

Impact Report



2022

Impact



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Rivian's first Impact Report primarily covers initiatives and accomplishments from January 1, 2022 – December 31, 2022. In some instances, information from 2021 and 2023 is included to help give a complete picture of our most important sustainability-related work.



A note from our CEO



RJ Scaringe

Founder and Chief Executive Officer

Today, our planet is operating off of hundreds of millions of years of accumulated carbon-based fossil fuels. On our current path, this stored energy will be fully exhausted in only a few generations, and, in the process, carbonize our atmosphere to such a degree that life as we know it will not be possible.

The scale of change needed to shift to a sustainable and renewably powered global economy is staggering. Our energy grid needs to move entirely away from fossil fuels through the accelerated decommissioning of thousands of carbon-based power plants. These power plants need to be replaced with a range of grid-scale and distributed renewable energy sources. As this is happening, our transportation systems must move away from reliance on fossil fuels; different

technical solutions will be needed for shipping, air transportation and on-road vehicles. On-road vehicles represent a major component of this and the approximately 1.5 billion combustion-powered vehicles that exist in the world today need to be replaced with electric vehicles. Unfortunately, this transition won't happen overnight and we need many companies working in parallel to achieve it within the next couple of decades.

Given the scale of this transition, it is important that the end-state objective of our planet running fully on renewable energy is top of mind. Getting to this end state will not be immediate and too often the challenges are cited as reasons for our society to not run towards this necessary shift. We need to move to a

carbon-free economy as fast as possible—the longer we delay moving away from fossil fuels, the more carbon we put into the atmosphere and the greater the risk we put on our climate system. Any arguments against rapid electrification, including the position that the U.S. grid still relies on 60 percent fossil fuels*, not only misses the point that even with the carbon footprint of today's grid, an EV is considerably more efficient, but more importantly misses that transitioning off our finite supply of fossil fuels must happen in order to achieve a sustainable and renewably powered global economy.

There is no immediately accessible, at-scale solution that would allow us to flip a switch and arrive at the targeted carbon-free end state. Consumers, policymakers and businesses all play a critical role and

must come together in ways we never have before to achieve this sustainable end state. Rivian is focused on creating solutions and demonstrating ways of operating that not only help shift mindsets, but also help support a healthy competitive landscape with which we can together, as a planet, accelerate the shift away from fossil fuels and fight climate change.

We recognize the journey toward a future our kids' kids deserve is just beginning—for Rivian, for our industry and for humanity. I look forward to the adventure ahead.

* [U.S. Energy Information Administration](#)



A note from our Chief Sustainability Officer



Anisa Kamadoli Costa

Chief Sustainability Officer
President and Trustee, Rivian Foundation

When I think back to my early conversations with RJ, what inspired me to join Rivian to lead sustainability and philanthropy was his vision for a company with purpose at the very core and the health and future of people and planet as our north star. The transition to a more sustainable transportation and energy future as rapidly as the climate crisis demands is neither inevitable nor simple. How we approach the scale and complexity of the challenges involved will ripple through history for future generations. We are all motivated by RJ's vision, Rivian's opportunity for impact at such a critical moment for our planet and our passionate community.

2022, the year covered in this inaugural report, was a year of firsts at Rivian—our first full year of vehicle production and as a public company. There has been intense focus on ramping up production, managing costs and honoring the trust placed in us by all of our stakeholders as we pursue profitability—a milestone that is critical to advancing our mission. In parallel, we have advanced a number of our key sustainability priorities, including:

- establishing and extending governance for our sustainability and philanthropy efforts;
- developing global, enterprise-wide impact goals in service of our business and stakeholders;
- releasing this first impact report as a transparent account of early steps on our journey;

- launching the Rivian Foundation—focused on conservation and pledged 1 percent of Rivian's pre-IPO equity for philanthropy to make the planet a stakeholder;
- co-commissioning the “Pathway Report” with fellow EV maker Polestar to ensure that what we are doing as individual companies is aligned with what the planet requires of the automotive industry to meet Paris Climate Agreement targets;
- advocating for conservation and other policies critical to the health of our planet, communities and electrification of transportation; and
- bringing an ethos of collaboration to all that we do, from functions and teams internally to cross-sector partners, organizations and thought leaders.

We have more work ahead of us and recognize the responsibility we have to contribute to our planet's transition to a sustainable transportation and energy system. We are committed to always operating with a full awareness of the scale of the challenge but merging this intellectual honesty with incredible optimism and a spirit of collaboration and transparency.



A note from the Board



Rose Marcario

Chair, Planet and Policy Committee
Rivian Board of Directors
Founding Chair, Rivian Foundation

When I left Patagonia, I wanted to use my platform and position to prove what I already knew—that business can be the greatest agent for positive change in the world, a force for good.

I was drawn to Rivian because of RJ's leadership and aspirational vision for a better world. Our vehicles inspire customers, encourage competition and accelerate the needed transition to sustainable transportation. But we know making and selling EVs is just the start, and not nearly enough on its own. The transition must be just and equitable, and not come at the expense of our environment or our most vulnerable communities.

We believe companies do not operate in a vacuum, but as vital members of society. The health of our communities depends on a healthy planet—and so, too, does the long-term health of every business. It's our responsibility to actively engage in and advocate for policies that aim to promote social and environmental well-being; and to pursue environmental solutions that will protect opportunity and well-being for future generations.

To ensure accountability, transparency and ethical behavior, we established the Planet and Policy committee of the Rivian Board of Directors. This committee, which I chair, has been put in place to formalize oversight of our commitment to the planet and our communities, as well as our impact initiatives, public policy, advocacy and related regulatory matters.

As a new public company, we are ever-evolving, with increasing innovation and continuous improvement.

Rivian is on an exciting, optimistic journey—one that's above political divides and aims to be beneficial to all—to create a world where products and technology work with nature. I am honored to be a part of it and welcome everyone along for the journey of lifetime.



Highlights by the numbers

2022

first full year of production and full year as a public company



100%

renewable energy powers Rivian charging networks

[see page 17 for more](#)

2.3 million

pounds of discarded plastic diverted from waterways

[see page 32 for more](#)

82.3%

of waste from our Normal plant diverted from landfill

[see page 31 for more](#)

2.8 MW

wind turbine constructed at
our Normal manufacturing plant

[see page 40](#)

14,118

total employees at year-end 2022

17

impact goals established

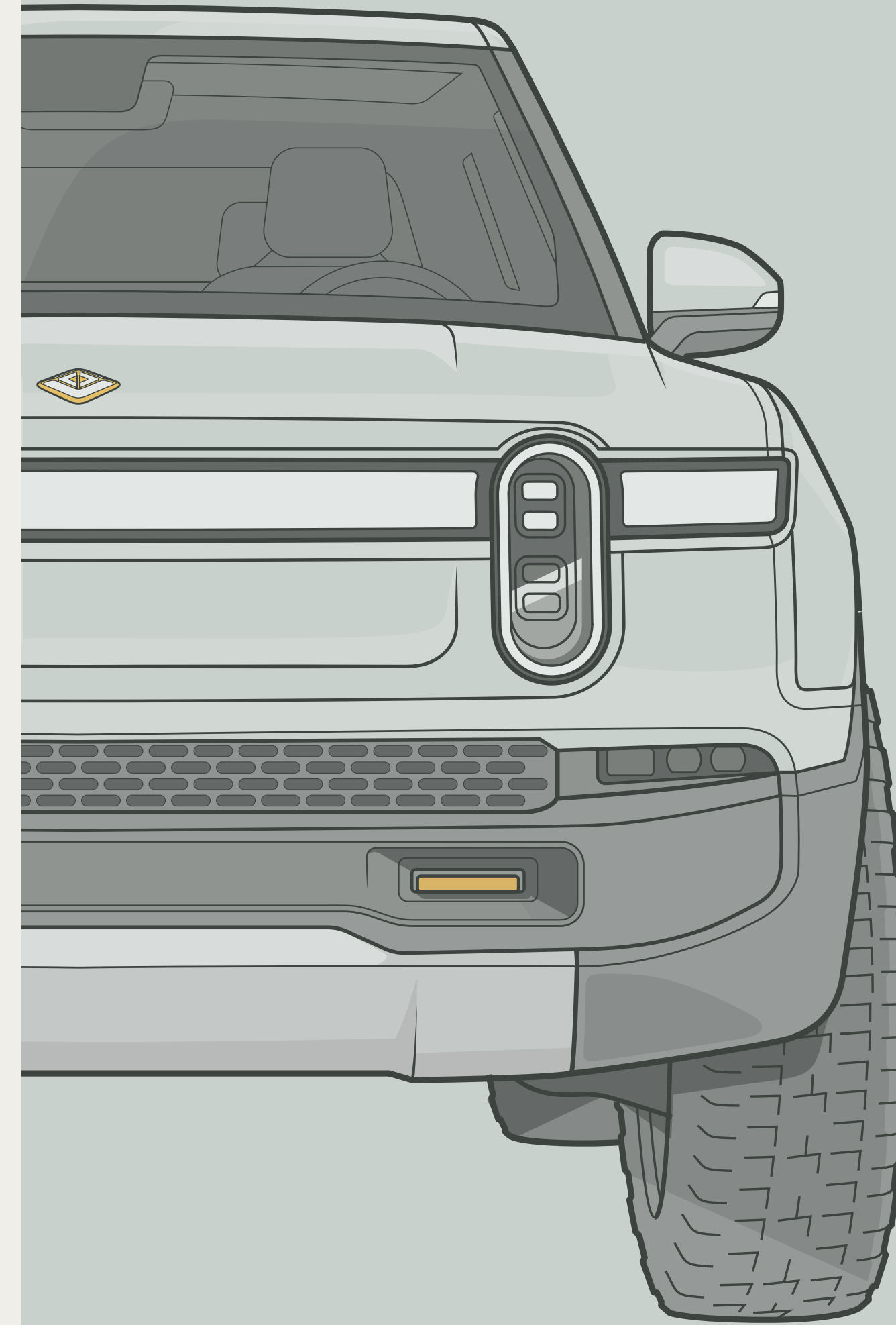
1%

pledge of Rivian's pre-IPO equity
for philanthropy

[see page 65](#)

Clean Mobility

01



Clean Mobility

As we embark on our journey to a better world, we must shift the way we approach mobility, and accelerate the carbon-free electrification of road transportation. To make the changes needed in the timescale required, we need to address the technologies powering our vehicles and deliver experiences that inspire new behaviors.

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Accelerating EV adoption



Accelerating EV adoption

Transportation is one of the largest contributors to greenhouse gas (GHG) emissions in the United States and globally. Electrification is essential to limiting global temperature rise to 1.5 degrees Celsius, the threshold intended to stave off severe climate disruptions. However, electric vehicle (EV) adoption in the U.S. is still very far from 100 percent.

Lack of vehicle choice in terms of form factor, price, attributes and brand positioning has been one of the factors limiting EV adoption. It is critical to recognize that electrifying our global car parc will require multiple vehicle manufacturers to create unique and differentiated products. Customers and our climate benefit from healthy competition and abundant EV options. We disagree with the notion that the automotive segment is a zero-sum game in which there can only be a single winner—the erroneous notion that for one company to win all others must lose.

This shortsighted way of thinking about competition distracts from the scale of the challenge. We as a planet need to be building 80 to 100 million EVs per year to replace the global fleet of approximately 1.5 billion internal combustion engine (ICE) vehicles. Many brands and companies will be needed to achieve this within the next two decades.

Our strategy has targeted some of the largest, fastest growing vehicle segments—starting in the U.S. with the truck and large SUV segments—with our flagship R1 product line and soon introducing our midsize R2 platform, which will underpin a range of more affordably priced vehicles in the SUV and crossover segments.

We have also focused on vertically integrating core areas of the technology stack which are designed to provide both product advantages as well as long-term structural cost advantages. Specifically, we have developed our full vehicle software stack and associated topology of in-vehicle computers in-house as well as the majority of our high-voltage systems, including our inverters, battery packs and drive units.

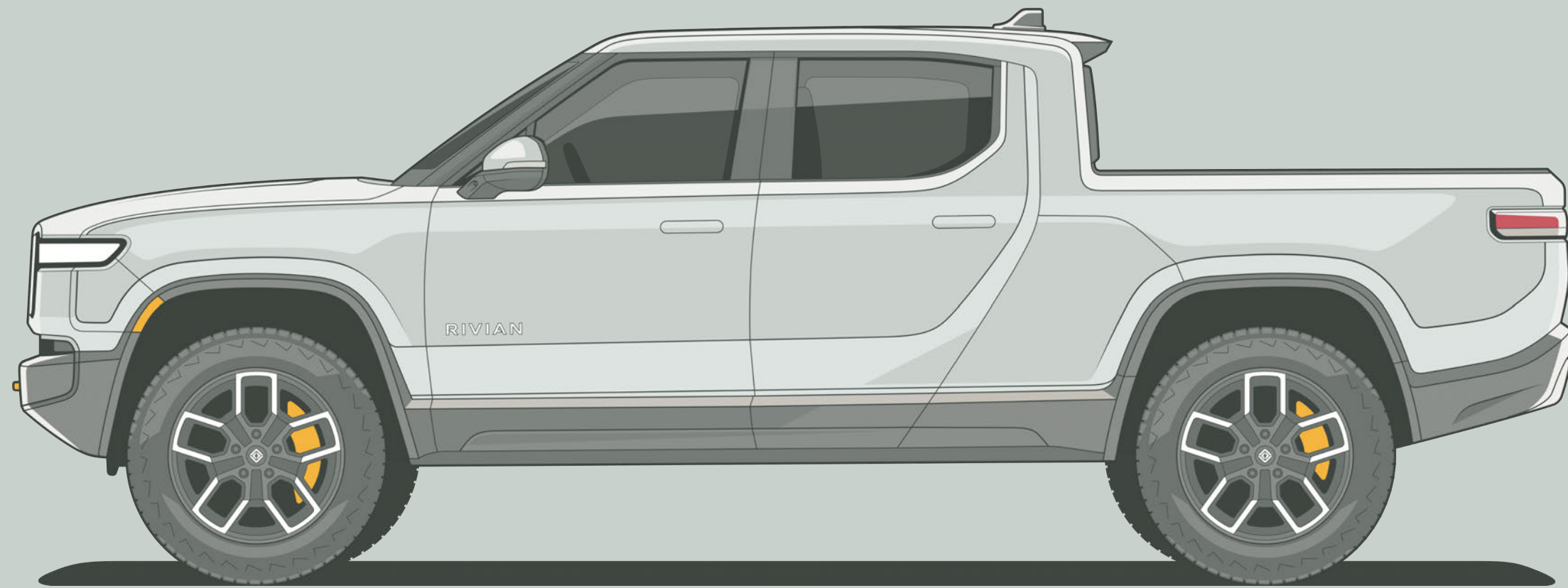
Our direct-to-consumer model removes substantial cost from the sales and delivery process and provides an improved customer experience. While this requires us to invest in the teams and infrastructure needed to deliver and service our vehicles, we plan to have a materially more cost-efficient sales model compared to the legacy approach of using intermediaries to handle sales and distribution. We believe this enhanced customer transparency around pricing and financing and direct connection in telling our brand story will encourage more customers to electrify.

Lastly, we are focused on addressing the substantial gap in charging infrastructure. Our growing Rivian Adventure Network is being set up as a comprehensive system of fast-charging sites, designed to extend access in urban and suburban places while bolstering areas where charging is either nonexistent or lacking. We've also collaborated with Tesla to provide Rivian drivers with integrated access to Tesla charging sites in the U.S., starting in the spring of 2024.



Our electric adventure vehicles

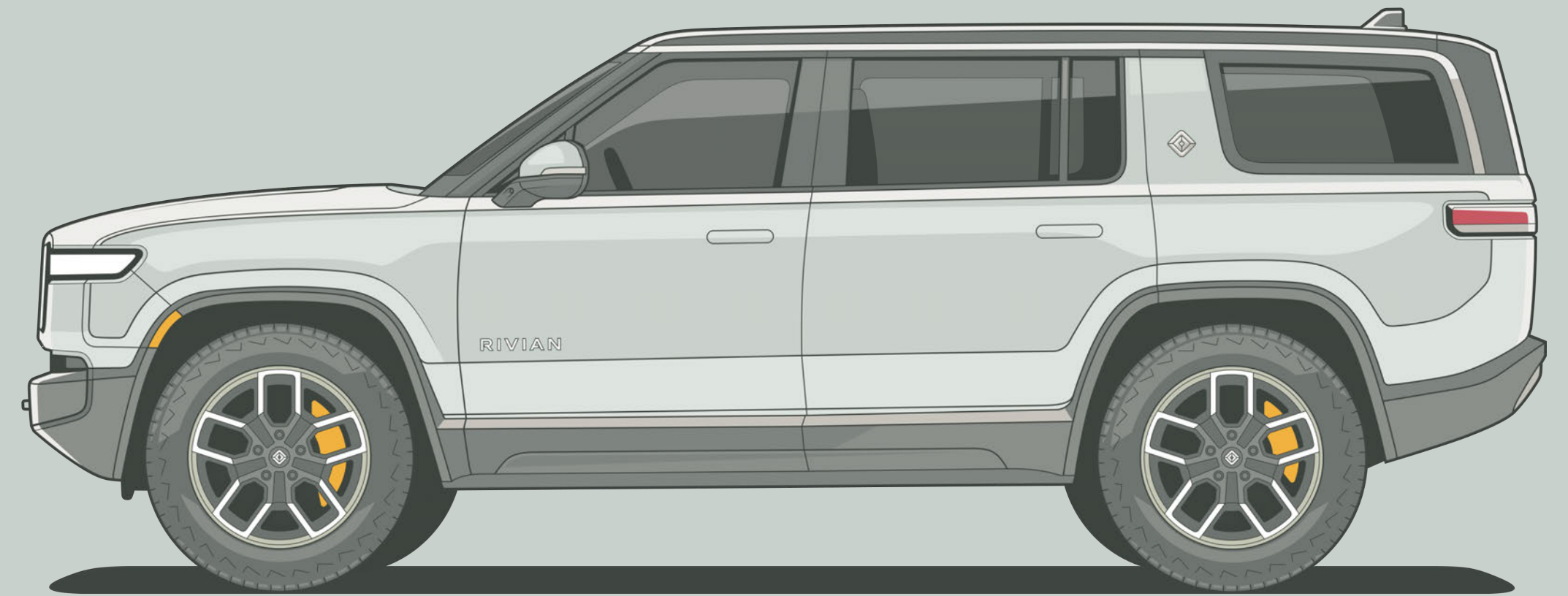
R1T



In 2022, just over 80% of new vehicles sold in the United States were trucks and SUVs.* This presents a massive opportunity for innovation as large-scale adoption requires a variety of choices for customers that are more compelling than existing ICE options. Rivian took the approach of launching our brand with a flagship product line that completely reset expectations of what was possible by delivering a combination of efficiency, on-road performance, off-road capability, functional utility and product refinement that otherwise didn't exist in the truck or SUV segments. The R1T and R1S continue to play a critical role in establishing Rivian as a brand that both inspires and enables the kind of experiences customers want to remember for a lifetime.

* 2023 RBC Elements report

R1S



The R1T and R1S are equipped with a combination of hardware and software that connect our proprietary in-vehicle systems, including vehicle electronics, battery, electric drive, chassis, Driver+ and digital user experience management. These technologies are continuously improved through cloud-enabled, over-the-air updates.



Up ahead

Our next-generation product line, R2, is being developed to bring the essence of our current products into a midsize form factor and lower price point. From its design, to the integration of hardware and software, to the engineering of the manufacturing process, we plan to leverage our many learnings from R1 to drive down costs while delivering performance features and capabilities that will inspire customers. We look forward to unveiling the R2 concept in 2024.



Our fleet vehicles

The electrification of commercial vans represents a massive opportunity to reduce large amounts of emissions and other pollutants. This category of vehicles, which has experienced scarce innovation in the last few decades, is growing: The number of delivery vehicles in the largest 100 cities globally is projected to increase by 36% over the next decade.* We are well-positioned to provide better experiences for drivers, more efficiencies for businesses, improved emissions impacts on communities and a reduction in climate impact.

*World Economic Forum



Rivian Commercial Van

Rivian launched its Rivian Commercial Van platform with the Electric Delivery Van (EDV) variant, developed in partnership with Amazon, to bring drivers for its delivery service partners (DSPs) a safe, comfortable and seamless operating experience. The Rivian EDV 500 and EDV 700 electric delivery vans are designed to achieve lower total cost of ownership while saving millions of metric tons of carbon per year and supporting a path to carbon-neutral deliveries. Amazon's scale and commitment to addressing climate change made them an ideal launch partner for Rivian.

The Rivian Commercial Van platform can support a range of applications including delivery services, utilities, construction, agriculture and manufacturing. Our supporting integrated ecosystem also includes our proprietary fleet digital platform designed to help fleets achieve heightened efficiency, safety and functionality.



Software, specifically our ability to update our vehicles over the air, gives us an important lever to continuously improve vehicle efficiency and reduce carbon impact. But the power of software extends far beyond that. Using our proprietary fleet digital platform, we can help fleet operators achieve real-time data insights that drive efficiencies and cost savings. By optimizing how fleets utilize their vehicles, we believe we can help our partners achieve the least amount of emissions.



Charging

While the shift from ICE to EV has significant benefits even with today's grid, it is critical that we also help accelerate the transition of the energy grid away from fossil fuels so as not to shift emissions from tailpipes to power plants. In our first two years of production—2021 and 2022—for every mile driven in an R1T or R1S, Rivian ensured that 100 percent of the energy the vehicle consumed was matched with renewable energy purchases. That was true no matter where the vehicle charged—at home, on a third-party network, or on the Rivian Adventure Network. As we expand our charging deployments and future products, we intend to continue to find ways to help drivers accelerate the transition to a carbon-free grid.



Charging



Charging ecosystem

For EVs to become the norm, charging infrastructure needs to be widely available, trustworthy and uncomplicated. In addition to deploying our own chargers, we're partnering with other U.S. network operators, allowing Rivian drivers to easily locate and charge at more DC fast charging and Level 2 AC charging sites.

Rivian's collaboration with Tesla is intended to provide integrated access to Tesla charging sites starting in the spring of 2024. This is in addition to our growing Rivian Adventure Network.

Rivian Adventure Network

Our charging network, the Rivian Adventure Network, is focused on reliable, convenient fast charging. With charging sites positioned along routes to access mountains, deserts, forests and canyons, the expanding network also serves urban and suburban centers, major travel corridors and interstate highways where more chargers are needed. We plan to continue growing the network and to open it up to non-Rivian vehicles.

The Rivian Adventure Network is powered 100 percent by renewable energy; designed for ease of use—just pull up and plug in and charging automatically starts; providing improved features in the future with over-the-air software updates; and designed to support 900V charging, preparing the network for higher-voltage vehicle platforms.

Home charging and beyond

Residential charging is fundamental to enabling the EV lifestyle. In fact, approximately 90 percent of EV charging happens at home (depending on brand), according to the U.S. Department of Energy and industry research.

With the Rivian Wall Charger and Rivian Portable Charger, we help our customers stay ready for any adventure, whether it's driving the kids to school or preparing for a longer road trip. And our in-vehicle software and mobile app allow users to control various charging settings, including charging schedule, which can potentially reduce utility costs and alleviate peak electricity load.



Designing & building with intent



Designing for sustainability

Our sustainability commitments require us to consider sustainability in every aspect of our business. A detailed and comprehensive understanding of our products informs our decisions and drives our actions—from decarbonizing our materials to optimizing our designs to improving product efficiency.



Designing for sustainability

The choices we make in the design phase of our products—decisions about material selection, form factor, manufacturability, durability and serviceability—have a profound impact on the overall environmental footprint. Our Product Sustainability team is a core part of our product development organization and works cross-functionally to holistically achieve our goals.

We've set a goal of designing and launching a vehicle with half the life cycle carbon footprint of the 2022 R1 line-up by 2030. We plan to accomplish this by sourcing more sustainable materials, engineering more efficient vehicles and optimizing our manufacturing operations. Our next-generation designs have established multiple sustainability attributes which define requirements for our engineering and design teams.

We engage at the component and subsystem level to develop sustainability targets for our current and future products. We have embedded sustainability into the design and engineering processes by:

- Using sustainability science to bring new research and technologies to our design and development strategy;
- Developing life cycle assessment methods that allow us to understand the environmental footprint of our products, develop strategies to improve those footprints and monitor our progress over time;
- Providing data taken from Rivian vehicles in the field directly to designers and engineers, empowering them to deliver new innovations; and
- Defining sustainability-attribute targets for every product we make that align to our overall goals.



Goals

- Launch a product by 2030 with half the life cycle carbon footprint as 2022 R1 products
- Increase the percentage of recycled materials in vehicles:
 - For a minimum of 70% recycled content in steel and aluminum by 2030
 - For a minimum of 40% recycled and bio-based content in polymers by 2030



Zooming in: Design considerations

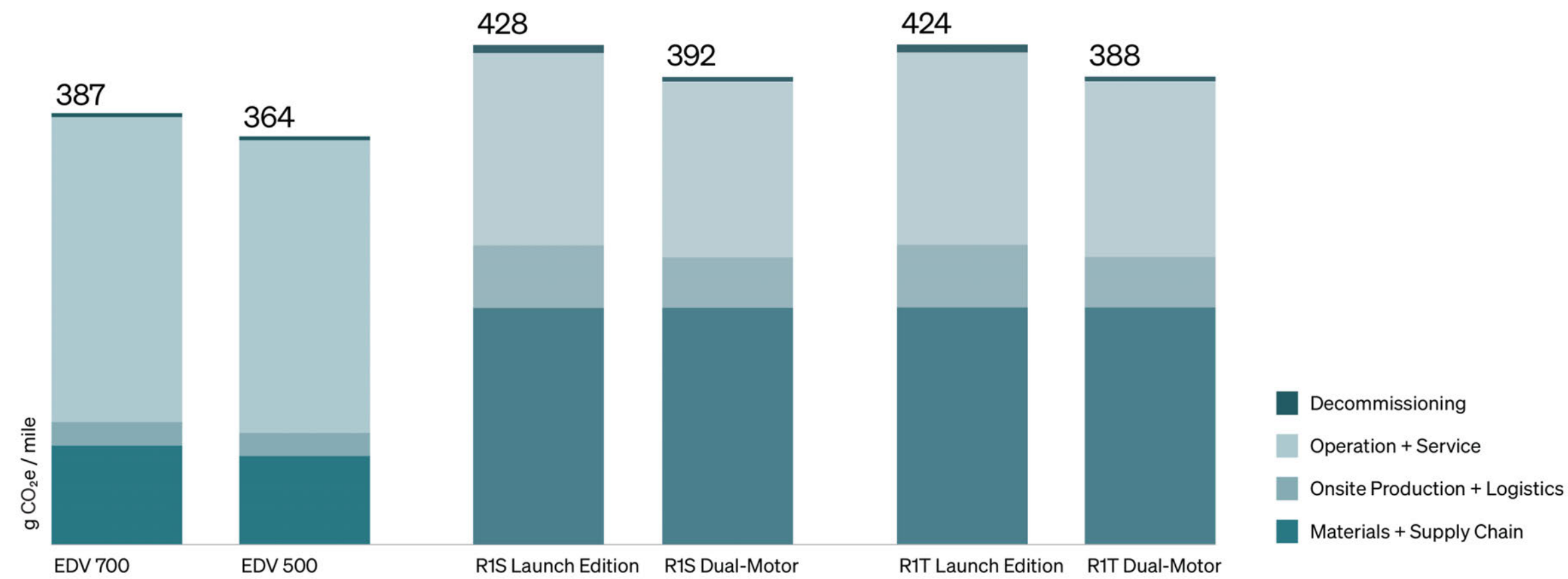


Rivian's materials team works cross-functionally with design, engineering and procurement to continually update our sustainability requirements for materials and suppliers, and to assess the technical and experiential impacts and risks of new sustainable opportunities.

When sourcing, we use a comprehensive set of considerations:

- Design and appearance should be visually appealing to consumers and help them connect with our product;
- Through sustainable sourcing practices and use of bio-based materials, recycling, repurposing and upcycling, we can reduce waste and petrochemical reliance while encouraging supplier innovation;
- Durability and consistent performance over time is our goal—we prioritize functionality and look to minimize replacement, repair and maintenance.

Vehicle life cycle assessments



The life cycle carbon footprints are evaluated over 155,000 miles for R1 vehicles and 330,000 miles for EDVs. The results shown above assume charging using electricity from the regional grid mix. For more details, see our vehicle carbon footprint reports.



Conducting a life cycle assessment (LCA) allows us to understand the environmental footprint of our products. We use LCAs early in concept development to steer designs towards more sustainable decisions. We continuously monitor progress against sustainability targets during the design and engineering process. And we develop formal LCA reports for the vehicles on the road in order to demonstrate transparency and communicate our sustainability story to the world.

Rivian has developed ISO-conformant life cycle carbon footprints for six vehicles: [EDV 700](#), [EDV 500](#), [R1S Launch Edition](#), [R1S Dual-Motor](#), [R1T Launch Edition](#) and [R1T Dual-Motor](#). We have designed these reports to set the benchmark for transparency and comprehensiveness in the automotive industry and each has been reviewed by Sphera, a third-party expert. The inputs and models that feed our analyses are deep and broad, with a focus on variables that we can and should address. For example, we include the energy used by the vehicle when it is not in operation, such as to enable security features and maintain battery health in fluctuating temperatures.

Our first vehicle LCAs have identified and confirmed priority areas of opportunity to reduce carbon footprints:

1. Decarbonizing materials in partnership with our supply chain;
2. Reducing production energy per vehicle as Rivian ramps up production and moves towards steady-state operation;
3. Improving vehicle efficiency through our software, propulsion platforms and vehicle aerodynamics;
4. Increasing the use of renewable energy with a particular focus on our use phase, through the creation of new renewable energy supply (e.g., Starfire project, see page 41).

We believe a common LCA methodology in the automotive industry would encourage a faster decarbonization of the transportation sector and better inform customers about the benefits and trade-offs among vehicles. Unfortunately, LCA methodology and transparency across the industry remains variable and misleading information has led to a lot of confusion. Along with our vehicle reports, we also share our [Carbon Footprint Methodology Report](#) on our website with the hope of driving better accountability and comparability among vehicle choices.



Responsible sourcing

Over the next couple of decades, our global transportation and energy economy must shift away from fossil fuels in order to limit the global temperature rise to 1.5 degrees Celsius. This transition requires us as a planet to source the materials needed to build batteries, solar panels and electrical hardware. In the end state, the vast majority of minerals needed can likely be provided through recycling, but the initial shift requires these critical materials to be mined and brought into the interlinked transportation and energy ecosystem. This demand should not come at the expense of people or the planet, and society must collectively harmonize the transition to net-zero emissions by embracing and driving responsible mining practices.



Responsible sourcing

As Rivian continues to grow and ramp up production, we are simultaneously mapping and optimizing our supply chain for the next stage of our development. This includes a comprehensive roadmap for our supply chain, prioritizing traceability for priority materials and ultimately driving standards to help protect the people and places involved in bringing our vehicles to life. With these efforts, we plan to have visibility into an expanded range of environmental and social impacts, including biodiversity and human rights considerations, and will work to reduce and mitigate these impacts by reinforcing responsible standards within our supply chain and participating in multistakeholder initiatives. Rivian is committed to playing a prominent role in the broader effort to support the responsible operation of the extractive industry, so that the transition to electrification delivers environmental and social benefits to local and global populations.

Rivian's biggest environmental and social impacts occur within our steel, aluminum and battery-material supply chains. We're focusing our initial efforts in these areas as we seek progress against the goals we've set.

Priority Materials

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. We are using our LCAs along with assessments of the interconnected social impacts for these materials to both prioritize and direct our sourcing strategies. In next year's Impact Report, we will provide more detail on our framework and assessment process.



Goals

- Ensure 100% of Rivian's strategic suppliers* meet or exceed our social and environmental standards by 2030
- Engage with strategic suppliers on projects aimed at protecting 30% of Earth's land and water by 2030
- 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 with them.

* Rivian defines its strategic suppliers based on a number of key criteria, including but not limited to spend, innovation, risk mitigation and alignment with Rivian's mission



Zooming out: Battery materials



The battery supply chain is complex, and there are enormous challenges with respect to sourcing these minerals. These challenges contribute to the evolving landscape we are working to improve.

We must make a concerted effort toward understanding the intricacies of the sourcing landscape, reinforce responsible sourcing expectations and actively secure the battery materials that power our vehicles and advance our mission.

Different types of batteries require a mix of minerals and chemicals. Rivian uses:

Nickel Cobalt Aluminum Oxides (NCA) batteries primarily use nickel and lithium hydroxide to deliver energy density and range, with a small amount of cobalt —<2% of the critical minerals contained— for stability. A mix of natural and artificial graphite is used in the active

anode material, with a growing focus on maximizing the use of natural graphite given lower energy- and emissions intensity compared with artificial graphite.

Lithium Iron Phosphate (LFP) batteries are largely used for their life-cycle and cost advantages. These batteries contain lithium carbonate in their cathodes and an iron phosphate precursor. A variety of iron inputs can be used including iron oxide, metal or sulfate, though the latter is most commonly used. A higher purity phosphoric acid compared with fertilizer and food grade is required and most commonly produced via a wet process using sulfuric acid and filtering/purification as opposed to the thermal process which has largely been regulated out of the industry. To achieve greater cycle life, the active anode material is usually composed of 100 percent artificial graphite and no natural graphite.

Zooming out: Battery materials

Sourcing batteries for our vehicles, and ultimately scaling our business, involves many environmental, social and governance considerations.

Price volatility

One of the key obstacles to EV growth from a supply chain perspective is the mismatch between the timelines of upstream mining and refining processes and downstream demand. This mismatch can engender “boom-and-bust” cycles and price volatility, which can exacerbate environmental and human rights impacts on affected communities. During ‘boom’ times, unregulated supply jurisdictions are rewarded through their ability to respond quickly with little regulatory oversight.

We believe a critical aspect of improving the reliability and sustainability of the EV and battery supply chain is a direct relationship between upstream raw material suppliers and EV manufacturers. All parties need the most accurate and current information to make strategic decisions not only about capital deployment but also to help ensure that the transition from fossil fuels is done in a responsible, accountable way. We are building these direct sourcing relationships with our upstream material suppliers and plan to work with our cell production partners to integrate these supply chains into the production of our battery cells. We believe direct sourcing relationships will eventually be the standard for vehicle manufacturers.

Geography

Another key obstacle to EV growth is the availability of minerals of an economically feasible grade, which reside in limited, geographically concentrated areas. For example, high-grade lithium deposits are currently limited to Australia, Chile, Brazil, Canada and Argentina. Geographic concentration is more pronounced in the refining stage of the raw materials supply chain as capacity has been built up to meet industrial demand that pre-dated the battery segment by several decades.

As the EV industry strives for a more regionalized supply chain, we anticipate a growing gap with upstream refining capacity given widespread supply concentration in China, which controls approximately 77 percent of global lithium-ion battery production capacity as of 2022.*

*[Visualizing China's Dominance in Battery Manufacturing \(2022-2027\) \(visualcapitalist.com\)](#) China's Battery Supply Chain Tops BNEF Ranking for Third Consecutive Time, with Canada a Close Second | [BloombergNEF](#)

Transparency

One of the ramifications of the aforementioned ‘boom-and-bust’ cycles is a lack of transparency, as suppliers use mixed feedstocks and seek out arbitrage opportunities which are constantly shifting. The OEM’s view of the battery materials supply chain has historically been filtered through the information provided by midstream partners. In order to drive progress towards our objectives, including sustainability and supply security, we plan to go deeper into our supply chain and work with upstream material partners that embody our values. Given these geographic considerations, coupled with the complexities of the supply chain, we are prioritizing increasing the transparency of the social and environmental risks by region, and the traceability of our supply chains.



Zooming out: Battery materials

Regulatory landscape

As the imperative to decarbonize and electrify our transportation systems becomes more urgent, the number of legislative requirements that both incentivize and reinforce responsible sourcing expectations and investments continues to increase. This has yielded a fractured regulatory landscape, with different state and national governments proposing and passing requirements impacting the sourcing of batteries.

For example, the U.S.'s Inflation Reduction Act (IRA) of 2022 has been highly effective in driving investment throughout the battery supply chain in North America and Free Trade Agreement jurisdictions with a goal to stimulate North American consumer demand for EVs by bringing EVs within closer price parity to ICE equivalents.

Ultimately, regulatory initiatives that drive responsibility in battery supply chains will further enable us to meet the needs of our stakeholders and promote transparency and responsibility in critical material supply chains.

Battery materials sustainability

From the mine site through the supply chain, each of the minerals required for EV batteries comes with specific environmental, social and governance considerations. The processes of extraction, refining and production are a significant source of the overall carbon footprint of EVs. They also cause land degradation, biodiversity loss and other negative environmental impacts. From the social standpoint, battery production has been associated with forced- and child labor and failure to protect Indigenous and local communities' rights.

Rivian's focus on priority materials in our supply chain shapes how we will measure and monitor these risks, as well as how we will focus our efforts to create impact. As Rivian began producing vehicles in 2021, we are still at the beginning of our journey. That said, we believe that the EV industry has the potential to lead this transition responsibly and be a force for positive impact throughout the supply chain.

Looking ahead

Responsible sourcing for materials needed for the EV and renewable energy transition is exceedingly complex. Rivian has a team of cross-functional specialists to guide our sourcing decisions. A core element of our sourcing and circularity strategy is also to plan for recycling at end of life—the value of the materials in EV batteries means that there is a lot of negotiation around who controls the materials at end of life. We believe recycling rates of automotive batteries will be essentially 100 percent given the aligned economic incentives. Finally, we expect to work collaboratively in the future with our peers and others to help ensure that the shift from fossil fuels can support a just transition.



Responsible sourcing



Supplier Code of Conduct

Our “[Supplier Code of Conduct](#)” outlines Rivian’s expectations of suppliers regarding ethical standards and business practices, particularly in the areas of human rights and the environment. This code aligns with the “[Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain](#)” and international human rights frameworks, including:

- The International Bill of Human Rights
- The International Labour Organization Declaration on Fundamental Principles and Rights at Work
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The United Nations Guiding Principles on Business and Human Rights
- The Ten Principles of the United Nations Global Compact

Through our ESG Steering Committee (see page 75), we have established a governance mechanism to escalate risks, including supply chain risks, and we continue to take steps to formalize how we mitigate ESG risks in our supply chain. We will be deploying additional tools and activities to reduce risks, including the implementation of our Human Rights Policy (see page 62).

Responsible sourcing memberships & commitments

Manufacturers in many industries face supply chain challenges similar to ours. With peer companies, industry organizations and coalitions, including those listed below, we are working to address impacts and reinforce strong standards.

Deep Sea Conservation Coalition

The Deep Sea Conservation Coalition comprises over 90 non-governmental organizations, including Greenpeace, World Wildlife Fund and many other civil society groups. The coalition is urging companies, including electric vehicle manufacturers, to commit to not using minerals sourced from the deep ocean due to the potential for irreversible damage both to fragile ecosystems and to the critically important carbon sequestration role played by a healthy deep ocean.

Initiative for Responsible Mining Assurance

The Initiative for Responsible Mining Assurance (IRMA) offers independent, third-party verification for global industrial mining sites. The assessment process covers 26 areas, including water management, human rights, greenhouse gas emissions, and fair labor and terms of work, among others. IRMA's process increases mine site-level transparency by making audit results publicly available.

Through our membership in IRMA, we're affirming our commitment to source from mine sites which have been independently assessed against IRMA's internationally-recognized standard. Communities, labor, civil society, mining, purchasing and financing sectors created the IRMA Standard and audit process. Together, their unprecedented transparency provides not just independent measurement of a mine's impact against a best-practice standard, but also an incentive for the mine to engage with all stakeholders to continuously improve its social and environmental performance.

Public-Private Alliance for Responsible Minerals Trade

Rivian is a member of the Public-Private Alliance for Responsible Minerals Trade (PPA), a multi-stakeholder coalition promoting ethical supply chains, due diligence systems, and governance. The PPA works to support and inform sourcing and supply chain engagement that upholds human rights and labor rights, supports environmental responsibility, eliminates links to armed conflict and corruption, and maximizes benefits to the communities where minerals are produced.

The PPA promotes increased alignment of industry operations and governance mechanisms to OECD guidance; tests and analyzes solutions to bolster positive impacts and due diligence; and supports the collection and amplification of high-quality independent data to identify key barriers, measure progress, and inform impactful interventions.

Responsible Business Alliance

Responsible Business Alliance (RBA) is a coalition of the world's leading companies working to improve efficiency and social, ethical, and environmental responsibility in the global supply chain. RBA helps Rivian monitor compliance with our ["Supplier Code of Conduct"](#). We draw on the expertise of the RBA to audit suppliers and implement corrective action plans when non-conformance is uncovered. Rivian also adheres to the RBA Code of Conduct.

In addition, the RBA oversees the Responsible Minerals Initiative (RMI). A key input to our due diligence on the extraction of minerals for electric vehicle production comes from the RMI. As part of our RMI membership, Rivian receives support in monitoring smelters in our supply chain and collaborates with other member companies to reinforce responsible mining expectations in global supply chains.



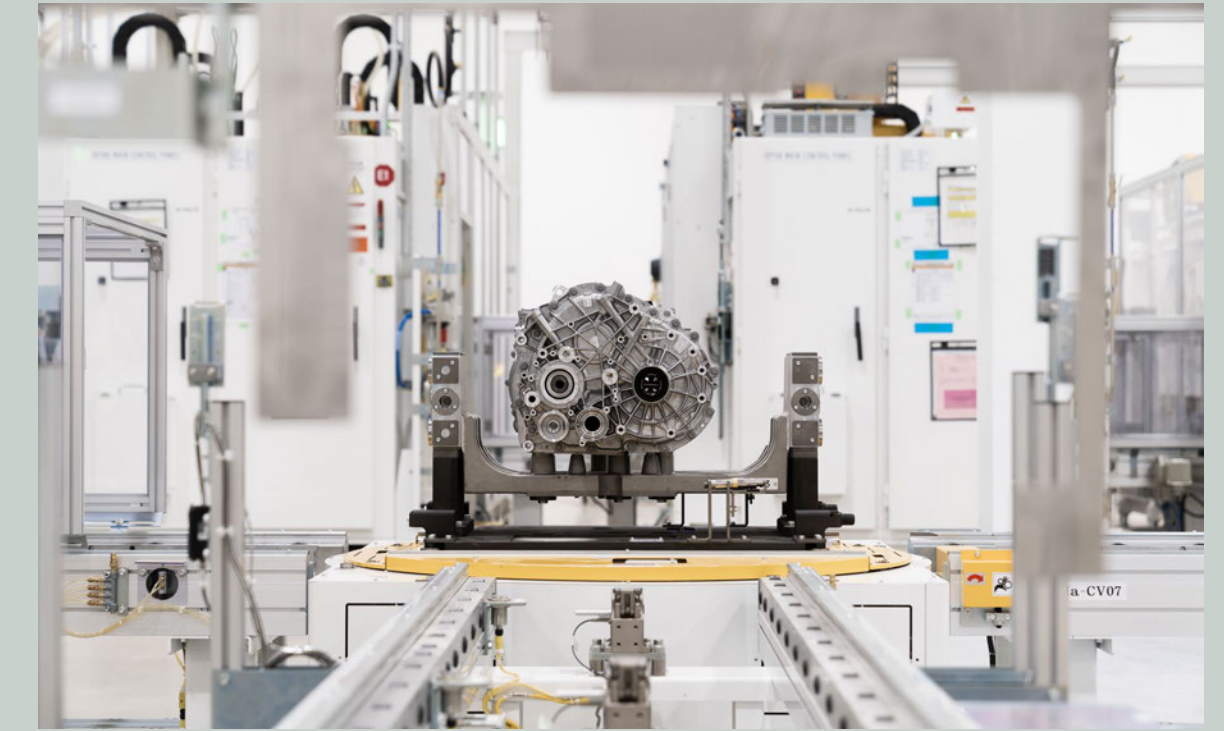
Circularity

Our global economy is currently rooted in linear consumption, which is contributing to climate change, creating waste and depleting natural resources. As a society, our ultimate aim needs to be circularity—producing zero materials waste and zero pollution during manufacturing, usage, and disposal—and it is crucial for the automotive industry to integrate circularity principles into our businesses to deliver economic, social and environmental dividends.

Rivian is working to embed circularity principles into our business and is pursuing pathways to operationalize circularity that slow consumption of primary materials, reduce waste, limit biodiversity loss and decarbonize our business. It is worth noting that the value of the critical materials in lithium batteries makes their recycling and material reuse highly economical.

Some of the ways Rivian is currently creating circularity in our business include:

- Actively driving the increased use of materials that meet Rivian’s Sustainable Material Guide. This ensures sustainability is part of the material selection and design process.
- Designing for reliability, repairability and disassembly so that our products will perform well for our customers, serviceable components are quick and easy to replace, recycle and reuse through Rivian’s remanufacturing operation, and, at end of life, we can actively recover the maximum amount of material.
- Growing the capability and capacity of our remanufacturing center in Shepherdsville, Kentucky, for critical components such as electrical hardware, drive units and battery systems.



Goals

- Implement a 360-degree model to design, keep in use, recover and reuse vehicles and key materials by 2030
- Divert 90% of waste from landfills for our manufacturing facilities by 2030



Waste Minimization

Rivian is committed to reducing and responsibly managing waste from our operations. Our primary focus has been our waste management and recycling efforts for processes at our Normal, Illinois facility.

Prior to beginning production, we built programs and standards that reduce the amount of waste we generate overall. Our initiatives included supplier guidelines that direct the reduction of packaging materials and external partnerships with waste management vendors. We design our products to avoid waste. For example, our battery packs can be removed from our vehicles and recycled. We've also identified and prioritized recyclable materials to be used in production, while designing and acquiring specialized equipment that helps reduce waste.

At our Normal facility, we diverted approximately 82.3 percent of waste in 2022, putting us on target to reach our 2030 goal. While we are not yet at 100 percent, our waste management and recycling program diverts substantial waste to beneficial reuse and second-life applications.



Battery recovery and recycling

In North America, well-established consumer and automotive battery recycling value chains exist; however, electric vehicle battery recycling is a young industry. The process entails the mechanical shredding of batteries under controlled conditions. They are then thermally treated to recover critical materials.

Rivian is taking steps to advance the electric vehicle battery ecosystem and technologies that help manage end-of-life batteries safely and in compliance with regulations. For example, we've worked with others to improve the lithium-ion value chain and improve the efficiency of recovering these critical materials.

In 2022, we recovered and sent batteries and components from our production processes in Normal, as well as those recovered from test vehicles and other vehicles not in the marketplace, to a domestic battery recycler.



Zooming in: Ocean-bound plastic



Rivian co-developed a process to turn ocean-bound and ocean-based plastic into returnable bulk bins and totes that transport parts across our supply chain, and store and organize them at our factory.

This involves the following steps:

1. Collection of raw materials: Rivian partners currently working in the Philippines, Haiti, Indonesia, Brazil, and Egypt engage local communities to collect plastic along waterways and coastlines.
2. Processing: We engage with a materials recycler that cleans each batch of waste, grinds it into flakes and turns those flakes into uniform pellets.
3. Manufacturing: We work with two companies that manufacture the pellets into returnable packaging containers.

Since the program began in 2021, we have removed 2.3 million pounds of discarded plastic and kept these from waterways. This recovered plastic has been turned into over 39,000 bulk bins and over 78,000 totes that are used and reused every day in Rivian's factory and vehicle supply chain. When parts suppliers' containers are emptied, they go back to be refilled and are then returned to the factory.

In 2022, Rivian and manufacturing partner SSI Schaefer received an Excellence in Reusable Packaging Award from the Reusable Packaging Association, which recognizes companies and organizations that have developed and implemented innovative and measurable reusable packaging solutions in a business-to-business supply chain.

Vehicle safety



Vehicle safety

In the development of our consumer and commercial vehicles, Rivian puts a high priority on the safety of drivers, passengers and other road users. We've established and are constantly refining tools and processes intended to protect and support the drivers and passengers of our vehicles.

Vehicle product integrity governance

Rivian has a committee of cross-functional team leaders that:

- Identifies and addresses quality, reliability and safety-related concerns during design, production and use of Rivian vehicles
- Rectifies any safety non-conformance issues that arise via reporting and field service actions, including recalls
- Defines and establishes an efficient and consistent corporate approach with policies regarding safety, quality and reliability

Compliance with safety standards

Rivian vehicles comply with applicable regulations and automotive safety standards in the markets in which they are sold. For the U.S., this means compliance with standards set by the U.S. National Highway Traffic Safety Administration.

The R1T was named a 2022 Top Safety Pick+ by the Insurance Institute for Highway Safety, the only EV truck selected for this designation. In 2023, the R1S joined the R1T in receiving this acknowledgment.

Data-driven safety testing

Rivian's comprehensive safety-testing program is integral to the development, confirmation and validation phases of our vehicle development. The testing is performed both virtually and physically to ensure both robustness in variation and a deep understanding of our vehicles' safety performance.

Field monitoring

We have the ability to receive diagnostic data from vehicles in the field, which we use to inform our safety-enhancement processes. Rivian also investigates certain crashes and incidents. We employ cross-functional teams to investigate, often including work to reconstruct the event and determine the root cause of the incident. Where appropriate, we use the conclusions to explain the incident to customers and implement improvements in our products, with a strong focus on continuous learning.

Design and engineering for safety

Vehicle safety is a key design pillar at Rivian. Safety, design and engineering units work together to pursue a very high level of safety, using rigorous system design and testing.

We input testing and field monitoring data into digital models to enhance predictive and vehicle safety capabilities and to aid in our design process. In addition, we appropriately refine safety solutions as vehicle design evolves.



Vehicle safety features

Rivian trim levels include an extensive suite of both active and passive safety features as standard equipment:

- **Active:** Helping drivers reduce the risk of a crash occurring and reducing speed in a crash to minimize the forces
- **Passive:** Helping protect occupants of a vehicle and other road users in the event of a crash

Passive safety features

The R1T and the R1S feature fine-tuned airbags, including driver, passenger, knee and curtain airbags. Front-row and second-row seatbelts have pretensioner mechanisms that tighten the belt during a crash and adapt load limitation to help minimize belt-inflicted injury.

To enhance protection to drivers and vulnerable road users alike, we've built our Rivian Commercial Van with 360-degree visibility and a large windshield optimized for driver visibility. The hood, front fascia and bumpers include features to reduce the risk of pedestrian harm and a strengthened, forward-hinged, driver's-side door adds protection for drivers. The curbside door is a pocket door to facilitate ease of ingress/egress when delivering a package. This innovative approach with different closure systems on each side of the vehicle was developed to simultaneously maximize safety and drive ease of use. Our Rivian Commercial Van also features an ergonomically designed driver's cabin and cargo area for safe and easy movement inside.

Active safety features

Rivian consumer and commercial vehicles include a range of advanced driver-assistance system (ADAS) features that are designed to help avoid crashes due to driver error. Our consumer and fleet vehicles are equipped with cameras, ultrasonic sensors, radar and a high-precision GPS antenna that are designed to work together with our internally developed autonomy control module to analyze the surrounding environment and inform our ADAS features.

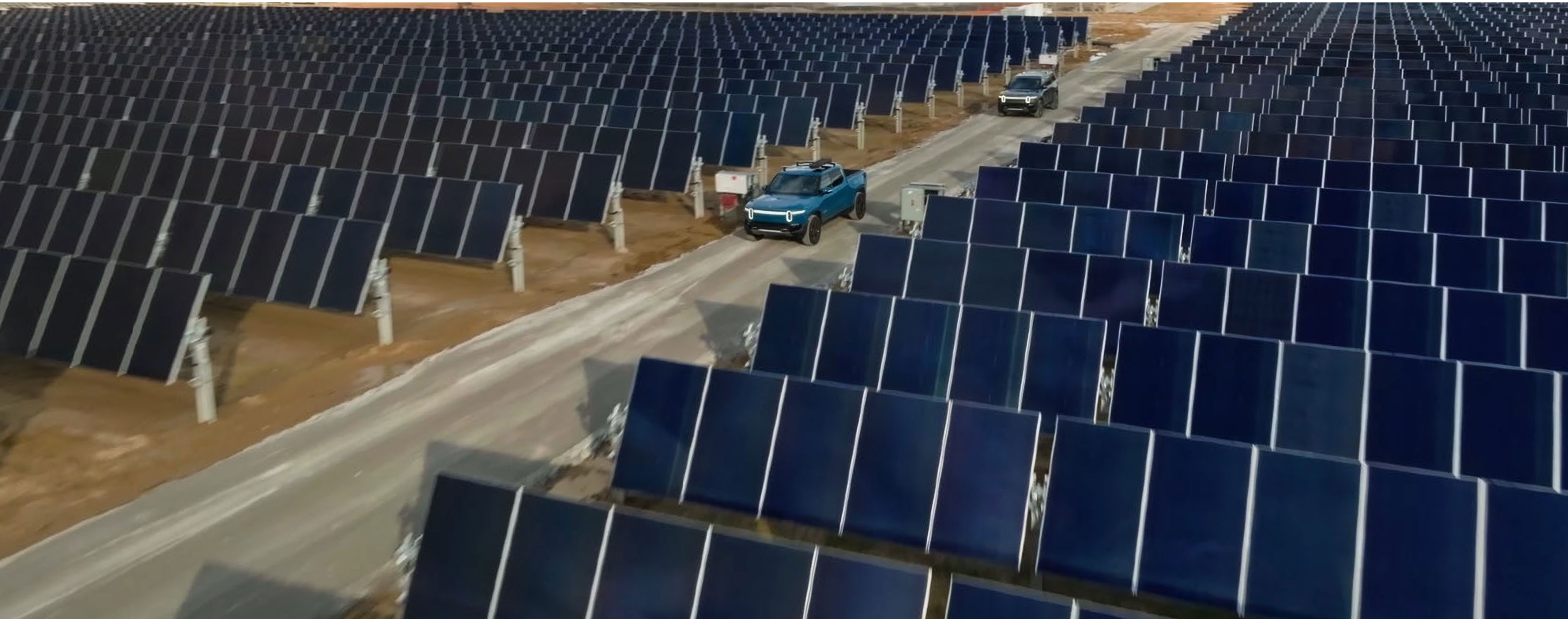


Rivian ADAS features

- Automatic Emergency Braking
- Dynamic Brake Support
- Highway Assist
- Adaptive Cruise Control
- Lane Keep Assist
- Backup Warning System
- Rear Cross-Traffic Alert
- Lane Departure Warning
- Blind Spot Warning
- Forward Collision Warning
- Automatic High Beam
- Park Assist Warning



Transitioning to carbon-free energy



Transitioning to carbon-free energy

With approximately 60 percent of total U.S. electricity generation coming from fossil-fuel sources in 2022, electricity contributes a large portion of an EV's carbon footprint if customer charging is not matched with 100 percent renewable energy. And while renewable-energy matching is a step in the right direction, we can achieve even greater system-wide impact by aligning energy consumption with carbon-free supply on an hour-by-hour basis, helping to resolve the overabundance of carbon-free energy at some times with continued carbon reliance at others.

Ultimately, in the end-state, we believe that our EVs should play a critical role in our grid with charging demand being closely coordinated with available energy supply. In partnership with grid operators, we are working on ways to use our vehicles to balance

energy supply and demand and to holistically optimize the charging of our full car parc in the future.

Beyond this demand coordination, we also believe that our EVs will ultimately play a role in energy supply and stabilization through bi-directional charging; the at-scale deployment of this requires that robust coordination platforms exist. Leveraging of the battery systems contained in the car parc of EVs can and should play a key role in facilitating the grid's shift to renewable and increasingly distributed power generation. This is a topic on which we plan to engage utility operators, policymakers and other vehicle manufacturers.

In support of our long-term vision, we are working to accelerate the grid's transition to 24/7 carbon-free electricity by supporting the development of two gigawatts of renewable energy by 2030—enough to power at least seven billion miles of driving every year.

While our vehicle usage will ultimately represent the vast majority of our electricity consumption, our manufacturing facilities are expected to represent one of the largest components of our direct operational energy usage by mid-decade. As we work to eliminate carbon from our operation's electricity supply, our goal is to provide a blueprint for other companies, states and nations to follow.



Goals

- Normal manufacturing plant: 100% renewable energy on an annual basis and over 90% hourly carbon-free electricity by 2030
- 100% renewable energy at all other non-manufacturing facilities (service centers, offices, etc.) by 2030
- 100% renewable energy on Rivian charging networks (continuation of our commitment since launch)*
- Support 2 GW of high-impact renewable energy by 2030 to support customer charging

* Rivian Network charging has been matched with 100% renewable energy since the Company's inception.



Renewable energy priorities

We are investing in purpose-driven renewable energy projects that are good for our communities, our customers, our climate and our industry. Our aim is to accelerate the amount of carbon-free energy on the nation’s electricity grid. In doing so, we prioritize projects and solutions that have great potential to positively impact the surrounding community, maximize climate benefits, and prioritize conservation.

To accomplish our renewable energy and decarbonization goals, we’re prioritizing the following:

- Empowering customers to become active contributors through Rivian products to support the transition to carbon-free and renewable energy sources, and optimize grid assets, while preserving low electricity costs for customers
- Supporting the build-out of a resilient and decarbonized energy system, providing greater access to affordable renewable energy resources
- Advancing the standard for accelerating renewable energy project deployments with significant potential to drive benefits for climate, conservation and communities to address system level climate challenges inclusively and sustainably.
- Encouraging the responsible operation of the extractive industry (for battery component sourcing), so that the transition to electrification delivers environmental and social benefits to local and global populations



The terms **carbon-free energy** and **renewable energy** are often used interchangeably, but there are important differences.

Carbon-free energy does not produce CO₂ emissions when it’s generated. This includes nuclear, hydro, solar and wind power.

Renewable energy is generated from sources that are naturally replenished, such as sunlight, wind, hydro and geothermal heat.



Increasing carbon-free and renewable energy

As we work to achieve our vision of a 24/7 carbon-free energy grid, we engage with other corporations, non-governmental organizations, utilities, policymakers and suppliers to develop innovative, impactful and cost-effective approaches to support advances in energy-generation technologies and accelerate the retirement of existing, carbon-generating resources.

Partnering for impact

Rivian partnered with The Nature Conservancy (TNC) to co-develop “Power with Purpose”, an open-source guide that weighs the potential for renewable energy to drive positive benefits for conservation, climate and communities (see page 69 for more details). Applying this rubric, Rivian chose to partner with TNC and renewable power producer BrightNight to add clean energy to the grid of Eastern Kentucky. Located on the Starfire Mine, it will be one of the largest conversions of a former coal mining site to a solar project in the United States (see page 41).

We also published, with Polestar, the “Pathway Report”, which explores ways the automotive industry can help the world avoid a 1.5 degrees Celsius increase in global temperatures (see page 68).

Accelerating market-based solutions

Rivian advocates for the creation of new, and the expansion of existing, market-based solutions to accelerate system-wide decarbonization. Thoughtfully designed carbon pricing policies are proven to reduce emissions.

Supporting electrification policies

Rivian supports the accelerated deployment of an all-electric vehicle fleet by working with federal, state and international policy makers through formal regulatory and legislative processes, as well as sharing information and setting an example with our products. This includes advocating for zero-emission vehicle requirements and greater vehicle efficiency standards for passenger and commercial vehicles.

Opening new pathways

We are focused on increasing interstate electricity market coordination by advocating for the expansion of wholesale markets and transmission infrastructure and policies that support carbon-free energy deployment. We’re also pushing to allow more customers to be able to choose their energy suppliers and have greater access to affordable, reliable and—importantly—carbon-free electricity.



Bringing our projects to life



Renewable electricity, Paris, Tennessee

Rivian and Nashville-based Clearloop partnered to bring online Rivian’s first megawatt of renewable electricity in an impactful way, partnering with the local utility and the Tennessee Valley Authority. Rivian provided upfront financing for one megawatt of the 6.75-megawatt project, which is applied to cover electricity used by Rivian Waypoints chargers located in Tennessee state parks as well as the Rivian Adventure Network (RAN) and other renewable commitments in the region.



On-site solar and wind energy, Normal, Illinois

In September 2022, we turned on the 783-kilowatt solar canopy charging yard at our plant in Normal, Illinois. We started development in 2022 of a 2.8-megawatt wind turbine, which is currently operational and capable of generating nearly 10 million kilowatt-hours of electricity per year. The turbine, along with the solar charging yard, provides every R1 vehicle its first charge entirely from on-site renewable energy before being delivered to our customers.



DTE MIGreenPower program

In May 2022, Rivian executed its first utility green tariff partnership with DTE Energy. A key component of Rivian’s multi-pronged sourcing strategy is to work directly with utilities to drive the development of new, locally impactful renewable energy. We are one of the first electric vehicle charging companies to collaborate with DTE under this program, supporting the creation of local jobs and tax revenue, and powering our RAN, workplace and service center locations with renewable energy as soon as 2025.



Zooming in: Starfire Mine



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 megawatt capacity project. Rivian's power purchase agreement (PPA) for the first 100 megawatts of renewable power from this mega project was critical for the project kickoff.

When completed, Starfire will be the largest renewable power project in Kentucky and one of the largest in the nation to be built on former mine lands, producing enough electricity to power over 170,000 households per year and representing a \$1-billion infrastructure investment. The project includes BrightNight's construction of a transmission line that can enable the building of an additional gigawatt of renewable power in the region in the future.

Project development will take place over four phases, with phase one construction beginning in 2025. Rivian's purchase of 100 megawatt of renewable power is equivalent to the energy required to power up to 450 million miles of renewable driving in an R1 every year.

Until phase one of construction begins, BrightNight, with the support of Rivian, is focused on engaging the local community to ensure they are included in the planning of all facets of the project.

Renewable energy memberships

To amplify our voice and accelerate progress, we join organizations, such as those listed below, from across industries to shape the direction of the market, inspiring others to adopt strategies that more quickly reduce our reliance on fossil fuels.

Advanced Energy United (AEU) and Advanced Energy Buyers Group

AEU is an industry trade association of developers, suppliers and buyers working to achieve 100 percent clean energy. The Advanced Energy Buyers Group is made up of corporate energy buyers who work to transform policy and expand markets.

Clean Energy Buyers Association (CEBA)

CEBA is an industry association for energy customers and their partners seeking to procure clean energy and advocating to enable the market for clean energy.

Clean Energy Buyers Institute's (CEBI) Beyond the Megawatt Initiative

The CEBI is an industry thought leader and the 501c(3) arm of the CEBA. CEBI is creating a coalition to maximize the benefits of clean energy by procuring with a focus on resilience, equity and environmental sustainability.

Emissions First Partnership

The Emissions First Partnership, created by companies working to reduce their emissions with impactful clean energy projects, advocates for a GHG accounting framework that goes beyond megawatt-hour matching to incentivize actions that have the greatest potential to maximize carbon reductions.

NextGen Highways

NextGen Highways is working to develop U.S.- and state-level coalitions advocating for new electric transmission, communications and transportation infrastructure to be built in existing public rights of way to optimize land-use and equitably meet the growing demand from electric vehicles and building electrification.

The Energy Solutions Consortium

The Energy Solutions Consortium is a group of leading organizations intent on assessing and maximizing the GHG reduction potential of electricity-storage technologies. The consortium's goal is to create an open-source, third-party-verified methodology to quantify the GHG benefits of certain grid-connected energy-storage projects.

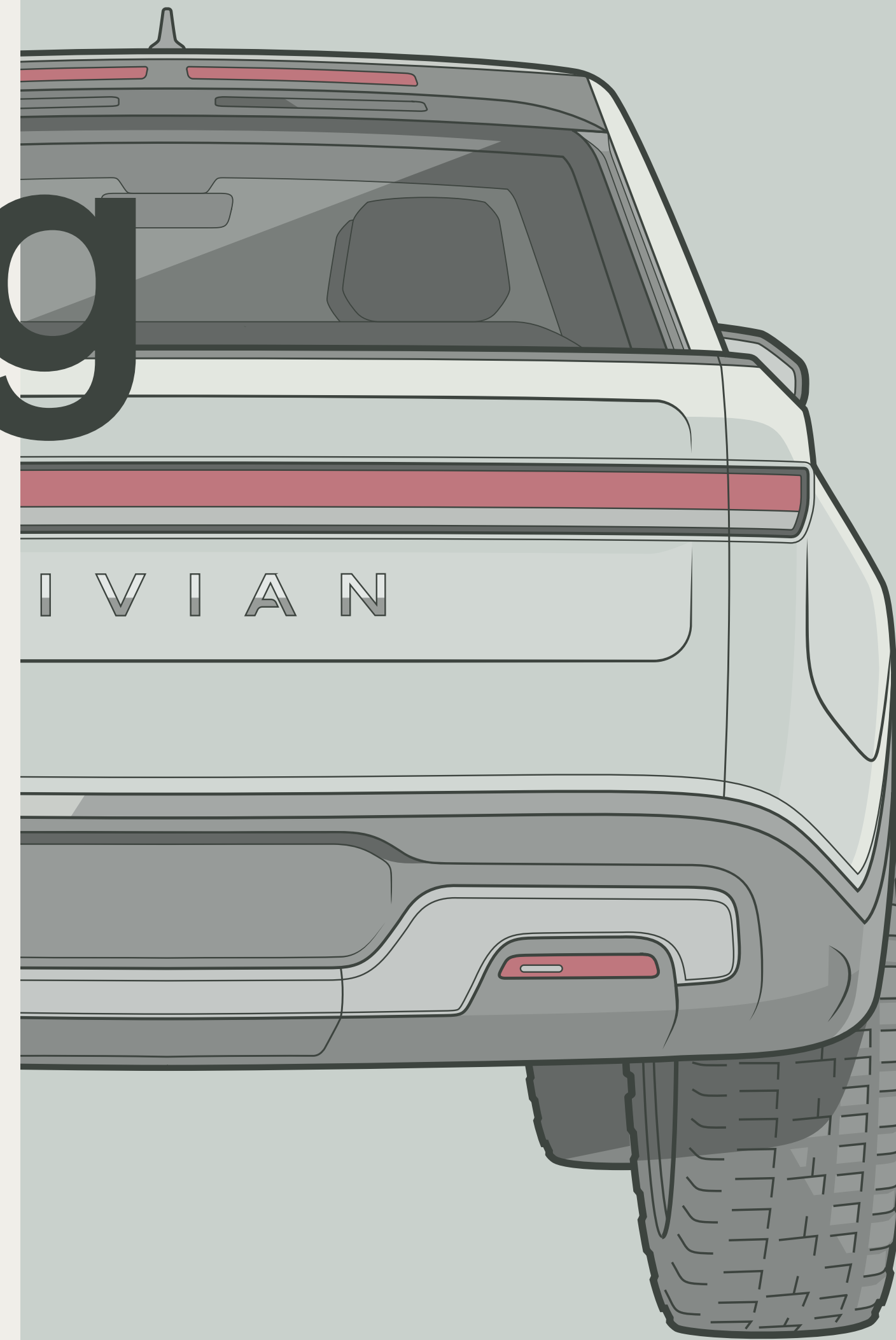
The United Nations 24/7 Energy Compact

The 24/7 Energy Compact is made up of energy buyers, energy suppliers, governments, system operators, solutions providers, investors and other organizations on a mission to transform global electricity grids to full decarbonization by adopting, enabling and advancing 24/7, carbon-free energy. Rivian was the first automaker and one of the first ten energy buyers to sign on.



Inclusion & Belonging

022



Cultivating Inclusion & Belonging

We're committed to not only using our products to drive our vision, but to also use our platform, reach and partnerships to protect nature, safeguard our climate, foster inclusion and equity and improve our communities.

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Our culture

The environmental crisis bears disproportionate impacts on marginalized communities that already face many disadvantages in our society. It is imperative that we accelerate the transformation of transportation to electric for everyone and ensure the opportunities created by climate solutions are available to everyone. To resolve the ambitious challenges we are working on, we need to bring many voices to the table and ensure they feel a sense of belonging and community in order to thrive and do their best work.

At Rivian, we are intentional about the culture we are creating. We aim to make Rivian a company of passionate professionals who join to learn, grow and do the most meaningful work of their careers.

As we continue to scale, the level of complexity in our business will require talented individuals from diverse backgrounds and industries to break down complicated problems into basic elements and reassemble them from the ground up. Part of our journey is continuing to develop the Rivian way of solving problems—it's critical for our long-term success and it's a high priority as an organization.

We intend to build and foster a diverse and inclusive workforce and workplace that benefits our products and our community of Rivian drivers by:

- Creating a workforce that better reflects society
- Creating an environment where everyone feels they belong



Diversity, equity, inclusion, & 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.

Diversity fuels innovation and fosters creativity. For Rivian to capitalize on these benefits, our workforce must reflect the communities in which we work and serve. We maintain a range of programs that support diversity, equity, inclusion and belonging (DEIB) and help us pursue our DEIB goals. These programs include internal mobility, career development, strategic hiring, and learning and development initiatives, as well as commitments to inclusion through allyship.

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.
- Equitable practices are pivotal: Equity is intentionally built into our talent attraction and retention processes.



Diversity, equity, inclusion & belonging

Forever is for everyone.

The Belonging Index helps employees share their experiences at work. Here are the statements that sum up our company-wide ideals:

- I can be my true self at work.
- I feel comfortable speaking up.
- I feel a sense of community and belonging.
- I have the same opportunities as others to succeed.



Goals

- 50% of our US employees to be represented by underrepresented groups (URGs⁴) by 2028
- Increase URG leadership representation at the Director+ level 50% by 2028
- Increase and maintain our Belonging Index score to 80% by 2028
- Create 2x the number of college/trade school partnerships by 2028

⁴ Underrepresented groups (URGs) are defined by the U.S. Department of Health and Human Services as Black/African American, Hispanic/Latino, Pacific Islander or Hawaiian Native, American Indian or Alaska Native; people who identify as women or non-binary; LGBTQ+ people; people with disabilities; and people with veteran status.





The Rivian formula for belonging

Diversity: Strong representation across Rivian
+
Equity: Rivian drives accountability through equitable practices and actionable data
+
Inclusion: Employees have a deep sense of connection and community at work
=
Belonging: We aim to be widely recognized as an organization where belonging is a competitive advantage

Belonging Resource Groups



Asian & Pacific Islanders of Rivian



Black At Rivian



Rivian Indigenous Peoples Council



Rivian Familia



Rivian Military Veterans



Rivian Women's Network



The Rainbow Rivianites



Rivian Intersectionality Group

Rivian Belonging Resource Groups (BRGs), along with other employee social networks, bring our communities together in conversation, education, moments of celebration and times of change. Participation is voluntary.

BRG Mandates

- Provide a welcoming and inclusive environment and advance a respectful and caring community
- Offer an opportunity to connect with and support one another in common interests
- Create a mechanism to advise and advance concerns to senior leadership and the Rivian people team
- Generate strategic opportunities to determine how Rivian can support internal and external communities

BRG Activities

- Welcome employees at all levels of the organization
- Promote diversity, cultural awareness, openness, understanding, equity and inclusiveness
- Embody Rivian's Compass Values and adhere to Rivian policies and procedures
- Strive to provide long-term value to Rivian as well as delivering professional and personal benefits to members



We strive for a high level of belonging to be deeply embedded within the Company, driven by employees who exhibit our Compass Values.

Continuous learning supports this ambition, helping to highlight and remove unconscious bias, provide clarity around our expectations, and foster inclusivity, respect and growth.

We require employees to complete a mandatory compliance course, Preventing Discrimination & Harassment. Additionally, we introduced two new courses for managers—Unconscious Bias and Inclusive Foundations—which foster awareness and drive accountability.

Learning can happen anywhere at any time. We have instituted a dedicated “belonging learning path” in the Rivian Learning Network so our employees can increase their knowledge and skills with digital learning opportunities.

Topics include:

- Allyship
- Microaggressions
- Support for the LGBTQ+ community
- Support for differently abled employees
- Unconscious bias

Learning & development

To meet the needs of our dynamic and talented employee population, Rivian offers a mix of learning and development solutions at different stages of the employee life cycle. Some of these solutions include:

Our **onboarding program**, held during an employee's first week, introduces new hires to Rivian's vision, mission, values, culture and products. The program also helps newcomers to connect with their teams, managers, and mentors, and to learn the essential skills and tools for their roles.

Professional development is a continuous and personalized learning journey that helps employees to enhance their performance, expand their knowledge and develop their potential. It includes formal training courses, online learning platforms, coaching sessions, feedback mechanisms and development workshops focused on building skills.

We support our employees' ambitions by making digital training available through the **Rivian Learning Network**, which gives employees access to over 10,000 on-demand courses via LinkedIn Learning.

Rivian's **leadership development** function empowers its employees to achieve their career goals and contribute to Rivian's vision of adventure without compromise. We currently have four leadership programs supporting team leaders, group leaders, production leaders and employee relations leaders.



Specialist development programs



For employees in specialist roles, we provide on-the-job training to equip them with the knowledge and tools to perform their jobs effectively. As employees become proficient in their roles, we encourage them to further their training to build readiness for roles of greater scope and complexity. It's through these programs that we aim to give our people the chance to fulfill their potential within Rivian and to have long and meaningful careers.

Engineering

Rivian engineers help us bring our world-class products to life. We orient our new engineers to our product development process and holistic approach to engineering using a blended onboarding program. This consists of live, instructor-led training and self-paced programs specific to the engineering function they are working in across vehicle software, manufacturing engineering, advanced driver-assistance systems, process engineering and product development. In addition, we have a robust curriculum on the tools, systems and supporting processes engineers need to be aware of to support the product life cycle up- and downstream.

We've created a dedicated Engineering Learning Hub that houses learning tools and materials so that our teams know where to go to get the latest resources, be it on computer-aided design, the Rivian development process or our approach to design failure mode and effect analysis.

Manufacturing

To support continued growth, we launched a ninety-day role-readiness program for manufacturing leaders which equips them with the skills to manage teams in our complex production environment.

We developed the Maintenance and Tool & Die Technicians program to offer team members the opportunity to expand their skills and transition into a new career trajectory. Participants attend courses to acquire theoretical knowledge and subsequently apply it to their on-the-job responsibilities.

We also launched the Manufacturer-Specific Advanced Training pilot program with Heartland Community College in Normal, Illinois. The program teaches current team members the skills required to become electric vehicle automotive technicians and provides an opportunity to join our Service and Vehicle End of Line production teams.



Diversifying our talent pipeline

Rivian's commitment to cultivating a diverse workplace includes a concerted effort to broaden our candidate pool. Through our varied recruitment strategies, we aim to:

- Increase underrepresented group representation, encouraging a future where diverse voices lead and inspire transformative change
- Build new partnerships and strengthen current ones with professional organizations, colleges and universities to unlock opportunities and build a foundation for the individuals they serve
- Establish Rivian as the employer of choice for diverse talent



Diversifying our talent pipeline

Partnerships with professional organizations, colleges and universities are particularly important to our recruitment strategy, given the technical expertise many of our roles require. We have established several technical college/trade school partnerships and intend to double this offering by 2028.

Recruiting partnerships

We work with a range of different groups to build a pipeline of diverse talent in these specialist roles, including:

- The National Society of Black Engineers, which supports and promotes the aspirations of collegiate and pre-collegiate students and technical professionals in engineering and technology
- The organization AnitaB.org connects thousands of women and non-binary technologists globally. The Grace Hopper Celebration is an event that brings together women and non-binary people in tech
- The Society of Hispanic and Professional Engineers, the U.S.'s largest association dedicated to fostering Hispanic leadership in the science, technology, engineering and mathematics fields
- The Service Academy Career Conference, which provides top-tier employment and academic opportunities exclusively to U.S. Service Academies graduates

Rivian BRGs work with our Talent Acquisition team in recruiting, often participating in conferences and college events, such as those run by historically Black colleges and universities. As candidates progress through the application process, BRG members make themselves available for candid chats about their experience working for Rivian. Once new employees join, BRG members continue to extend their support during orientation. For example, BRG co-chairs are regular guest speakers at Wellness & Belonging sessions, helping to create a welcoming atmosphere for new hires during their first week.

In addition, during onboarding, new employees are given the opportunity to meet a Rivian leader to hear their perspectives on our culture, values and priorities. These meetings don't just benefit employees—they're also important for our leaders to keep a pulse on the business.

University relations

We aim to establish Rivian as an employer of choice across top-tier U.S. and Canadian colleges and universities. We seek to achieve this through partnerships with academic leaders, faculty, career service offices and diversity student clubs and organizations.

The Rivian Internship Program provides an opportunity for students to begin a purpose-driven career while deepening their skills alongside leaders who are invested in their growth and development. Interns are encouraged to bring their curiosity, innovation and perspectives to deliver real results. We look for interns with leadership potential, a curious attitude and a passion to come together and persevere.

As the need for talent in sustainable mobility increases, we're influencing and inspiring the next generation of STEM talent through a partnership with the Society of Automotive Engineering (SAE). Rivian sponsored eight electric vehicle student teams in fall 2022.

Veteran engagement

Rivian values our veteran community and what its experiences can offer the company. In 2022, we took steps to recruit and engage veterans through events and workshops:

- Attended three Service Academy Career Conference events
- Participated in Hire Our Heroes to recruit veterans and held resume-writing sessions to assist with the job-seeking process
- Featured veteran voices by hosting a Service Tech Talk about Veterans



Employee listening

Our culture is one of our competitive advantages. Fostering it requires regular engagement. Rivian's listening strategy empowers employees to share feedback, ideas and suggestions to help us continuously improve the employee experience.

We utilize a number of listening and feedback channels including focus groups, employee lifecycle surveys and ethics/safety reporting tools. Our employee pulse survey is our largest scheduled listening and action planning program.



Employee Pulse Survey

Rivian conducts a semi-annual employee pulse survey to enable honest, confidential feedback to help improve Rivian as a great place to work.

Engagement

Full-time employees and interns with at least one month of tenure are eligible to participate and share feedback on topics such as engagement, belonging, safety, leadership and collaboration. Results from the pulse survey inform company-wide and team-specific priorities—including determining ways to capitalize on successes and address areas for improvement.

Seventy-eight percent of full-time employees and interns participated in our 2022 survey. Our overall engagement scores ranked in the top quartile of industry benchmarks, with employees highlighting our people, culture, mission, vision and exciting products as areas in which we're doing great. Based on the feedback from this survey, we are continuing to drive improvement and invest in appreciation and recognition for our employees, improving collaboration and communication, and providing better clarity on priorities and focus areas.

The Pulse Belonging Index is a specific component of the survey that measures our success at creating a company at which belonging thrives. In our Q2 2022 survey, URGs had strong engagement scores, which we believe is directly attributable to our DEIB efforts.



Well-being

Rivian is best served by an employee base performing at its full potential. The holistic well-being of each individual is crucial to this, so we provide employees with resources and benefits—depending on their location—to help them take care of the physical, emotional and financial needs of themselves and their families. We tailor our programs and packages to meet employees wherever they are on their well-being journey.



Well-being



Mental and emotional well-being

Rivian believes that we have a responsibility to reduce the outdated stigma around mental health, especially as it pertains to an employee's work life. We offer multiple programs to support mental and emotional well-being. This includes access to a mental wellness platform for employees and their families to receive personalized one-on-one coaching and therapy, participate in group sessions and take advantage of self-serve resources.



Physical well-being

Full-time employees in the United States have access to Rivian's health insurance plan, which offers various options to address the requirements of the individual and their family. In addition, we offer programs and discounts related to ergonomics, injury prevention, sleep improvement and fitness, to help employees maintain their physical health.



Financial well-being

In addition to our competitive salaries and benefits, Rivian employees have the opportunity to share in our success through stock ownership. Our equity programs and employee stock purchase program provide long-term financial incentives.



Worker health and safety

Embedded in Rivian's mission is the understanding that every aspect of our work must be done safely—in full compliance with safety, health and environmental laws and regulations, including those related to the health and welfare of the communities in which we operate. Creating a safe and inspiring environment is a priority that we expect Rivian employees to uphold in their daily activities.



Worker health and safety

Environment, Health, and Safety governance

Environment, health and safety (EHS) is governed at the highest level of the Company. The Rivian Board of Directors reviews, on a quarterly basis, key performance indicators, past EHS accomplishments and continuous improvement initiatives.

Our Chief People Officer, who reports to our CEO, oversees a dedicated EHS team of safety, health and environmental professionals focused on identifying and mitigating risk to people, property and the communities in which we operate. The EHS team assists our global operations team with strategic action planning, regulatory compliance support, and risk-mitigation activities.

In 2022, Rivian began to build the foundation for our EHS management system. This work included the issuance of our Rivian EHS Policy, the development of a document management system and a framework to assess our performance. The EHS team worked with numerous cross-functional partners to develop standards, programs and tools in support of continuous safety and environmental improvement. Additionally, Rivian teams have reduced risks in the workplace using a hierarchy of controls, eliminating or engineering out hazards whenever possible.

EHS data tracking and reporting

Our EHS and Operations teams use a robust EHS data management platform to track numerous items, including concern reports, injuries and incidents, as well as subsequent investigations, corrective actions, inspections, and regulatory compliance audits. The system allows employees to quickly report safety concerns, which can be systematically tracked to resolution.

Rivian utilizes a prominent medical clinic provider in our manufacturing operation, and nurse triage services elsewhere, to support the health of our team members. The clinic provides both physical and mental health services as we strive to support total worker health. Additionally, we leverage well-respected, third-party occupational injury prevention specialists to foster a safe and healthy work environment.

We always strive to prevent injuries, but sometimes they occur. Like many U.S. companies, Rivian is required to maintain occupational injury and illness records according to Occupational Safety and Health Administration regulations. These records are routinely reviewed by our medical and EHS teams, and audited by a third party. EHS data tracking is core to protecting our people, performing risk management and achieving our goals.

Rivian's 2022 EHS Performance

METRIC	2022
Employee-reported safety improvement opportunities (blind spots)	2,400
Corrective and preventative actions closed	3,900
Ergonomic assessments	198
Total days idle	0



Worker health and safety

EHS training

Our EHS team provides mandatory and refresher training for manufacturing and non-manufacturing employees to help them perform their tasks safely and competently. Rivian employees complete EHS-related training on topics including:

- Chemical safety awareness
- Electrical safety
- Emergency management
- Ergonomics
- Fire safety
- Hazard awareness
- Injury prevention
- Pathogen safety
- Personal protective equipment
- Reporting of illnesses, injuries and blind spots
- Waste management



Human rights

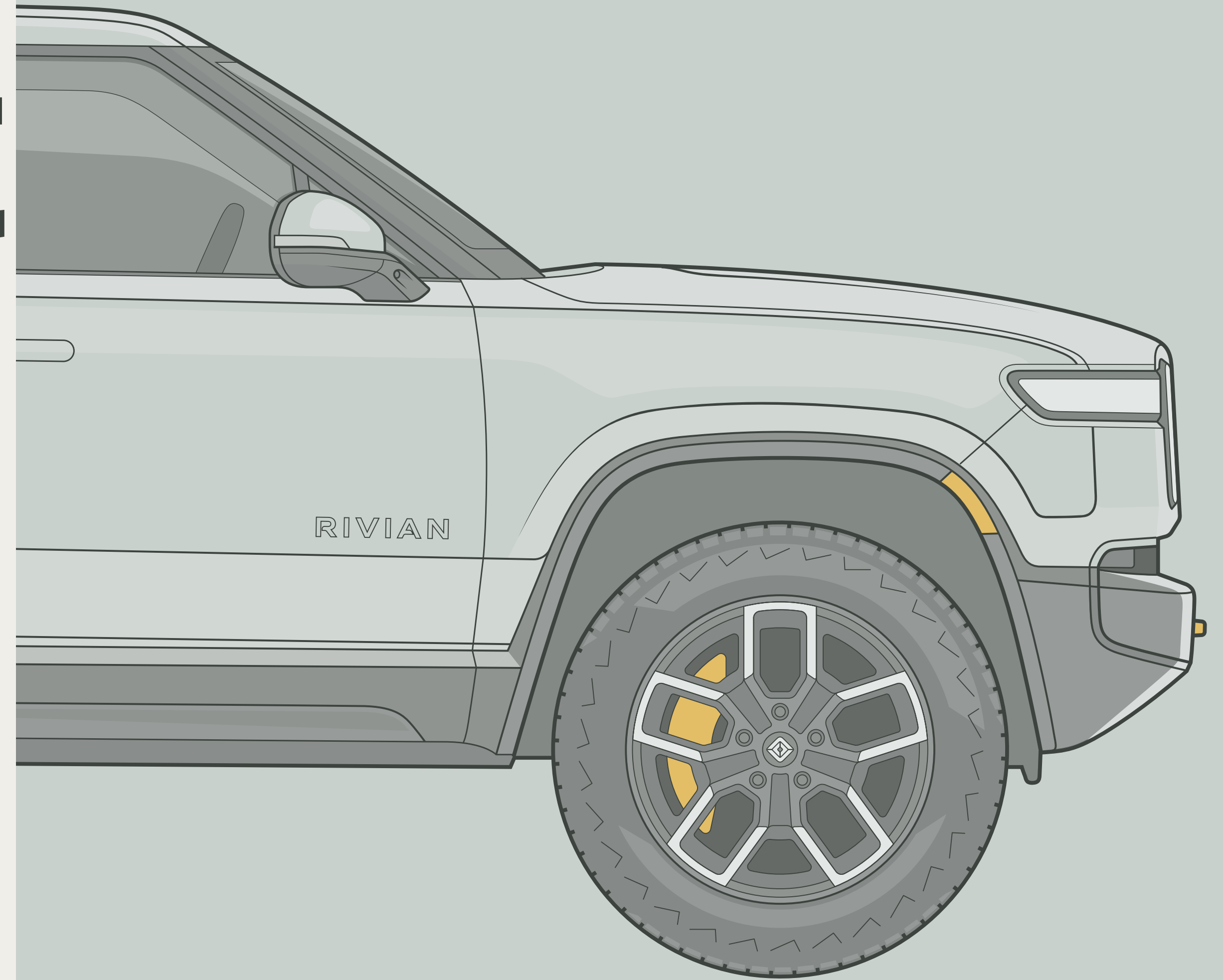
The equitable transition to a carbon-free energy future must be for everyone. We work hand-in-hand with, and rely on, a broad ecosystem of stakeholders, ranging from employees, policymakers, suppliers, researchers, and NGOs to our customers and shareholders. And we count on our global network of suppliers to commit to and uphold our values, high standards of integrity and operating principles.

Rivian considers human rights due diligence to be an ongoing, cross-functional process that concerns risks to people, not just risks to the business. Along with the publication of this report, we have shared our human rights policy (available on our website).



Amplifying Our Impact

03



Amplifying Our Impact

On Climate, Nature and Equity

We're committed to not only using our products to drive our vision, but to also use our platform, reach and partnerships to protect nature, safeguard our climate, foster inclusion and equity and improve our communities.

In this section

- 65 Rivian Foundation
- 66 Thriving communities
- 67 High-impact partnerships
- 69 Advocacy



Rivian Foundation

We used 1 percent of Rivian's pre-IPO equity to create a philanthropic platform that will grow with our Company and empower change makers tackling our planet's most pressing challenges. This investment is intended to transform nature and future generations into shareholders of our vision, linking our success to the amplification of our impact.

Set to commence grantmaking by early 2024, Rivian Foundation will embark on a mission to protect nature and a rich diversity of life for future generations, while also seeking to help advance a just transition to a clean mobility future. Grantmaking will focus on supporting local and grassroots-led efforts to advance priorities in communities where Rivian is building roots, as well as catalyzing broad impacts on a regional, national and global scale.

Rivian Foundation intends to be transparent about its grantmaking and will have a dedicated website to describe its guidelines, priorities and grantees.



Thriving communities

We are dedicated to nurturing communities where people can connect, contribute and grow together. We actively seek to forge deep, meaningful connections in the communities where we live and work. Our employees proactively identify and engage in volunteer opportunities within our communities through partnerships with trusted organizations. As we continue to evolve, we intend to expand our volunteer opportunities to include skill-based volunteering and advocacy opportunities.

Embracing our community in Normal

In 2017, Rivian purchased a former automotive plant in Normal, Illinois. It has become our biggest employee hub, with over 7,500 full-time employees. The community in Normal is integral to our operations and we are committed to seeing it continue to thrive. To underscore our commitment to the community, Normal team members can volunteer during a paid shift.

In Normal, we work with a range of community partners and schools to give plant tours and vehicle presentations to local kids to convey the importance of electric vehicles and their impact on the environment. We provide corporate cash grants and in-kind donations to nonprofit partners that share our mission. Typically, our in-kind contributions are vehicle donations or loans and charging infrastructure.



Goals

- Increase community engagement and Rivian employee volunteerism 50% by 2028
- Advance equitable access to EV charging in underserved communities in four U.S. cities by 2028



High-impact partnerships

We aspire to be force multipliers, joining hands with industry players, suppliers, customers, NGOs and governments to expedite the shift to clean mobility. Working alongside other industry leaders, we identify common goals that allow us to contribute collectively toward system change. Likewise, our partnerships with nonprofits enable us to explore new arenas of impact, leveraging our combined strengths to create far-reaching waves of change.



High-impact partnerships



Rivian-Polestar Pathway Report

To spark impact and deeper collaboration, we co-commissioned a comprehensive, independent research report in partnership with Polestar. The Pathway Report explores ways the automotive industry can help the world avoid a 1.5 degrees C increase in global temperatures, a critical threshold for avoiding catastrophic climate change. The Intergovernmental Panel on Climate Change (IPCC) has called for a 43 percent reduction in greenhouse gas emissions by 2030. However, our report—using existing, open-source data to model the current trajectory of industry emissions—makes clear that the automotive industry is significantly off course. Without urgent action, it is projected to exhaust its entire CO2-equivalent budget by 2035.

The report outlines three actions that the automotive industry can take to avoid overshooting the IPCC's 1.5°C limit.

- Speed up the rate of vehicle electrification through new collaborations.
- Increase the renewable energy used in power grids that charge EVs.
- Reduce GHG emissions in the automotive-manufacturing supply chain.

Keeping Adventure Wild

Rivian is working with the global nonprofit organization The Nature Conservancy (TNC) to showcase electrified transportation as a vital tool in the fight against climate change. This partnership, which recently resulted in the co-development of the Power with Purpose report, leverages the capabilities of both organizations, providing valuable resources and public education opportunities while creating new avenues for responsible access to natural spaces.

As part of the relationship, Rivian has provided TNC with R1Ts to use for fieldwork at its preserves—part of the 5.7 million acres protected by the group—specifically at sites in California, Wyoming, Oklahoma and Florida.

Vehicle Donation

Our vehicles are not just products but, in the right hands, they can be instruments of change. By providing them to nonprofits, we're helping these organizations reduce their environmental footprint and enable their work in their communities. Organizations like Harlem Grown in New York City and The Maasai Wilderness Conservation Trust in East Africa use Rivian vehicles to accomplish their vital community work and deliver programs with as little environmental impact as possible.

We've begun our vehicle donation program by making donations at a small scale, and look forward to growing these initial pilots into a robust program in the future.



Advocacy

We believe it's important that corporations not only address their own impact, but also engage in systemic activism and policy work.

Rivian's public policy efforts serve as a bridge between the Company and government, and contribute to the Company's sustainability agenda in many ways. Policies that help drive EV adoption for us also help the zero-emission vehicle industry at large.



Raising our voice

Our sustainability advocacy work focuses on four key areas: decarbonization, land and water conservation, responsible sourcing, and equitable access to nature, clean mobility, carbon-free energy, and twenty-first century jobs. Below are examples of how we've advocated in each of these areas.

Decarbonization

- Defended major provisions related to clean energy and vehicle deployment in the Inflation Reduction Act in order to maximize climate benefits.
- Advocated directly for, and joined coalition efforts in support of, the Chips and Science Act, which aims to help build a stronger U.S. semiconductor industry, which is crucial for domestic automotive production.
- Strengthened charging interoperability provisions during bill negotiations for the Bipartisan Infrastructure Law in 2021.
- Testified in support of California's request for a waiver to implement its Advanced Clean Trucks regulation and companion policies affecting emissions from the medium- and heavy-duty vehicle sector.

Land and water conservation

- Submitted comment to proposed U.S. Department of Agriculture rulemaking to reinstate roadless protections in the Tongass National Forest.
- Joined coalition letter in support of increased funding for the U.S. Forest Service Community Forest Program.
- Submitted comment to U.S. Department of Interior request for information on proposed American Conservation and Stewardship Atlas as part of the America the Beautiful and 30x30 land conservation initiatives.
- Voiced support for the Camp Hale-Continental Divide National Monument designation.

Responsible sourcing

- Submitted request for information responses to the Environmental Protection Agency and the U.S. Department of Energy related to the Federal Action on Battery Recycling Policy. Rivian shared the original equipment manufacturer perspective and urged the federal government to take a leadership role in developing the nascent cell recycling industry in the U.S.
- Testified in person to the U.S. House of Representatives' Investigations and Oversight Subcommittee Hearing called Pedal to the Metal: Electric Vehicle Batteries and the Critical Minerals Supply.
- Testified in person at the House Natural Resources Committee on updating the 1872 Mining Law.
- Submitted comment to U.S. Department of Interior request for information for interagency working group exploring domestic mining reform.

Equitable access

Rivian recognizes the tremendous value of public parks and outdoor recreation to our health, well-being and planet. Expanding charging infrastructure in locations off the beaten path enables EVs to access remote, iconic places in the natural environment.

- Partnered with eight states to deploy chargers accessible to electric vehicle drivers at key state parks.
- Advocated for refinements to funding opportunities, regulation and legislation in over 25 states and federally to enable the scalable deployment of charging infrastructure across all geographies.
- Publicly endorsed bipartisan bill to expand the Department of Agriculture's Rural Energy for America Program, which provides financial assistance to producers and small businesses in rural communities, to include EV charging eligibility.



Advocacy memberships

Advanced Energy United (AEU)

AEU educates, engages and advocates for policies that allow member companies to compete to repower our economy with 100 percent clean energy. The organization works with decision-makers at every level of government as well as regulators of energy markets.

CALSTART

CALSTART is a national nonprofit that, with its member companies and agencies, works to build a high-tech, clean-transportation industry that creates jobs, cuts air pollution and oil imports and curbs climate change.

Electrification Coalition Business Council (ECBC)

The ECBC is a strategic group of businesses across the EV value chain who work to advance federal, state and local policy objectives. ECBC members also contribute to projects and implementation efforts such as educational webinar series and roundtable discussions.

European Association for Electromobility (AVERE)

Rivian is a contributing member to AVERE, the only European association representing and advocating for electromobility on behalf of the industry, academia and EV users. In 2022, we engaged with AVERE on issues relating to battery sustainability and supply chain. We intend to continue to work with AVERE and member manufacturers to shape vehicle sustainability and industry-wide decarbonization through engagement in the European Critical Raw Materials Act, the Circular Cars Initiative, the Net-Zero Industry Act, and the Batteries Regulation.

National Coalition for Advanced Transportation (NCAT)

NCAT is a cross-sectoral coalition of leading companies—including electric vehicle manufacturers, charging-equipment suppliers and utilities—that support policies that promote electric vehicles and other advanced transportation technologies and related infrastructure.

Together Outdoors

Supported by the Outdoor Recreation Roundtable and made up of businesses and organizations in the outdoor recreation industry, the Together Outdoors (TO) coalition is committed to justice, diversity, equity, and inclusion in the outdoors. As an original member of the TO governance council when it was officially established in October 2021, Rivian commends the progress made since, including the launch of an inclusive spaces program, a resource hub and a grant program aimed at activating change outdoors.

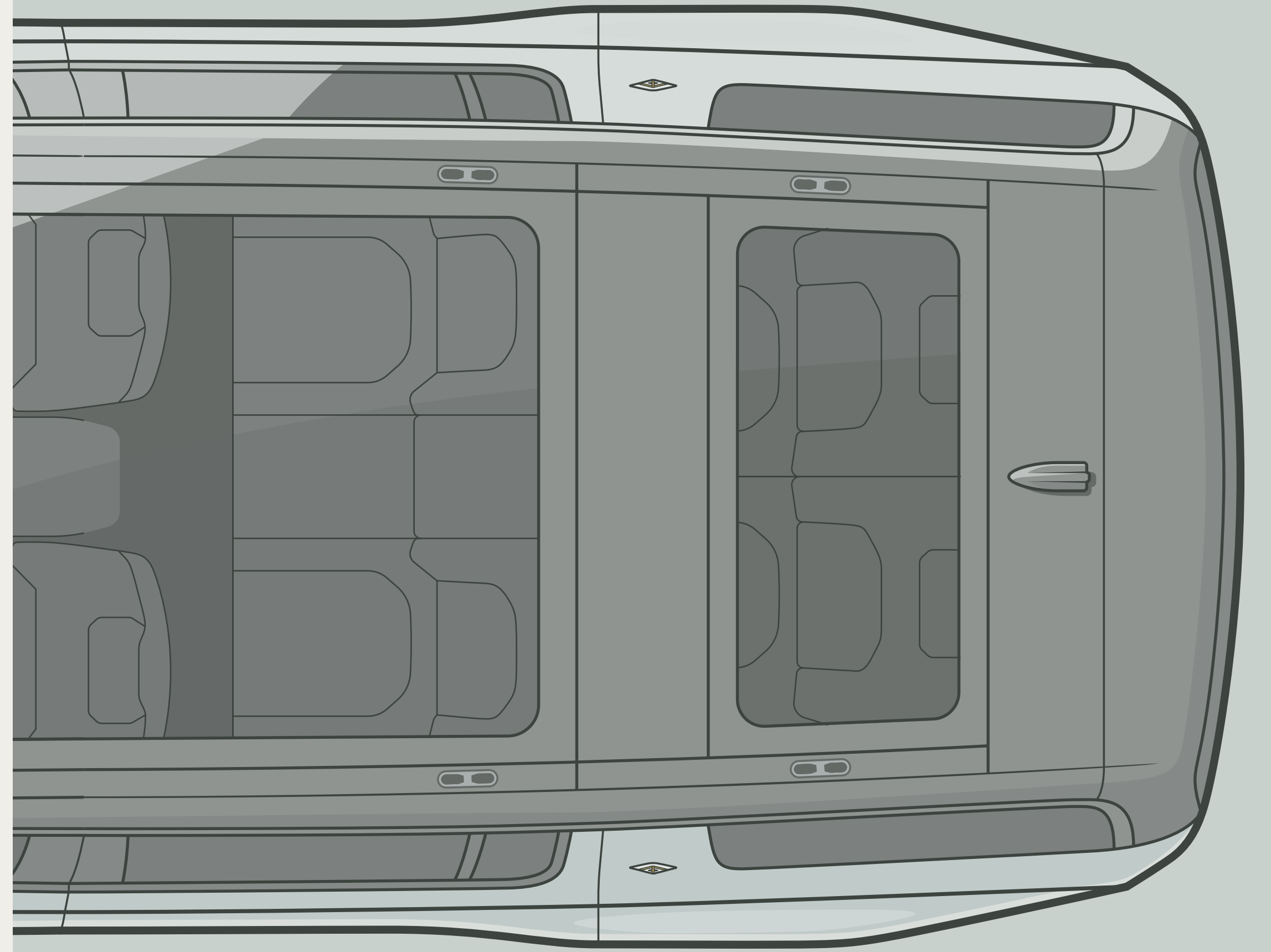
Zero Emission Transportation Association (ZETA)

ZETA is the first industry-backed coalition of its kind advocating for the full adoption of EVs by 2030. Rivian helped found ZETA in 2020 and continues to serve as a founding Board member. In 2022, Rivian worked closely with ZETA staff and member companies to advocate for provisions in major national bills and regulations to help support the goal of 100 percent electric new vehicle sales by 2030.



Governance

04



Governance

At Rivian, our approach to doing business is ethical, open and honest. We stay true to our values by acting with integrity and following a consistent set of ethical standards around the world. This is reflected in how we run our company from governance processes to policies and codes of conduct.

In this section

- 74** Corporate governance
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- 81** Ethics and compliance



Corporate governance

Governance and risk management are important elements of how Rivian runs its business. This approach led the Company through our founding and initial growth phase to our initial public offering (IPO) in 2021, and it continues to inform our operations as we embark on further growth. As a result of our IPO, Rivian is a publicly traded company listed on Nasdaq, and we comply with the reporting and governance requirements and standards of the U.S. Securities and Exchange Commission and the Nasdaq Listing Rules.



Rivian’s ESG Steering Committee oversees ESG reporting, ESG data governance, ESG risk management, and green financing.

Board of Directors

As of publication, our Board of Directors consists of eight members. The Board has adopted Corporate Governance Guidelines, a Code of Business Conduct and Ethics, and charters for its committees to assist in exercising its responsibilities and to serve as a framework for the effective governance of the Company. Oversight is an integral part of our governance and management processes.

On an annual basis, the Board’s Nominating and Governance committee is responsible for reviewing, with the Board of Directors, the relevant characteristics, skills and experience desired for the Board as a whole and its individual members. The committee also considers the diversity of potential candidates when evaluating and recommending new members.

Sustainability and ESG oversight

In 2022, Rivian appointed our first Chief Sustainability Officer (CSO). Reporting to the CEO, the CSO leads our Sustainability team and is responsible for setting the enterprise-wide sustainability strategy and working cross-functionally to embed execution into the business. The CSO also helps lead Rivian’s philanthropic foundation.

Rivian’s ESG Steering Committee comprises cross-functional members designated by three co-chairs—Rivian’s Chief Financial Officer, Chief Sustainability Officer and Chief Legal Officer. The committee meets at least quarterly and oversees ESG reporting, ESG data governance, ESG risk management, and green financing—serving to evaluate and monitor eligible green projects as defined by our [“Green Financing Framework”](#).



Board oversight of ESG

With **sustainability integral to Rivian's mission and growth**, we place oversight of ESG issues at the highest level of the Company through several Board of Directors committees.

Audit committee

Function: Oversees our corporate accounting and financial reporting processes

Areas of oversight

- Financial reporting
- Ethics and compliance
- Financial risks pertaining to cybersecurity, data and privacy

Compensation committee

Function: Oversees policies relating to the compensation and benefits of our executive officers, employees and directors

Areas of oversight

- Executive compensation
- Compensation and benefits policies
- Equity incentive and employee stock-purchase plans
- Succession planning

Nominating and Governance committee

Function: Oversees and assists Board of Directors in reviewing and recommending nominees for election as directors and developing and maintaining our corporate governance policies

Areas of oversight

- Board composition, diversity and evaluation
- Corporate governance guidelines

Planet and Policy committee

Function: Oversees and assists our Board of Directors in developing and managing Company guidelines related to ESG, nonprofit initiatives, public policy, human rights, regulatory matters and related concerns

Areas of oversight

- ESG-related reporting
- Oversight of monitoring, risk assessments and public disclosures related to ESG matters



[*Board Committee Charters](#)

Risk management

Rivian management discusses strategic and operational risks at regular meetings and **conducts strategic planning** and review sessions that include a focus on risks.

Leadership oversight

Senior management reviews these risks with the Board of Directors and presents the steps they're taking to mitigate or eliminate such risks. While Rivian's risk management standards are maturing, functional area leaders are the first line of defense, responsible for establishing and maintaining controls to mitigate certain risks and ensure compliance with global and local programs and policies.

Our Board of Directors administers risk management oversight through the Board as a whole, and several committees address risks inherent to their respective areas of oversight. (See table on previous page.)

Physical risk management

Our business is subject to physical risks, such as earthquakes, fire, power outages, floods, other natural disasters, the physical effects of climate change—including sea-level rise and changes in temperature or precipitation patterns—and other catastrophic events. Physical and human element risks, such as fire, floods, and other natural disasters, are managed by executive leadership.

ESG risk management

Our ability to achieve our climate commitments is subject to numerous risks, many of which are outside of our control. Such risks include, among others, the availability and cost of low- or non-carbon-based energy sources, the evolving regulatory requirements affecting ESG disclosures, the availability of suppliers that can meet our sustainability standards, and our ability to recruit, develop and retain a diverse range of talent.

Our ESG Steering Committee is responsible for oversight of ESG risk management. It also evaluates and makes recommendations on policies to adequately communicate and mitigate ESG risks that management identifies. Finally, the committee monitors key ESG stakeholder developments—such as stakeholder inquiries or proposed regulations—and assesses and makes recommendations for our responses.



Cybersecurity and data privacy

In a world where customers have abundant choice in modern products and services, companies that earn a customer's trust will stand apart. Rivian is building that trust through the cybersecurity of connected vehicles and the privacy of the personal information required to deliver innovative products. Trust is not freely given and we know we must earn it from our customers, employees, investors and business partners.



Cybersecurity and data privacy



Building with security in mind

We believe the security of our products and services is key to our business; therefore, we build security into our products and services at inception and endeavor to ship products that are secure. From the design stage forward, we ensure cybersecurity is considered, implemented and updated through a robust combination of hardware and software protections. Once a product is sold, we work to fix security issues that we identify over time through over-the-air updates.

Rivian Cloud

To protect the privacy of our customers and make certain we can operate our systems within the interconnected world, we have a specific focus on cloud cybersecurity. Our teams of cloud security architects have designed an environment that allows our engineers to implement systems designed to be secure and guardrails that eliminate common mistakes. Rivian Cloud, a prime example of our Secure by Design mentality, is built using a modern cybersecurity-aware architecture and takes advantage of the latest technologies.

Cybersecurity in the supply chain

Modern manufacturing processes use a chain of suppliers, each supplying key components integrated into a product. We depend on our suppliers to deliver components in a timely and predictable fashion. Cybersecurity incidents at our suppliers' premises can impact our ability to deliver, requiring us to set the same cybersecurity expectations for our suppliers as we hold ourselves to. Further, the electronic components and systems supplied to us must also meet our rigorous standards, as all components of our vehicles have a part to play in the cybersecurity of our vehicles.



Data privacy

Our privacy program aims to **facilitate beneficial uses of data to improve Rivian's products and services** while preserving our customers' privacy.

Use of data

Rivian collects and uses personal data for several purposes, including to provide and continuously improve our products and services, such as increasing the range and reliability of Rivian vehicles and identifying opportunities to make our customers' journeys even safer. The information we collect, and the way that information is used, depends on how customers interact with us, the products or services they use and the choices they make.

Improving our products

Our privacy program aims to facilitate beneficial uses of data to improve Rivian's products and services while preserving our customers' privacy by providing transparency and offering choice about how Rivian collects, uses and shares their personal data. We work to seamlessly integrate privacy into products, services and system designs by default, in software and hardware development throughout our organization.

Privacy governance

Rivian has established formal privacy governance to provide ongoing management of data- and privacy-related risks. Our privacy team serves as a second line of defense, identifying and communicating to the business teams the applicable privacy requirements, based on applicable laws, consumer and regulatory expectations, best practices and other internal requirements. Rivian has also established a Privacy steering committee, which meets at least quarterly and includes executives from vehicle software, product, legal and other departments that are key data users, to provide input and make key decisions regarding the Company's use of data.

Privacy Champions

Rivian's network of Privacy Champions are employee advocates for our privacy program. These champions are embedded within the business teams and are responsible for identifying and addressing privacy risks and confirming that their colleagues understand and abide by our privacy requirements, policies and practices.



Ethics and compliance

Rivian has implemented policies and procedures to foster the Company's commitment to ethics and comply with applicable laws and regulations. Elements include our code of business conduct and ethics, risk assessments and oversight, confidential reporting and investigations, training and communications, and other controls and guidelines designed to identify and mitigate compliance risks. Governance and oversight for ethics and compliance is provided by both the Ethics and Compliance committee and the Audit committee of the Board of Directors.



Principles to Adventure with Integrity

In addition to formal policies and program elements, we have established

Principles to Adventure with Integrity—four attitudes that we encourage employees and business partners to consider in their day-to-day business actions.

Build with integrity

- Do what is right
- Collaborate responsibly to collectively represent our ethical culture
- Scale with ethically conscious and reasonably informed risk taking

Deliver trust

- Be honest and open and keep your word
- Inspire others to embrace ethical culture
- Champion the Rivian Code of Business Conduct and Ethics

Speak up

- Encourage others to speak up
- Foster a workplace environment where everyone feels safe to speak up
- Share and escalate concerns about safety, questionable business decisions and other ethical dilemmas

Drive accountability

- Take ownership
- Learn from both good and bad decisions
- Reinforce our collective responsibility to build and maintain our ethical culture



Ethics & compliance



Code of Business Conduct and Ethics

Rivian's Code of Business Conduct and Ethics ("Code"), which sets forth our expectations for how we do business, applies to our employees, directors and officers, including officers responsible for financial reporting. It's what we stand for and what we expect from ourselves, each other and our business partners. The Code is supplemented, as needed, by specific Company policies, procedures, guidance, standards and training to address more specific ethical, legal, and compliance topics. Employees receive the Code as part of onboarding and complete periodic training on the Code and relevant Company policies.

Speaking up

When employees or third parties witness, experience or learn about something that's a potential violation of the law, Rivian policies or Code, we have an open-door policy to report such concerns.

Employees can report concerns through a variety of channels, including to the:

- Employee's manager or leadership team
- Ethics and Compliance or Legal teams
- Designated Human Resources team member or People Partner
- Rivian Ethics Hotline at 1-844-986-1441 or through dedicated website at www.rivian.ethicspoint.com. (Both types of reports can be made anonymously.)

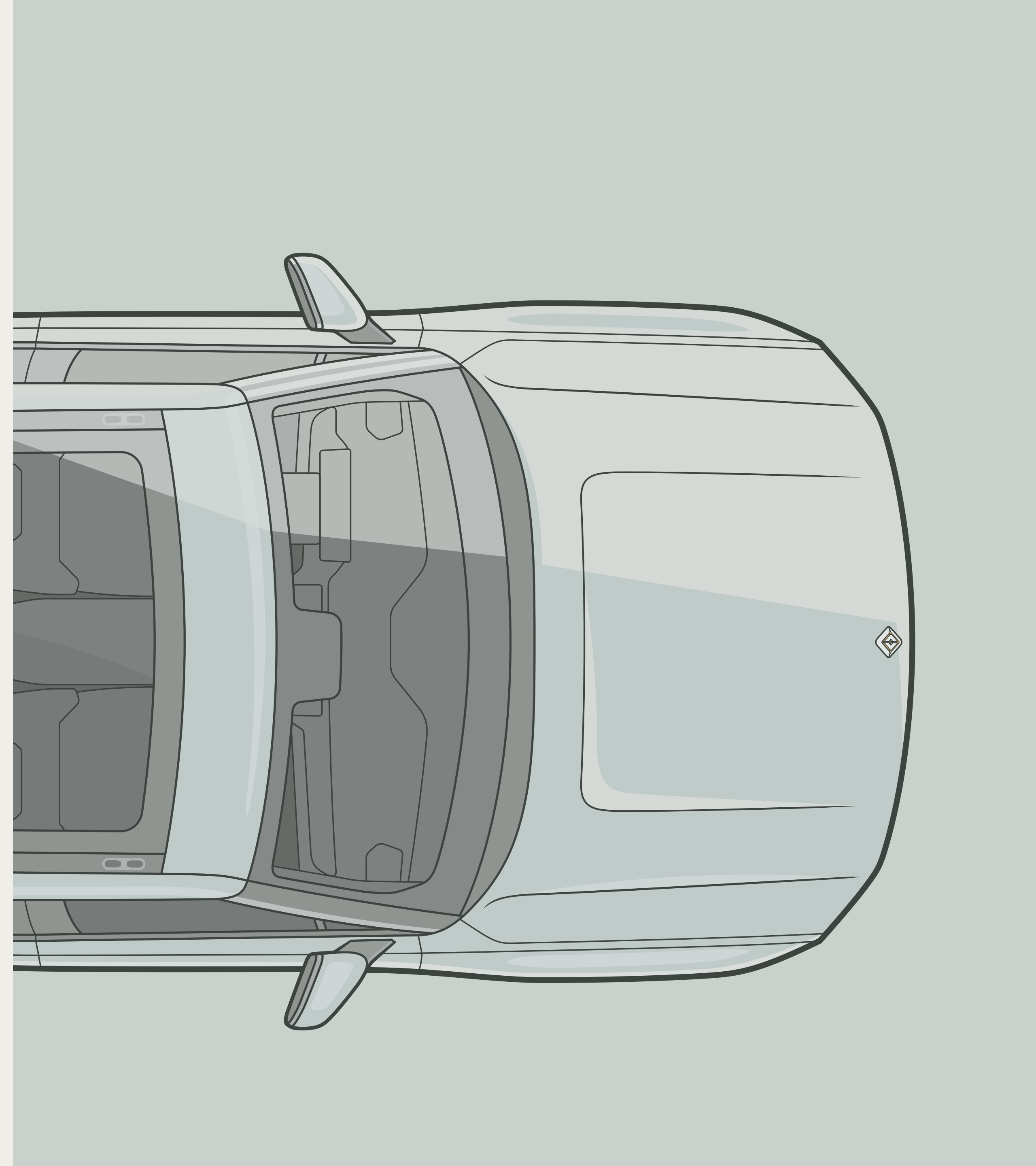
Inquiries, investigations and violations

For reports of suspected violations of, or concerns regarding, the law, policies, or the Code, our Ethics and Compliance team promptly conducts an appropriate investigation of the matter or refers the matter to the relevant department for resolution. The team can also provide employees with advice and guidance if the requirements of the Code seem unclear. Failure of employees to adhere to the Code may result in disciplinary actions up to and including termination.



Appendix

05



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.

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SASB Index 2022

SASB Standard: Automobiles (TR-AU)

The Sustainability Accounting Standards Board (SASB) connects businesses and investors to the financial impacts of sustainability through industry-specific standards that companies can follow to disclose sustainability information that could have a material financial impact on the business. The following table contains our 2022 SASB disclosures for the Transportation Sector, Automobiles industry.

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%; vehicles ordered for testing but not yet received / tested by NCAP as of 12/31/2022
TR-AU-250a.2	Number of safety-related defect complaints, percentage investigated	Number Percentage (%)	— % 100 %
TR-AU-250a.3	Number of vehicles recalled	Number	12,924
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 2022
Fuel Economy & Use-Phase Emissions			
TR-AU-410a.1	Sales-weighted average passenger fleet fuel economy, by region	MPGe, kwh/100 mi	US: 70 MPGe, 48 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) 20,332 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



Topic/Code	Metric	Unit of Measure	Response
Materials Efficiency and Recycling			
TR-AU-440b.1	Total amount of waste from manufacturing, percentage recycled	Metric tonnes (t), Percentage (%)	28,182 t 82.3%
TR-AU-440b.2	Weight of end-of-life material recovered, percentage recycled	Metric tonnes (t), Percentage (%)	Rivian is still working to collect end-of-life data as our vehicles are relatively new in the auto market.
TR-AU-410a.3	Average recyclability of vehicles sold	Percentage (%) by sales-weighted metric-tonnes (t)	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. Read more on our approach to optimizing vehicle recycling and recovery rates in our 2022 Impact Report > Designing & Building with Intent

SASB Activity Metrics			
TR-AU-000.A	Number of vehicles manufactured	Number	24,337
TR-AU-000.B	Number of vehicles sold	Number	20,332



TCFD Index 2022

The Financial Stability Board Task Force on Climate-related Financial Disclosure (TCFD) has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to investors, lenders, insurers and other stakeholders. The table below links to where the relevant information can be found in our 2022 Impact Report.

Disclosure	Reference
Governance	
(a) Describe the board’s oversight of climate-related risks and opportunities.	Rivian 2022 Impact Report > Governance > Corporate Governance Rivian 2022 Impact Report > Governance > Risk Management
(b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Rivian 2022 Impact Report > Governance > Corporate Governance Rivian 2022 Impact Report > Governance > Risk Management
Strategy	
(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Rivian 2022 Impact Report > Governance > Risk Management
(b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Rivian 2022 Impact Report > Governance > Risk Management
(c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Rivian 2022 Impact Report > Governance > Risk Management
Risk Management	
(a) Describe the organization’s processes for identifying and assessing climate-related risks.	Rivian 2022 Impact Report > Governance > Risk Management
(b) Describe the organization’s processes for managing climate-related risks.	Rivian 2022 Impact Report > Governance > Risk Management
(c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	Rivian 2022 Impact Report > Governance > Risk Management



Disclosure

Reference

Metrics and Targets

(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Rivian 2022 Impact Report > Appendix > Metrics and indicators

(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.

Rivian 2022 Impact Report > Appendix > Metrics and indicators
FY22 Environmental and Social Metrics Report

(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets

Rivian 2022 Impact Report > Clean Mobility



Metrics and indicators

Performance Indicator	2022	
Greenhouse Gas Emissions (metric tonnes CO₂e)		
Scope 1	32,220	●
Scope 2 (Location-based method)	100,325	●
Impacts of contractual instruments and market-based method (MBM) emission factors	(2,239)	●
Scope 2 (MBM)	98,086	●
Total emissions from operations (Scope 1 + Scope 2 MBM)	130,306	●
Upstream Scope 3 emissions		
Purchased Goods and Services	875,929	●
Capital Goods	208,528	●
Fuel- and energy-related emissions not included in Scopes 1 or 2	17,702	●
Upstream transportation and distribution	93,174	●
Waste generated in operations	8,344	●
Business travel	27,098	●
Employee commuting	27,095	●

This report includes data covering our fiscal year January 1, 2022 through December 31, 2022. All reported data is global and annual unless otherwise specified. For additional details on our reporting approach and methodology, as well as our 2022 Independent Accountants' Review Report, see the FY22 Environmental and Social Metrics Report.

- Reviewed by independent accountants KPMG LLP, as described in its report within the FY22 Environmental and Social Metrics Report. 2022 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 Statement of Environmental Metrics.
- Reviewed by independent accountants KPMG LLP, as described in its report within the FY22 Environmental and Social Metrics Report. 2022 electricity and renewable electricity data are presented as described within the notes to the Consolidated Statement of Environmental Metrics.
- Reviewed by independent accountants KPMG LLP, as described in its report within the FY22 Environmental and Social Metrics Report. 2022 Diversity, Equity, Inclusion, & Belonging data are presented as described within the notes to the Consolidated Statement of Social Metrics.



Performance Indicator

2022

Greenhouse Gas Emissions (metric tonnes CO ₂ e)		
Downstream Scope 3 emissions		
Downstream transportation and distribution	1,777	●
Use of Sold Products (Lifetime)	790,186	●
End-of-life treatment of sold products	2,459	●
Total Scope 3 emissions from value chain	2,052,293	●
Carbon Intensity		
tCO ₂ e per vehicle manufactured	90	

Energy		
Total energy consumption (MWh)	350,323	
Total electricity consumption (MWh)	188,903	●
Percentage of total electricity procured from renewable energy resources	3.7%	●
Electricity Intensity		
MWh per vehicle manufactured	8	
Renewable Energy Matching		
Rivian charging network electricity usage (MWh)	923	●
Percentage matched with renewable electricity	100%	●
Electricity used to charge Rivian vehicles driven (MWh)	50,009	●
Percentage of matched renewable electricity	100%	●

Diversity, Equity, Inclusion and Belonging		
Global Employees	14,118	●
North America	13,922	●
Europe	196	●



Performance Indicator

2022

Diversity, Equity, Inclusion and Belonging		
Permanent Employees	14,104	●
North America	13,910	●
Europe	194	●
Temporary Employees	14	●
North America	12	●
Europe	2	●
Full-Time Employees	14,117	●
North America	13,921	●
Europe	196	●
Part-Time Employees	1	●
North America	1	●
Europe	—	●
Global Employees	14,118	●
Female	3,045	●
Male	11,007	●
Not Specified	66	●
Permanent Employees	14,104	●
Female	3,042	●
Male	10,996	●
Not Specified	66	●



Performance Indicator

2022

Diversity, Equity, Inclusion and Belonging

Temporary Employees	14	●
Female	3	●
Male	11	●
Not Specified	—	●
Full-Time Employees	14,117	●
Female	3,044	●
Male	11,007	●
Not Specified	66	●
Part-Time Employees	1	●
Female	1	●
Male	—	●
Not Specified	—	●
Representation Data		
Board of Directors by Gender		
Female	42.9%	●
Male	57.1%	●
Not Specified	—%	●



Diversity, Equity, Inclusion and Belonging

Board of Directors by Age Group

Under 30	—%	●
30–50	28.6%	●
Over 50	71.4%	●

Board of Directors by Ethnicity

White	85.7%	●
Black or African American	14.3%	●

US Employees by Gender

Total		
Female	21.8%	●
Male	78.0%	●
Not Specified	0.2%	●

Executive Leadership

Female	50.0%	●
Male	50.0%	●
Not Specified	—%	●

Leadership

Female	20.9%	●
Male	79.1%	●
Not Specified	—%	●



Performance Indicator

2022

Diversity, Equity, Inclusion and Belonging		
Management		
Female	20.4%	●
Male	79.5%	●
Not Specified	0.1%	●
All Other Employees		
Female	22.3%	●
Male	77.5%	●
Not Specified	0.2%	●
US Employees by Age Group		
Total		
Under 30	31.9%	●
30–50	57.9%	●
Over 50	10.1%	●
Executive Leadership		
Under 30	—%	●
30–50	75.0%	●
Over 50	25.0%	●
Leadership		
Under 30	—%	●
30–50	65.1%	●
Over 50	34.9%	●



Diversity, Equity, Inclusion and Belonging

Management		
Under 30	6.3%	●
30-50	81.5%	●
Over 50	12.3%	●
All Other Employees		
Under 30	40.8%	●
30-50	49.9%	●
Over 50	9.3%	●

US Employees by Ethnicity

Total		
White	54.7%	●
Asian	18.7%	●
Black or African American	9.3%	●
Hispanic or Latino	8.1%	●
Two or more races	3.4%	●
American Indian or Alaska Native	0.4%	●
Native Hawaiian or Other Pacific	0.4%	●
Not Specified	5.0%	●



Diversity, Equity, Inclusion and Belonging

Executive Leadership		
White	75.0%	●
Asian	25.0%	●
Black or African American	—%	●
Hispanic or Latino	—%	●
Two or more races	—%	●
American Indian or Alaska Native	—%	●
Native Hawaiian or Other Pacific	—%	●
Not Specified	—%	●
Leadership		
White	60.5%	●
Asian	20.9%	●
Black or African American	—%	●
Hispanic or Latino	2.3%	●
Two or more races	7.0%	●
American Indian or Alaska Native	—%	●
Native Hawaiian or Other Pacific	—%	●
Not Specified	9.3%	●



Diversity, Equity, Inclusion and Belonging

Management		
White	49.6%	●
Asian	31.7%	●
Black or African American	3.0%	●
Hispanic or Latino	4.8%	●
Two or more races	2.2%	●
American Indian or Alaska Native	0.2%	●
Native Hawaiian or Other Pacific	0.5%	●
Not Specified	7.9%	●
All Other Employees		
White	56.4%	●
Asian	14.3%	●
Black or African American	11.4%	●
Hispanic or Latino	9.2%	●
Two or more races	3.8%	●
American Indian or Alaska Native	0.5%	●
Native Hawaiian or Other Pacific	0.3%	●
Not Specified	4.0%	●



Disclaimer and 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, January 12, 2024. 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 risks and uncertainties identified in the "Risk Factors" section and elsewhere in our most recent Quarterly Report on Form 10-Q (Form 10-Q), filed with the Securities and Exchange Commission (SEC). 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.



