

2025

ANNUAL REPORT

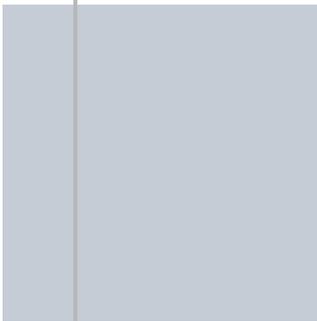
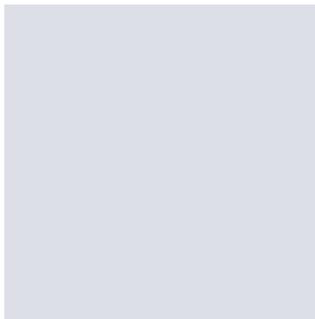


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ABOUT PAVE

PAVE is a diverse coalition that unites industry partners, nonprofit groups, academics, and public sector entities who believe in the potential of automated vehicle technologies -- and understand the importance of education in realizing that potential.

This annual report outlines PAVE's activities, milestones, and progress made in 2025.

We are proud of how far we've come, and we're looking forward to new opportunities in the year ahead.



FROM THE EXECUTIVE DIRECTOR

The past year was one of progress and development for AVs and for PAVE. In 2025, as AV deployments expanded across the United States, PAVE likewise expanded its presence and impact, advancing our mission of helping AVs achieve the safer, more mobile, and more efficient future we all believe is possible.

Our footprint grew in many ways, including:

- Expanding the audience for PAVE's online educational efforts;
- Growing our presence in Washington and in state capitals;
- Convening increasing numbers of industry leaders to collaborate on AV safety, workforce conversations, and more;
- Educating audiences on AVs at large numbers of events and conferences; and
- Welcoming a growing list of members to the PAVE family.

Most importantly, through the efforts of our members, PAVE did more than ever in 2025 to communicate to key audiences about the potential for AVs to transform our transportation system and how to best achieve that potential.

PAVE's concerted efforts in 2025 to expand our outreach to the public sector paid significant dividends. Our Louisiana CAV Innovation Day in April reached hundreds of policymakers in Baton Rouge, and our June AV Academy, produced in partnership with the Alliance for Automotive Innovation, will serve as a model for future efforts. A week after the Georgia event, we teamed with Auto Innovators, K&L Gates, and the U.S. Chamber of Commerce for a packed AV workshop in Washington, D.C., for Capitol Hill staff. The lessons learned and relationships built during these engagements will fuel even more public-sector outreach in 2026 — outreach our members have found to have high value.

PAVE continued to be a sought-after voice at conferences and industry gatherings in 2025. Roughly once every two weeks, a PAVE representative was on stage at a major conference somewhere across the country. We also found larger audiences for PAVE-generated content, including a growing social media following, more than 1,200 registrations for our virtual online panels, and 30 percent growth in our newsletter audience.



PAVE must continue to achieve growth like this because 2025 was the year that AVs went mainstream. Rapidly expanding deployments serving both passengers and the freight market have, as expected, brought increased visibility and new questions from policymakers and the public. PAVE is poised to respond to that challenge, with exciting initiatives planned for 2026. We will be more active than ever in the states, reaching new groups of policymakers with the information-packed, factual materials PAVE is known for. We will launch a new certificate program for Capitol Hill staff as Congress edges closer to considering AV legislation and the Executive Branch looks for new ways to enable vehicle innovation.

PAVE must continue to grow and reach new audiences because AVs are reaching new markets. We will continue to lean on our growing membership, keep building new relationships, and keep launching new initiatives aimed at sharing the potential AVs bring for a transformed future.

A handwritten signature in blue ink that reads "Tara" with a horizontal line extending to the left.

Tara Andringa
PAVE Executive Director

OUR MEMBERS



BIG PICTURE

PAVE launched several new initiatives in 2025 while also continuing to enhance our ongoing programs. To support the critical goal of educating the public sector, we held an inaugural CAV Innovation Day in Louisiana in April and our first AV Academy for Georgia legislators in June. We participated in over 30 industry events, including an AV Jobs Coalition exhibit at the National Conference of State Legislatures convention and a main-stage panel at the LA Auto Show's AutoMobility.

Over 380 students entered PAVE's third annual essay contest, and our popular virtual panel series continued to attract large audiences. We hosted the third AV Safety InfoShare, we featured many members on the PAVECast, and we found new ways to feature the innovative work of our members online and on social media.

15
NEW
MEMBERS



33
INDUSTRY
EVENTS



11
VIRTUAL
PANELS



ENGAGEMENT SNAPSHOT

48K



YOUTUBE
PANEL VIEWS



2.1K

VIRTUAL PANEL
REGISTRANTS



10K

SOCIAL FOLLOWERS



↓ 15K

PAVECAST
DOWNLOADS

IMPACT + REACH

VIRTUAL PANELS

PAVE continued the momentum of our virtual panel series in 2025, reaching 134 panels completed since our launch. We had over 2,100 registrations for PAVE panels in 2025, and we surpassed 48,000 panel views on YouTube.



WEBSITE & SOCIAL MEDIA

In 2025, PAVE's social media audience surpassed 10,000 followers, and we garnered over 110,000 social media impressions. Our website received over 31,000 visitors worldwide, with our virtual panel and essay contest pages receiving the most traffic.

PAVECAST

The PAVEcast also attracted new listeners this year, with more than 15,000 downloads. Top episodes included "How to Make AI Useful: A Book Preview with Dr. Bryan Reimer," "Driven by Data: A Conversation with Nexar's Jon Miller," and "Inside ADASTEC: The Path to Autonomous Public Transit with Dr. Ali Peker."

PAVE NEWSLETTER

PAVE's newsletter has more than 4,000 subscribers, which grew by over 33% this year. In addition to monthly member newsletters, we update the greater PAVE community by sending a quarterly public newsletter.



INITIATIVES + ACTIVITIES

VIRTUAL PANELS

PAVE's virtual panel series unveiled a fresh look in 2025 and continued with great success. As of the end of 2025, PAVE has hosted 134 panels on diverse AV topics.



Featured panels included:

- The Road Ahead: Navigating AV Policy and Progress in 2025
- Bridging the Gap: A Conversation with Tim Haile on AVs & Workforce Needs
- Tech in Transit: How Automation is Advancing Public Transportation
- Infrastructure + AVs: A First Look at NCHRP 20-102(24)
- How Aurora is Building Public Trust for Its Driverless Launch
- Autonomous Vehicles for All: Seattle's Community-Driven Approach
- Leveraging Public + Private Partnerships to Advance CAV Technologies
- Automation in Adverse Conditions: Are AVs Ready for Winter Weather?
- Accessible Autonomy: Independently Securing Wheelchair Users in AVs



PAVECASTS

As with our virtual panel series, the PAVEcast also debuted a fresh look in 2025, reaching over 15,000 downloads in its third year. We interviewed PAVE members to highlight their innovative work and spoke with other leading voices on all aspects of the AV industry, from testing to talent demand.

Featured episodes included:

Endpoint Autonomy: Behind the Scenes With STEER's Founder & CEO

The Road Ahead: Paul Steier on AAMVA's Role in AV Innovation

Exploring Talent Demand in the AV Industry with James Norton

CES AV ROUNDTABLE

JANUARY 2025

At CES 2025, PAVE and CTA convened an AV Roundtable, where leaders from the private and public sectors discussed the state of AI, regulation, and public engagement.

The session drew a standing-room-only crowd and led to engaging conversations with speakers from PAVE members Amazon, Aurora, Kodiak, Mobileye, Waabi, and Waymo.



LOUISIANA CAV INNOVATION DAY

APRIL 2025

In April 2025, PAVE worked with the Louisiana Department of Transportation & Development (LADOTD) and Stantec to hold a first-of-its-kind CAV Innovation Day in Baton Rouge, LA. The event was held on DOTD's campus and featured 16 exhibitors, panels, presentations, and AV demonstrations from Waymo, Kodiak, and more.

Programming covered topics including economic development, infrastructure, and AV freight, and included remarks from DOTD Secretary Joe Donahue Jr. and ITS Director Josh Harrouch. Over 300 guests attended, including state lawmakers, DOTD staff, and industry representatives.

The event positioned Louisiana as an emerging state for CAV innovation and allowed the public and private sectors to establish new connections.



AV SAFETY INFOSHARE MAY 2025

In the spring of 2024, PAVE and MITRE started an AV Safety InfoShare program modeled on the success of the aviation industry's longtime InfoShare program. The forum continued with success in May of 2025, where safety experts from leading AV companies convened for two days of collaboration. Participating companies included AVSC, Forterra, Torc Robotics, VW ADMT, Waymo, and Zoox.



AV ACADEMY: GEORGIA JUNE 2025

In June 2025, we partnered with the Alliance for Automotive Innovation to hold an educational workshop on AVs for Georgia legislators, staff, and other state and local public sector agencies. Named the AV Academy, the event sought to educate public sector officials and prepare communities for a future with AVs.

The event included interactive activities, presentations, and panel discussions with PAVE members speaking about regulation, workforce development, first responder engagement, public trust, and more.

We received positive feedback from attendees, which will help to create a template for AV Academies in new locations in the coming years.





AV ACADEMY ON CAPITOL HILL

JUNE 2025

Just one week after our AV Academy in Georgia, we held an AV workshop for Capitol Hill staff, which we hosted along with Auto Innovators, K&L Gates, and the U.S. Chamber of Commerce. The event attracted a full room of Hill staffers, including many who reported having little knowledge of AVs. PAVE members served on panels discussing AV basics, economy & security, and regulation.

THIRD ANNUAL PAVE ESSAY CONTEST & SCHOLARSHIP PROGRAM

JUNE 2025

In our third annual Essay Contest and Scholarship Program, we received a nearly 100% increase in submissions, with over 380 student participants. In their essays, students wrote about what AV technology and/or autonomous freight could mean for the future of transportation.

The contest was open to high school students in Texas, and generous PAVE member sponsors Aurora, STEER, and VW ADMT provided scholarship funding.

To recognize the winners, the Texas Department of Transportation hosted an award ceremony at its headquarters, where students were able to see an autonomous VW ID Buzz in action and learn about AV industry careers.



US AV JOBS COALITION EXHIBIT + PANEL AT THE NCSL LEGISLATIVE SUMMIT

AUGUST 2025



Workforce development has continued to be an important topic in PAVE's programming, which we have highlighted through the US AV Jobs Coalition.

For the first time this year, we exhibited at the National Conference of State Legislatures Legislative Summit, where we talked about the economic impacts of AVs. We also held a fireside chat at the summit to further educate attendees on AVs and the workforce.

2025 ANNUAL MEMBER MEETING

OCTOBER 2025

PAVE board member K&L Gates graciously hosted the 2025 PAVE Annual Meeting at their Washington, D.C. office again this year, where we recapped key PAVE activities and discussed future priorities.

The day ended with a rooftop reception, which served as a great opportunity to connect with the PAVE community and discuss ways we can continue to bring value to our members.



SPEAKING ENGAGEMENTS

PAVE participated in many speaking engagements throughout the year, including providing speakers and organizing panels to discuss AVs and public education. 2025 events included:

- TRB Annual Meeting
- Michigan Council on Future Mobility & Electrification
- SAE Government / Industry Meeting
- Michigan Traffic Safety Summit
- AAMVA Workshop + Law Institute
- National Safety Summit of US DOT UTCs
- World Traffic Safety Symposium
- Future Logistics Leadership Summit
- WTS International Annual Conference
- National Summit on AV Leadership
- MAASTO CAV Summit
- Washington Traffic Safety Summit
- NCSL Annual Meeting
- ITS World Congress
- ADAS & AV Technology Summit
- AAMVA Annual Conference
- North Dakota Autonomous Trucking Conference
- Mobility Innovation Exchange
- MOVE America
- MN CAV Summit
- CIECA Connex
- Automated Transportation Symposium
- AAMVA Region 3 Conference
- Safety21 Deployment Partner Consortium Symposium
- Accelerate! Women in Trucking Conference
- LA Auto Show's AutoMobility
- Hyundai Mobility Innovators Forum
- Vehicle Automation: Exploring Fundamentals, Policy Challenges, and Opportunities for Level 3



GOVERNANCE

BOARD OF DIRECTORS

PAVE's Board of Directors includes a diverse group of leaders from all areas of the industry. They represent automotive and tech companies, advocacy groups, consumer organizations, and more.

A NOTE FROM OUR CHAIRMAN

"In 2025, automated vehicles were in the public eye more than ever before, and PAVE's mission to educate the public on the potential of these transformative technologies has only become more important.

"Public acceptance and education are the key to achieving the transformative benefits of AVs, and our work would not be possible without our Board's continued support."



**BRAD
STERTZ**

2025 BOARD MEMBERS

AAA

Alliance for Automotive Innovation

Amazon

Audi of America

Aurora

Consumer Technology Association

K&L Gates

Mobileye

NADA

National Federation of the Blind

Plus

Securing America's Future Energy

Stack AV

STEER

United Spinal Association

Waymo

Zoox

ADVISORY COUNCILS

PAVE maintains two advisory councils: an Academic Advisory Council and a Public Sector Advisory Council. These councils provide insight from leaders who believe in the coalition’s mission to educate the public about AVs and their potential societal effects.



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PUBLIC SECTOR
ENTITIES



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COLLEGES &
UNIVERSITIES

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REPRESENTED ON OUR ADVISORY COUNCILS

COUNCIL LEADERSHIP



Dr. Jeffrey Michael
Johns Hopkins University
Chair, Academic Advisory Council



Tara Olds
Minnesota Department of Transportation
Chair, Public Sector Advisory Council

