
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

**CURRENT REPORT
PURSUANT TO SECTION 13 OR 15(d) OF
THE SECURITIES EXCHANGE ACT OF 1934**

DATE OF REPORT (DATE OF EARLIEST EVENT REPORTED) September 2, 2025

MicroVision, Inc.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-34170
(Commission
File Number)

91-1600822
(I.R.S. Employer
Identification No.)

18390 NE 68th Street
Redmond, Washington 98052
(Address of principal executive offices) (Zip code)

(425) 936-6847
(Registrant's telephone number, including area code)

Not Applicable
(Former name or former address if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading symbol(s)	Name of each exchange on which registered
Common stock, par value \$0.001 per share	MVIS	The NASDAQ Stock Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Chief Executive Officer Transition

On September 2, 2025, the Board of Directors (the “Board”) of MicroVision, Inc. (the “Company”) appointed Glen W. DeVos, the Company’s current Chief Technology Officer, to be the Company’s President and Chief Executive Officer and a member of the Company’s Board as of September 30, 2025 (the “Effective Date”), taking the place of the Company’s current President and Chief Executive Officer, Sumit Sharma, who will continue to serve in that role until the Effective Date.

In connection with his appointment as President and Chief Executive Officer, the Company and Mr. DeVos have entered an employment agreement (the “2025 CEO Agreement”). The 2025 CEO Agreement includes the following terms and conditions: (i) Mr. DeVos’s base salary will be \$530,000 per annum, as may be adjusted from time to time at the discretion of the Board; (ii) Mr. DeVos will be eligible for short-term incentive compensation, including equity compensation, which will be determined at the discretion of the Board; (iii) Mr. DeVos will participate in the Company’s Key Executive Severance and Change in Control Plan at the highest benefit levels previously disclosed in the Company’s Form 8-K filed June 10, 2024; and (iv) Mr. DeVos will participate in the benefits and programs generally available to other employees of the Company, including expense reimbursement, retirement, insurance and vacation.

As of the Effective Date, and pursuant to the terms of the 2025 CEO Agreement, the Board approved a short-term incentive bonus opportunity of 100% of Mr. DeVos’ base salary tied to achievement of certain company financial, team and individual business objectives pursuant to the terms of the 2025 Executive Bonus Plan for Mr. DeVos. Additionally, on the Effective Date, Mr. DeVos will receive a grant of 539,000 RSUs to account for the difference between the grant for his new role as Chief Executive Officer and his former role as Chief Technology Officer. These RSUs will vest on June 6, 2026, only upon satisfactory achievement of specified company financial objectives and individual business objectives. In 2026, the Board, in its discretion, expects to determine a long-term incentive equity structure for Mr. DeVos.

There are no family relationships between Mr. DeVos and any Company director or executive officer, and there are no arrangements or understandings between Mr. DeVos and any other person pursuant to which he was appointed as Chief Executive Officer. Mr. DeVos is not a party to any current or proposed transaction with the Company for which disclosure is required under Item 404(a) of Regulation S-K.

Mr. Sharma’s removal as President and Chief Executive Officer as of the Effective Date constitutes an “involuntary termination” for purposes of the Company’s Executive Severance and Change in Control Plan. Accordingly, subject to execution of a customary release, Mr. Sharma will receive the severance benefits to which he is entitled under such plan.

In connection with this transition, on September 2, 2025, Mr. Sharma resigned from the Board, effective as of the Effective Date. Mr. Sharma’s resignation from the Board was not due to any disagreement with the Company on any matter relating to the Company’s operations, policies or practices.

For additional details on the Key Executive Severance and Change in Control Plan, please refer to the disclosure in the Company’s Form 8-K filed June 10, 2024. For additional details on the 2025 Executive Bonus Plan, please refer to the disclosure in the Company’s Form 8-K filed June 6, 2025.

Appointment of Executive Vice Chair

On September 2, 2025, the Board appointed Simon Biddiscombe, who currently serves as an independent director on the Board, to be the Company’s Executive Vice Chair as of the Effective Date to serve as a resource to Mr. DeVos, at the request of Mr. DeVos, for a temporary period of no more than twelve months.

In connection with his role as Executive Vice Chair, Mr. Biddiscombe will receive the following compensation: (i) a cash salary of \$265,000 per annum, (ii) a sign-on equity award in the form of 241,000 RSUs, scheduled to vest in full on October 1, 2026, subject to Mr. Biddiscombe’s continuing provision of services to the Company at such date (whether as Executive Vice Chair, as an independent director, or otherwise), and (iii) full eligibility for Company benefits as a 50%-time or greater employee.

During the period that he serves as Executive Vice Chair, Mr. Biddiscombe will not be deemed an “independent director” pursuant to Nasdaq rules. Accordingly, for so long as he is serving as Executive Vice Chair, Mr. Biddiscombe will not serve as Chair of the Audit Committee and will not be a member of the Audit Committee or the Compensation Committee. The Board has appointed Robert Carlile, the Company’s Board Chair and a designated Audit Committee Financial Expert, to be Audit Committee Chair as of the Effective Date.

Item 7.01. Regulation FD Disclosure.

A copy of the press release relating to the above matters is attached as Exhibit 99.1 and is incorporated herein by reference. The information in Exhibit 99.1 is being furnished and will not be deemed “filed” for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended, or otherwise subject to the liabilities of that Section.

Item 9.01. Financial Statements and Exhibits.

(c) Exhibits.

Exhibit No.	Description
99.1	Press Release of MicroVision, Inc., dated September 4, 2025
104	Cover Page Interactive File (the cover page tags are embedded within the Inline XBRL document)

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

MICROVISION, INC.

By: /s/ Drew G. Markham

Drew G. Markham

Senior Vice President, General Counsel and Secretary

Dated: September 4, 2025



MicroVision Appoints Glen DeVos as Chief Executive Officer

REDMOND, Wash., Sept. 4, 2025 — MicroVision, Inc. (NASDAQ: MVIS), a technology pioneer delivering advanced perception solutions in autonomy and mobility, today announced that the Company's Board of Directors has appointed Glen W. DeVos as Chief Executive Officer and a member of the Company's Board of Directors effective September 30, 2025. Sumit Sharma, the Company's current CEO, will remain in the role through the effective date to ensure a smooth transition.

A seasoned executive, DeVos brings more than three decades of leadership in the automotive and industrial technology sectors, delivering advanced technologies and solutions with a focus on autonomy and mobility. Since 1992, DeVos served in various business leadership and technology roles at Aptiv, and its predecessor Delphi Automotive, including as Aptiv's Chief Technology Officer and President of the Advanced Safety and User Experience business unit. His extensive experience developing and driving strategy, leading global organizations, managing capital, developing trusted relationships with customers and partners, and successfully launching high complexity software and hardware platforms will be a tremendous asset in steering MicroVision's go-to-market strategies and driving targeted growth. Since joining MicroVision as Chief Technology Officer in April 2025, DeVos has accelerated the evolution of the Company's engineering and operations teams toward productization and commercialization of the Company's innovative technologies.

"Glen's work as our CTO has been impressive, solidly advancing our product roadmap," said Bob Carlile, Chair of MicroVision's Board of Directors. "As the Company sharpens its strategic focus on delivering products and solutions to targeted industries, now is the right time for this leadership transition and Glen is the ideal leader to serve as our CEO. Glen's extensive experience getting products to market and successfully anticipating industry challenges will help us efficiently execute our strategic plan."

"I am energized by this opportunity to lead the Company at this exciting time in the autonomy and mobility space," said DeVos. "Since joining MicroVision five months ago, I've taken a deep dive into the Company's portfolio, people, and plans. I'm confident that MicroVision has the technology and talent to quickly deliver game-changing solutions to customers in industrial, automotive, and defense."

Continued Carlile, "We sincerely appreciate Sumit's 10 years of dedication to MicroVision. Through his leadership, strategic vision, and innovative thinking, MicroVision has developed compelling technologies and solutions, implemented industry-leading strategies, and established a strong foundation for the Company to seize near-term and long-term business opportunities."

"It has been a privilege to lead the MicroVision team and be a part of the Company's growth over the past 10 years," said Sumit Sharma, MicroVision Chief Executive Officer. "I will continue to support and champion MicroVision as a shareholder and enthusiastic fan."

About MicroVision

MicroVision is at the forefront of driving the global adoption of innovative perception solutions, with the goal of making mobility and autonomy safer. Our engineering excellence, based in Redmond, Washington and Hamburg, Germany, enables us to develop and supply integrated lidar hardware and perception software solutions. Our proprietary technologies enhance safety and automation across various industrial applications, including robotics, automated warehouses, and agriculture, and are instrumental in the development of autonomous systems. MicroVision's core technology, initially developed for the automotive industry, continues to accelerate advanced driver-assistance systems (ADAS) and autonomous driving. Building on our history of providing technology to the military segment, our target offerings include semi- and fully autonomous airborne and terrestrial sensor systems. With our solid-state lidar technologies, encompassing MEMS-based long-range lidar and flash-based short-range lidar, integrated with our onboard perception software, MicroVision possesses the expertise to deliver safe mobility at the speed of life.

For more information, visit the Company's website at www.microvision.com, on Facebook at www.facebook.com/microvisioninc, and LinkedIn at <https://www.linkedin.com/company/microvision/>.

MicroVision, MAVIN, MOVIA, and MOSAIK are trademarks of MicroVision, Inc. in the United States and other countries. All other trademarks are the properties of their respective owners.

Forward-Looking Statements

Certain statements contained in this release, including execution of strategy and progress with productization, commercialization, and growth opportunities are forward-looking statements that involve a number of risks and uncertainties that could cause actual results to differ materially from those in the forward-looking statements. Factors that could cause actual results to differ materially from those projected in such forward-looking statements include the risk its ability to operate with limited cash or to raise additional capital when needed; market acceptance of its technologies and products or for products incorporating its technologies; the failure of its commercial partners to perform as expected under its agreements; its financial and technical resources relative to those of its competitors; its ability to keep up with rapid technological change; government regulation of its technologies; its ability to enforce its intellectual property rights and protect its proprietary technologies; the ability to obtain customers and develop partnership opportunities; the timing of commercial product launches and delays in product development; the ability to achieve key technical milestones in key products; dependence on third parties to develop, manufacture, sell and market its products; potential product liability claims; its ability to maintain its listing on The Nasdaq Stock Market, and other risk factors identified from time to time in the Company's SEC reports, including the Company's Annual Report on Form 10-K, Quarterly Reports on Form 10-Q and other reports filed with the SEC. These factors are not intended to represent a complete list of the general or specific factors that may affect the Company. It should be recognized that other factors, including general economic factors and business strategies, may be significant, now or in the future, and the factors set forth in this release may affect the Company to a greater extent than indicated. Except as expressly required by federal securities laws, the Company undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, changes in circumstances or any other reason.

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