SEC Form 3

FORM 3

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES

OMB APPROVAL

OMB Number:	3235-0104
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934
or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person *
Novikov Sergey
(Last) (First) (Middle)
333 ENCINAL STREET
C/O JOBY AVIATION, INC
(Street)
SANTA CRUZ CA 95060
(City) (State) (Zip)

2. Date of Event Requiring Statement (Month/Day/Year)
09/02/2026

3. Issuer Name and Ticker or Trading Symbol
Joby Aviation, Inc. [JOBY]

4. Relationship of Reporting Person(s) to Issuer (Check all applicable)
Director
10% Owner
X Officer (give title below)
Other (specify below)
See Remarks

5. If Amendment, Date of Original Filed (Month/Day/Year)

6. Individual or Joint/Group Filing (Check Applicable Line)
X Form filed by One Reporting Person
Form filed by More than One Reporting Person

Table I - Non-Derivative Securities Beneficially Owned

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
Common Stock	43,532	D	

Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Restricted Stock Units (RSUs)	(1)	(1)	Common Stock	6,251	0	D	
Restricted Stock Units (RSUs)	(2)	(2)	Common Stock	1,479	0	D	
Restricted Stock Units (RSUs)	(3)	(3)	Common Stock	4,854	0	D	
Restricted Stock Units (RSUs)	(4)	(4)	Common Stock	9,530	0	D	
Restricted Stock Units (RSUs)	(5)	(5)	Common Stock	8,536	0	D	
Restricted Stock Units (RSUs)	(6)	(6)	Common Stock	9,068	0	D	
Restricted Stock Units (RSUs)	(7)	(7)	Common Stock	9,060	0	D	
Restricted Stock Units (RSUs)	(8)	(8)	Common Stock	3,009	0	D	
Restricted Stock Units (RSUs)	(9)	(9)	Common Stock	19,249	0	D	

Explanation of Responses:

1. Represents an award of restricted stock units ("RSUs") that vests with respect to 16.66% of the RSUs on July 1, 2022 and as to the remaining 83.34% in 20 quarterly installments thereafter, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
2. Represents an award of restricted stock units ("RSUs") that vests with respect to 10% of the total number of RSUs on each of the first four quarterly anniversaries of July 1, 2023 and as to 5% of the total number of RSUs on each quarterly anniversary thereafter, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
3. Represents an award of restricted stock units ("RSUs") that vests in equal quarterly installments over four years, beginning on April 1, 2024, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
4. Represents an award of restricted stock units ("RSUs") that vests in equal quarterly installments over four years, beginning on October 1, 2024, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
5. Represents an award of restricted stock units ("RSUs") that vests in equal quarterly installments over three years, on the anniversary of July 1, 2025, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
6. Represents an award of restricted stock units ("RSUs") that vests in equal quarterly installments over three years, on the anniversary of October 1, 2025, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
7. Represents an award of restricted stock units ("RSUs") that vests, with respect to 5% of the total number of RSUs on each of the first four quarterly anniversaries of January 1, 2026, and 10% of the total number of RSUs on each quarterly anniversary thereafter, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.
8. Represents an award of restricted stock units ("RSUs"). Between 0% and 200% of the award will vest on March 22, 2027, based on the achievement of company performance objectives and subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive up to two shares of Common Stock upon vesting.
9. Represents an award of restricted stock units ("RSUs") that vests in equal quarterly installments over three years, on the anniversary of July 1, 2026, subject to the Reporting Person's continued service through the applicable vesting date. Each RSU represents the contingent right to receive one share of Common Stock upon vesting.

Remarks:

Principal Accounting Officer, Exhibit 24-Power of Attorney

/s/ Sarah Slayen, Attorney-in-Fact for Sergey Novikov 09/11/2026

** Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, *see* Instruction 5 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

POWER OF ATTORNEY

With respect to holdings of and transactions in securities issued by Joby Aviation, Inc. (the "Company"), the undersigned hereby constitutes and appoints the individuals named on Annex A attached hereto and as may be amended from time to time, or any of them signing singly, with full power of substitution and resubstitution, to act as the undersigned's true and lawful attorney-in-fact to:

1. prepare, execute in the undersigned's name and on the undersigned's behalf, and submit to the United States Securities and Exchange Commission (the "SEC") a Form ID, including amendments thereto, and any other documents necessary or appropriate to obtain and/or regenerate codes and passwords enabling the undersigned to make electronic filings with the SEC of reports required by Section 16(a) of the Securities Exchange Act of 1934, as amended, or any rule or regulation of the SEC;

2. execute for and on behalf of the undersigned, Forms 3, 4, 5 and 144 in accordance with Section 16 of the Securities Exchange Act of 1934, as amended, and the rules thereunder;

3. do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete and execute any such Form 3, 4, 5 or 144, complete and execute any amendment or amendments thereto, and timely file such form with the SEC and any stock exchange or similar authority; and

4. take any other action of any type whatsoever in connection with the foregoing which, in the opinion of such attorney-in-fact, may be of benefit to, in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorney-in-fact on behalf of the undersigned pursuant to this Power of Attorney shall be in such form and shall contain such terms and conditions as such attorney-in-fact may approve in such attorney-in-facts discretion.

The undersigned hereby grants to each such attorney-in-fact full power and authority to do and perform any and every act and thing whatsoever requisite, necessary, or proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution and resubstitution or revocation, hereby ratifying and confirming all that such attorney-in-fact, or such attorneys-in-fact substitute or substitutes, shall lawfully do or cause to be done by virtue of this Power of Attorney and the rights and powers herein granted.

The undersigned acknowledges that the foregoing attorneys-in-fact, in serving in such capacity at the request of the undersigned, are not assuming, nor is any Company assuming, any of the undersigned's responsibilities to comply with Section 16 of the Securities Exchange Act of 1934, as amended.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Forms 3, 4, 5 and 144 with respect to the undersigned's holdings of and transactions in securities issued by the Company, unless earlier revoked by the undersigned in a signed writing delivered to the foregoing attorneys-in-fact.

IN WITNESS WHEREOF, the undersigned has caused this Power of Attorney to be executed as of the date set forth below.

By: /s/ Sergey Novikov
Name: Sergey Novikov

Date: 9/4/2026

<u>Annex A</u>

Individuals Appointed as Attorney-in-Fact with Full Power of Substitution and Resubstitution

1. Kate DeHoff
2. Mustafa Rizvi
3. Sarah Slayen