



indie Announces New Employee Inducement Grants

ALISO VIEJO, Calif. – December 12, 2025 - indie Semiconductor (Nasdaq: INDI), an automotive solutions innovator, today announced that it has granted equity awards (the “Inducement Grants”) under its 2023 Inducement Incentive Plan (the “2023 Plan”) to 53 new employees who joined indie (the “New Employees”).

On December 8, 2025, the Compensation Committee of indie’s Board of Directors approved the following Inducement Grants to the New Employees which represent the right to receive, in the aggregate, up to 758,100 shares of indie’s Class A common stock:

- 38 employees who joined indie through the recent acquisition of emotion3D GmbH received restricted stock unit (“RSU”) awards of up to 511,300 in the aggregate, of which 503,900 and 7,400 shares will vest in equal annual installments over a 4-year period commencing on October 1, 2025 and December 1, 2025, respectively;
- 15 employees received RSU awards of up to 231,300 shares in the aggregate, that will vest in equal annual installments over a four-year period commencing on the date of hire; and
- Of the 15 employees above, 3 received additional RSU awards of up to 12,000 shares in the aggregate, that will vest in equal installments on the 6- and 12- month anniversaries of the date of hire, and 1 received an additional RSU award relating to 3,500 shares in the aggregate, that will vest fully on the 6-month anniversary of the date of hire.

Each Inducement Grant is subject to the terms and conditions of the 2023 Plan and an award agreement covering the applicable grant, and in each case conditioned upon the employee’s continued employment on the vesting date(s).

Grants made under the 2023 Plan are used exclusively for the grant of equity awards to individuals who were not previously employees of indie, as a material inducement to such individual’s entering into employment with indie, as required under Nasdaq Listing Rule 5635(c)(4). The 2023 Plan was adopted by indie’s Board of Directors on March 22, 2023.

About indie

Headquartered in Aliso Viejo, CA, indie is empowering the automotive revolution with next generation semiconductors, photonics and software platforms. We focus on developing innovative, high-performance and energy-efficient mixed-signal SoCs and system solutions for ADAS systems in addition to adjacent industrial applications. Our sensors span all major modalities including Radar, LiDAR, Ultrasound, and Computer Vision, while our embedded system control, power management and interfacing solutions are accelerating the proliferation of automated vehicle safety features. As a global innovator, we are an approved vendor to Tier 1 partners and our solutions can be found in marquee automotive OEMs worldwide.

Please visit us at www.indie.inc to learn more.

Investor Relations
ir@indie.inc

Source: indie