

2025 Impact Report



RIVIAN

Contents

3	A note from our Founder and CEO
4	Introduction
6	2025 highlights: by the numbers
7	Products built for impact
31	Committed to American manufacturing
40	Scaling efficiently and responsibly
55	The power of the Rivian community
66	Governance
71	Appendix



RJ Scaringe
Founder and Chief Executive Officer

I started Rivian to build a company that would make the world better. We think about our work through the lens of our kids' kids' kids, with the constant mission of working to keep the world adventurous forever.

Following the launch of R1, we set a goal to launch a vehicle by 2030 with half the life cycle carbon footprint of our 2022 R1 products. Our team worked relentlessly to achieve this with R2 in 2026—four years early.

A halved footprint is only meaningful if the vehicle carrying it reaches millions of people. For most of the last decade, electric vehicles capable of replacing a family's primary car have been priced out of reach for most households. R2 changes that math. It carries the performance, design, and technology of our flagship R1 platform into a mid-size SUV that far more people can afford.

A few key operational highlights:

- **Materials:** Over 99% of the interior textile weight comes from post-industrial recycled polyester sourced from the packaging industry.
- **Energy:** The Rivian Adventure Network has run on 100% renewable energy since the day it opened. The first 10,000 miles of every R1 and R2 delivered is powered by 100% renewable energy—ensuring that every vehicle actively supports grid decarbonization, no matter where it plugs in.
- **Manufacturing:** We are nearly halfway to our target of 100% carbon-free electricity on an hourly basis at our Normal, Illinois, manufacturing facility.

I want to be equally direct about what remains hard. Scaling production while driving down Scope 3 supply chain emissions requires relentless supplier accountability. Battery supply chains, raw material traceability, and regional grid decarbonization rates continue to pose real challenges. We aren't glossing over these gaps; we are embedding strict carbon and labor standards into our procurement frameworks and actively building regional clean-energy partnerships to address them at the source.

None of this happens without the people who build it. Our progress is rooted in the passion, grit, and drive of all our teams—from manufacturing and logistics to engineering and supply chain.

We are also publishing our Responsible AI Principles for the first time in this report. AI now shapes both what our vehicles can do and how efficiently we run our facilities. A company deploying technology at this scale owes the public a clear statement of what it will and won't do. These principles lay out our approach to safety, transparency, and the social and environmental costs that AI systems carry. They represent a firm starting position, and we will update them as the technology evolves.

Building a future our kids deserve takes curiosity, thoughtfulness, and a willingness to be measured on results rather than intentions. That is what this report is for.

Thank you for being on this journey with us.



At Rivian, our mission is to keep the world adventurous forever. We believe that the future of the automotive industry will be fully electric, autonomous, and AI-defined—and that this transition will help build more affordable, reliable and cleaner transportation and energy systems.

Products built for impact

Our vehicles, charging network, software, and services are designed to expand consumer choice, inspire exploration of this planet we all call home, and accelerate the electrification of transportation and transformation of the power grid.

Committed to American manufacturing

We believe the United States' long-term industrial competitiveness is benefited by maintaining leadership in transportation as the shift to electric mobility continues. We are investing in our existing plant in Normal, Illinois, planned second manufacturing facility in Stanton Springs North, Georgia, and remanufacturing site in Shepherdsville, Kentucky, as well as in workforce training and development.

Scaling efficiently and responsibly

Manufacturing excellence seeks to deliver the quality and performance that are hallmarks of the Rivian brand, while prioritizing energy, waste minimization, and responsible sourcing strategies.

The power of the Rivian community

Through the purposeful use of our vehicles, support for the Rivian Foundation, and local community engagement, we help to empower communities and preserve the natural world.



This 2025 Impact Report provides more details about how Rivian is advancing our mission through the collective efforts of our teams to build a cutting-edge, responsible, and enduring company. The Report's focus is on 2025 activities; however, with the excitement surrounding the start of R2 deliveries, we include selected 2026 information. Following our inaugural Impact Report, which described programming during 2022, our first full year of production and as a public company, and our Impact Goals Update Reports for 2023 and 2024, the updates in this report reflect our commitment to build the future our kids' kids' kids deserve.

2025 highlights: by the numbers

50%

Reduction in lifecycle carbon footprint of R2 Performance with Launch Package compared to R1 Launch Editions.

58%

Lower life cycle carbon footprint of R2 compared to the average ICE vehicle.

15%–25%

Reduction in lifecycle carbon footprint of all R1T and R1S vehicles compared to R1 Launch Editions.

1200lbs

Recycled and bio-based materials in every R2.

>99%

R2's interior textile weight that comes from post-industrial recycled polyester sourced from the packaging industry.

10,000

Miles powered by 100% renewable energy for every R1 and R2, no matter where it plugs in.

100%

Renewable energy generated on-site from the wind turbine and solar charge yard at our Normal, Illinois, manufacturing facility that powers the first charge of every R1 and R2 vehicle produced there.

1.33B

Cumulative miles of R1 driving powered by renewable energy through 2025.

475_{MW}

Clean energy enabled, an increase of 85 megawatts in 2025.

25M

Kilowatt-hours of renewable energy dispensed by the Rivian Adventure Network, which has been powered by 100% renewable energy since launch.



Products built
for impact





1.1: Vehicles

We build electric vehicles (EVs) that are designed to go further, offer an incredible driving experience and inspire owners to get out and explore. Scaling a superior, cost-effective product experience across our vehicles, charging network, software, and services is more than a business strategy—it's our primary lever for change. Whether taking families on new adventures or electrifying fleets at scale, Rivian vehicles all share a common purpose—preserving the natural world for generations to come.

By making the best choice for every adventure the more sustainable choice, we help to accelerate the transition to sustainable transportation and energy. Our intention is to make our vehicles safer, more capable, more efficient, and more valuable, with a lifecycle that prioritizes longevity, helps to reduce total cost of ownership, and enables a more secure and affordable energy grid. The upside of electrified transportation is clear: a light-duty vehicle fleet powered by electric powertrains could reduce U.S. GHG emissions by over 10% and Rivian is tackling the highest opportunity segments.¹

Impact Goals

Launch a product by 2030 with half the life cycle carbon footprint vs. 2022 R1 products

- R2 Performance with Launch Package: 50% reduction (211 g CO₂e²/mi)
- R1S Gen 2: 25% reduction (325 g CO₂e/mi)
- R1T Gen 2: 23% reduction (321 g CO₂e/mi)
- Baseline - R1S Launch Edition: 428 g CO₂e/mi

Increase the percentage of bio-based and recycled materials in vehicles by 2030

- Minimum 70% steel and aluminum
 - R2 Performance with Launch Package: Steel: 36%; Aluminum: 44%
 - R1S Gen 2: Steel: 27%, Aluminum 33%
 - R1T Gen 2: Steel: 27%, Aluminum: 31%
 - Baseline - R1S Launch Edition: Steel: 16%, Aluminum: 24%
- Minimum 40% bio-based polymers
 - R2 Performance with Launch Package: Polymers: 21%
 - R1 Gen 2: Polymers: 5%
 - Baseline - R1S Launch Edition: Polymers: 3%



1.1.1: R2: The next chapter of Rivian

R2 brings our design, performance, and technology to a broader audience without losing what makes a Rivian a Rivian: powerful, capable, thoughtfully designed, and software-forward—with an adventurous spirit, all at a more accessible price point.

R2 is about scale with intention: growing responsibly while maintaining quality, performance, and customer experience. Designed to meet customers where they are—urban, suburban, active and family-focused—R2 gives people real choice in a segment where lack of choice has limited who EVs appeal to. More options don't just create competition, they drive adoption.

1.1.1: Designing R2 with impact at the core

The journey to strengthen sustainability across our vehicle portfolio began years before the debut of R2. In 2022, we initiated the development of sustainability benchmarks and criteria for the R2 platform. Key focus areas included targets for bio-based and recycled material content, extended durability, and increased use of renewable energy across the vehicle life cycle. Our engineering teams also prioritized efficient powertrains, increased material utilization, optimized tire rolling resistance, and innovative aerodynamic drag solutions, among other examples.

As R2 progressed from initial concept to detailed design, we utilized a Rivian-developed life cycle carbon footprint model to benchmark it against the broader EV market. This data-driven approach allowed us to refine sustainability features and establish objective targets as we strove for class-leading sustainability performance. Furthermore, we integrated these sustainability objectives directly into the engineering attribute process, ensuring environmental impact was evaluated alongside vehicle performance and capability.

Sustainability initiatives matured in tandem with the R2 development cycle. This involved identifying and qualifying sustainable materials, embedding environmental and social criteria into supply chain procurement, and conducting rigorous design reviews. Throughout, our sustainability specialists collaborated closely with engineers to build technical solutions for complex challenges.

R2's impact benefits are the result of deliberate planning, foresight, and the collective passion of teams across Rivian. Rather than a sudden breakthrough, R2 represents the strategic execution of a mission-driven organization dedicated to purposeful design.

1.1.2: R2 recycled and bio-based materials

We have worked closely with our supply chain partners to integrate recycled and bio-based materials that are both cost competitive and meet our rigorous standards for performance, safety, and durability. R2 is primarily composed of steel, aluminum, polymers, and the high-voltage traction battery. Over the last several years, Rivian has strategically focused on both reducing the carbon intensity and improving the circularity of these foundational materials.

We have taken a rigorous approach to tracking and increasing the recycled content across our steel, aluminum, and polymer supply chains. Prioritizing recycled materials does more than just lower our cradle-to-gate carbon footprint; it builds the infrastructure for a more circular economy. As of today, 25% of the total mass of materials (over 1,200 pounds) used to manufacture every R2 is recycled and bio-based content.

R2 represents a milestone toward our associated Impact Goal, with high-recycled content integrated across every major system:

Powertrain and Energy Storage

- Our drive units utilize 68% recycled aluminum and 41% recycled steel, while the brake calipers are composed of 93% recycled steel and iron.
- The potting material, used to encapsulate the battery cells, is 15% bio-based polymer.

Exterior

- R2's launch tires have 40% bio-based and recycled content.
- The hood, fenders, and wheels contain over 30% recycled aluminum.
- The roof applique is crafted from 93% post-industrial waste.
- The frunk and surrounding trim features 85% post-consumer recycled content.

Interior

- The main decor features upcycled birch from furniture industry waste, mounted on an 85% recycled polymer backing.
- R2 interior textiles sourced directly by Rivian contain 99% recycled content.
- R2's seat fabric (Adventex) is made of over 50% sustainable polymers (bio-based and recycled).
- The main flooring is made from 99% recycled ocean waste.

Colors, materials, and finishes

Our approach to colors, materials, and finishes prioritizes thoughtfully-sourced raw materials from the start, rather than shifting the burden of responsibility downstream.

For example, over 99% of the interior textile weight comes from post-industrial recycled polyester sourced from the packaging industry. While we remain committed to end-of-life solutions—by engineering mono-materials, simplifying construction, and maximizing the use of compatible materials—our primary focus remains on the integrity of our sourcing and manufacturing processes from the very beginning.

Rivian's Sustainable Materials Guide is used by our designers and suppliers to prioritize materials with a lower impact on the planet, which includes recyclability, sustainable feedstocks, and climate considerations. Composite materials are selectively used when their overall environmental impact is well balanced against design requirements.

As one example, our Adventex Gen2 surface material is made from paper industry waste sourced from responsibly managed Nordic forests. Moreover, to verify origin and maintain traceability, Rivian or our suppliers certify our materials' sustainability and monitor their environmental impacts.



1.1.3: Understanding impacts across the vehicle life cycle

Rivian's sustainability initiatives are built upon the scientific foundation of Life Cycle Assessment (LCA). These comprehensive analyses and reports define the energy profiles, material footprints, and life cycle carbon impacts of our vehicles, encompassing everything from supply chains and raw materials to production, logistics, active service, and end-of-life decommissioning.

We utilize a variety of LCA models tailored for specific objectives. In the early stages of product development, simplified models offer engineering, design, and procurement teams near-real-time insights into how specific vehicle changes influence sustainability. As our products evolve, these models are refined into high-fidelity LCAs, providing a transparent account of environmental performance for our final, released vehicles.

To ensure Rivian can objectively measure and pursue our impact targets, every final report and model undergoes a stringent review process, both internally and externally, to verify conformance with ISO 14044 standards.

Rivian has developed ISO-conformant life cycle assessment reports for all of our current vehicle models:

R2 Performance with Launch Package

R1S Launch Edition, Dual-Motor and Gen 2

R1T Launch Edition, Dual-Motor and Gen 2

EDV 700 and EDV 500

1.1.4: R2 carbon footprint

The R2 Performance with Launch Package has a carbon footprint of 211 g CO₂e/mi over 200,000 miles when charged with electricity from the weighted-average Rivian grid mix. This is a 50% reduction compared with our R1S Launch Edition vehicle. This reduction achieves our 2030 goal of launching a product with half the carbon footprint of our launch edition vehicles several years early. (For more information, please see the R2 Circularity, Energy & Carbon Footprint Report.)

While some of the carbon footprint reduction stems from its smaller design, R2 incorporates a plethora of design, supply chain, and energy optimizations that account for the majority of this improvement.

R2 is engineered for maximum propulsion efficiency. By optimizing aerodynamics, lowering rolling resistance, streamlining the drivetrain, and reducing vehicle mass, we have achieved gains in propulsion efficiency compared to our R1 Launch Edition products.

We apply this same rigor to our manufacturing processes. As we continue to grow as an organization, we are optimizing production throughput at our Normal, Illinois, facility. We are also looking ahead to production at our Stanton Spring North, Georgia, facility to identify efficiency and decarbonization opportunities.

With the active participation of our owners, we're also creating more opportunities to charge with renewable energy. It starts when each R2 is built at our Normal, Illinois, manufacturing plant, where each vehicle's first charge comes from our on-site wind turbine and solar charge yard. [Read more about this in Section 3.1: Scaling efficiently and responsibly.]

We go even further by matching the first 10,000 miles of every R1 and R2 delivered with 100% renewable energy, and, since inception, the Rivian Adventure Network has delivered 100% renewable energy across all locations. [Read more about this in Section 1.3: Charging.] Together, we help every adventure contribute to a cleaner grid, no matter where you charge.

Harmonizing automotive carbon footprint reporting

One of the biggest challenges in automotive carbon footprinting is that different methods and assumptions can produce different answers for the same vehicle. Rivian identified this lack of harmony several years ago and led the creation of the SAE J3341 Task Force to help bring more transparency and consistency to the way these footprints are reported. SAE J3341, which was finalized in August 2026, is an optional disclosure framework that gives automotive companies a clear, repeatable way to share key information and results. Our R2 Circularity, Energy & Carbon Footprint Report is the first LCA publication to include the SAE J3341 Disclosure Addendum, helping Rivian make good on our commitment to encourage the automotive industry towards better carbon footprinting practices.



1.1.2: R1: Our handshake with the world

We launched our consumer vehicle business with the R1 platform, consisting of two vehicles: the R1T, a two-row, five-passenger pickup truck, and the R1S, a three-row, seven-passenger sport utility vehicle (SUV). The R1T and R1S introduced our brand to the world and serve as our flagship vehicles as we continue to expand our offerings.

Our Gen 2 R1 vehicles reflect sustainability advancements, which are detailed in the Gen 2 R1 lifecycle assessment reports in Section 1.1.3: Understanding impacts across the vehicle life cycle.

1.1.3: Electrifying fleets at scale

We launched the Rivian Commercial Van platform, which underpins the Electric Delivery Van (EDV) variant, designed and engineered by Rivian in collaboration with Amazon.com, Inc. and its affiliates (collectively, “Amazon”), our first commercial customer. The Rivian Commercial Van (RCV) is a long-range, electric commercial step-in delivery van designed for large scale production and deployment in a centrally-managed fleet.

We have designed a 500 and 700 cubic foot version of the vans, optimized for various commercial uses, including last mile delivery use cases. Both the EDV and RCV features include a rear roll-up door, an integrated bulkhead door designed for safety and security, a tall roof to allow drivers to walk through the vehicle, driver-centric ergonomics, and a curbside sliding door for safe vehicle access away from traffic. Developed to be comfortable and easy to operate for drivers, our commercial vans are designed to achieve lower total cost of ownership for customers while supporting a path to decarbonization.

We worked closely with drivers throughout the design process. With features like 360-degree cameras for driver safety and patented, energy-saving microclimate seats for all-weather comfort. We estimate that average operational GHG emissions are reduced by 50% or more when compared to internal combustion alternatives.

Our all-electric R1 vehicles also offer competitive operational benefits to fleets, which allow us to enable additional businesses to electrify fleets and reduce GHG emissions.

Caltrans

In 2025, the California Department of Transportation (Caltrans) began deploying more than 450 custom Glacier White Rivian R1T and R1S vehicles to modernize its statewide fleet and support critical transportation infrastructure work across California. In 2026, Caltrans added over 500 additional R1 purchases. Caltrans manages over 50,000 miles of state highways and freeway lanes, provides intercity rail services, permits more than 400 public-use airports and special-use hospital heliports, and works with local agencies.

By replacing combustion powered trucks and SUVs with Rivian EVs, Caltrans is reducing lifetime emissions from California's largest public fleet while equipping frontline crews with active and passive safety features and enhancing fleet uptime.



Amazon

To meet the needs of Amazon, one of the largest retail sellers in the United States, Rivian worked directly with Amazon to create vehicles and infrastructure that would increase safety and efficiency while improving total cost of ownership. As we continue to deliver on our order of 100,000 vehicles, we're proud to be a part of Amazon's progress towards achieving its ambitious Climate Pledge goal. Amazon has over 40,000 custom-built Rivian Electric Delivery Vans (EDVs) delivering packages across thousands of cities in the U.S.

In addition to the EDV front-wheel drive (FWD) standard battery pack variant already on the road, we are developing new variants with a larger battery pack and all-wheel drive (AWD). The larger battery brings a 30% increase in range, while AWD improves traction in conditions like mud and snow. We expect these new variants will expand EDV route coverage in Amazon's network.



1.1.4: Extending the adventure

The Rivian Pre-Owned program offers customers the opportunity to enjoy benefits of the Rivian experience at a pre-owned price.

We believe that a vehicle's ability to retain its value is a reflection of its quality and potential for long-term impact. As our early leases return to the fleet, we are scaling our ability to recondition and rehome these vehicles, helping them remain in operation while providing an accessible entry point.

Through continuous over-the-air (OTA) updates, a pre-owned Rivian can actually be more capable than the day it was first manufactured. We are actively working to educate third-party value guides, helping the industry recognize that for vertically integrated, AI-defined vehicles, factors like battery health and software capabilities are becoming more useful indicators of value than traditional mileage.

The Pre-Owned program acts as a vital bridge for those ready to transition to electric. As our vehicles remain in operation longer, we are creating lower price points and a seamless trade-in program that helps more people make the switch to EVs. By keeping Rivian vehicles in our own inventory rather than third-party retailers, the brand representation and customer experience can remain consistent with our high standards from the initial listing to final delivery.

ALSO, Inc.³

Eighty percent of daily car trips cover 15 miles or less—coffee runs, school drop-offs, quick errands. For generations, drivers have met those trips with the same vehicle used to haul family and gear into the mountains for a camping adventure. However, a grocery run and a family camping trip are not the same journey, and they don't need to require the same vehicle. ALSO was created to offer a compelling alternative for these everyday trips, by building the world's best small vehicles for moving people and goods, both driven and autonomous.

Originally incubated within Rivian and spun out in 2025, ALSO carries the same Rivian-engineering principles and DNA into micromobility—creating a new generation of smaller, smarter, and more connected electric vehicles designed for the trips that define daily life. Rivian remains a minority shareholder in ALSO.

In 2025, ALSO launched the TM-B electric bike and the TM-Q electric cargo quad—both powered by DreamRide, a proprietary series hybrid drive system with a software-defined riding experience, automotive-grade performance, and over-the-air updates that improve the vehicles over time.

The Launch Edition TM-B began shipping to customers in 2026. Amazon has committed to ALSO and the TM-Q as a key partner for last-mile delivery across the U.S. and Europe, replacing conventional vans in dense urban environments. DoorDash has made a strategic investment and entered a multi-year collaboration to develop autonomous small EVs for urban delivery—vehicles that complete quick commerce trips with a significantly lower energy footprint than a car, multiplying the efficiency gains electrification delivers.

Small vehicles are not a niche category; they are a foundational shift in how people, goods, and communities will move through the world. Rivian's investment in ALSO reflects a shared conviction: sustainable transportation isn't complete until the shortest, most frequent trips are electric too.

Whether you're crossing a mountain range in an R1T or navigating a city street on an ALSO TM-B, you're part of the same mission—to preserve the natural world for generations to come.



Zooming out beyond Rivian

Benefits of electric vehicles

In addition to the sustainability benefits of choosing an EV, EVs also deliver advantages in daily usability, performance, and long-term financial stability. Beyond the individual experience, communities also benefit from EV adoption.

A core difference new EV owners will notice is what they stop doing—engine maintenance.

- A traditional drivetrain has roughly 2,000 moving parts (pistons, valves, gears, fuel pumps); an EV drivetrain has 20 to 50. EV owners no longer have to replace oil, spark plugs, timing belts, transmission or radiator fluid, mufflers, and other parts.⁴
- Thanks to regenerative braking (where the motor slows the car to recoup energy), EV brake pads can last at least twice as long as those in legacy vehicles.⁵

The charging experience and price advantages over fueling are also notable.

- Most EV owners charge at home overnight, often when electricity rates are lower, and thus start the day with a “full tank” and eliminate the regular chore of visiting a gas station.⁹
- While costs range by state, charging an EV can cost 50% to over 75% less per-mile compared to an equivalent gasoline vehicle.¹⁰
- EVs can serve as powerful, flexible energy resources that support grid resiliency by providing meaningful capacity.¹¹
- Recent forecasts suggest that by 2035, the integration of smart EV charging could reduce electric bills for the average household by 10 percent, regardless of what they drive.¹²

Beyond individual impact, electric mobility delivers tangible benefits for community health, well-being, and resilience.

The more EVs are present in a community, the cleaner the air becomes for everyone.

- Traditional internal combustion engines emit pollutants such as nitrogen oxides (NOx) and particulate matter (PM2.5) that stay close to the ground and are inhaled by people in homes, schools, and playgrounds. By eliminating tailpipe emissions of harmful gases like NOx,¹³ EVs help reduce the environmental triggers for asthma, cardiovascular disease, and other illnesses.¹⁴
- The burden of vehicle pollution often falls disproportionately on communities located near major transit corridors, whether in urban or rural areas. According to data modeling from the American Lung Association, reducing highway emissions is directly correlated to lower rates of childhood asthma attacks and cardiovascular events in adjacent communities. Electrifying both consumer and commercial fleets is a critical step in ensuring that clean air is available for all.^{15,16}

More EVs can make cities and towns quieter and grids more resilient.

- The near-silent operation of electric drivetrains significantly reduces noise pollution,¹⁷ lowering stress for residents and allowing the sounds of nature to be heard once again.¹⁸
- As we look ahead, technologies such as bi-directional charging can allow EVs to serve as mobile microgrids during emergencies or local power outages, providing essential energy to homes and local services when it's needed most.¹⁹





1.2: Technology

At Rivian, we believe that our technological advancements will continue to accelerate the EV transition, and thereby increase the scale of our impact.

Product performance benefits from the ability to fully control and continually enhance virtually every aspect of our vehicle's software, digital experience, and driving dynamics. Our in-house autonomy system has been designed with an AI-centric end-to-end approach and leverages the large amount of miles driven by Rivian vehicles for training, enabling us to continuously improve the system.

Advances in our hardware systems and software features have the potential to improve the efficiency, carbon footprint and lifespan of our vehicles, while increasing range and providing more information to our owners so they can make informed decisions.

Through our joint venture with Volkswagen, our technology will be used in EVs beyond Rivians, thus improving the EV experience outside of our brand and contributing to broader EV adoption. As more customers experience the technological advantages of driving EVs, we anticipate that the transition to electrification will accelerate, with all of the associated positive impacts.

1.2.1: Rivian and Volkswagen Group Technologies

In 2024, Rivian and Volkswagen Group formed an equally-owned joint venture to create next-generation electrical architecture and best-in-class software-enabled features and capabilities. We're addressing the challenges of EVs through technologies that will set the standards for software-defined vehicles around the world.

The joint venture, Rivian and Volkswagen Group Technologies (RV Tech), focuses on software, electronic control unit (ECU) design and development, and related network architecture design and development.

Volkswagen Group plans to deploy Rivian's zonal ECU architecture and software stack across multiple brands. Advancing the capabilities of software-defined vehicles creates new vehicles that are more intelligent, enjoyable, and sustainable over time.



1.2.2: Rivian Unified Intelligence

Interconnected by our AI platform, Rivian Unified Intelligence, announced in 2025, underpins our products and suite of software and services, including Autonomy+, and is designed to deliver fast-paced innovation cycles, structural cost advantages, and an exceptional customer experience.

Together, Rivian's next generation of in-house autonomy hardware exemplifies the benefits of a vertically-integrated system. Our multi-modal sensor system, including cameras and radars, provides rich data to perception. Building on this foundation, we expect to integrate LiDAR into our 3D ground truth fleet, starting with certain R2 models. LiDAR provides detailed, 3D spatial data and redundant sensing, which helps make our expanding R2 car parc a very large ground truth fleet for training our AI autonomy model.

Our vertically integrated, modular software platform is AI-ready by design, and we're using AI to evolve the in-vehicle and customer experience. Rivian Assistant is our new voice-activated companion, which helps the driver control the vehicle, send messages, adjust vehicle settings and more.



1.2.3: Autonomy+

Rivian's in-house autonomy system has been designed with an AI-centric end-to-end approach and leverages the large amount of miles driven by Rivian vehicles for training. Today, every Gen 2 R1 and R2 is capable of Universal Hands-Free²⁰ and Lane Change on Command²¹ on roads with a painted line.

In March 2026, Rivian and Uber announced a partnership to build robotaxis, featuring Rivian's next-generation, vertically-integrated stack into the R2.

Responsible AI and Autonomy

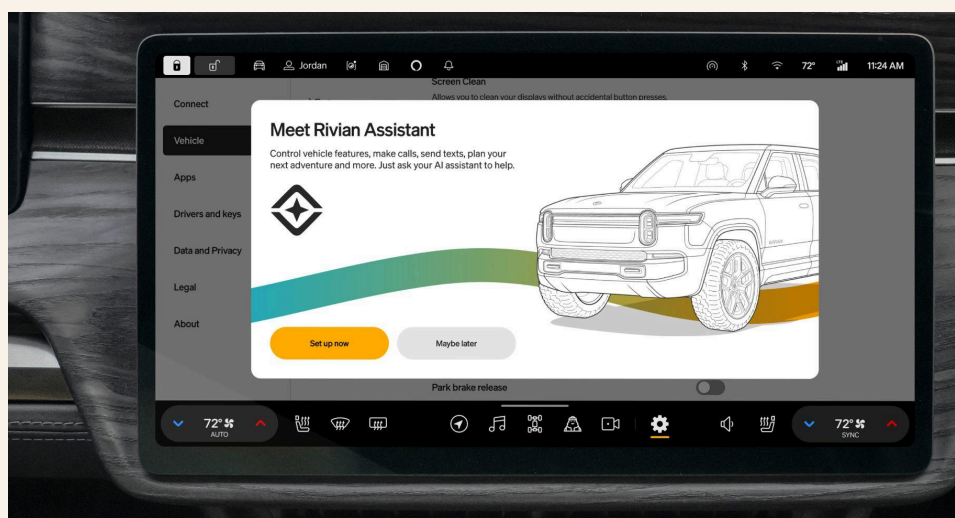
Rivian embraces AI both as a positive core contributor to an industry-leading product experience and as an essential tool to scale and strengthen operations efficiently. We believe that AI and autonomy have significant potential for positive sustainability and societal benefits, while also being aware of the potential risks that come with these cutting-edge technologies, including the environmental impact of the computing power behind them.

Rivian recognizes the importance of using AI responsibly to meet legal requirements, preserve customer trust, and support the Company's mission. A well balanced and intentional approach to embracing AI is critical to Rivian's success.

We are committed to our Responsible AI Principles:

- The use and development of safe and reliable AI systems.
- Deploying AI systems that are ethical, emphasizing "doing the right thing," and promoting a sustainable future.
- Building AI that is fair and accessible.
- Implementing controls and policies to secure and protect the confidentiality, integrity, and rights of data.
- Building understandable AI systems, providing users with transparency and control.

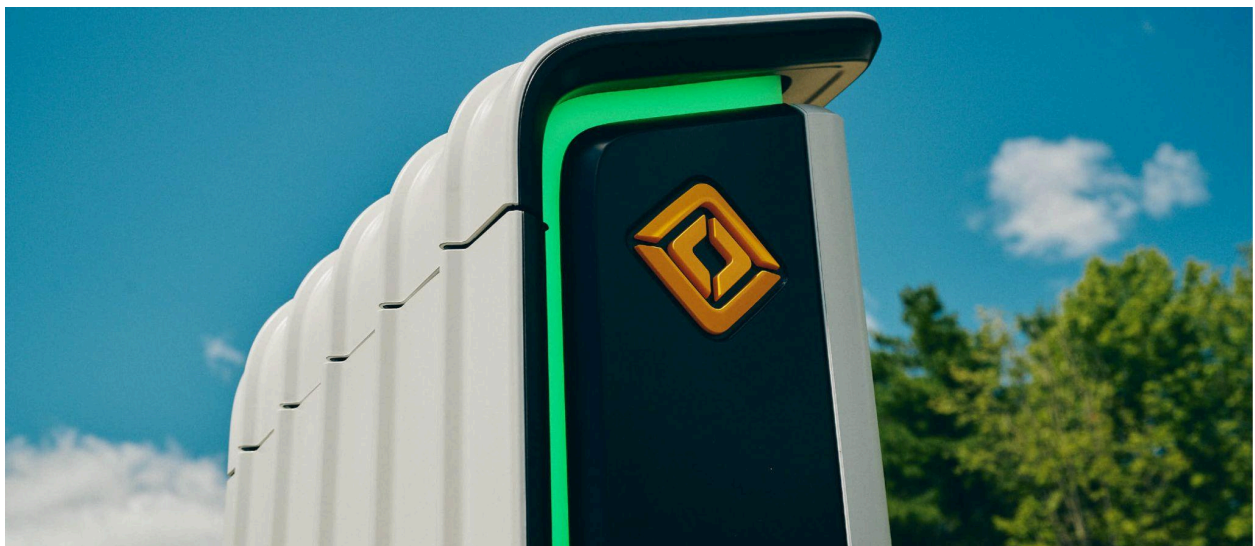
As AI and autonomy scale and evolve rapidly, one of the key considerations is how decisions are made. The Artificial Intelligence Governance Committee meets quarterly and provides executive-level oversight of the Company's AI governance program through regular meetings in which the Committee reviews program activities, sets strategic direction, and makes key decisions. Our goal is to ensure our AI strategy remains responsible and aligned with our corporate values as our operations and the landscape evolve and we look forward to sharing more about our efforts with stakeholders.





1.3: Charging

A critical catalyst for accelerating global electric vehicle adoption is the rapid expansion of reliable EV charging infrastructure. We take our role in expanding reliable EV charging infrastructure seriously. Rivian has invested in creating a simple and reliable charging experience for our owners and non-owners alike, whether charging on the road or at home. (For more information, see: <https://rivian.com/experience/charging>.)



1.3.1: Charging on the road

There are over 70,000 DC fast chargers in North America currently accessible to Rivian vehicles. All Model Year 2026+ R1 and R2 Rivian vehicles have a built-in NACS charge port, which provides access to over 30,500 Tesla Superchargers without the need for an adapter. For our 2022–2025 vehicles, a Rivian-approved CCS adapter expands charging options even further. Our owners can type their destination on the vehicle infotainment screen and see available chargers, as well as recommendations for when, where, and how long to charge.

To help more drivers explore confidently, we're continuing to build a fast and reliable nationwide charging network across North America, powered by 100% renewable energy. This means that every time you plug in at the Rivian Adventure Network (RAN), you are supporting clean energy projects around the country ([learn more here](#)). RAN has over 1,000 fast-charger dispensers across 155 sites as of July 2026. Forty percent of the U.S. population lives within 30 miles of a RAN charging site.



As the network grows, reliability is central to delivering high quality charging experiences that build consumer confidence. Throughout 2025 we delivered an industry-leading average uptime of 98% at RAN chargers, which placed us in the top-two of reliable charging networks in a 2025 Consumer Reports survey of EV owners.²²

Additionally, we continue to position the network to seamlessly support all types of electric vehicles, with over 95% of our RAN charging sites now accessible to non-Rivian customers.

Impact Goal

Expand EV charging access in four underserved U.S. cities and surrounding areas by 2028

- In 2025, Rivian added or retrofitted over 750 DC fast chargers open to all EVs. The Rivian Adventure Network (RAN) added 33 new sites open to all EVs and expanded into 6 new states. We also retrofitted 516 chargers across 84 RAN sites to be open to all EVs. Rivian aims to build confidence in the EV charging experience by targeting installations near both urban and rural communities lacking reliable charging infrastructure.



To make road trips even more seamless, we've created Charging Outposts, places to recharge and connect with the Rivian community near destinations like Joshua Tree, Yosemite, and The Hamptons. The Rivian Charging Outposts epitomize the positive possibilities of the EV charging experience by providing benefits beyond charging itself: nature trails, scenic views, local art, and play areas, among others. At Rivian, we are constantly thinking about how our owners experience their vehicles and the world around them, and believe that the charging experience can be so much more than the traditional rest stop.

1.3.1.1: Charging with a purpose

Impact Goals

Power Rivian charging networks with 100% renewable energy (continuation of our commitment since launch)

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

- 2025: 475 MW of renewable energy under contract
- 2023 Baseline: 237 MW of renewable energy under contract

Supporting grid transformation towards a more affordable, more reliable, and cleaner energy system is essential to Rivian's mission and our business. With the help of Rivian drivers everywhere, we can support impactful clean energy projects that stabilize the grid, while also creating tangible benefits for local communities. Our customers empower us to support an expanding portfolio of these projects from the moment they choose Rivian.

Rivian aims to support at least 7 billion miles of renewable driving every year by 2030 through high-impact renewable energy projects that create real change. We match the first 10,000 miles of every new R1 and R2 with 100% renewable energy. This means that regardless of where our customers charge, they are helping transition the grid to clean energy and helping build a more secure energy grid for everyone. As of the end of 2025, Rivian has powered 1.33 billion miles of 100% renewable-powered driving.²⁴

With our partners, including The Nature Conservancy, we built a 3C impact framework (Community, Conservation, Climate) to guide our renewable energy portfolio so that each project does more than add power to the grid—it supports a more resilient grid and prioritizes projects that support local communities along the way. In practice, that means prioritizing projects on grids where additional capacity can improve reliability and reduce the need to turn on the most costly backup power plants during peak demand. It also means targeting solutions that lower energy bills and prioritizing projects in the built environment, such as upgrading older wind projects or placing small hydro in existing irrigation canals.

Furthermore, we work to catalyze market transformation by sharing and promoting this impact-focused investment approach with developers and energy buyers. This encourages widespread adoption of similar sustainable practices to enable our impact to scale beyond Rivian. Many of these projects, including community solar and small hydro, are structured to lower long-term power costs for rural communities while providing Rivian with a stable, long-term power supply that supports both our facilities and customer charging.

With the support of Rivian drivers, we have contributed to over 30 projects and close to 500 megawatts of clean energy across the United States, enabling a diverse portfolio that helps keep the grid affordable and resilient, and supports domestically-sourced electricity. For example, the [Champion Wind project](#) began commercial operations in 2025, delivering highly cost effective wind power to the Texas grid. This project brought new life to a 16-year-old wind farm by upgrading it with state-of-the-art components and repurposing old parts into construction materials like concrete and asphalt. This approach also reduces waste, extends the life of existing infrastructure, and increases power productivity.

We also activated our first [small-hydro project](#) with Emrgy, adding in-canal hydro in California. To scale this, we established a framework to build 65 MW of small-hydro projects over the next several years, which provides low-cost power for farming communities by using existing irrigation canals.





1.3.2: Charging at home²⁵

Approximately 80 percent of EV charging overall happens at home,^{26,27} and that's because it's often the easiest and most affordable option. The Rivian Wall Charger charges at 11kW, adding up to 25 miles of range per hour for R1T or R1S and 38 miles per hour for R2. Plugging in becomes second nature, and with Rivian's smart scheduling features, we can help align charging when electricity prices are cheapest and often cleanest (learn more [here](#)).

In September 2025, we launched Schedule Recommendations, our first integrated smart-charging feature, to help owners automatically align their charging with lower-cost, off-peak hours. Our analysis shows that optimizing charging can save EV drivers up to 30% on their home charging costs and can reduce the associated GHG emissions by 10% or more.

We continue to offer Rivian-specific home electricity plans in certain parts of Texas, in which Rivian owners can sign up for 100% renewable energy for their whole home, while also receiving extended “off-peak” charging hours to ensure the flexibility to charge when needed, while saving money.

In other markets, outside Texas, we collaborate with partners like Weavegrid, EnergyHub, ChargeScape, and Optiwatt to make it easy for customers to enroll their vehicles in utility incentive programs. By surfacing opportunities directly in the Rivian product experience, we are making it easier for our customers to identify relevant offerings, enroll with minimal friction, and become active participants in the energy marketplace. These collaborations are an example of the impact software-defined EVs can have in our transition to an energy grid of the future—enabling Rivian customers to get more value out of their vehicles by optimizing charging in response to real-time utility and grid-wide demands.

EVs aren't just a convenient way to get around; they are powerful computers with batteries that help reduce electricity rates and improve grid reliability. There are already over 6 million EVs on U.S. roads,²⁸ which, based on internal analysis, represent a combined storage capacity of 195 gigawatt-hours.

By shifting load away from expensive peak hours, EV owners can save upwards of \$900 annually on charging.²⁹ But the benefits can extend to the non-EV owner, too. Recent forecasts suggest that by 2035, the integration of smart EV charging could reduce electric bills for the average household by 10 percent, regardless of what they drive.³⁰ This is because EVs are helping generate billions of dollars in value to the energy system with a revenue surplus that can help utilities lower rates for everyone.³¹



1.4: Vehicle Safety

Rivian prioritizes safety by integrating it directly into the vehicle's DNA, starting from the very first product sketch. In the development of our consumer and commercial vehicles, we think carefully about the wellbeing of drivers, passengers, and other road users, and are constantly seeking new improvements to help keep them safe.

1.4.1: R1 and R2 safety

Our approach to safety in engineering and technology has earned our vehicles top safety ratings. For example:

- In March 2026, the Insurance Institute for Highway Safety (IIHS) awarded the 2026 Rivian R1S its highest honor, the TOP SAFETY PICK+. The R1S is the first American-built large SUV to earn this designation under the IIHS's newly-toughened 2026 criteria.
- The R1T pickup retains a 2025 TOP SAFETY PICK rating for 2026, continuing its streak as one of the safest trucks on the market.

Rivian uses a “layered” approach when designing for safety, combining proactive digital systems with a rugged physical structure designed for both on- and off-road environments for our R1 and R2 vehicles. Active features continuously sense and work to try to avoid hazards, while passive features provide a high-strength physical backbone designed to minimize injury if a collision is unavoidable. And because of OTA software updates, Rivian is able to refine and add new safety-focused features over the life of the vehicles, ensuring we remain at the forefront of automotive protection.



1.4.2: Active Safety Assist

Active Safety Assist features are standard on every Rivian vehicle. They are designed to sense the surrounding environment, alert the driver, and take preventative action to help avoid collisions. These features include:

- **Collision Mitigation:** Forward Collision Warning, Automatic Emergency Braking, and Dynamic Brake Support are designed to help mitigate or prevent a collision.
- **Lane Safety:** Lane Keep Assist, Lane Departure Warning, and Blind Spot Warning help keep the vehicle safely centered in a lane.
- **Parking and Reverse:** Park Assist (360° detection), Rear Cross-Traffic Warning, Rear Automatic Braking, and Trailer Assist (standard on R1T) are driver assistance features to support low-speed maneuvering and trailering.
- **Light Safety:** Automatic High Beams automatically switch the headlights from high to low beams when a vehicle is detected ahead.

1.4.3: Passive safety and vehicle security

Rivian's passive safety features are the physical and structural elements designed to help protect drivers and passengers if a crash actually occurs. These features include:

- **High-Strength Steel Safety Cage & Reinforced Housing:** A rigid cabin structure engineered alongside a protective underbody shield absorbs severe multi-directional impact energy while preserving battery cell integrity.
- **Generous Crumple Zones:** Maximizing the unique wheelbase footprint deflects crash forces away from occupants.
- **Protective Systems & Restraints:** Advanced Occupant Classification Systems (OCS) manage the deployment of up to 8 standard airbags (R1 platform) or 6 standard airbags (R2 platform), paired with seatbelt pretensioners and shatter-resistant safety glass.

1.4.4 Vehicle security and monitoring

- **Gear Guard:** Our integrated security system utilizes the vehicle's external cameras to monitor and record activity to give drivers greater peace of mind on all their adventures.

1.4.5: Driver assistance features

Universal Hands-Free (UHF), a key component of the Autonomy+ platform for R1 Gen2 and R2 vehicles, is designed to reduce driver fatigue and stress by automating steering, braking, and acceleration on over 3.5 million miles of marked roads in the U.S. and Canada. Operating as a “Level 2 supervised” system, it uses a sophisticated sensor suite of 10 HDR cameras and 5 radars to maintain precise lane centering and speed, even on roads that have not been pre-mapped. The system employs an internal driver-monitoring camera that tracks eye movement to confirm the driver remains attentive and ready to take control.

1.4.6: Fleet safety

Our Rivian Commercial Van and Electric Delivery Van are designed and equipped with advanced technology that puts safety at the forefront. They feature a comprehensive suite of technologies, many of which they share with the R1 and R2 lines, but designed specifically for high-frequency delivery environments. To further enhance daily operational safety beyond the standard safety features, the vehicles include ergonomic features such as an automated bulkhead door that reduces driver strain, a sliding curb-side door, a rear roll-up door, heated and cooled drivers' seats, and a heated steering wheel.

1.4.7: Emergency response and post-collision care

Beyond our vehicles' operation, Rivian extends its safety approach to emergency response and post-collision care. We work closely with first responders, providing detailed safety protocols for handling high-voltage systems and electrical emergencies. Additionally, our vehicles are engineered to automatically isolate and shut down high-voltage systems in the event of a severe impact to reduce fire risk.

In 2025 Rivian hosted five hands-on training events in California and Indiana that familiarize fire and emergency personnel from dozens of departments with EV-specific safety procedures.

1.4.8: Field monitoring and continuous learning

Through a sophisticated field monitoring program, we can receive diagnostic data from vehicles in the field, which we use to inform our safety-enhancement processes. We employ cross-functional teams to investigate certain crashes and incidents, 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.

To enable continuous learning, we have a product integrity governance structure headed by 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 recall; and
- Defines and establishes an efficient and consistent corporate approach with policies regarding safety, quality, and reliability.

Committed
to American
manufacturing





2.1: The importance of American manufacturing leadership

Rivian is helping to bolster American automotive manufacturing and advanced technologies, which in turn helps to strengthen the country's global leadership and economic competitiveness.

Electric vehicles are a strategic global industry, and we believe it's vital that the U.S. maintain its leadership role in new technologies. The EV ecosystem drives advancements in autonomous vehicles, semiconductors, power electronics, AI, bi-directional grid participation, and other related industries, and strengthens America's broader high-tech manufacturing base and supply chain. In turn, the EV ecosystem benefits aerospace, defense, and the electrical grid by improving grid resiliency, reducing the cost of electricity, and limiting dependence on foreign energy sources.

Significant federal and private investment has created a new manufacturing corridor, providing high-paying, stable jobs that are revitalizing regional economies. Rivian is a growing contributor to this present and future through our plant in Normal, Illinois, and our next production facility in Stanton Springs North, Georgia.



2.2: Investing in Normal, Illinois, as a global automotive manufacturing hub

What began in 2017 with the purchase of a shuttered Mitsubishi plant in Normal, Illinois, has evolved into a 7.5 million square-foot operational engine. We chose Normal for its industrial DNA, a workforce ready to give the dormant facility a second life, and a community that has rallied—and continues to rally—around the plant. Our Normal plant is the foundation that makes all future growth possible, and keeps us grounded as we scale.

2.2.1: Physical footprint

Initially, Rivian had planned to buy only select equipment from the closed Mitsubishi facility. However, in large part due to the enthusiasm of the local community to build vehicles in America, we purchased the entire facility in January 2017.

The first Rivian rolled off the line at the Normal, Illinois, plant in 2021 and, by early 2024, investments in the facility totaled more than \$2 billion. In May 2024, Rivian announced a further investment to expand the facility, including a new 1.1 million-square-foot building specifically for high-volume R2 production, referred to as “New Normal”. Supported by an incentive package from the State of Illinois to fund plant expansion, public infrastructure improvements, and job training, New Normal is expected to create hundreds of new jobs by 2029.

In May 2025, plans were announced for a \$120 million, 1.2 million-square-foot supplier park connected to the main plant via an underground tunnel to reduce local traffic while localizing the supply chain. This project was also supported by the State of Illinois and is expected to add direct jobs, attract global suppliers, and create secondary, indirect jobs in the area.

Today, Rivian is the second-largest employer in McLean County, contributing to a region with one of the lowest unemployment rates in the state.



2.2.2: Training and educational partnerships

Impact Goal

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

- 2025: 45 partnerships
- 2023 Baseline: 9 partnerships

Across Illinois, Georgia, and nationally, we added 10 additional partner schools to our network in 2025 for a total of 45 partnerships. We view active participation in workforce training as essential to overcoming a national shortage of modern manufacturing skills and building a durable, skilled workforce fast enough to keep pace with EV expansion.

- In 2021, Rivian and Heartland Community College launched the Electric Vehicle-Energy Storage Manufacturing Training Academy (EVES), supported by a \$7.5 million state grant. EVES has since evolved from a specialized academy into a permanent, central pillar of Heartland's 45,000-square-foot Advanced Manufacturing and Technology Center, which officially opened in January 2024. While it began with an Associate degree in EV Technology, it has grown to include “stackable” EV-specific certificates in Technology, Maintenance and Light Repair, Energy Storage, Service Advisory, and Charging Infrastructure.
- Rivian sponsors U.S. Department of Labor Registered Apprentices at Heartland Community College with paths to become certified journeymen in specialized manufacturing fields like industrial maintenance and tool and die making, with tuition fully covered.
- The Illinois Department of Commerce and Economic Opportunity (DCEO) awarded a \$5 million career and technical education grant to Heartland Community College to collaborate and create new manufacturing and technical career pathways (EV Pathways) connected to Rivian for local high school students. Heartland Community College continues implementation of EV Pathways activities focused on apprenticeship expansion, credential attainment, customized manufacturing training, and dual-credit pathway development, which have engaged approximately 140 participants to date.

- Rivian operates a 60,000 square foot manufacturing training center to accelerate employee proficiency and ensure all personnel are floor-ready quickly and safely:
 - **Workforce Development Programs:** Bolstering the external talent pool and building regional community awareness, these programs coordinate educational and Community-Based Organization partnerships, and run the Manufacturing Readiness Assessment (MRA) candidate preview to filter high-potential talent.
 - **Manufacturing Basecamp (Onboarding):** Facilitating the high-volume manufacturing new hire onboarding program, this delivers standardized, hands-on labs (including Torque, Harness, Quality, and Station Success) to build immediate tool confidence and validate foundational readiness before new hires hit the shop floor.
 - **Technical Training & Skill Development:** Serving as a liaison to the production floor by delivering specialized upskilling, this program trains personnel in advanced operational tracks—such as Paintless Dent Repair (PDR), welding, EV safety, and powered industrial vehicle operations—to uphold strict safety and quality standards.
- Rivian's Technical Trades Program continued to scale nationally in 2025, building the skilled technician pipeline required to support our growing fleet and service operations. The program graduated 122 students into full-time technician roles at Rivian over the course of the year and established two new partnerships (CalEPIC and Georgia Piedmont Technical College).
- Rivian partners with Normal Unit 5 schools for the Vocational Transition Assistance Program, which provides paid vocational training at the plant for young adults (ages 18–21) with special abilities as they transition from high school into the workforce. Students spend a portion of their school day at our plant in Normal, allowing them to move from a traditional classroom setting into a real-world manufacturing environment. The curriculum focuses on “soft” employability skills, such as punctuality, following complex instructions, workplace etiquette, and teamwork, alongside specific vocational tasks. A Vocational Coordinator from the school district serves as a liaison between each student, the school, and Rivian to ensure the placement meets the student's Individualized Education Program (IEP) goals. The program provides a Vocational Training Center that mimics work environments in a safe, supportive space. Providing local students with the dignity of meaningful work and a path to financial independence reflects our belief that making investments today can ensure the community thrives for generations to come.
- Illinois DCEO is also supporting Rivian with a \$12 million capital grant to convert the end of line area into an on-site 60,000 square foot Manufacturing Training Academy (MTA). By implementing an “Ensure-to-Excel” framework with data-driven assessments, the MTA will improve hiring quality, guarantee foundational mastery, and streamline onboarding of employees.



2.3: Investing in Stanton Springs North, Georgia—Rivian’s second manufacturing campus

Following the 2025 groundbreaking of the Stanton Springs North facility, Rivian’s investment in Georgia serves as a central pillar for scaling production of the R2 and R3 platforms. Georgia stood out as an ideal location for our second plant. Its talented and industrious workforce and warm hospitality made our choice easy. The state’s proactive positioning of Georgia as a hub for the future of transportation, and its commitment to offering economic and educational opportunities to its residents, solidified our decision.

2.3.1: Physical footprint

Rivian has committed to invest billions of dollars for the construction and operation of our planned facility, with a first phase of 300,000 units of annual production capacity. Following site preparation in 2025, vertical construction began in 2026. Hiring small businesses in Georgia for construction and maintenance is expected to generate over \$1 billion in annual labor income for the region.

Supported by a \$1.5 billion state and local incentive package, the campus spanning Morgan and Walton counties is expected to create thousands of direct jobs by the end of 2030, and thousands more additional indirect jobs expected to be created through regional suppliers and vendors.

The approximately 2,000-acre site has been designed for comfort, productivity and sustainability. Preservation of the land around the site includes advanced resource management.

- For the past several years Rivian and the State of Georgia have been working to protect on-site wetlands and streams. Our facility and infrastructure have been strategically oriented on the site in a way that is designed to preserve roughly half of the on-site wetlands and streams. Moreover, Stanton Springs North has been designed as a zero-fill site—reusing existing on-site soils rather than importing or exporting large volumes of dirt—which reduces trucking, disturbance, and the overall construction footprint. Rivian has also committed that half of the nearly 2,000-acre site will remain pervious, using vegetative surfaces to absorb stormwater and maintain natural systems.
- Rivian is building an on-site wastewater treatment system that treats industrial process water from stamping, body, and paint before discharge to Newton County Water & Sewerage Authority's (NCWSA) new Water Reuse Facility. This closed-loop, non-potable water cycle treats water to stringent standards on site and then returns it to NCWSA, where it can be reused as part of their reclaimed water system instead of being discharged to the environment. By supporting the reclaimed water system, this approach reduces reliance on potable water sources, enhancing reliability and resiliency for the community. It also ensures that Rivian will meet environmental compliance requirements. Rivian is committed to design on-site parking and campus lighting following Dark Sky principles to reduce light pollution, with downlighting prioritized. We also intend to minimize noise impacts on neighbors and preserve scenic views.



2.3.2: Training and educational partnerships

Access to the best talent was a critical factor in Rivian's decision to build our next manufacturing facility in Georgia, and we took a number of steps in 2025 to support a workforce pipeline that will serve the region's advanced technology economy for years to come. Rivian launched:

- ***A 24-month apprenticeship program designed to build a pipeline of skilled industrial maintenance technicians.*** The initiative consists of 24 weeks of accelerated classroom learning at Georgia technical colleges. While the State of Georgia covers tuition through the state's HOPE Scholarship and HOPE Career Grant, Rivian pays for supplemental materials and provides participants with full-time wages and benefits throughout their training.

- ***The Rivian Technical Trades Program in partnership with Georgia Piedmont Technical College.*** This initiative focuses on developing a skilled workforce for the region's expanding electric vehicle sector by integrating Rivian's proprietary learning modules and operational theory into the college's accredited automotive curriculum. Beyond providing physical workbooks and digital resources, Rivian offers specialized training for instructors and is exploring a new internship bridge to connect students directly with careers at its upcoming Georgia manufacturing complex and Atlanta East Coast headquarters.
- ***A multi-year partnership with the University of Georgia College of Engineering to foster local technical talent through a combination of financial support and hands-on experience.*** Central to this collaboration is a new scholarship endowment, partially matched by the UGA Foundation, aimed at supporting students who demonstrate high academic achievement and a commitment to sustainable technology. Additionally, Rivian is serving as a premier sponsor of the college's capstone design program and has established a new pitch competition for teams working on electric mobility-focused projects.
- ***A dedicated scholarship program at Georgia Tech to support upper class students pursuing degrees in electrical, computer, and mechanical engineering.*** The initiative provides significant financial assistance to high-achieving students, specifically targeting those with an interest in the electric vehicle or energy industries. The program not only eases the financial burden for future innovators but also connects them to potential internship and career opportunities within Rivian's growing East Coast operations.
- ***Sponsorship of the University of Georgia's Georgia Science & Engineering Fair (GSEF) through 2028.*** This partnership supports Georgia's premier forum for middle and high school students to showcase original research while providing them with direct exposure to professionals in the electric vehicle and sustainability sectors. By engaging with students early in their academic careers, Rivian aims to inspire the next generation of innovators and problem-solvers who will eventually lead the transition to electrified transportation. The collaboration also includes employee volunteer opportunities, allowing Rivian team members to serve as mentors and judges for participants across the state.
- ***Dedicated On-Site Training Center (in coordination with the state).*** Built, owned, and operated by Georgia QuickStart, a division of the Technical College System of Georgia, the center will provide resources to train Rivian's manufacturing workforce.
- ***Partnership with Clayco and CCDI to implement an integrated workforce and economic development model.*** This initiative connects local talent, educational institutions, and subcontractors into a unified pipeline—supporting both project delivery and long-term regional impact.
- ***Train-the-Trainer events.*** Equipping local instructors to deliver Rivian's technical curriculum is a force multiplier for the program, extending our reach far beyond what our own team could deliver directly. In partnership with the Technical College System of Georgia, we trained 19 attendees representing 14 different technical colleges across the state, seeding instructional capacity throughout Georgia's technical college network ahead of production at Stanton Springs North.

Mind Robotics and the future of American industry

Scaling production operations to accelerate electrification requires thinking differently about how we build to balance cost efficiency, environmental responsibility, and worker well-being. While traditional industrial automation handles basic, repeatable tasks, a significant portion of manufacturing requires advanced adaptability, physical reasoning, and human-like dexterity.

To bridge this gap, Rivian partners with Mind Robotics, an independent industrial AI company dedicated to automating the physical world. By leveraging Rivian's operational data, production trains the system, enabling rapid continuous learning while positioning Rivian as a premier proving ground for high-efficiency robotic solutions. This helps ensure we stay at the forefront of the global transition to electric mobility and further strengthen employee safety.

Currently, global manufacturing robotics is heavily led by international competitors, with some technologies nearly a decade ahead of domestic solutions. However, we believe there are significant benefits to advancing U.S. robotics capabilities domestically, including creating the capacity for more high-tech manufacturing to occur in the U.S.



Scaling efficiently
and responsibly





3.1: Manufacturing excellence

Since our founding, Rivian has moved with the speed and spirit of a startup. As we launch R2, we are evolving that high-speed energy into disciplined, high-volume manufacturing. We are balancing the agility of a tech company with the rigorous precision required to scale to hundreds of thousands of vehicles.



Our vision for manufacturing excellence is built on four interdependent pillars designed to help us grow efficiently, responsibly and without compromising the quality our owners expect.

1. **The Rivian Production System**

Inspired by the principles of lean manufacturing—such as *kaizen* (continuous improvement) and *gemba* (the actual place where work happens)—the Rivian Production System has been developed specifically for the unique demands of electric vehicle production.

2. **Increasingly localized supply chain strategy**

To reduce logistics complexity and our environmental footprint, we are committed to increasingly localizing our supply chain.

3. **Physical AI**

We are leveraging physical AI to validate our processes. For the R2 platform, our teams utilized a “Digital Twin” of the factory. This allowed us to virtually simulate movements and assembly steps before construction began.

4. **Manufacturing culture**

We embrace a “try fast” mentality that allows us to innovate and solve problems quickly.



3.2: Energy

3.2.1: Energy efficiency through energy management

In January 2026, Rivian's Normal, Illinois, manufacturing plant and associated warehouses achieved ISO 50001:2018 certification, our first ISO certification as a company. This globally recognized standard confirms that our Normal facility operates an Energy Management System (EnMS) focused on continual improvement in energy performance, cost savings, protection against fluctuating utility prices, and emissions reduction.

ISO 50001:2018 provides a structured framework to map major energy uses, set targets, track performance, and use data to identify, prioritize and execute efficiency projects. At our Normal, Illinois, manufacturing facility, this brings energy work into a repeatable, auditable system that underpins long-term decarbonization and cost discipline. Looking ahead, the Normal plant's EnMS will continue to guide decision making, inform energy-efficient design and procurement, and surface new opportunities—from equipment upgrades to control strategies and behavior-based savings.

The recent 1.1 million-square-foot expansion of our Normal, Illinois, plant is a meticulously engineered environment designed specifically for the high-volume production of R2. Unlike the portions of the plant that predated Rivian's purchase, which use natural gas, the "New Normal 2" building is heated entirely by industrial electric heat pumps. Combined with the use of precast concrete wall panels, which offer higher thermal mass and insulation than traditional steel, the industrial heat pumps can maintain a stable internal temperature more efficiently, even during harsh winters.

We are taking applicable energy management and implementation lessons from Illinois to apply in the Georgia context. The energy strategy for the Stanton Springs North plant is framed around designing the plant as a grid asset from day one. Rivian is partnering with Walton EMC, a customer-owned cooperative, to deliver reliable, safe, affordable power—advancing a cleaner grid and helping keep costs low for co-op members and Georgians.

3.2.2: Reliable and increasingly renewable energy procurement

Impact Goals

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

- 2025: 39% renewable energy; 47% hourly carbon-free electricity
- 2023 Baseline: 19% renewable energy; 34% hourly carbon-free electricity

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

- 2025: 44% renewable energy
- 2023 Baseline: 41% renewable energy

Our Normal, Illinois, manufacturing plant is our largest concentration of electricity demand, so how we manage that load has implications for regional grid reliability, local power costs, and long-term grid planning. Our goal of >90% hourly carbon-free electricity (CFE) by 2030 is designed to reduce strain on the regional grid, prove that a large industrial load can be reliably served by a diversified energy mix, and lock in more stable power costs for manufacturing in an increasingly volatile market.

Our strategy is deliberately multi-faceted and economics-driven. Where it strengthens operations and makes financial sense, we build on-site solutions such as solar, wind, and energy storage, implement efficiency measures to reduce overall energy intensity, and electrify building systems to simplify operations and lower maintenance costs. We then cover remaining needs with strategically sourced carbon-free projects, prioritizing resources based on their time and location to support the grid that serves our facilities.

For our Normal plant, we focus on solutions on the same regional grid to maximize system benefits. To track progress toward our CFE goal, we count both utility-supplied and Rivian-contracted carbon-free electricity, plus the carbon-free share of the regional grid mix. This gives us a clear view not just of annual usage, but also of how well the Normal plant's demand aligns with carbon-free generation in the hours that matter most for grid reliability and market stability. For our Impact Goals related to annual facility renewable energy, we count both contracted resources and the renewable portion of the regional grid mix. Collectively, our progress demonstrates that a large manufacturing footprint and a broad network of facilities can strengthen the grid—helping make power more affordable, more reliable, and more secure in the communities where we operate.

We increased the amount of renewable energy used to power operations at the Normal plant from 19% in 2023 to 39% in 2025. This was supported by our on-site 2.8 MW wind turbine and 783 kW solar canopy, which remained operational throughout 2025. Together, the on-site wind and solar projects provide enough energy for the first charge of every R1 and R2 vehicle built, and power over 20 million miles of driving. On-site renewable energy solutions also reduce operations costs.

We support high-impact clean energy projects to build the grid of the future—one that's more secure, reliable, and affordable for everyone. Through our partnership with Pivot Energy, Rivian advanced a portfolio of community solar projects across rural Illinois that will support both customer charging and our manufacturing load, while also reducing the Normal plant's energy costs. These projects are intentionally located on existing agricultural land and rely on agrivoltaic practices, such as sheep grazing, to maintain land productivity, support local landowners, and provide distributed energy that can help reduce congestion and improve reliability on the local grid.

For distributed facilities like service centers and offices, where loads are smaller and spread across many regions, Rivian uses an “impact-first” procurement approach that focuses on projects with the greatest potential to lower system-wide emissions, improve local reliability, and support energy affordability, rather than simply matching each facility's load one-for-one with nearby projects.



3.2.3: Second life battery storage

In partnership with Redwood Materials, we are deploying a pioneering battery energy storage system at our Normal, Illinois, manufacturing plant. Using more than 100 Rivian battery packs from decommissioned vehicles, we are creating 10 megawatt-hours (MWh) of dispatchable energy to support our on-site operations.

This partnership gives a valuable energy resource a new life. While EV batteries are designed to last hundreds of thousands of miles, they can remain useful as stationary storage long after a vehicle is retired. By integrating these "second-life" packs into our manufacturing ecosystem, we can reduce grid load during peak demand, lower costs, and support a more resilient and secure power system without the need for new infrastructure.

Impact Goal

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

- As we think about circularity, Rivian considers five phases: design, sourcing, production, use, and end of life. In addition to the second life energy storage described in Section 3.2.3, we continue to advance other workstreams that support circularity, including waste minimization and remanufacturing, which are detailed in Section 3.4.



3.3: Waste minimization and circularity

3.3.1: Waste prevention and diversion

We made strides in resource efficiency in 2025 thanks to a strategic focus on waste prevention and intensity reduction, in addition to diversion. Consistent with a leaner, more resource-efficient manufacturing model and strict quality controls, we successfully reduced the total volume of waste and by-products generated overall from the last two years by focusing on process optimization and testing new closed-loop systems.

- **Technical waste prevention**

Rivian is tackling waste at its source. Over the past three years, we have lowered non-landfilled scrap from two of our largest streams—battery manufacturing and stamping. We have achieved this through yield and process-control improvements on cell, module, and pack lines, as well as design-for-manufacture, improved material utilization (blank nesting, coil width and pitch optimization), and higher first-time quality in stamping.

In parallel, we continued to convert from one-time-use packaging to returnable dunnage and reusable containers, reducing our use of corrugated, foam, and mixed-material packaging. Together, these engineering-led changes reduce the mass of material entering recycling systems, conserve upstream resources and energy, and lower GHG emissions intensity per vehicle produced, while maintaining or improving performance.

- **Circular solutions**

We successfully piloted a closed-loop process to regrind and upcycle plastic cell trays into functional 100% recycled resin, and this circular material was used to produce manufacturing assembly aids in our vehicle pilot lines.

- **Material handling optimization**

Optimizing our cardboard compaction process has streamlined our internal material flow so that cardboard is better consolidated and stays within our dedicated circular recycling loops.

As a result of these efforts, we decreased waste intensity per vehicle by 15% in 2025 compared to 2024, and 30% compared to a 2022 baseline. While we focused our efforts on reducing total waste, our landfill diversion rate fell from 79% in 2024 to 73% in 2025 because non-recyclable materials represent a larger portion of our total outputs.

Impact Goal

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

- 2025: 73% waste diversion at our Normal, Illinois, manufacturing facility
- 2022 Baseline: 82% waste diversion at our Normal, Illinois, manufacturing facility



3.3.2: Remanufacturing

At Rivian, our commitment to circularity means enabling the materials we source to stay in use for as long as possible by prioritizing the recovery, renewal, and reuse of our critical technologies.

Remanufacturing begins long before a part reaches our facility in Shepherdsville, Kentucky. Our teams work cross-functionally to consider disassembly and repairability in design processes. By using “mono-materials” and simplifying construction, a component that reaches the end of its first life can be more easily serviced, upgraded, or recycled back into our manufacturing process. By focusing remanufacturing on high-value, high-impact systems, we are able to reduce the carbon intensity of our service parts while simultaneously lowering total cost of ownership.

In 2025, we took steps to scale these efforts:

- We expanded our remanufacturing capabilities beyond electrical hardware and battery systems to include drive units, which lets us keep these complex, resource-intensive assemblies in the field, rather than sourcing new units for every service need.
- We are actively exploring and implementing rare earth recycling pathways. Recovering these critical minerals is essential not only to reduce environmental impacts but also for securing the long-term resilience of our supply chain.



3.4: Responsible sourcing

Rivian's mission to keep the world adventurous forever guides how we source the materials, parts and components for our vehicles. Protecting human rights and the environment is central to our sourcing strategy and how we scale responsibly.

Rivian is committed to identifying and mitigating risks to people and the environment throughout our dynamic supply chain, from raw materials to finished products. Two policies form the cornerstone of how we live by these commitments: Rivian's Supplier Code of Conduct and Rivian's Human Rights Policy.

- Rivian's [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.
- Rivian's [Human Rights Policy](#) outlines our commitments to the people and communities connected to our business directly and indirectly, including through our supply chain.

The Supplier Code of Conduct and Human Rights Policy are aligned with international frameworks and principles on labor and human rights, including but not limited to the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) and the [Organisation for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#).

We have taken steps to act on our commitment to responsible sourcing and fulfillment of our policies within Rivian and our supply chain. In 2024, we introduced Rivian's Supplier Integrity Program, a risk-based, continuous improvement program with the objective of helping Rivian's suppliers meet the company's social and environmental requirements. This includes Supplier Code of Conduct assessments, material-specific due diligence, and meeting regulatory requirements, such as the Uyghur Forced Labor Prevention Act. While the Supplier Integrity Program is currently focused on mitigating risks and ensuring regulatory compliance, we plan to broaden our focus to supplier-specific environmental and social performance in the future.

Impact Goal

100% engagement of Rivian's strategic suppliers with Rivian's Supplier Integrity Program by 2030³²

- We refined this Impact Goal to focus on active supplier engagement and partnership rather than point in time compliance. Responsible sourcing is a continuous process. Because our global suppliers are at different maturity levels, focusing on engagement allows us to collaboratively build capacity and drive meaningful progress. This approach reflects our commitment to continuous improvement, and we will detail specific engagement metrics in future disclosures.

3.4.1: Supplier Code of Conduct assessments

We have built a phased approach to evaluate if suppliers meet our social and environmental requirements (as outlined in our Supplier Code of Conduct). First, we assess a supplier's ability to meet our requirements as a prerequisite to sourcing; and second, we use a risk-based approach to monitor supplier performance over time.

In line with this approach, we expanded this program in 2025:

- **Prospective supplier screenings**
We implemented a requirement that all prospective tier 1 direct suppliers must complete the Responsible Business Alliance's Facility Level Self Assessment Questionnaire (RBA SAQ). Results of this questionnaire provide a preliminary understanding of social and environmental risks at facilities that would be producing products or components for Rivian. This information is used as a criterion by which sourcing decisions are made.
- **Supplier Code of Conduct assessments for existing suppliers**
We completed our first full year of assessments of Tier 1 direct suppliers that are scoped into the program. These suppliers are selected annually based on a number of criteria, including risk, spend, and other considerations. Once selected, suppliers are assigned to complete either a desktop assessment or an onsite, third-party assessment. Following the assessment, for any findings identified, the supplier completes a corrective action plan, which is reviewed by a third party and closed as deemed appropriate. We also created a process to escalate priority findings identified through the ESG (environment, social, and governance) Steering Committee. While we have ended relationships with suppliers, our philosophy is rooted in meaningful engagement, continuous improvement and capacity building.
- **Trainings**
Managing the Supplier Integrity Program and subsequent requirements requires consistent, targeted communications and training over time. In 2025, we trained hundreds of suppliers and Rivian team members about our program. For example, R2 suppliers were educated on Rivian's sourcing requirements, including responsible sourcing. Each supplier completing a corrective action plan from an onsite assessment is assigned on-demand e-learning specific to the findings that were identified. In addition, Rivian team members were trained on responsible sourcing and new sourcing requirements.

Looking ahead, we will seek to expand the reach of our Supplier Code of Conduct assessments so that we increase our understanding of suppliers' baseline performance on social and environmental management. We will also continue to implement education and training opportunities aimed at building capacity with our supply base and our internal teams.

3.4.2: Materials-specific due diligence

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 materials that come from the earth and ultimately drive a significant portion of the environmental and social impacts of our business.

3.4.2.1: Priority materials

Impact Goal

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

- Fulfilling this Impact Goal has enabled cross-functional teams across the business to begin implementing best practices aligned with the roadmaps, as well as other impact goals focused on recycled content and circularity. As we do so, we will also pursue other opportunities to drive positive impacts across the broader set of priority materials.

When we set this goal, we had the following objectives in mind:

1. Prompt a thoughtful and robust assessment to discern which key materials are associated with social and environmental impacts; and
2. Prioritize action on those materials by building roadmaps aimed at reducing impacts over time.

In 2024, we identified our full priority materials list, segmented those materials into three waves of prioritization, and developed profiles articulating the social and environmental impacts associated with each wave 1 material: steel, aluminum, copper, cobalt, lithium, nickel, graphite, and polymers (natural and synthetic).

Building on this work, we shifted our focus in 2025 to assess what actions Rivian could take to address the negative impacts associated with identified priority materials. We tapped our in-house expertise as well as third-party experts to create internal roadmaps designed to guide strategic progress and outcomes across our wave 1 priority materials by 2030. Thematically, the roadmaps are anchored in building:

- Human rights and environmental due diligence (HREDD)
- Transparency and traceability within our supply chains
- Increased recycled content and circularity
- Meaningful stakeholder engagement with actors across the value chain, including tier 1 suppliers; upstream operators; local, impacted communities; and automotive industry peers

3.4.2.2: Conflict minerals

Beyond driving action and improvements on wave 1 priority materials, we continue to take steps to address inherent risks tied to other priority materials, including tin, tantalum, tungsten, and gold (3TG), classified as conflict minerals under the Dodd-Frank Act.

In 2025, Rivian completed our second Conflict Minerals Report, which was informed by an increased number of supplier responses, demonstrating the deepening engagement we are building with our suppliers. As our responsible sourcing program matures, we are committed to evolving our due diligence practices in accordance with the OECD Due Diligence Guidance for Responsible Sourcing from Conflict-Affected and High-Risk Areas.



3.4.3: Protecting nature in our supply chain

Impact Goal

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

- See below.

Rivian established this goal to actively contribute to the Kunming-Montreal Global Biodiversity Framework's target of protecting 30% of the world's terrestrial, inland water, coastal, and marine areas by 2030.

In 2025, we surveyed our strategic suppliers to:

- Gather baseline data on their current commitments, management systems, and initiatives to protect nature, species, and habitats.
- Identify potential partners for future land and water preservation projects.

The results revealed that while the majority of our strategic suppliers are still in a nascent stage of understanding impacts on nature, there is momentum starting to build:

- Only 14% of respondents currently assess biodiversity impacts, risks, and opportunities across both their own operations and their broader value chain.
- Just 14% of surveyed suppliers have active public commitments or initiatives pertaining to biodiversity.
- Encouragingly, an additional 20% of respondents indicated that they plan to make a public commitment or endorse biodiversity initiatives within the next two years.

While these findings show that our supply base is just beginning to track biodiversity risks, they also indicate a growing pipeline of partners aiming to take action. As we move forward, Rivian will use this baseline data, along with our priority material assessments and roadmaps, to identify suppliers of specific materials and sourcing geographies with heightened biodiversity risks. By targeting these areas, we believe that we can meaningfully engage with suppliers to unlock new opportunities for biodiversity action and preservation.

3.4.4: Multi-stakeholder engagement

The potential environmental and social risks in our supply chain are not unique to Rivian, but shared by many manufacturers in many industries. With peer companies, industry organizations and multistakeholder coalitions, including those listed below, we are working to address impacts and reinforce strong standards.

- The Responsible Business Alliance (RBA)
- The Responsible Minerals Initiative (RMI)
- The Initiative for Responsible Mining Assurance (IRMA)
- United Nations Global Compact (UNGC)

Rivian's supply base will continue to evolve as we grow and scale the business. Amidst this dynamic environment, our Supplier Integrity Program reflects our steadfast commitment to safeguarding people and the planet through responsible sourcing practices.

The power of Rivian community





4.1: Rivian vehicles as community assets

Our vehicles offer a unique way to amplify the efforts of people and organizations making a difference and taking action in communities across the country. This includes supporting environmental education in schools, lending and donating our vehicles to nonprofit organizations, supporting our owners in their volunteering efforts, and providing vehicles for disaster response.



4.1.1: Vehicle donations

Rivian advances our mission by donating vehicles directly to 501(c)(3) nonprofit organizations who are focused on conservation efforts and protecting nature. By providing vehicles to nonprofit organizations, we're helping these organizations reduce their environmental footprints and enable their work in local communities. While this program is still nascent as Rivian scales, the organizations we have supported are making an impact with their vehicles over the long term and we look forward to growing this program in the future.

Kōkua Hawai'i Foundation

To support environmental education across the schools and communities of Hawai'i, in August 2024 Rivian donated an R1T to the Kōkua Hawai'i Foundation, an organization dedicated to creating lifelong stewards of the Earth. Throughout 2025, the truck has become an essential "workhorse" on the eight-acre Kōkua Learning Farm on Oahu, hauling equipment, plants, and compost to support local food systems. Beyond the farm, the R1T serves as a vital tool for the Kōkua Hawai'i Foundation's Plastic Free Hawai'i program, transporting large amounts of marine debris and "ghost nets" recovered from island coastlines to help protect fragile ecosystems. By integrating our technology into their daily mission, the Kōkua Hawai'i Foundation is demonstrating how clean mobility can directly contribute to the preservation and restoration of the natural world.



"It's refreshing to partner with a company that promotes people to go outside and connect with nature. Everyone who is a Rivian owner seems to have a similar ideology about caring for the environment and wanting to give back, so it's great to have a company that is built upon that, as well."

— Kim Johnson, Co-Founder, Kōkua Hawai'i Foundation

Friends of the High Line

Friends of the High Line was established in 1999 to protect an abandoned elevated rail line on the west side of Manhattan from demolition and advocate for its transformation into public green space. After years of advocacy, the High Line is now a beloved landmark where millions of New Yorkers and visitors are able to connect with nature in the middle of Manhattan each year. An elevated park space brings unique maintenance and horticultural challenges. In 2025, Rivian donated an R1T to Friends of the High Line to support their operational needs, including transporting propagated plants and other urgently needed supplies along the 1.5-mile park corridor, across New York City, and beyond. High Line staff have also conducted visits to other botanical gardens, artist studios, and art fabrication sites across the city and region to gain inspiration and refine upcoming art commissions for the park. The R1T helps Friends of the High Line reduce its emissions footprint, as Rivian matches the lifetime energy use of the vehicle with 100% renewable energy.



Photograph courtesy of Liz Devine

4.1.2: Vehicle loans

In 2025, we selected five cities—Atlanta, Austin, Brooklyn, Denver, and Los Angeles—where Rivian had pre-existing community networks, to pilot a short-term vehicle loan program. Local nonprofit organizations could apply for vehicle loans to complete a community project. Selected organizations who participated in the program are listed below, with highlights of some of the impact they achieved with the vehicle they loaned.

Chastain Park Conservancy C5G
Atlanta, Georgia

“With the Rivian vehicle, we were able to clean and clear one mile of nature trails seamlessly, with a nearly unlimited supply of power for our tools.”

— Rosa McHugh, The Chastain Park Conservancy

Habitat for Humanity LA
Los Angeles, California

"I want to express my deepest gratitude for the opportunity to showcase this incredible vehicle as part of Habitat LA's wildfire recovery efforts. The R1T has been so much more than just a mode of transportation - it's been a critical tool in our mission to support families rebuilding after devastating fires across Los Angeles. From hauling donated furniture and supplies to helping set up distribution events in remote areas, to transporting tools and volunteers to active job sites, the R1T has allowed us to show up with strength, flexibility, and purpose. This vehicle has helped us meet people where they are, literally!"

— Erin Rank, President & CEO, Habitat for Humanity of Greater Los Angeles

Kaizen Food Rescue
Denver, Colorado

“It’s been inspiring to see how much more we can achieve with a partner who truly gets our mission. This whole experience has reminded us of the power of coming together with like-minded people to make a difference, and we’re so grateful to be part of it!”

— Thai Nguyen, Founder, Kaizen Food Rescue

4.1.3: Owners using R1T's for impact

Many in the Rivian owner community share a curiosity about the world and a deep-seated desire to protect it, including owners who are using their R1's—and soon R2's—everyday as platforms for positive impact. There are many owners and owner clubs who regularly volunteer for storm and beach cleanups, trail restorations, tree replanting and more. Here are a few highlights of how the Rivian community is supporting conservation with their R1's:

- **University of California Santa Barbara** uses an R1T to tow and launch research vessels used to study the ecology—from microbes to whales—of the California coastline and apply these scientific insights to better conserve and manage our ocean.
- **Thistlerock Mead Company** powers its “R1Bee” with solar electricity to support net-zero operations, including transporting honey and fermentation ingredients from local farms, hauling a mobile tasting bar, and using the frunk as a mobile mead cooler.
- **The West Marin Monarch Sanctuary** in Northern California utilizes an R1T to restore monarch butterfly habitats, including planting thousands of native nectar plants.



4.1.4: 2025 Los Angeles wildfire response

As a company with deep roots in Southern California, Rivian employees, along with family, friends, and members of the broader Rivian community, faced unimaginable loss and challenges from the devastating wildfires in Los Angeles in January 2025. Rivian teams mobilized to support affected owners and engage with local officials and organizations to understand how we could best assist recovery efforts as needs evolved.

First and foremost, our vehicles could be of service. We deployed vehicles to support first responders, like LAFD, as well as organizations involved in response efforts, including [World Central Kitchen](#), the [Labelle Foundation](#), [OpenClosit](#), [SOLARPUNKS](#), and other organizations to transport clothing and relief supplies and support emergency response.

To ease the burden of evacuations and facilitate delivery of aid from our incredible owner community, no-cost DC fast charging was made available to vehicles at Rivian Adventure Network sites within 150 miles of LA. With many evacuating south, we also opened the Rivian South Coast Theater in Laguna Beach as a place to rest, charge devices, hop on WiFi, or to simply find a moment of peace.

We remain deeply grateful to the first responders, firefighters, and volunteers who worked tirelessly to protect lives and homes across LA.



4.2: The Rivian Foundation

At Rivian, we consider our potential positive impact from all angles—the direct impacts of the business as well as how we can be force multipliers, including through philanthropy. At the time of our IPO in November 2021, Rivian set aside 1% of equity to create a philanthropic platform to complement the Company's mission to keep the world adventurous forever.

The vision was to create an independent foundation, the Rivian Foundation, whose philanthropic resources and impact could grow over time alongside Rivian, thus transforming nature and future generations into stakeholders of the Company's long-term success. This model demonstrates how companies can integrate philanthropy into their business from the outset, enabling corporate growth to drive lasting impact.

As a 501c3 private foundation, the Rivian Foundation is a separate legal entity from Rivian Automotive and is governed by its own Board of Trustees. The Foundation's mission is to safeguard a healthy planet for future generations by protecting and restoring our natural world and accelerating clean energy solutions. The Foundation supports highly effective, tangible, and impactful programs in the areas of conservation, clean energy access, and community stewardship to help ensure future generations can experience a world rich in abundance, wonder and adventure—forever.

To support this mission, during 2025, the Rivian Foundation made \$6,580,000 in grants to 55 nonprofit organizations working on issues including local stewardship, access to nature, nature conservation, access to clean energy, and transition minerals.

For more information on the Rivian Foundation, please visit rivianfoundation.org.

Photograph above courtesy of Prairie Rivers Network





4.3: Employee volunteering and community engagement

Even as our employees go above and beyond every day to support Rivian's growth and impact, it's inspiring that so many are also taking time to engage and volunteer in their communities.

With our largest number of employees, our plant in Normal, Illinois continued to be a hub of community action in 2025.

- Over 800 employees, family, friends and community members participated in Rivian's annual 5K in Normal, our highest attendance ever. Runners raised funds for Friends of the Constitution Trail and Ecology Action Center.
- Employees and their families kept the impact going through the plunge for Special Olympics Illinois, Rivian's fifth consecutive year of support for Beyond the Books Educational Foundation's STEAM programming in Unit 5 and District 87 schools, and over 30 other activations with local nonprofit organizations and schools.



With our new east coast headquarters in Atlanta, Georgia, and manufacturing facility at Stanton Springs North, in 2025 we ramped up community engagement in surrounding communities in Georgia:

- Nearly 200 employees and community members joined the second annual Rivian 5K in Social Circle, raising funds for our neighbor, Camp Twin Lakes.
- Rivian was a sponsor of the Georgia Natural Resources Foundation's annual Weekend for Wildlife event, the Miracle League, and other local events throughout Georgia.

Impact Goal

Increase community engagement and volunteerism 50% by 2028

- Rivian celebrates employees activating locally to support our communities. Given our stage of growth, we currently provide organizational support to a few select events each year that closely align with our resources and workforce interests. We will revisit this Impact Goal when we are better positioned to provide enterprise-wide support on a larger scale.



4.4: Employee community and belonging

Our goal is to create a culture where every employee can be who they truly are, and has a personal sense of community and belonging at work. To this end, Rivian conducts employee Pulse surveys to receive honest, confidential feedback that helps us improve our culture, ways of working, and overall employee experience. In particular, as Rivian is scaling, growing and maintaining this culture is key to our ability to attract and retain top talent.

Impact Goal

Maintain an average of 80% on our Culture and Community Index from our Pulse Survey

- 2025: 79%

We believe the increase of 5 points in this index from 2024 to 2025 is due to the ongoing work and programs we have in place, including:

- Conducting training for Managers on creating psychological safety via our Management Essentials program
- Supporting our employees with events and communications channels to foster community and a sense of belonging
- Conducting training for Manufacturing leaders on Civility in the Workplace



Looking ahead, the establishment of a centralized Rivian Employee Network will further support all of our employees in their pursuit of community and belonging. We have also refreshed our Compass Values to provide more clarity on how they bolster our culture. Finally, leadership development programming will continue to help ensure our leaders know how to create a culture of safety and trust within their teams.

Governance





5.1: Corporate 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 codes of conduct and policies.

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 grow.

5.1.1: Board of Directors oversight

Our Board of Directors consists of seven 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.

With impact integral to Rivian's mission and growth, the Board oversees environmental, social, and governance (ESG) issues through the Planet and Policy Committee. Please visit <https://rivian.com/investors/governance> for Committee charters and composition.

5.1.2: Management oversight

Rivian's ESG Steering Committee is an executive management level governance body of four cross-functional co-chairs: Rivian's Chief Financial Officer, Chief Sustainability Officer, Chief Administrative Officer, and Chief Operations Officer. The Committee meets at least quarterly and oversees ESG reporting, ESG risk management, and supplier integrity.

Rivian's Green Finance Committee, composed of Rivian's Chief Financial Officer, Chief Sustainability Officer, and Chief Administrative Officer, evaluates and monitors eligible green projects as defined by our "Green Financing Framework." Please see Rivian's 2025 Green Finance Report for more information.

5.1.3: Risk management

Environmental, social, and governance risks and opportunities are incorporated into our overall Company strategy and planning processes, which are reviewed formally by leadership throughout the year. Specific risks are also included in the Company's annual risk review process.

Our annual and quarterly filings with the U.S. Securities and Exchange Commission ("SEC") include detailed descriptions of those risks based on internal and external assessments. Rivian has conducted a double materiality analysis, a climate risk scenario analysis, and a human rights impact assessment to help inform prioritization, planning, and risk management.

5.2: Ethics and compliance

Rivian has implemented policies and procedures to foster the Company's commitment to ethics, integrity, and compliance 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, policies and procedures, 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.

5.2.1: Code of Business Conduct and Ethics

Rivian's Code of Business Conduct and Ethics, 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 of Business Conduct and Ethics 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 of Business Conduct and Ethics as part of onboarding and complete periodic training on the Code of Business Conduct and Ethics and relevant Company policies.

5.2.1.1: Reporting mechanisms

When employees or third parties witness, experience, or learn about something that's a potential violation of the law, Rivian policies or the Code of Business Conduct and Ethics, we have an open-door policy to report such concerns. We provide accessible, legitimate, confidential, and responsive grievance reporting mechanisms for our workforce and encourage suppliers to do the same for their workers. We prohibit retaliation and review each case thoroughly. Rivian employees and others can report concerns through:

- **Ethics Hotline:** www.rivian.ethicspoint.com or 1-844-986-1441
- Supervisors, managers, or designated channels
- **Cybersecurity:** cybersecurity@rivian.com
- **Data privacy:** privacy@rivian.com
- **Website concerns:** vulnerability@rivian.com

For reports of suspected violations of, or concerns regarding, the law, policies, or the Code of Business Conduct and Ethics, our investigations team promptly conducts an appropriate investigation of the matter or refers the matter to the relevant department for resolution. Failure of employees to adhere to the Code of Business Conduct and Ethics may result in disciplinary actions up to and including termination.

5.3: Human rights

We believe that the global transition to electrification must be achieved while respecting the human rights of all individuals connected to our operations and our broader value chain. Rivian's Human Rights Policy establishes our overarching commitments to the individuals and communities whose direct or indirect contributions drive our mission forward. In accordance with the UN Guiding Principles on Business and Human Rights, our commitments are designed to systematically help us identify, prevent, mitigate, and remediate human rights impacts throughout our operations.

Robust governance is central to how we live up to our commitments. Oversight of our environmental, social, and governance issues, including human rights, begins with the Planet and Policy Committee of the Board of Directors. At the executive level, accountability is driven by our ESG Steering Committee, helping ensure human rights considerations are woven into our strategic decision-making.

To proactively manage risks and continuously improve our approach, human rights considerations are integrated into our overall corporate strategy and annual risk review processes. In 2025, to ensure an objective and rigorous evaluation, we engaged independent third-party experts to conduct our first Human Rights Impact Assessment. This exercise allowed us to identify and prioritize our most salient human rights risks—as outlined in our Human Rights Policy, which was updated in 2025. The findings from the assessment are critical input to continuously drive our risk-based due diligence efforts and shape how we integrate fundamental human rights protections throughout our business and supply chain [see more in Section 3.5: Responsible Sourcing].

5.4: Cybersecurity and data privacy

5.4.1: Cybersecurity risk management and governance

The Rivian cybersecurity risk management program includes processes for assessing, identifying, and managing material risks from cybersecurity threats. The cybersecurity risk management program's design aligns with industry standard cybersecurity frameworks such as the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF) and is integrated into our overall enterprise risk management program and processes. In May 2026, Rivian obtained ISO 27001:2022 certification for our enterprise cybersecurity systems, including the systems that support our manufacturing operations.

Our cybersecurity team supervises efforts to identify, prevent, detect, mitigate, and remediate cybersecurity risks and incidents through our cybersecurity risk management program, whose key elements include:

- **Holistic Risk Governance and Third-Party Management:** Validates and secures the enterprise infrastructure through continuous internal testing, periodic assessments and testing conducted by external security consultants, and a third-party risk management framework to mitigate vulnerabilities across all vendors and suppliers.

- **Proactive Threat Intelligence and Real-Time Monitoring:** Utilizes advanced monitoring systems and multi-source threat intelligence to ensure early detection, rapid alerting, and the early detection and disruption of emerging cyber threats.
- **Incident Readiness and Security Culture:** Operates a dedicated security team executing a structured Cybersecurity Incident Response Plan (CSIRP) while driving enterprise-wide accountability through targeted training for both personnel and senior leadership.

The Audit Committee of the board of directors is responsible for oversight of cybersecurity risks.

While we have experienced cybersecurity incidents in the past, to date none have materially affected the Company, and we report on the risks we face from cybersecurity threats in our annual and other filings with the SEC.

5.4.2: Data privacy

Our privacy program facilitates beneficial uses of data to develop and deliver innovative products and services while preserving our customers' privacy. We seamlessly integrate privacy into the design of our products, services, and systems across software and hardware development throughout our organization.

5.4.2.1: 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 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 around the collection and use of personal data.

5.4.2.2: Privacy governance

Rivian has established formal privacy governance to provide ongoing management of personal data- and privacy-related risks. Our privacy team identifies and communicates the applicable privacy requirements across the business, 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, enterprise software, product, cybersecurity, marketing, legal, and other departments that are key data users, to provide input and make key decisions regarding the Company's use of personal data.

Appendix

At Rivian, we disclose impact metrics and, where applicable, cross-reference to leading 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 standards, frameworks, and principles to promote increased comparability.



6.1: United Nations Global Compact: Communication on Progress

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

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

Principle	References
Human Rights	
1 - Businesses should support and respect the protection of internationally proclaimed human rights; and	The Responsible Sourcing and Governance sections of this 2025 Impact Report, for a description of our positions, programs and goals
2 – make sure that they are not complicit in human rights abuses.	Human Rights Policy Conflict Minerals Policy Supplier Code of Conduct Code of Business Conduct & Ethics
Labor	
3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargain	The Responsible Sourcing and Governance sections of this 2025 Impact Report, for a description of our positions, programs and goals
4 - the elimination of all forms of forced and compulsory labor;	Human Rights Policy Supplier Code of Conduct
5 - the effective abolition of child labor; and	Code of Business Conduct & Ethics Rivian Careers Page
6 - the elimination of discrimination in respect of employment and occupation.	
Environment	
7 - Businesses should support a precautionary approach to environmental challenges;	The Vehicles, Charging, Energy, and Waste Minimization sections of this 2025 Impact Report, for a description of our positions, programs and goals
8 - undertake initiatives to promote greater environmental responsibility; and	Code of Business Conduct & Ethics
9 - encourage the development and diffusion of environmentally friendly technologies.	Vehicle Carbon Footprint Reports (in Document Library)
Anti-Corruption	
10 - Businesses should work against corruption in all its forms, including extortion and bribery.	The Governance section of this 2025 Impact Report, for a description of our positions, programs and goals Supplier Code of Conduct Code of Business Conduct & Ethics



6.2: SASB Index 2025

SASB Standard: Automobiles (TR-AU)

Product Safety		
TR-AU-250a.1	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	0% 2025 R1S is IIHS Top Safety Pick + 2025 R1T is IIHS Top Safety Pick
TR-AU-250a.2	Number of safety-related defect complaints, percentage investigated	Not tracked
TR-AU-250a.3	Number of vehicles recalled	Not tracked
Labor Practices		
TR-AU-310a.1	Percentage of active workforce covered under collective bargaining agreements	0%
TR-AU-310a.2	1) # of work stoppages 2) total days idle	1) 0 2) 0
Fuel Economy & Use-phase Emissions		
TR-AU-410a.1	Sales-weighted average passenger fleet fuel economy, by region	U.S. Weighted Combined MPGe: 81.0 U.S. Weighted kWh/100 mi: 41.9 Canada Weighted Combined MPGe: 81.4 Canada Weighted kWh/100 mi: 41.6
TR-AU-410a.2	Number of (1) zero-emission vehicles (ZEV), (2) hybrid vehicles, and (3) plug-in hybrid vehicles sold	(1) 42,247 (2) 0 (3) 0
TR-AU-410a.3	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	Rivian 2025 Impact Report > Section 1.1: Vehicles
Materials Sourcing		
TR-AU-440a.1	Description of the management of risks associated with the use of critical materials	Rivian 2025 Impact Report > Section 3.4: Responsible Sourcing
Materials Efficiency & Recycling		
TR-AU-440b.1	Total amount of waste from manufacturing, percentage recycled	34,053 metric tons; 73% recycled
TR-AU-440b.2	Weight of end-of-life material recovered, percentage recycled	Rivian is still working to collect end-of-life data as our vehicles are relatively new in the auto market.
TR-AU-440b.3	Average recyclability of vehicles sold	Rivian expects at minimum 85% of the materials utilized in vehicles can be recycled, in accordance with the EU End-of-Life



		Vehicles Directive 2000/53/EC. Furthermore, Rivian is committed to ensuring all vehicles, components, and materials comply with relevant global recycling standards upon reaching their end-of-life cycle.
Number of Vehicles Manufactured		
TR-AU-000.A	Number of Vehicles Manufactured	42,284
Number of Vehicles Sold		
TR-AU-000.B	Number of Vehicles Sold	42,247

6.3: Metrics

This report includes data covering our fiscal year January 1, 2025 through December 31, 2025. All reported data is global and annual unless otherwise specified.

6.3.1: Select environmental metrics

For additional details on our reporting approach and methodology, as well as our 2025 Independent Accountant's Review Report, see the [FY25 Environmental Metrics Report](#).

Changes in our GHG emissions in 2025 are a reflection of our emission reduction initiatives, decreases to our overall production and sales volume and changes to the electricity grids that serve our facilities and power our vehicles.

	2024	2025	
Greenhouse Gas Emissions (metric tonnes CO₂e)			
Scope 1	32,082	32,464	*
Scope 2 (LBM)	134,669	109,241	*
Impacts of contractual instruments and MBM emission factors	9,003	-6,539	*
Scope 2 (MBM)	143,672	102,702	*
Total emissions from operations (Scope 1 + Scope 2 MBM)	175,754	135,166	*
Upstream Scope 3 emissions			
Purchased goods and services	1,589,148	1,383,855	*
Capital goods	218,005	353,945	*
Fuel and energy related activities [Fuel- and energy-related emissions not included in Scopes 1 or 2]	30,823	31,015	*
Upstream transportation and distribution	107,993	82,164	*
Waste generated in operations	16,214	13,977	*
Business travel	20,876	25,175	*
Employee commuting	30,526	28,703	*
Downstream Scope 3 emissions			
Downstream transportation and distribution	8,994	9,387	*
Use of sold products (Lifetime)	2,108,889	1,450,500	*
End of life treatment of sold products	10,049	13,723	*
Total Scope 3 emissions from value chain	4,141,517	3,392,444	*
Carbon Intensity			
tCO ₂ e per vehicle manufactured	87	83	

Energy			
Total energy consumption (MWh)	440,975	465,094	
Total electricity consumption (MWh)	276,123	299,243	**
Percentage of total electricity procured from renewable energy resources	13.7%	16.2%	**
Electricity Intensity			
MWh per vehicle manufactured	6	7	
Renewable electricity matching			
Rivian charging network electricity usage (MWh)	15,668	26,731	**
Percentage matched with renewable electricity	100.0%	100.0%	**

* 2025 figure reviewed by Apex Companies LLC, as described in its Independent Assurance Statement within the FY25 Environmental Metrics Report. 2025 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 in Notes to the Consolidated Statements of Environmental Metrics within the FY25 Environmental Metrics Report.

** 2025 figure reviewed by Apex Companies LLC, as described in its Independent Assurance Statement within the FY25 Environmental Metrics Report. 2025 electricity and renewable electricity data are presented as described in Notes to the Consolidated Statements of Environmental Metrics within the FY25 Environmental Metrics Report.

6.3.2 Select employee metrics

	2024	2025
Workforce		
Global Employees	14,861	13,615
United States	14,111	13,005
Canada	241	117
Mexico	4	9
Europe	497	474
China	8	10
Permanent Employees		
United States	14,077	12,966
Canada	228	114
Mexico	4	9
Europe	482	460
China	1	
Temporary Employees		
	69	66



United States	34	39
Canada	13	3
Mexico		
Europe	15	14
China	7	10
Full Time Employees	14,790	13,510
United States	14,042	12,900
Canada	239	117
Mexico	4	9
Europe	497	474
China	8	10
Part Time Employees	71	105
United States	69	105
Canada	2	
Mexico		
Europe		
China		

6.4: TCFD

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.

Risk Assessment and Strategy

Pillar	Disclosure Area	Disclosure
Governance		
Disclose the organization's governance around climate-related issues and opportunities.	Describe the Board's oversight of climate-related risks and opportunities.	Please see pages 67-68 in Rivian's 2025 Impact Report. Climate-related risks and opportunities, including the climate scenario analysis described under Risk Management below, are included within "ESG risk management" referenced on pages 67-68 in Rivian's 2025 Impact Report.
	Describe management's role in assessing and managing climate-related risks and opportunities.	Please see additional governance-related disclosures on Rivian's Investor page. - Leadership & Governance - Pages 23-28 of the most recent definitive proxy statement on Schedule 14A, as filed with the Securities and Exchange Commission (the "SEC") on April 29, 2025
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	The following climate-related risks and opportunities were identified as priority for Rivian through the climate scenario analysis described in the Risk Management section below. Physical risks - Acute & Chronic: Impacts from acute and chronic physical risk to own operations - Rivian is vulnerable to operational disruptions and economic loss due to the increased severity and frequency of extreme weather events such as heat waves, storms, floods, hurricanes, hail, tornadoes, wildfires, and high winds. These events can lead to unanticipated downtime, loss of value to production facilities, increased difficulty in obtaining insurance, and minor closures, such as service center shutdowns in affected areas. - Acute & Chronic: Impacts from acute and chronic physical risk to supply chain - Rivian faces risk of supply chain disruptions caused by extreme weather events. These disruptions can lead to increased operating costs, delays, and unanticipated downtime. The dependency on a single-source supplier exacerbates this risk, as switching suppliers can take time, resulting in manufacturing bottlenecks and financial losses.

	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Transition risks • Policy & Legal, Reputation: Impacts to market position and costs from increased stakeholder scrutiny ◦ Rivian faces risks from increased scrutiny from regulators, investors, consumers, corporate buyers and employees, which may impose additional costs and/or challenges. • Policy & Legal, Market: Policy, legal and market impacts ◦ Changes in policy priorities may impact the availability, certainty and/or structure of government funding, incentives, tax credits, regulatory credits, tariffs, and environmental laws applicable to Rivian and its customers, which in turn could impact Rivian's sales, revenue, profitability and partnerships. • Market: Increased operational costs due to increased costs of inputs ◦ Rivian faces potential increases in costs associated with energy, raw materials and essential components such as batteries and sustainable materials due to increasing demand, including from the shift to electrification. • Market: Loss of market share due to increased global competition ◦ The transition to a low-carbon economy could see increased competition from global competitors, particularly Chinese manufacturers. This increased competition may lead to a loss of revenue and market share for Rivian. Opportunities • Products & Services: Market expansion opportunities due to public policies ◦ A possible expansion of sustainability-related initiatives and incentives may allow Rivian to scale its business and increase its market share within the markets it currently operates, as well as markets in which it does not currently operate or have a large footprint. • Products & Services, Market: Increased market share and revenue due to technology development (EVs, software) ◦ The continued development and evolution of low emission vehicles (EVs) and innovative software through continuous R&D can lead to increased market share, higher quality products, and increased revenue in a low carbon economy. • Products & Services: Increasing resiliency in operations ◦ Direct materials sourcing, sourcing redundancy and expansion of Rivian's direct-to-consumer model can enhance supply chain resilience. • Policy & Legal: Lowering emissions as a response to regulation ◦ Carbon pricing regulation, lower carbon fuel standards and other policies and incentives can increase demand for Rivian products.
--	--	--

	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2oC or lower scenario.	Please see pages 8-27 and 43-46 in Rivian's 2025 Impact Report, including updates on Rivian's related Impact Goals. Please see the Item 1A - Risk Factors section of Rivian's Quarterly Report on Form 10-Q for the quarter ended September 30, 2025, as filed with the SEC on November 4, 2025 (pages 42-83) for information on the following relevant Risk Factors: • Our future growth is dependent on the demand for, and upon customers' willingness to adopt, electric vehicles ("EVs"). • We have experienced, and could experience in the future, cost increases and disruptions in supply of raw materials or other components used in our vehicles. • If there is inadequate access to charging stations, our business will be materially and adversely affected and we may not realize the benefits of our charging networks. • The unavailability, reduction or elimination of government and economic incentives and credits could have a material adverse effect on our business, prospects, financial condition, results of operations, and cash flows. • We may not be able to obtain or agree on acceptable terms and conditions for all or a significant portion of the government grants, loans and other incentives, including regulatory credits, for which we apply or on which we rely. As a result, our business, prospects, financial condition, results of operations, and cash flows could be materially and adversely affected. • We face risks associated with establishing and maintaining international operations, including unfavorable regulatory, political, currency, tax, and labor conditions, which could harm our business, prospects, financial condition, results of operations, and cash flows. • We are subject to substantial and evolving regulation and unfavorable changes to, or our failure to comply with, these regulations could have a material adverse effect on our business, prospects, financial condition, results of operations, and cash flows. • We are subject to various environmental, health, and safety laws and regulations that could impose substantial costs upon us and cause delays in building our manufacturing facilities. • Increasing scrutiny and changing requirements, attitudes or expectations from global regulators, our investors, consumers, employees and other stakeholders with respect to our environmental, social, and governance ("ESG") practices may impose additional costs on us or expose us to new or additional risks. • Our business is subject to the risk of earthquakes, fire, power outages, floods, other natural disasters, the physical effects of climate change and other catastrophic events, and to interruption by man-made events such as terrorism.
--	--	--

Risk Management

Disclose how the organization identifies, assesses and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risk.	Rivian conducted a climate scenario analysis to support the continued integration of climate change considerations into Rivian's business, strategy and risk management. The analysis includes the identification of climate-related risks and opportunities (CROs) to Rivian and an assessment of potential impacts across selected climate scenarios and future time horizons. • Identify current and potential future CROs (both physical and transition) through stakeholder insights, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and peer and market leader benchmarking. • Identify priority CROs to Rivian based on risk prioritization criteria. • Identify the climate scenarios to be used in scenario analysis, as well as short-, medium-, and long-term time horizons. ○ Climate Scenarios: ■ Aggressive (IPCC SSP1-2.6) ■ Moderate (IPCC SSP2-4.5) ■ Insufficient (IPCC SSP5-8.5) ○ Time Horizons: ■ Short: 1-3 years ■ Medium: 3-10 years ■ Long: 10-30 years • Qualitative and quantitative assessment of impacts of priority CROs to Rivian across time horizons and scenarios.
	Describe the organization's processes for managing climate-related risk.	Please see pages 67-68 in Rivian's 2025 Impact Report.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	In addition to the climate scenario analysis described above, please see pages 67-68 in Rivian's 2025 Impact Report.

Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	Disclose metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	Please visit the Document Library at Rivian.com/scaling-responsibly for: • Rivian's 2025 Impact Report, which includes our Impact Goals and recent progress toward them. • Rivian's Carbon Footprint Methodology Report; our vehicle carbon footprints follow the methodology described in this report, including: ◦ R2 Performance with Launch Package ◦ Gen 2 R1T ◦ Gen 2 R1S ◦ EDV 500 & EDV 700
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks.	Please see Rivian's 2025 Environmental Metrics Report.
	Describe the targets used to manage climate-related risks and opportunities and performance against targets.	Please visit the Document Library at Rivian.com/scaling-responsibly for: • Rivian's 2025 Impact Report, which includes our Impact Goals and recent progress toward them. • Rivian's Carbon Footprint Methodology Report; our vehicle carbon footprints follow the methodology described in this report, including: ◦ R2 Performance with Launch Package ◦ Gen 2 R1T ◦ Gen 2 R1S ◦ EDV 500 & EDV 700

6.5: Footnotes

¹ Santero, N., Nelson, L., Chen, Y. et al. *Electrifying light vehicles in the United States* shows emission reduction potential for all vehicle types and powertrains. *Commun. Sustain.* 1, 23 (2026). <https://doi.org/10.1038/s44458-025-00032-4>

² CO₂e = carbon dioxide equivalent.

³ ALSO operates independently of Rivian, and as previously disclosed, Rivian is a minority shareholder in ALSO. Additional details about the relationship between Rivian and ALSO can be found in Rivian's filings with the U.S. Securities and Exchange Commission (the "SEC").

³ Whulanza, Y. (2023). *Progressing the Sustainable Mobility: View of Electric Vehicles*. *International Journal of Technology*. Volume 14(3), pp. 455-459 <https://doi.org/10.14716/ijtech.v14i3.6465>

⁴ Jayyousi, W., & Divakaruni, S. (2024). Simulated LACT procedure for predicting lining life for vehicles with regenerative braking. *SAE International Journal of Advances and Current Practices in Mobility*, 6(5), 2539–2546. <https://doi.org/10.4271/2023-01-1892>

⁵ California Air Resources Board (CARB). (2022). *Public hearing to consider the proposed Advanced Clean Cars II regulations: Staff report: Initial statement of reasons*. State of California. <https://ww2.arb.ca.gov/sites/default/files/barcu/regact/2022/accii/isor.pdf>

⁶ Mazda USA. (n.d.). *Instant Torque & Why Electric Cars Are So Fast*. Mazda Resource Center. <https://www.mazdausa.com/resource-center/instant-torque>

⁷ Eddy, N. (2026, February 6). *Chassis evolve as electrification matures*. ASSEMBLY. <https://www.assemblymag.com/articles/99822-chassis-evolve-as-electrification-matures>

⁸ TopSpeed. (2024/2025). *How Lift-Off Regenerative Braking Reduces Urban Driving Fatigue*. TopSpeed Automotive Tech Review. <https://www.topspeed.com/how-regenerative-braking-helps-preserve-hybrid-battery/>

⁹ Alternative Fuels Data Center. (n.d.). *Charging electric vehicles at home*. U.S. Department of Energy. <https://afdc.energy.gov/fuels/electricity-charging-home>

¹⁰ Wu, X., Zhou, Y., & Gohlke, D. (2024). *Adoption of plug-in electric vehicles: Local fuel use and greenhouse gas emissions reductions across the U.S.* (Report No. ANL/ESIA-24/1). Argonne National Laboratory. <https://publications.anl.gov/anlpubs/2024/02/187786.pdf>

¹¹ Xu, C., Behrens, P., Gasper, P., Smith, K., Hu, M., Tukker, A., & Steubing, B. R. P. (2023). *Electric vehicle batteries alone could satisfy short-term grid storage demand by as early as 2030*. *Nature Communications*, 14(1), Article 119. <https://doi.org/10.1038/s41467-022-35393-0>

¹² ev.energy, & The Brattle Group. (2025). *The utility playbook: Turning EV grid risk into a \$30 billion opportunity*. <https://www.ev.energy/en-us/resources/value-of-manage-d-charging>

¹³ Eckel, S. P., Chen, F., Silva, S. J., Goldberg, D. L., Johnston, J., Palinkas, L. A., & Garcia, E. (2026). *Zero-emissions vehicle adoption and satellite-measured NO₂ air pollution in California, USA, from 2019 to 2023: A longitudinal observational study*. *The Lancet Planetary Health*, 10(1), Article 101379. <https://doi.org/10.1016/j.lanph.2025.101379>

¹⁴ American Lung Association. (2022). *Zeroing in on healthy air: A national assessment of health and climate benefits of zero-emission transportation and electricity*. <https://www.lung.org/getmedia/13248145-06f0-4e35-b79b-6dfacfd29a71/zeroing-in-on-healthy-air-report-2022.pdf>

¹⁵ American Lung Association. (2022). *Delivering clean air: Health benefits of zero-emission trucks and electricity*. <https://www.lung.org/getmedia/e1ff935b-a935-4f49-91e5-151f1e643124/zero-emission-truck-report>

¹⁶ American Lung Association. (2023). *Driving to clean air: Health benefits of zero-emission cars and electricity*. <https://www.lung.org/getmedia/9e9947ea-d4a6-476c-9c78-ccc7d49ffe2/ala-driving-to-clean-air-report.pdf>

¹⁷ European Environment Agency. (2018). *Electric vehicles from life cycle and circular economy perspectives* (EEA Report No. 13/2018). Publications Office of the European Union. <https://doi.org/10.2800/77428>

¹⁸ Höglund, A. (2025). *How EVs are transforming urban soundscapes*. GEODIS. <https://geodis.com/us-en/resources/blog/sustainable-logistics-and-decarbonation/how-evs-are-transforming-urban-soundscapes>

¹⁹ Churchill, M., Monroe, J., Bristow, D., & Crawford, C. (2024). *Using electric vehicles to enhance power outage resilience – An agent-based modeling approach*. *Heliyon*, 10(11), Article e32104. <https://doi.org/10.1016/j.heliyon.2024.e32104>

²⁰ Universal Hands-Free will not stop or slow down for traffic lights or stop signs. Review the Rivian Owner's Guide for additional details about this feature.

²¹ Lane Change on Command automatically performs lane changes at your request. Always monitor traffic and driving conditions, and be prepared to brake or steer if needed.

²² Linkov, J., & Bartlett, J. S. (2025, March 18). *Most common EV charging problems—and how to avoid them*. Consumer Reports. <https://www.consumerreports.org/cars/hybrids-evs/most-common-ev-charging-problems-and-how-to-avoid-the-m-a1108537217/>

²⁴ Miles powered by renewable energy is calculated based on the measured MWh of charging on Rivian charging networks, residential charging eligible for state clean fuel programs, and MWh matched under Rivian's 10,000 mile matching commitment. First charge energy from our Normal, Illinois, manufacturing facility is based on the average battery pack size across Rivian variants. All MWh are converted into miles based on the aggregate fleet efficiency of customer-owned R1 vehicles. No adjustments are made to efficiency assumptions for Rivian charging networks; non-Rivian vehicles may have different average efficiencies that are not captured by this methodology.

²⁵ Charging speeds vary based on various factors, including battery type, battery capacity, charging power source, battery state of charge, temperature, charger capacity, weather, site-specific conditions and more. Stated speeds reflect optimal conditions.

²⁶ Wood, E., Borlaug, B., Moniot, M., Lee, D.-Y., Ge, Y., Yang, F., & Liu, Z. (2023). The 2030 National Charging Network: Estimating U.S. Light-Duty Demand for Electric Vehicle Charging Infrastructure (Report No. NREL/TP-5400-85654). National Renewable Energy Laboratory (NREL).

²⁷ U.S. Environmental Protection Agency. (n.d.). Building electric vehicle-ready homes. ENERGY STAR. https://www.energystar.gov/sites/default/files/asset/document/ENERGY_STAR_Building%20Electric%20Vehicle-Ready%20Homes_OnePager.pdf

²⁸ Edison Electric Institute. (n.d.). *Electric transportation*. <https://www.eei.org/en/issues-and-policy/electric-transportation>.

²⁹ Gupta, Y., Vreeland, W., Peterman, A., Girouard, C., & Wang, B. (2025). *The Untapped Potential of Smart Charging: How EV Owners Can Save Money and Reduce Emissions Without Behavioral Change*. arXiv. <https://doi.org/10.48550/arXiv.2503.03167>

³⁰ ev.energy, & The Brattle Group. (2025). *The utility playbook: Turning EV grid risk into a \$30 billion opportunity*. <https://www.ev.energy/en-us/resources/value-of-managed-charging>

³¹ Shenstone-Harris, S., Rhodes, P., Frost, J., Carlson, E., Borden, E., Lane, C., & Whited, M. (2024). *Electric vehicles are driving rates down for all customers*. Synapse Energy Economics. <https://www.synapse-energy.com/sites/default/files/Electric%20Vehicles%20Are%20Driving%20Rates%20Down%20for%20All%20Customer%20Update%20Jan%202024%2021-032.pdf>

³² 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.

6.6: Photography notes

Rivian follows a set of mission-based principles in our development, validation, and content capture, including the photography in this 2025 Impact Report. We are inspired in this work by Tread Lightly! and the T.R.E.A.D. Principles.

- We use roads, trails, and open spaces that are designated as open by the managing authorities for off-highway vehicle (OHV) use. We plan travel and operate our vehicles following local and regional regulations for access and usage.
- While out in the wild, we are aware of other users of the trail and we limit our impact to preserve their experience.
- Because we may have a greater impact on meadows, lake shores, wetlands, and streams, we stay out of these sensitive areas or cross at designated crossings at minimum possible speed. We capture our water fording content on closed courses or in open OHV areas.

6.7: Forward-looking statements

The information and opinions contained in this report are provided as of the date of this report. This report represents current Rivian policy and intent and is not intended, nor can it be relied on, to create legal relations, rights, or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by Rivian and no representation, warranty, or undertaking, express or implied, is made and no responsibility or liability is accepted by Rivian as to the fairness, 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.

This report includes "forward-looking statements" about future events, expectations, and outcomes. Forward-looking statements are generally identified through the inclusion of words such as "aim," "anticipate," "believe," "commit," "drive," "estimate," "expect," "goal," "continue," "intend," "may," "plan," "project," "seek," "strategy," "strive," "target," and "will" or similar statements or variations of such terms and other similar expressions. Forward looking statements inherently involve risks and uncertainties that could cause actual results or outcomes to differ materially from those predicted in such statements. Actual results could differ materially due to a variety of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, regulatory or political developments, global conflicts or other geopolitical events, general economic or geopolitical conditions, increased tariffs, economic uncertainty and global or domestic recession, our expansion into new products, services, technologies, and geographic regions, changes in methodologies or other changes in circumstances, as well as the factors set forth in the "Risk Factors" section of Rivian's most recent Annual Report on Form 10-K as filed with the SEC and subsequent filings with the SEC. None of the future projections, expectations, estimates, or prospects in this report should be taken as forecasts or promises nor should they be taken as implying any indication, assurance, or guarantee that the assumptions on which such future projections, expectations, estimates, or prospects have been prepared are correct or exhaustive or, in the case of assumptions, fully stated in this report. Any such forward-looking statements represent our estimates as of the date of this report. While we may elect to update such forward-looking statements at some point in the future, except as may be required by law, we disclaim any obligation to do so, even if subsequent events cause our views to change. The standards of measurement and performance contained in this report are developing and based on assumptions, and no assurance can be given that any goal or plan set forth in forward-looking statements in this report can or will be achieved.

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.



RIVIAN

