RIVIAN

Impact Goals 2023 Update Report

In Rivian's first Impact Report, covering 2022 (our first full year of production and as a publicly traded company), we shared Impact Goals across the categories of Climate, Product and Belonging. This report provides baseline data for each goal (where applicable), as well as progress made toward that goal in calendar year 2023 (unless otherwise stated). The baselines vary between 2022 and 2023 depending on available data and we look forward to continuing to report on progress towards our impact goals. For further context on our sustainability efforts including our goals, programs and positions, please review our Impact Report.

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Climate

Rivian seeks to accelerate the transition to zero-emission transportation and energy by accelerating widespread adoption of electric vehicles—increasingly powered by renewable energy—and inspiring our customers to join us.

Goal

100% of electricity we use from renewable energy annually and over 90% hourly carbon-free electricity at our Normal manufacturing plant by 2030[1,2]

2023 Baseline

19% renewable; 34% hourly carbon-free electricity[3]

Goal

100% of electricity we use from renewable energy annually at all other non-manufacturing facilities (service centers, offices, etc.) by 2030[4]

2023 Baseline

41% renewable

Background

We are making the 24/7[2] goal to power our plant with >90% carbon-free electricity on an hourly basis to help eliminate our manufacturing facilities' stress on the electrical grid. We're working towards powering our operations exclusively with carbon-free energy, and reducing global emissions while helping improve local air quality in the surrounding communities. In places where we see economic and climate benefits, Rivian aims to maximize on-site energy solutions (e.g., rooftop solar and energy storage), implement efficiency strategies that minimize our facilities' energy use intensity, and electrify building systems. We then look to source remaining power requirements from carbon-free energy projects, considering both when and where our projects are generating electricity to increase impact and move towards a fully decarbonized grid. Rivian will balance an emissions-first approach— supporting projects with greater potential to reduce system-wide greenhouse gas (GHG) emissions for distributed facilities such as our service centers or offices—with a preference for deploying energy solutions on the same regional grid5 as our facilities, particularly for concentrated loads such as our plant in Normal.

To measure progress towards our 24/7 carbon-free electricity manufacturing goal and to incentivize the increased use of renewable energy at the most beneficial times when the grid is reliant on fossil fuel generation, we include both utility-contracted and Rivian-contracted carbon-free energy, as well as carbon-free energy from the regional grid mix. We also incorporate renewable energy in the regional grid mix for our annual facility renewable energy goals.

Progress in 2023

In November 2023, we commissioned a 2.8-megawatt wind turbine at our Normal manufacturing plant which is capable of generating nearly 10 million kilowatt-hours of electricity per year. The turbine, along with Rivian's solar charging yard, generates enough energy annually to provide every R1 vehicle with its first charge entirely from on-site renewable energy. Beyond Normal, Rivian executed an Arizona green tariff to place our Phoenix service center on a utility renewable energy plan, which took effect in November 2023. We also executed a Michigan green tariff, which is expected to be online in 2025, and will support relevant offices, charging, and service centers in the DTE Energy service territory.

Anticipated actions looking forward

In support of Rivian operations, we aim to continue building our portfolio of renewable energy projects to align with our mission and provide economic value for the company.

Goals

100% of electricity we use from renewable energy annually on Rivian charging networks (continuation of our commitment since launch)[6]

Support 2 GW of high-impact renewable energy by 2030 to support customer charging[7]

Baseline

The Rivian Adventure Network (and Waypoints Network) have been powered by 100% renewable energy since day one of operation, matching every kWh dispensed with renewable energy.

Background

Using a holistic approach, developed with The Nature Conservancy, to evaluate the impact of clean energy projects, we source from renewable energy projects that provide meaningful benefits across three impact categories: Community, Climate, and Conservation (3C). Our goals and methods for supporting renewable energy for customer charging emphasize system wide impact, extending beyond just emissions reductions to include local economic growth, sensitive ecosystem protection, land preservation, and improved energy access and affordability. We have shared this framework with any outside parties interested in following this impact-forward investment approach.

2023 Progress

We added over 200 MW of renewable energy under contract and matched the more than 7 GWh (100%) of charging by customers on Rivian charging networks with renewable energy. Examples of our energy projects include:

- In partnership with Pivot Energy, we are supporting the development of several community solar projects, totaling 60MW of clean energy, across Illinois that will provide lower cost energy options for local customers. Rivian's partners at Pivot Energy will also contribute thousands of dollars to local organizations dedicated to improving their communities.
- Rivian joined developer Clearloop to support 300 kW of a new 4.8 MW solar project in Panola, MS. This project will bring needed renewable energy to a grid heavily reliant on natural gas and will employ Regenerative Energy practices to preserve local land and soil health.
- ARC Alternatives, with Rivian's support, is installing rooftop and carport solar at several public-school districts in California. The projects will help provide energy cost savings for schools located in economically and environmentally disadvantaged communities, support on-site EV charging, and enable ongoing energy technology education initiatives.
- Rivian partnered with renewable power producer BrightNight as the anchor customer for the Starfire Renewable Energy Center. Rivian's partnership in selecting this site and project enabled the project financing for this eventual 800 MW capacity project. Rivian's power purchase agreement (PPA) for the first 100 MW of renewable power from this mega project was critical for the project kickoff. When completed, Starfire is expected to be the largest renewable power project in Kentucky and one of the largest in the nation to be built on former mine lands.

Anticipated actions looking forward

As Rivian's charging network and owner community grows, we aim to support a growing portfolio of highly impactful clean energy projects, with the goal being that every time a customer charges their Rivian, they are helping to add more solar, wind, and other sources of clean energy onto the grid. Therefore, our owners empower us to extend the impact their charging has had since day one on Rivian's charging networks so that ideally every charge helps transition the grid to a cleaner future for everyone.

Goal

Launch a product by 2030 with half the lifecycle carbon footprint vs. 2022 R1 products[8]

2022 Baseline

428 g CO_2e/mi (2022 Rivian R1S Launch Edition)

Background

Rivian was founded to help individuals and businesses adopt cleaner mobility solutions. We use life cycle assessment (LCA) to help us understand the carbon footprint of our vehicles, develop strategies to improve those footprints, and monitor our progress over time. Our carbon footprints consider the cradle-to-grave GHG emissions of the vehicle, which capture materials and supply chain, onsite production and logistics, operation and service, and, ultimately, decommissioning phases. This means evaluating thousands of individual parts and dozens of electricity grids, and conducting countless discussions with our engineering, design, procurement, and other teams in an effort to develop footprints that accurately reflect our vehicles. The results are analyses that we believe set the bar for depth and comprehensiveness for electric vehicles. All of our published LCA reports have been third-party reviewed against ISO 14044.

2023 Progress

8% reduction (392 g CO_2e/mi) (2023 Rivian R1S Dual-Motor)

The addition of the Dual-Motor variant to the R1 platform enabled a step-change improvement in the carbon footprint of our vehicle offerings. Most notably, the 2023 R1S Dual-Motor uses 6 kWh less energy over 100 miles than the 2022 R1S Launch Edition, based on EPA label efficiency. This increased energy efficiency—paired with more efficient onsite production, in-house designed drive units, and other improvements—led to an 8% reduction in the overall life cycle carbon footprint.

Anticipated actions looking forward

Rivian's commitment to reducing carbon emissions underpins the design of the Generation 2 platform, introduced in 2024. These vehicles achieve a lower standard lifetime carbon footprint than the first generation R1 platform, tied largely to manufacturing and operating efficiencies and improvements in our materials supply chain. The introduction of an innovative electrical zonal architecture has resulted in lower manufacturing costs, removing over a mile of wiring, and reducing the amount of parts. With approximately 50% fewer greenhouse gas emissions from manufacturing compared to model-year 2022 vehicles and other optimizations, these vehicles further Rivian's ambition to accelerate widespread EV adoption and protect our planet for future generations. Carbon footprint reports for Generation 2 vehicles are planned to be available later in 2024.

Product

Rivian is fully invested in accelerating the electrification of transportation—increasingly powered by renewable energy—to mitigate climate change and meet the automotive industry's targets in the Paris Agreement. And we believe the many benefits of transforming these global systems must be realized in a way that protects nature and human rights.

Goal

100% of Rivian's strategic suppliers will meet or exceed our social and environmental standards by 2030

Baseline

To be set in 2024

Background

Rivian is committed to building a world that future generations deserve. This includes helping the world transition towards sustainable energy while respecting the human rights of individuals. In our evolving supply chain, we have built fundamentals into our process, including a Supplier Code of Conduct and measurement of materials used for our vehicle LCA footprints.

2023 Progress

In 2023 we built on the strategy above by developing a human rights policy, joining key multi-stakeholder and industry initiatives, and building the capabilities and processes as a precursor to conflict minerals reporting in 2024. We also began building the foundational elements of Rivian's Supplier Integrity Program (rolling out in 2024). This is a continuous improvement program aimed at measuring adherence to Rivian's social and environmental requirements, including by formalizing assessing compliance with Rivian's Supplier Code of Conduct. Rivian expects business partners to adhere to the Supplier Code of Conduct as a foundation upon which our supplier relationships are built and sustained.

Anticipated actions looking forward

Looking ahead, we are being thoughtful about how we define success towards this goal, as we believe that capacity building, stakeholder and supplier engagement and continuous improvement are crucial aspects of long-term success in a supply chain program.

Goal

Engage with strategic suppliers on projects aimed at protecting 30% of Earth's land and water by 2030

2023 Baseline

0 suppliers

Background

In December 2022, more than 190 countries adopted the Kunming-Montreal Global Biodiversity Framework, an international commitment to better protect the planet. The framework includes 23 targets aimed at reversing habitat and species loss. Target 3, colloquially known as "30×30," specifically calls for the effective protection and management of 30% of the world's terrestrial, inland water and coastal and marine areas by the year 2030. Rivian plans to engage our strategic suppliers in projects that preserve habitats and work to advance the 30×30 goal.

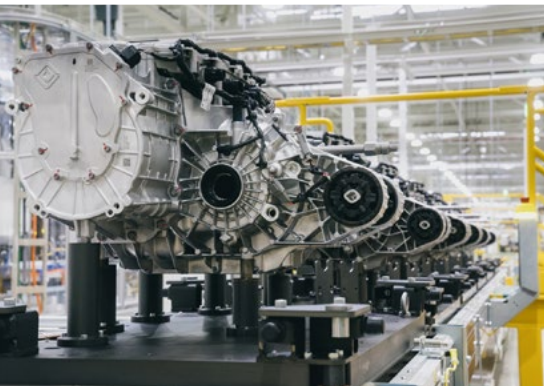
2023 Progress

While we are exploring conservation-focused partnerships with suppliers, Rivian did take actions to help promote and protect biodiversity and conservation. For example, we:

- Continued to partner with The Nature Conservancy (TNC) to leverage the capabilities of both organizations and provide valuable resources and public education opportunities while creating new avenues for responsible access to natural spaces. As one part of Rivian's contribution to the partnership, Rivian donated four R1Ts to TNC to support its conservation and fire suppression work in California, Oklahoma, Wyoming and Florida.
- Joined The Conservation Alliance, Flickr and Nuestra Tierra on a week-long Mobilizing for Monuments road trip across the American Southwest, to advocate for the permanent protection of proposed monuments. In addition to being home to significant biodiversity, these existing and proposed monuments across the US are also important heritage sites for tribal nations. Our engagement also included loaning three R1Ts and one R1S to power the zero-tailpipe emissions road trip from start to finish—transporting crew and equipment along the route.
- Loaned one R1T each to the Shelterwood Collective, an Indigenous, Black and Queer-led group of community forest and land protectors in Northern California, to support the nonprofit's forest management work; and to the Field Museum in Chicago, Illinois to support field research projects, including a terrestrial mammal field research project on the south side of Chicago, where the Museum provides training for students from underserved communities to gain experience in field work and progress toward a career in conservation biology.
- Joined the Initiative for Responsible Mining Assurance (IRMA), which offers independent, third-party verification for global industrial mining sites. One chapter of the IRMA Standard for Responsible Mining puts forward a framework for mines to proactively assess and manage impacts on biodiversity and ecosystem services according to the mitigation hierarchy of avoiding and minimizing impacts early in the project life cycle.
- Advocated for the protection of public lands across the US and for the protection of specific monuments, including the Avi Kwa Ame National Monument, Chumash Heritage National Marine Sanctuary and others.

Anticipated actions looking forward

We are engaging in opportunistic conversations in 2024 with suppliers and partners regarding opportunities to advance biodiversity and conservation efforts together. We will also share more progress on the Rivian Foundation's grantmaking priorities in the second half of 2024.



Goal

By 2025, conduct a priority materials assessment to gain a holistic understanding of the environmental and social impacts of each of our priority materials and how Rivian can best engage

Baseline

N/A

Background

Responsible sourcing for materials needed for the EV and renewable energy transition is exceedingly complex. Our vehicles contain thousands of individual parts sourced from around the globe. Each of these parts has its own supply chain, but all rely on raw materials that ultimately drive a significant portion of the environmental and social impacts of our business. Rivian has a team of cross-functional specialists to guide our sourcing decisions. We are making a concerted effort toward understanding the intricacies of the sourcing landscape, reinforcing responsible sourcing expectations and actively securing the materials that power our vehicles and advance our mission.

2023 Progress

A cross-functional team involving Sustainability (including Responsible Sourcing), Product Sustainability, Colors, Materials and Finishes, and Procurement (Body & Raw Material Purchasing and Battery Cell Material Purchasing teams) is working collaboratively to make progress on our priority materials assessment. Below is more detail on the first step in our priority materials assessment process: determining an initial priority materials list.

Before sharing how we reached this initial priority materials list, it's important to note that the electric vehicle supply chain continues to evolve based on technological, legislative, regulatory and other considerations so our initial priority materials list may change over time. We will continue to be transparent about shifts to our priority materials.

To arrive at the initial priority materials list below, our cross-functional team considered a range of inputs, sources and considerations, including Rivian sources like our supplier database, product lifecycle assessments and internal expert evaluation of human rights risks; NGO sources like the International Institute for Sustainable Development, the Business & Human Rights Resource Centre and others; government agencies like USAID and others; and industry sources, including the Responsible Minerals Initiative Material Insights Platform and reporting by fellow automotive companies. Ultimately, the Drive Sustainability's Raw Material Outlook Platform matched well with the subset of materials used in our vehicles that merit special attention for understanding environmental and social impacts and aligns with our approach to reinforce broader industry action. Leveraging this existing data source also balances our commitment to source responsibly with our path to profitability.

Priority Materials List: Aluminum, Chromium, Cobalt, Copper, Glass, Gold, Graphite, Lithium, Mica, Nickel, Palladium, Polymers[9], Rare Earth Elements, Steel, Tantalum, Tin, Tungsten, Zinc

Anticipated actions looking forward

As the next step in our priority materials assessment process, the cross-functional team is actively developing material profiles for each of the materials on our list, which will help inform our understanding of these materials and guide our strategy moving forward.

Goal

Increase the percentage of bio and recycled materials in vehicles (minimum 70% steel & aluminum; minimum 40% bio-based polymers) by 2030[9,10]

2022 Baseline

Steel: 16% estimated
Aluminum: 24% estimated
Polymers: 3% estimated

Background

Reducing reliance on virgin and non-renewable resources is an important component to Rivian's sustainability initiatives. Recycled and bio-based feedstocks also tend to have a lower carbon footprint, thus supporting other Impact Goals, such as halving the product lifecycle carbon footprint. Rivian has established aggressive targets for recycled steel, aluminum, and polymers that will require a combination of material, design and supply chain innovations. The estimated recycled content for steel and aluminum that we are using as our baseline aligns with information in the 2022 R1S Launch Edition carbon footprint report.

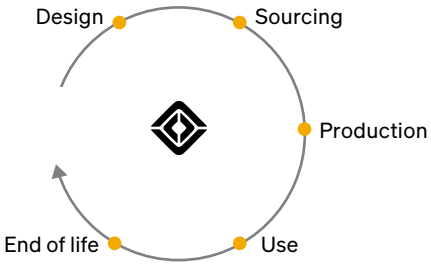
2023 Progress

Steel: 17% estimated
Aluminum: 25% estimated
Polymers: 3% estimated

Rivian has been actively working with our supply chain to incorporate more recycled and bio materials into our products. We anticipate many of these changes to be reflected more in future years, as the materials procured from these changes make their way into our vehicle lines. The estimated recycled content for steel and aluminum is aligned with information presented in 2023 R1S Dual-Motor carbon footprint report.

Anticipated actions looking forward

Rivian is addressing recycled and bio content using multiple strategies: developing new materials alongside our supply chain partners; simplifying the grades and gauges of the metals that we use to allow for optimized procurement; and introducing requirements in our design process that specify minimum recycled and bio contents. We expect that our Generation 2 and other future vehicles will show continued progress toward our 2030 recycled content goals. We are also working with suppliers to increase our actual data so we can rely less on estimates.



Goal

Implement a 360-degree model to design, keep in use, recover and reuse vehicles and key materials by 2030

Baseline

N/A

Background

As we think about circularity, Rivian considers five phases: design, sourcing, production, use and end of life. As a company in the early stages of producing vehicles, Rivian has a growing production volume, with our current vehicle lines (R1T, R1S, Rivian Commercial Van) primarily in the early use phase. With three new product lines (R2, R3 and R3X) currently moving through the design and sourcing phases, our ongoing development efforts include a focus on circularity, including end-of-life implications, relatively early in our journey.

2023 Progress

While we have not yet enacted a full circularity strategy, as we began to think about circularity holistically, we looked across our business to areas where it's already being considered organically. First, we adopted as an organizing principle the five phases detailed in the graphic above. In 2023, we focused primarily on reducing the amount of virgin materials used in our vehicles as one of the aspects of circularity that we could progress in the immediate term. Below are several examples of initiatives that were begun or furthered in 2023:

- Introduced automated material utilization analysis for stamped parts
- Implemented a sheet steel and aluminum material complexity reduction initiative to simplify our material portfolio and support strategic sourcing
- Created a Sustainable Materials Guide for our engineers and suppliers to align on sustainable material definitions
- Developed and validated new sustainable polymer grades for current and future products
- Released new internal design requirements to support service, disassembly and repairability
- Increased remanufacturing of batteries and high-value components

Anticipated actions looking forward

We continue to explore opportunities to embed circularity considerations across our business, in line with the five phases we described: design, sourcing, production, use and end of life. With three new product lines in development, Rivian is putting an emphasis on the design and sourcing phases for the greatest opportunities in the short-term for embedding circularity considerations, with significant opportunities to influence vehicle and material circularity for all product lines over time. Our teams are working closely together to optimize material selection, tooling, and supplier selection for our new vehicles, with dual goals of driving profitability and sustainability. We are also actively investigating end-of-life pathways for our vehicles.

Goal

Divert 90% of waste from landfill for our manufacturing facilities by 2030[11]

2022 Baseline

82% waste diversion at Normal, IL manufacturing facility

Background

Buoyed by proper waste management and high rates of recycled battery materials, the 2022 baseline was a promising starting point on Rivian's path to a 90% landfill diversion rate. Waste diversion methods include recycling, reusing, and composting materials. One example of how we're diverting waste is grinding wood waste for reuse on site for landscaping and track building.

2023 Progress

69% waste diversion at Normal, IL manufacturing facility[12]

The regression in waste diversion in 2023 was due to operational changes and equipment downtime in the second half of the year due to a one-time internalization of the waste and recycling program, that coincided with an increase in production volume. This combination of factors resulted in an increase of materials, not as much of which was diverted.

Anticipated actions looking forward

In 2024 we're continuing to mature the internalization of our waste management team while replacing older equipment and adding additional equipment, which is helping to increase diversion rates. These updates will support Rivian's efforts in increasing diversion rates even as we continue to increase production. Data from Q1 2024 has shown improvement already with stabilization of the internal management program and updates with consolidation equipment.

Belonging

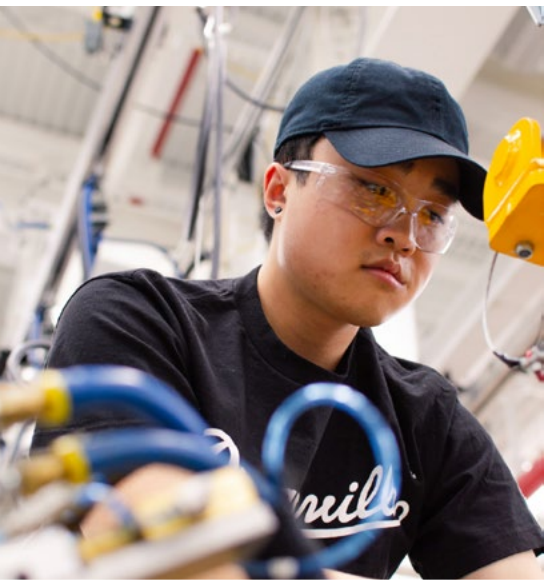
At Rivian, belonging is the outcome of effective diversity, building inclusive cultures, celebrating each other and fostering communities in which we feel a deep sense of connection. Rivian's **Belonging Principles** anchor our work and provide the framework for our goals:

Representation matters: There is undeniable power in representation, so attracting, hiring and retaining diverse talent at all levels is key

Self-awareness is the gateway to learning: Being the bridge to a new way of thinking and working together starts with us as individuals

Diverse teams are better teams: Diverse teams bring a broad range of perspectives and experiences that enable us to innovate and solve big problems

Fair and inclusive practices are pivotal: We intentionally incorporate fairness into our talent attraction and retention processes



Goals

50% of our US employees will be represented by underrepresented groups (URGs) by 2028

Increase URG leadership representation at the Director+ level by 50% by 2028

Baseline

During 2023, we came to recognize that the inclusive definition of URGs in our 2022 Impact Report may not reflect our progress for each underrepresented group. As such, for the purposes of this 2023 Impact Goals Update, we are sharing our 2022 and 2023 data for these two Impact Goals per underrepresented group rather than in aggregate (see Appendix).

Background

At Rivian, we are dedicated to creating an inclusive workplace where employees can bring their true selves to work. To build a diverse talent pipeline, we partner with organizations such as the National Society of Black Engineers, AnitaB.org Grace Hopper Celebration, Society of Hispanic Professional Engineers, and the DOD Skillbridge Program. We offer purpose-driven careers and skill development for students, support veterans through partnerships and events and provide opportunities for skilled trades through our Skills Trade Program, enabling team members to earn an associate degree and Illinois State Journeyman credentials.

2023 Progress

- The company launched a self-ID campaign to gather greater diversity metrics beyond ethnicity and gender; new demographic self-ID options include non-binary, veteran, disability and LGBTQ+
- Rivian achieved a perfect score of 100 on the Human Rights Campaign (HRC) Corporate Equality Index in our first year of assessment, underscoring our company's commitment to foster and maintain an inclusive work environment. The index is a national benchmark for corporate policies, practices and benefits specifically for LGBTQIA2+ employees

Anticipated actions looking forward

We continue to be committed to advancing belonging within Rivian and plan to determine the most meaningful ways to track progress in the future.

Goal

Achieve an 80% Belonging Index score by 2028

2023 Baseline

76% Belonging Index Score

Background

Rivian conducts employee pulse surveys twice a year to enable honest, confidential feedback to help us improve. Surveys are open to all full-time employees and interns with at least one month of service to the company at the time of survey launch. The Pulse Belonging Index is a specific component of the survey that measures our success at creating a company at which belonging thrives, with a specific subset of questions that make up the Belonging Index. In particular, during a time of significant change at Rivian, growing and then maintaining this Index score will be an important focus for us.

2023 Progress

We implemented the following programs to continue to advance belonging at Rivian:

- We delivered Breaking Bias training to approximately 1,100 non-manufacturing people managers and individual contributors, achieving an overall Experience Score of 92%
- Offered four new belonging team tools and one new belonging learning program for asynchronous learning across DEIB topics
- Hosted approximately 90 belonging resource group (BRG) events (a mix of in-person, virtual and hybrid) to foster community and belonging, and strengthened operational processes for eight BRGs. Our inaugural BRG Expo and Co-Chair event in Normal drove awareness, education, and engagement for plant employees

Anticipated actions looking forward

Looking ahead, we anticipate the following actions:

- Continue to solicit and review employee feedback on DEIB at Rivian to identify areas of opportunity and drive continuous improvement
- Launch Breaking Bias training to manufacturing plant employees in 2024
- Maintain inclusive leadership and workforce development initiatives, creating new content as needed
- Conduct quarterly reviews of BRG tools and resources

Goal

Increase community engagement and volunteerism 50% by 2028

2023 Baseline

1,247 employees participated in formal Rivian volunteer and community events (across all Rivian locations)

2023 Progress

2023 was the first full year of community engagement programs at our Normal manufacturing plant. Normal community events are held monthly with local partners that include a local food bank, nature trail and the Red Cross. Employees who volunteer during regular work hours are paid for their volunteer time.

Rivian also hosted its first 5K in Normal in April 2023. Over 400 participants turned out to support the Ecology Action Center and Friends of the Constitution Trail. All funds raised went to these two organizations and totaled more than $5,000.

Outside of Normal, employees' volunteer efforts are concentrated during Earth Month in April. In 2023, our employees participated in 36 events across 19 cities. Projects included park, trail, and beach cleanups, land stewardship projects, and tree planting.

Anticipated actions looking forward

As the company continues to grow, we plan to formalize and expand our volunteer programs in the years ahead.

Goal

Create 2x the number of college/trade school partnerships by 2028

2023 Baseline

9 partnerships

Background

With a global shortage of qualified EV technicians, training more workers in this area is imperative to accelerating the electrification of road transportation. Rivian is working to cultivate long-term, impactful partnerships with colleges and trade schools around the country to create curriculums that equip future generations of electric vehicle manufacturers and technicians with the tools and knowledge needed to be successful in EV careers. Through these programs, we create career pathways for both experienced professionals and those new to the workforce to join the sustainable-mobility movement. Through these programs, Rivian aims to have a positive socioeconomic impact on the regions in which we operate; we are investing in recruiting, hiring, training, and retaining a diverse workforce from surrounding regions that include many disadvantaged communities.

Rivian provides program support in several ways:

- Supporting schools with curriculum development
- Providing access to systems, vehicles, and subject matter experts
- Offering Rivian employees for guest lectures and advisory board positions
- Training current automotive instructors on EVs
- Hosting community outreach events

2023 Progress

We expanded our partnerships with colleges and trade schools to eight U.S. states. In preparation for our future manufacturing plant in Georgia, Rivian partnered with The Technical College System of Georgia to train instructors at trade schools across the state on electric vehicles. In addition, we hired our first cohort of Maintenance and Tool & Die technicians in Georgia who will complete their training and be among the first employees at our new plant.

We also hosted instructors from nine schools at our inaugural train the trainer event held at Olive Harvey community college in Chicago. Instructors learned a range of topics related to servicing EVs that they took back to their schools and incorporated into their automotive technician programs.

Anticipated actions looking forward

In the first half of 2024, we have already added five new partnership schools in four new states. Looking ahead, we are continuing to expand our footprint and partner with additional schools. We also aim to increase the number and types of community outreach events, as well as expand the educational offerings to schools, such as training curriculums and lab packages.

Goal

Advance equitable access to EV charging in underserved communities in 4 U.S. cities by 2028

Baseline

N/A

Background

Rivian has focused on increasing access to reliable EV charging infrastructure from the moment we first launched the Rivian Adventure Network (RAN) and Rivian Waypoints Network (RWN) in 2021. Since then, we have deployed chargers in areas designated under the White House's Justice40 Initiative as well as in California's Priority Populations, which include disadvantaged communities (DACs) and low-income communities (LICs).

In addition to our work deploying EV charging, we have also engaged in policy advocacy focused on expanding access to charging across all use cases, including curbside and multi-family charging. Our policy work has also focused on expediting the permitting process for EV charging, improving charging reliability and uptime, as well as supporting and protecting critical funding sources that enable the equitable deployment of charging infrastructure nationwide.

Progress

Under RAN, 30% of the currently[13] deployed DC fast charging sites nationwide are in Justice40 areas and 87% of the sites deployed in California fall into a Priority Population community. Under RWN, 41% of our currently deployed Level 2 charging sites are also located in Justice40 and 50% of those deployed in California serve California's Priority Populations.

Anticipated actions looking forward

As we look forward, Rivian will continue to pair our deployment of charging infrastructure nationwide with state and federal advocacy for critical policy changes which support ongoing expansion of charging access. To further bolster these ongoing efforts, we will explore additional methods to meaningfully advance access to charging in underserved communities, including consideration of local partnerships and education opportunities, as a strategy to achieve our goal.

Appendix

At Rivian, we disclose ESG metrics and, where applicable, cross-reference to leading ESG frameworks and standards. We also disclose metrics that are not explicitly mentioned by these frameworks, but that we deem relevant to our business. Rivian supports the convergence of ESG standards, frameworks and principles to promote increased corporate transparency and comparability.

United Nations Global Compact: Communication on Progress

In 2023, Rivian joined the United Nations Global Compact (UNGC), an initiative for businesses committed to sustainability. By doing so, we affirm our support for the Ten Principles of the UNGC on human rights, labor, environment and anti-corruption. Rivian is committed to making these principles part of the strategy, culture and operations of our company.

The table below lays out a selection of our company's efforts to implement the Ten Principles.

Principle	References
Human Rights	
1 – Businesses should support and respect the protection of internationally proclaimed human rights; and 2 – make sure that they are not complicit in human rights abuses.	Rivian's First Impact Report (sections on Product, Responsible Sourcing and Inclusion & Belonging) for a description of our positions, programs and goals Human Rights Policy Conflict Minerals Policy Supplier Code of Conduct Code of Business Conduct & Ethics
Labor	
3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; 4 - the elimination of all forms of forced and compulsory labor; 5 - the effective abolition of child labor; and 6 - the elimination of discrimination in respect of employment and occupation	Rivian's First Impact Report (sections on Responsible Sourcing and Inclusion & Belonging) for a description of our positions and programs Human Rights Policy Supplier Code of Conduct Code of Business Conduct & Ethics Rivian Careers Page Pages 9 and 11 of this report
Environment	
7 - Businesses should support a precautionary approach to environmental challenges; 8 - undertake initiatives to promote greater environmental responsibility; and 9 - encourage the development and diffusion of environmentally friendly technologies.	Rivian's first Impact Report (sections on Clean Mobility, Designing for Sustainability and Carbon-free Energy) for a description of our positions, programs and goals Code of Business Conduct & Ethics Vehicle Carbon Footprint reports Pages 5 – 14 of this report
Anti-corruption	
10 - Businesses should work against corruption in all its forms, including extortion and bribery.	Rivian's first Impact Report (section on Governance) for a description of our positions and programs Code of Business Conduct & Ethics Supplier Code of Conduct

SASB Index 2023

SASB Standard: Automobiles (TR-AU)

Topic/Code	Metric	Unit of Measure	Response
Product Safety			
TR-AU-250a.1	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	Percentage (%)	0%; due to non-selection and unavailability for testing by NCAP as of 12/31/2023 In the US, IIHS's TOP SAFETY PICK+ awards recognize consumer vehicles with top ratings in Crash, ADAS and Headlamps performance. Both 2023 R1T and 2023 R1S have achieved the top tier award (2023 IIHS TOP SAFETY PICK+).
TR-AU-250a.2	Number of safety-related defect complaints, percentage investigated	Number, Percentage (%)	0 100 %
TR-AU-250a.3	Number of vehicles recalled	Number	23,595
Labor Practices			
TR-AU-310a.1	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	— %
TR-AU-310a.2	(1) Number of work stoppages and (2) total days idle	Number, Days idle	There were no work stoppages or days idle in 2023
Fuel Economy & Use-phase Emissions			
TR-AU-410a.1	Sales-weighted average passenger fleet fuel economy, by region	MPGe, kwh/100mi	US: 68.7 MPGe, 49.1 kwh /100 mi Canada: 66.7 MPGe, 50.8 kwh / 100 mi
TR-AU-410a.2	Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles and (3) plug-in hybrid vehicles sold	Number	(1) 50,122 Electric Vehicles (2) 0 Plug-In Hybrid Vehicles (3) 0 Hybrid Vehicles
TR-AU-410a.3	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	n/a	Rivian 2022 Impact Report > Designing for sustainability
Materials Sourcing			
TR-AU-440a.1	Description of the management of risks associated with the use of critical materials	n/a	Rivian 2022 Impact Report > Designing & building with intent Rivian 2022 Impact Report > Responsible Sourcing
Materials Efficiency & Recycling			
TR-AU-440b.1	Total amount of waste from manufacturing, percentage recycled	Metric tonnes (t), Percentage (%)	50,624 69 %
TR-AU-440b.2	Weight of end-of-life material recovered, percentage recycled	Metric tones (t), Percentage (%)	Rivan is still working to collect end-of-life data as our vehicles are relatively new in the auto market.

SASB Standard: Automobiles (TR-AU)

Topic/Code	Metric	Unit of Measure	Response
TR-AU-410a.3	Average recyclability of vehicles sold		Rivian expects at minimum 85% of the materials utilized in vehicles can be recycled, in accordance with the EU End-of-Life Vehicles Directive 2000/53/EC. Furthermore, Rivian is committed to ensuring all vehicles, components, and materials comply with relevant global recycling standards upon reaching their end-of-life cycle.
		Percentage (%) by sales-weighted metric-tons (t)	Read more on our approach to optimizing vehicle recycling and recovery rates in our Rivian 2022 Impact Report > Designing & building with intent
SASB Activity Metrics			
TR-AU-000.A	Number of vehicles manufactured	Number	57,232
TR-AU-000.B	Number of vehicles sold	Number	50,122

Metrics & Indicators

This report includes data covering our fiscal year January 1, 2023 through December 31, 2023. All reported data is global and annual unless otherwise specified. For additional details on our reporting approach and methodology, as well as our 2023 Independent Accountant's Review Report, see the FY23 Environmental and Social Metrics Report.

Performance Indicator	2022	2023	
Greenhouse Gas Emissions (metric tonnes CO2e)			
Scope 1	32,220	39,760	■
Scope 2 (LBM)	100,325	140,338	■
Impacts of contractual instruments and MBM emission factors	(2,239)	(3,680)	■
Scope 2 (MBM)	98,086	136,658	■
Total emissions from operations (Scope 1 + Scope 2 MBM)	130,306	176,418	■
Upstream Scope 3 emissions			
Purchased Goods and Services	875,929	1,839,152	■
Capital Goods	208,528	138,274	■
Fuel- and energy-related emissions not included in Scopes 1 or 2	17,702	27,265	■
Upstream transportation and distribution	93,174	113,554	■
Waste generated in operations	8,344	17,911	■
Business travel	27,098	20,558	■
Employee commuting	27,095	39,458	■
Downstream Scope 3 emissions			
Downstream transportation and distribution	1,777	5,668	■
Use of Sold Products (Lifetime)	790,186	2,056,691	■
End-of-life treatment of sold products	2,459	5,012	■
Total Scope 3 emissions from value chain	2,052,293	4,263,544	■
Carbon Intensity			
tCO2e per vehicle manufactured	90	78	
Energy			
Total energy consumption (MWh)	350,323	455,773	
Total electricity consumption (MWh)	188,903	253,505	■
Percentage of total electricity procured from renewable energy resources	3.7 %	6.8 %	■
Electricity Intensity			
MWh per vehicle manufactured	8	4	

Performance Indicator	2022	2023
Renewable Electricity Matching		
Rivian charging network electricity usage (MWh)	923	7,379
Percentage matched with renewable electricity	100.0 %	100.0 %
Diversity, Equity, Inclusion, and Belonging		
Global Employees	14,118	16,790
North America	13,922	16,424
Europe	196	366
Permanent Employees	14,104	16,757
North America	13,910	16,396
Europe	194	361
Temporary Employees	14	33
North America	12	28
Europe	2	5
Full Time Employees	14,117	16,722
North America	13,921	16,356
Europe	196	366
Part Time Employees	1	68
North America	1	68
Europe	—	—
Global Employees	14,118	16,790
Female	3,045	3,833
Male	11,007	12,688
Non-Binary	—	10
Not Specified	66	259
Permanent Employees	14,104	16,757
Female	3,042	3,827
Male	10,996	12,662
Non-Binary		10
Not Specified	66	258
Temporary Employees	14	33
Female	3	6
Male	11	26
Non-Binary		—
Not Specified	—	1

Performance Indicator	2022	2023
Full Time Employees	14,117	16,722
Female	3,044	3,813
Male	11,007	12,640
Non-Binary		10
Not Specified	66	259
Part Time Employees	1	68
Female	1	20
Male	—	48
Non-Binary		—
Not Specified	—	—
Representation Data		
Board of Directors by Gender		
Female	42.9 %	37.5 %
Male	57.1 %	62.5 %
Not Specified	— %	— %
Board of Directors by Age Group		
Under 30	— %	— %
30-50	28.6 %	25.0 %
Over 50	71.4 %	75.0 %
Board of Directors by Ethnicity		
White	85.7 %	87.5 %
Black or African American	14.3 %	12.5 %
US Employees by Gender		
Total		
Female	21.8 %	23.3 %
Male	78.0 %	76.4 %
Non Binary		0.1 %
Not Specified	0.2 %	0.2 %
Executive Leadership		
Female	50.0 %	40.0 %
Male	50.0 %	60.0 %
Non Binary		— %
Not Specified	— %	— %

Performance Indicator	2022	2023
Leadership		
Female	20.9 %	19.6 %
Male	79.1 %	80.4 %
Non Binary		— %
Not Specified	— %	— %
Management		
Female	20.4 %	20.8 %
Male	79.5 %	79.0 %
Non Binary		— %
Not Specified	0.1 %	0.1 %
All Other Employees		
Female	22.3 %	24.0 %
Male	77.5 %	75.6 %
Non Binary		0.1 %
Not Specified	0.2 %	0.3 %
US Employees by Age Group		
Total		
Under 30	31.9 %	30.4 %
30-50	57.9 %	58.8 %
Over 50	10.1 %	10.8 %
Executive Leadership		
Under 30	— %	— %
30-50	75.0 %	50.0 %
Over 50	25.0 %	50.0 %
Leadership		
Under 30	— %	— %
30-50	65.1 %	56.5 %
Over 50	34.9 %	43.5 %
Management		
Under 30	6.3 %	5.9 %
30-50	81.5 %	82.1 %
Over 50	12.3 %	12.0 %
All Other Employees		
Under 30	40.8 %	37.8 %

Performance Indicator	2022	2023
30-50	49.9 %	51.9 %
Over 50	9.3 %	10.3 %
US Employees by Ethnicity		
Total		
White	54.7 %	51.8 %
Asian	18.7 %	15.4 %
Black or African American	9.3 %	14.6 %
Hispanic or Latino	8.1 %	9.4 %
Two or more races	3.4 %	3.7 %
American Indian or Alaska Native	0.4 %	0.5 %
Native Hawaiian or Other Pacific Islander	0.4 %	0.4 %
Not Specified	5.0 %	4.2 %
Executive Leadership		
White	75.0 %	90.0 %
Asian	25.0 %	10.0 %
Black or African American	— %	— %
Hispanic or Latino	— %	— %
Two or more races	— %	— %
American Indian or Alaska Native	— %	— %
Native Hawaiian or Other Pacific Islander	— %	— %
Not Specified	— %	— %
Leadership		
White	60.5 %	71.7 %
Asian	20.9 %	10.9 %
Black or African American	— %	— %
Hispanic or Latino	2.3 %	— %
Two or more races	7.0 %	6.5 %
American Indian or Alaska Native	— %	— %
Native Hawaiian or Other Pacific Islander	— %	— %
Not Specified	9.3 %	10.9 %
Management		
White	49.6 %	49.1 %
Asian	31.7 %	31.0 %
Black or African American	3.0 %	3.1 %

Performance Indicator	2022	2023
Hispanic or Latino	4.8 %	6.4 %
Two or more races	2.2 %	2.2 %
American Indian or Alaska Native	0.2 %	0.2 %
Native Hawaiian or Other Pacific Islander	0.5 %	0.5 %
Not Specified	7.9 %	7.5 %
All Other Employees		
White	56.4 %	52.5 %
Asian	14.3 %	10.8 %
Black or African American	11.4 %	18.1 %
Hispanic or Latino	9.2 %	10.4 %
Two or more races	3.8 %	4.2 %
American Indian or Alaska Native	0.5 %	0.5 %
Native Hawaiian or Other Pacific Islander	0.3 %	0.4 %
Not Specified	4.0 %	3.2 %

■ - 2023 figure reviewed by Apex Companies LLC, as described in its report within the FY23 Environmental and Social Metrics Report. 2023 Scope 1 and 2 emissions data are presented in accordance with, and Scope 3 emissions data is calculated with reference to, the GHG Protocol and as described within the notes to the Consolidated Statements of Environmental Metrics.

■ - 2023 figure reviewed by Apex Companies LLC, as described in its report within the FY23 Environmental and Social Metrics Report. 2023 electricity and renewable electricity data are presented as described within the notes to the Consolidated Statements of Environmental Metrics.

■ - 2023 figure reviewed by Apex Companies LLC, as described in its report within the FY23 Environmental and Social Metrics Report. 2023 Diversity, Equity, Inclusion, & Belonging data are presented as described within the notes to the Consolidated Statement of Social Metrics.

Footnotes

1 Electricity from renewable sources (%) is calculated on a calendar-year basis, dividing the volume of renewable electricity (in megawatt-hours) procured for our Normal manufacturing plant (i.e., renewable energy procured through our PPA contracts, on-site renewable energy generation, and renewable energy in the electric grids where our facilities are located) by the total volume of electricity consumed by our Normal manufacturing plant.

2 24/7 carbon-free electricity ("CFE") percentage measures the degree to which our electricity consumption on a given regional grid is matched with CFE on an hourly basis. This is calculated using both CFE under contract by Rivian as well as CFE coming from the overall grid mix. CFE coming from the overall grid mix is based on data obtained from a third party, Electricity Maps, and has not been assured.

3 Rivian started tracking hourly carbon-free energy use at the plant in 2023, and therefore these numbers represent Rivian's baseline year. 2023 baselines for carbon-free energy and renewable energy are inclusive of the progress we have made since start of production, such as installation of the solar charge yard and wind turbine.

4 Electricity from renewable sources (%) is calculated on a calendar-year basis, dividing the volume of renewable electricity (in megawatt-hours) procured for our global operations outside of Normal, IL (i.e., renewable energy procured through our PPA contracts, on-site renewable energy generation, and renewable energy in the electric grids where our facilities are located) by the total volume of electricity consumed by our global operations outside of Normal, IL.

5 Rivian's definition of a regional grid will differ depending on the existing market landscape and data availability. In the case of Normal, we define the regional grid as MISO (Midwest Independent System Operator).

6 Electricity from renewable energy sources (%) is calculated on a calendar-year basis, dividing the volume of renewable electricity (in megawatt -hours) procured for our Rivian Adventure Network and Rivian Waypoints Network (i.e., renewable energy contracts including utility renewable energy tariffs, supplier-provided renewable energy, indirect large offsite purchases including virtual power purchase agreements, and unbundled renewable electricity certificate purchases) by the total volume of electricity consumed by our Rivian Adventure Network and Rivian Waypoints Network.

7 High impact renewable energy supported (MW) is calculated on a cumulative basis, from January 1, 2021 through the most recent year-ended December 31, summing the total capacity of renewable energy projects contracted and on-site renewable projects in support of customer charging.

8 Lifecycle carbon footprint reduction (%) is calculated by first determining the difference between the lifecycle carbon footprint of the 2022 Rivian R1S Launch Edition and the lifecycle carbon footprint of the 2023 R1S Dual-Motor, then dividing that difference by the lifecycle carbon footprint of the 2022 Rivian R1S Launch Edition. For detailed lifecycle carbon footprint methodologies, see our product Carbon Footprint Methodology and associated R1S Launch Edition and R1S Dual Motor carbon footprint reports.

9 Polymers inclusive of all polymer materials (plastics, elastomers, foams, textiles, sealants, adhesives, etc)

10 Estimated recycled content of steel, aluminum, and polymers (%) in vehicles is aligned with information provided in our lifecycle carbon footprint methodology and reports. For more information, please see our product Carbon Footprint Methodology and associated R1S Launch Edition and R1S Dual Motor carbon footprint reports.

11 Waste diverted from landfill for our manufacturing facilities (%) is calculated on an annual basis using the Total Resource USE and Efficiency method (TRUE method). Diversion rate is calculated by dividing total tons of waste from manufacturing facilities diverted to a more sustainable pathway than landfill by total tons of waste from manufacturing facilities. Diversion pathways include recycled reused, and composted materials.

12 Regression in 2023 due to operational changes at Normal manufacturing plant and equipment downtime.

13 As of July 1, 2024

Forward Looking Statements

This report uses qualitative descriptions and quantitative metrics to describe our policies, programs, practices, and performance. Note that many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. The information and opinions contained in this report are provided as of the date of this report. Rivian does not undertake to update or revise any such statements. This report may contain public information not separately reviewed, approved, or endorsed by Rivian, and no representation, warranty, or undertaking is made by Rivian as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to Rivian's business or operating results. The information included in, and any issues identified as material for purposes of, this report may not be considered material for SEC reporting purposes. In the context of this disclosure, the term "material" is distinct from and should not be confused with, such term as defined for SEC reporting purposes.

This report may contain forward-looking statements. All statements contained herein that do not relate to matters of historical fact should be considered forward-looking statements. In some cases, you can identify forward-looking statements by terms such as "may," "will," "should," "expects," "plans," "anticipates," "could," "intends," "targets," "projects," "contemplates," "believes," "estimates," "forecasts," "predicts," "potential" or "continue" or the negative or variations of such terms or other similar expressions. Forward-looking statements contained in this report include, but are not limited to, statements related to our climate commitment plans and goals and commitments, goals, aims, or aspirations regarding environmental, social and governance matters. These forward-looking statements are based on current expectations, estimates and forecasts, as well as the beliefs and assumptions of our management, and are subject to risks and uncertainties that are difficult to predict. Such risks and uncertainties may cause our actual results to differ materially and adversely from those expressed in any forward-looking statements, including among others, assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations, or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of Rivian's most recent Annual Report on Form 10-K and subsequent filings. These forward-looking statements speak only as of the date of this report. Except as required by applicable law, we do not plan to publicly update or revise any forward-looking statements contained in this report, whether as a result of new information, future events or otherwise.

As used in this report, unless otherwise stated or the context requires otherwise, references to "Rivian," the "Company," "we," "us," and "our," refer to Rivian Automotive, Inc. and its consolidated subsidiaries.

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