

FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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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

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

1. Name and Address of Reporting Person *			2. Issuer Name and Ticker or Trading Symbol <u>Joby Aviation, Inc.</u> [JOBY]		5. Relationship of Reporting Person(s) to Issuer (Check all applicable)	
<u>Allison Eric</u> <hr/> (Last) (First) (Middle)			3. Date of Earliest Transaction (Month/Day/Year) <u>01/12/2026</u>		<input checked="" type="checkbox"/> Director	10% Owner
<u>C/O JOBY AVIATION, INC.</u> <u>333 ENCINAL STREET</u> <hr/> (Street)			4. If Amendment, Date of Original Filed (Month/Day/Year)		<input checked="" type="checkbox"/> Officer (give title below)	Other (specify below) <u>Chief Product Officer</u>
<u>SANTA CRUZ</u> <u>CA</u> <u>95060</u> <hr/> (City) (State) (Zip)			6. Individual or Joint/Group Filing (Check Applicable Line)			
<input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person						

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
Common Stock	01/12/2026		M		53,549	A	\$0	721,137	D	
Common Stock	01/12/2026		M		2,960	A	\$0	724,097	D	
Common Stock	01/13/2026		S ⁽¹⁾		21,493	D	\$14.84	702,604	D	

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned
(e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	V	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		
Restricted Stock Units (RSUs)	\$0	01/12/2026		M			53,549	(2)	(2)	Common Stock	53,549	\$0	214,196	D
Restricted Stock Units (RSUs)	\$0	01/12/2026		M			2,960	(3)	(3)	Common Stock	2,960	\$0	5,916	D

Explanation of Responses:

1. Represents the aggregate number of shares sold by the Reporting Person to cover taxes due upon the release and settlement of the RSUs, as required by the terms of the RSU award.
2. Represents an award of restricted stock units ("RSUs") that vests with respect to 16.66% of the RSUs on January 12, 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.
3. Represents an award of restricted stock units ("RSUs"). Between 0% and 125% of the award will vest in equal installments on each of on January 12, 2026, February 9, 2026, and March 9, 2026, based on the achievement of specified goals and 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:

/s/ Sarah Slayen, Attorney-in-Fact 01/14/2026
for Eric Allison

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 4 (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.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.