

Mobileye Human Rights Policy

Effective September 2025

Our Approach

Human rights are the fundamental rights, freedoms, and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business. Mobileye's Human Rights Policy formalizes our commitment to respect human rights and embodies common principles reflected in the core International Labour Organization Conventions, and the laws of the countries in which we operate.

At Mobileye, we are committed to maintaining and improving systems and processes to avoid causing or contributing to adverse human rights impacts in our own operations, our supply chain, our business relationships and our products. We continuously seek to implement our policy and assess our business practices for alignment with respect for internationally recognized human rights.

Every employee has a responsibility to respect human rights, and we expect all our partners and suppliers and their personnel, to share the same commitment to human rights. This commitment extends to addressing any identified concerns.

Mobileye's senior management leadership has introduced this Human Rights Policy, and this Human Rights Policy has been approved by the Nominating & Corporate Governance Committee of the Mobileye Board of Directors, to integrate human rights decision-making into all our business operation and as an integral part of our values and our expectations for upholding ethical business practices.

Our Principles

Prohibition of Child Labor

Mobileye is firmly committed to the elimination of prohibited child labor across all of its operations and activities. The Company adheres to the minimum age requirements for employment under applicable laws and ensures that prohibited child labor does not occur.

Prohibition on Forced Labor and Modern Slavery and Human Trafficking

Mobileye strictly prohibits all forms of forced labor, modern slavery, and human trafficking within its operations. This includes, but is not limited to, debt bondage, serfdom, involuntary or coerced labor, slavery-like practices, and any form of domination or oppression in the workplace. We will act against such practices if identified. All work must be performed voluntarily, and under no circumstances shall any form of threat, coercion, or retaliation be used to compel services or employment.

All employees - including contract and temporary workers - must be provided with clear and accurate employment contracts in a language they understand, outlining their rights and obligations. Employment relationships must be voluntary, and employees must be free to resign at their own discretion with reasonable notice. Mobileye prohibits the withholding of identity documents, wages, or any other form of coercion or restriction of liberty to compel individuals to work.

Freedom of Association and Right to Collective Bargaining

Mobileye recognizes that in some of the locations where we operate, employees have the right to freely associate or not associate with their party organizations, such as labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws, without unlawful discrimination or retaliatory measures.

Mobileye respects those rights and is further committed to treating its employees with dignity and respect, and creating an environment of open communication where employees can speak with their managers about their ideas, concerns or problems, and team together to address workplace issues. We encourage our employees to share their ideas, concerns, or suggestions through an environment of cooperation and teamwork.

Non-Discrimination and Equal Opportunities and Diversity

Mobileye values diversity and undertakes to avoid any form of discrimination or unjustified unequal treatment. We do not discriminate on the basis of race, color, religion, belief, political opinion, sex, national origin, ethnic origin, ancestry, age, physical or mental disability, medical condition, genetic information, military and veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation or any other characteristic protected by local law, regulation, or ordinance. Unequal treatment shall include, in particular, unequal pay for work of equal value. We provide equal employment opportunity for all employees and applicants. Mobileye employees are expected to treat co-workers, customers, and suppliers with dignity.

Workplace Safety

Mobileye is committed to providing a safe working environment and promoting healthy employment conditions. We believe in raising awareness of workplace practices and in delivering clear information, instructions, and training programs to ensure all employees comply with the Company's Environmental, Health and Safety (EHS) policy. The Company maintains occupational health and safety processes designed to regularly identify hazards, implement appropriate preventive measures, and monitor trends in workplace accident statistics. We strive to protect our employees from work-related hazards and actively promote accident prevention, fire safety and emergency preparedness, as well as have an

occupational health and safety management system, to regularly identify hazards and to derive appropriate measures.

Remuneration, Working Hours and Social Benefits

Mobileye is committed to ensuring that remuneration is fair and adequate. Compensation and benefits must, at a minimum, comply with applicable law, including appropriate limitations on working hours and the provision of regular paid leave. In determining remuneration, the Company also considers the local cost of living and applicable social security benefits in each country of operation. Wages are paid on time and transparently, with no unlawful deductions or withholdings.

Use of Security Personnel

Everyone has the right to have their physical integrity respected. We are committed to upholding this right by implementing appropriate protective measures, in line with our duty of care. Mobileye will not engage in or support the use of corporal punishment, threats of violence or other forms of mental or physical coercion.

Whistleblowers

Mobileye refrains from or participating in any kind of unlawful intimidation, threat, defamation or criminalization of employee or third party whistleblowers. We provide safe and retaliation-free access to our grievance channels in accordance with applicable law.

Anti-Harassment

Mobileye is committed to providing a workplace free of all forms of harassment on any grounds. We do not tolerate retaliation, including against anyone who reports a concern in good faith.

No Unethical Recruitment

The Company provides employees with an employment contract or a job offer or a notice of working conditions at the time of hiring that complies with applicable law, is properly documented (in written or electronic form), and is presented in a language the employee understands. Such document clearly and accurately outlines their rights and obligations. In addition, the Company does not mislead prospective employees regarding the nature of the job, does not require them to pay recruitment or other unjustified fees, and does not confiscate, destroy, or withhold access to passports or other government-issued identity documents. The Company also refrains from imposing any restrictions on employees' freedom of movement.

Grievance Mechanism

We have formal grievance processes to enable anyone to report ethics, human rights compliance or safety concerns through our [Mobileye Whistleblower Hotline](#). Amongst other channels to voice a grievance, our [Mobileye Whistleblower Hotline](#) is hosted by a third-party and allows anonymous reporting where permitted by applicable law. We promptly review allegations and do not tolerate unlawful retaliation against anyone who reports a concern in good faith.

Remediation

Where we identify that we have caused or contributed to an adverse human rights impact, we are committed to providing for, or cooperating in, appropriate remediation through lawful processes. Where we identify that our operations, products, or services are directly linked to an adverse human rights impact, we are committed to working with our business relationships and suppliers to support best practices.