in its supply chain.

While traditionally provisions addressing mineral sourcing have focused on tin, tungsten, tantalum and gold (3TG) in the Democratic Republic of Congo and surrounding area, Mobileye has evolved its responsible minerals program and related due diligence practices to address minerals originating from Conflict-Affected and High-Risk Areas (CAHRAs) more broadly prompted by growing concerns about additional human rights violations.

As part of Mobileye’s commitment to responsible sourcing, it is our goal to ensure that 3TG minerals in our products do not directly or indirectly finance or benefit armed groups in the DRC or adjoining countries, while continuing to support responsible mineral sourcing in the region.

Mobileye’s program framework is in alignment with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance). We require suppliers to follow our supply chain responsibility guidelines, maintain publicly available responsible sourcing policies aligned with OECD Guidance, and extend these expectations throughout their own supply chains. Due diligence is conducted in accordance with OECD Guidance, requiring suppliers to provide sourcing information, and encouraging

smelters to undergo third-party audits such as the Responsible Minerals Assurance Process (RMAP). Our responsible minerals team monitors efforts and reviews with operations senior management.



Conflict Minerals

As is the case with many products manufactured for the electronic technologies industry, Mobileye products contain extracted minerals and metals which are integral for their operation. Many of our hardware products contain tantalum, tin, tungsten and/or gold (“3TG”) necessary to the functionality or production of those products. These and other materials could originate from conflict-affected regions and as such, might aggravate human rights violations.

As set forth in our Responsible Minerals Sourcing Policy, Mobileye is committed to the responsible sourcing of conflict minerals, which we define as sourcing done in an ethical and sustainable manner that safeguards the human rights of everyone in our global supply chain.

Conflict minerals are obtained from sources worldwide, and our desire is not to eliminate those originating in the Covered Countries and other CAHRAs, but rather to obtain conflict minerals from sources that do not directly or indirectly finance or benefit armed groups or contribute to human rights abuses. We believe that it is important for us and other companies to support

responsible in-region mineral sourcing from the Covered Countries and other CAHRAs and to not negatively affect the economies of such countries.

Therefore, we seek to implement due diligence processes and engage closely with our suppliers and manufacturers to trace the origin of minerals and verify adherence to internationally recognized standards such as the OECD Due Diligence Guidance.

Mobileye is a member of the Responsible Minerals Initiative (RMI) and conducts reasonable country of origin inquiries (RCOI) which include a supply chain survey using the Conflict Minerals Reporting Template (CMRT). We rely on our suppliers to assist with our reasonable country of origin inquiry and due diligence efforts, including the identification of smelters and refiners, for the minerals contained in the materials which they supply to us. The design of Mobileye’s responsible minerals program is in accordance with the OECD Guidance specifically as it relates to our position in the minerals supply chain as a “downstream” purchaser. A full description of this framework



can be found in the Conflict Minerals Report on Form SD, filed each year with the U.S Securities and Exchange Commission (SEC). Please see the associated filing for year 2024 here: [FORM SD](#)

For 2024, our reasonable country of origin inquiry (RCOI) efforts for conflict minerals included conducting a supply chain survey of our direct suppliers (referred to as “surveyed suppliers”) using the CMRT. The supply chain surveys requested our suppliers to identify the smelters and refiners and countries of origin of the conflict minerals in products they supply to us.

With this, we compared the smelters and refiners identified in the surveys against the lists of facilities which are conformant to a responsible mineral assurance program, such as the RMAP or RMI cross-recognized programs and documented country of origin information.

Results of Reasonable Country of Origin Inquiry Efforts:

We conducted a supply chain survey of 24 suppliers that we determined may contribute essential conflict minerals to our products. The surveyed suppliers identified 211 operational smelter and refiner facilities which may process the necessary conflict minerals contained in the products provided to us. As of May 1, 2025, 100% of surveyed suppliers provided a CMRT in response to our supply chain survey request.

We know or have reason to believe that a portion of the conflict minerals processed by at least 39 of these 211 smelters and refiners may have originated in the Covered Countries and may not be solely from recycled or scrap sources.

We identified 6 smelter and refiner facilities reported in our supply chain that were not conformant to a responsible mineral assurance program. These facilities were the focus of our smelter and refiner due diligence activities for this reporting period.

Our conclusions regarding these facilities included in our Specialized Disclosure Report, as filed on May 1, 2025 for the reporting period from January 1 to December 31, 2024:

Two of these 6 smelter and refiner facilities have begun participating in a responsible mineral assurance program but are not yet conformant. However, we have no reason to believe these facilities sourced conflict minerals from the Covered Countries.

The remaining 4 facilities are not participating in a responsible mineral assurance program, and we have asked our suppliers to enroll them or remove them from our supply chain.

As a result of our due diligence activities summarized above, we determined the following as of May 1, 2025: 98% of the 211 smelters and refiners identified by our surveyed suppliers are either conformant to a responsible mineral assurance program or have begun participating in such a program.

All 39 smelters and refiners which we know or have reason to believe may source conflict minerals from the Covered Countries, which may not be solely from recycled or scrap sources, are conformant to a responsible mineral assurance program.





Risk Management

Risks to our business continuity are routinely surveyed and monitored. Based on detailed risk assessments procedures are in place to mitigate these risks and ensure the smooth running of the company. A full description of the risks identified can be found in the company’s formal filings.

As the first line of defense, we educate all employees on potential risks and appropriate actions to avoid and mitigate them. This is most notable on topics such as Health and Safety, or Cybersecurity. You can read about both in the respective sections of this report.

Ensuring the resilience of our supply chain is another critical area. Actions to mitigate risks to our supply chain are incorporated into the procurement policy which specifies both immediate action and long-term planning including building in diversification and alternatives where necessary. Risks to do with climate are currently reviewed under standard force majeure risks such

as weather events and political risks. As part of our risk management strategy, we now ask suppliers to provide their Business Continuity Plan (BCP) for risk management. This is an ongoing process as we continuously refine our risk management and procurement processes in light of changing market and circumstances. Procurement teams are educated on risks to give them the tools to identify and respond.



Corporate Governance

Implicit in the Company’s philosophy of maintaining high standards is the importance of sound corporate governance. The day-to-day business of Mobileye is conducted under the direction of the Chief Executive Officer and the oversight of the Board of Directors.

The Board is elected by stockholders to provide oversight of, and strategic guidance to, the Chief Executive Officer and other senior management of the Company. While it is the duty of the Board members to serve as a prudent fiduciary for shareholders, we recognize that the long-term interests of stockholders are advanced by responsibly considering the concerns of other stakeholders, including employees, customers, suppliers and the communities in which the Company operates.

To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in the corporate

governance guidelines. Affirming our dedication to ethical practices and transparency, these are available [publicly on the company website.](#)

Board of Directors

Mobileye’s Board of Directors is comprised of individuals from diverse backgrounds in business, technology, government, and finance. While our bylaws do not require the separation of the CEO and Board Chair positions, in order to maintain the independence of the board, a lead independent director is elected with clearly defined roles and responsibilities. The Board includes three standing committees as required by law and constitutes ad hoc committees as needed. The committees are governed by clear charters.

Our Corporate Governance Guidelines and Charter for the Nomination and Governance Committee detail the thorough process for evaluating director candidates. The Board values the importance of diversity in fostering

board effectiveness and advancing the long-term interests of stockholders. Accordingly, the Board includes directors with a broad array of backgrounds, including in experience, expertise, gender, and race or ethnicity. The Nominating and Corporate Governance Committee is crucial in this process, periodically reviewing and recommending criteria for Board membership to ensure nominees meet our high standards and governance goals.

In 2024, Mobileye’s Board of Directors consisted of 8 Directors, 4 of whom were Independent Directors.

Key Director Metrics 2024:

Total number of Board members	9 ¹⁵
Number of Women Directors	3 ¹⁶
Number of Independent Directors	2
Directors from Diverse Ethnic Backgrounds	2
Average Director tenure	over 1 year and 9 months ¹⁷
Independent Chair of the Board	No
Average attendance of directors as a group at Board and committee meetings during 2024	96%

15. The Board may have up to 9 directors. Effective on Dec. 1, 2024, Pat Gelsinger stepped down from the Board as Chair, leaving 8 remaining directors and a vacancy on the Board that was not filled until January 29, 2025.

16. Effective as of April 25, 2025, Christine Pambianchi resigned from the Board, leaving 2 remaining woman directors and a vacancy that was not filled until August 25, 2025

17. Mobileye became a public company in late October 2022 and most of the Board members have been appointed for over two years.



Board of Directors¹⁸



Prof. Amnon Shashua
Co-Founder, President,
Chief Executive Officer
and Director



Elaine Chao
Director



Eyal Desheh
Director



Claire C. McCaskill
Director



Christine Pambianchi
Director



Christopher Schell
Director



Frank D. Yeary
Director



Saf Yeboah-Amankwah
Director

18. Board of Directors depicted was accurate as of Dec. 28, 2024. For current reference, please visit Mobileye’s Investor Relations Website, or the direct link as follows: <https://ir.mobileye.com/corporate-governance/board-of-directors>

Promoting Board Effectiveness

We foster a culture of education and self-assessment to assist our Board in being responsive to the evolving needs of our stakeholders and the dynamic industry landscape as well as in providing effective oversight over management of the Company. Newly appointed Board members receive orientation and education about the Company, its business and financial operations, and the functioning of the Board. Directors participate in continuing education opportunities to explore critical topics affecting the Company and its industry overall.

The Company’s quarterly Board meetings in March, June and September each had at least one 1-hour education session on a topic previously approved by the Nominating & Corporate Governance Committee of the Board, including the automotive industry and the company’s place in it, and artificial intelligence.

The Chair of our NGC develops and leads the Board’s annual self-evaluation and each committee’s performance and effectiveness. This process includes a written questionnaire

completed by the directors as well as one-on-one interviews conducted by the Chair of the NGC with each director. The aggregate results of the evaluation are then presented alongside the NGC Chair’s analysis for discussion by the full Board. The Board’s annual self-evaluation process provides the Board and management with valuable insight regarding areas where the Board believes it functions effectively and, more importantly, areas where the Board believes it can improve its effectiveness and oversight.

For additional information, please see our [Corporate Governance Guidelines, 2025 Proxy Statement](#).

Board-Employee Engagement

The Board engages with managers and employees who submit materials for its review. In addition, both the Board and individual directors may communicate directly with employees at their own discretion or upon request.





Appendices

10.1 Appendices 1: SASB Index

10.2 Appendices 2: Forward Looking Statements



Appendix 1: SASB Index

In its inaugural Sustainability Report, Mobileye is reporting according to its assigned Auto Parts industry standard, and according to the Software & IT Services standard. Mobileye is a software company and adding the Software & IT Services standard helps us provide a more accurate representation of our activities.

Auto Parts					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Metric	Category	Unit of Measure	Code	Reference
Energy Management	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TR-AP-130a.1	P. 58
Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled	Quantitative	Metric tons (t), Percentage (%)	TR-AP-150a.1	P. 60
Product Safety	Number of recalls issued; total units recalled	Quantitative	Number	TR-AP-250a.1	P. 33
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	Quantitative	Presentation currency	TR-AP-410a.1	N/A
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	TR-AP-440a.1	P. 68, 72, 75



Auto Parts					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Metric	Category	Unit of Measure	Code	Reference
Materials Efficiency	Percentage of products sold that are recyclable	Quantitative	Percentage (%)	TR-AP-440b.1	N/A
	Percentage of input materials from recycled or remanufactured content	Quantitative	Percentage (%)	TR-AP-440b.2	N/A
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Presentation currency	TR-AP-520a.1	None

Activity Metrics				
Activity metrtic	Category	Unit of Measure	Code	Reference
Number of parts produced	Quantitative	Number	TR-AP-000.A	P. 11



Software & IT Services					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Metric	Category	Unit of Measure	Code	Reference
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1	P. 58
	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	TC-SI-130a.2	P. 62
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion and Analysis	n/a	TC-SI-130a.3	P. 62
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	Discussion and Analysis	n/a	TC-SI-220a.1	P. 34 - 36
	Number of users whose information is used for secondary purposes	Quantitative	Number	TC-SI-220a.2	P. 34 - 36
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	Quantitative	Presentation currency	TC-SI-220a.3	P. 34 - 36



Software & IT Services					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Metric	Category	Unit of Measure	Code	Reference
Data Privacy & Freedom of Expression	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	TC-SI-220a.4	Not relevant to company activity
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	Discussion and Analysis	n/a	TC-SI-220a.5	Not relevant to company activity
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	Quantitative	Number, Percentage (%)	TC-SI-230a.1	P. 34 - 36
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-SI-230a.2	P. 34 - 36



Software & IT Services					
Sustainability Disclosure Topics & Accounting Metrics					
Topic	Metric	Category	Unit of Measure	Code	Reference
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	Quantitative	Percentage (%)	TC-SI-330a.1	N/A
	Employee engagement as a percentage	Quantitative	Percentage (%)	TC-SI-330a.2	P. 46
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Discussion and Analysis	n/a	TC-SI-203a.3	P. 40 - 42
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Presentation currency	TC-SI-520a.1	None
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	Quantitative	Number, Days	TC-SI-550a.1	Not relevant to company products
	Description of business continuity risks related to disruptions of operations	Discussion and Analysis	n/a	TC-SI-550a.2	0001410578-25-000127 10-K Mobileye



Appendix 2: Forward Looking Statements

Readers are cautioned that certain statements made by Mobileye Global Inc. relating to, among other things, environmental, social and governance (“ESG”) matters, including those included in this Sustainability Report or on its website (such statements, “ESG Statements”), may constitute “forward-looking statements” within the meaning of the federal securities laws.

Forward-looking statements may project, indicate, or imply future results, events, performance or achievements, and such statements may contain the words “expect,” “intend,” “plan,” “anticipate,” “estimate,” “believe,” “will be,” “will continue,” “will likely result,” or the negative of these terms, and similar expressions, although not all forward looking statements contain these words. These statements include, without limitation, ESG Statements relating to: our plans, goals and strategies with respect to ESG matters; Mobileye’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 initiatives; demand for our

services; competition; our ability to protect against cyber-attacks and breaches; government regulation; and other matters.

You should understand that these statements are not guarantees of performance or results. The forward-looking statements and projections are subject to and involve risks, uncertainties and assumptions and you should not place undue reliance on these forward-looking statements or projections. Although Mobileye believes that these forward-looking statements and projections are based on reasonable assumptions at the time they are made, you should be aware that many factors could affect its actual results or operations and could cause actual results to differ materially from those expressed in the forward-looking statements. Actual results may differ materially from these expectations due to, among other things: further deterioration of macroeconomic conditions due to ongoing global economic and political uncertainty (as our current guidance assumes the estimated production and/or demand impact of current tariff conditions); future business, social and

environmental performance, goals and measures; Mobileye’s anticipated growth prospects and trends in markets and industries relevant to its business; business and investment plans; expectations about Mobileye’s ability to maintain or enhance our leadership position in the markets in which we participate; future consumer demand and behavior, including expectations about excess inventory utilization by customers; future products and technology, and the expected availability and benefits of such products and technology; development of regulatory frameworks for current and future technology; changes in regulation and trade policy, including increased tariffs, in regions in which we operate, including the U.S., Europe and China; projected cost and pricing trends; future production capacity and product supply; potential future benefits and competitive advantages associated with Mobileye’s technologies and architecture and the data it has accumulated; the future purchase, use and availability of products, components and services supplied by third parties, including third-party IP and manufacturing services; uncertain events or assumptions, including

statements relating to Mobileye’s estimated vehicle production and market opportunity, potential production volumes associated with design wins and other characterizations of future events or circumstances; adverse conditions in Israel, including in connection with the Israeli military operations in response to the October 7, 2023 terrorist attacks or the conflict between Israel and Iran, which may affect Mobileye’s operations and may limit its ability to produce and sell its solutions; any disruption in Mobileye’s operations by the obligations of its personnel to perform military service as a result of current or future military actions involving Israel; availability, uses, sufficiency and cost of capital and capital resources, including expected returns to stockholders such as dividends, and the expected timing of future dividends; tax- and accounting-related expectations. Detailed information about these factors and additional important factors can be found in the documents that Mobileye Global Inc. files with the Securities and Exchange Commission, such as Form 10-K, Form 10-Q and Form 8-K.



Forward-looking statements speak only as of the date the statements were made. Mobileye does not undertake an obligation to update or revise any forward-looking statements after the date they are made, whether as a result of new information, future events and developments, or otherwise, except as required by applicable law or regulations. 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 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.

While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting under applicable securities laws and regulations, even if we use the word “material” or “materiality” in this report or related

statements. Moreover, given the uncertainties, estimates, and assumptions required to make some of the disclosures in this report, and the timelines involved, materiality is inherently difficult to assess far in advance and we may not be able to anticipate in advance whether or the degree to which we may not be able to meet our plans, targets, goals, or other evolving expectations.

Calculations and statistics included in ESG Statements may be based on historical estimates, assumptions, and projections and therefore subject to change. Mobileye’s ESG Statements have generally not been externally assured or verified by independent third parties. Mobileye’s ESG 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 Statement and Mobileye cannot provide any assurance as to their accuracy.