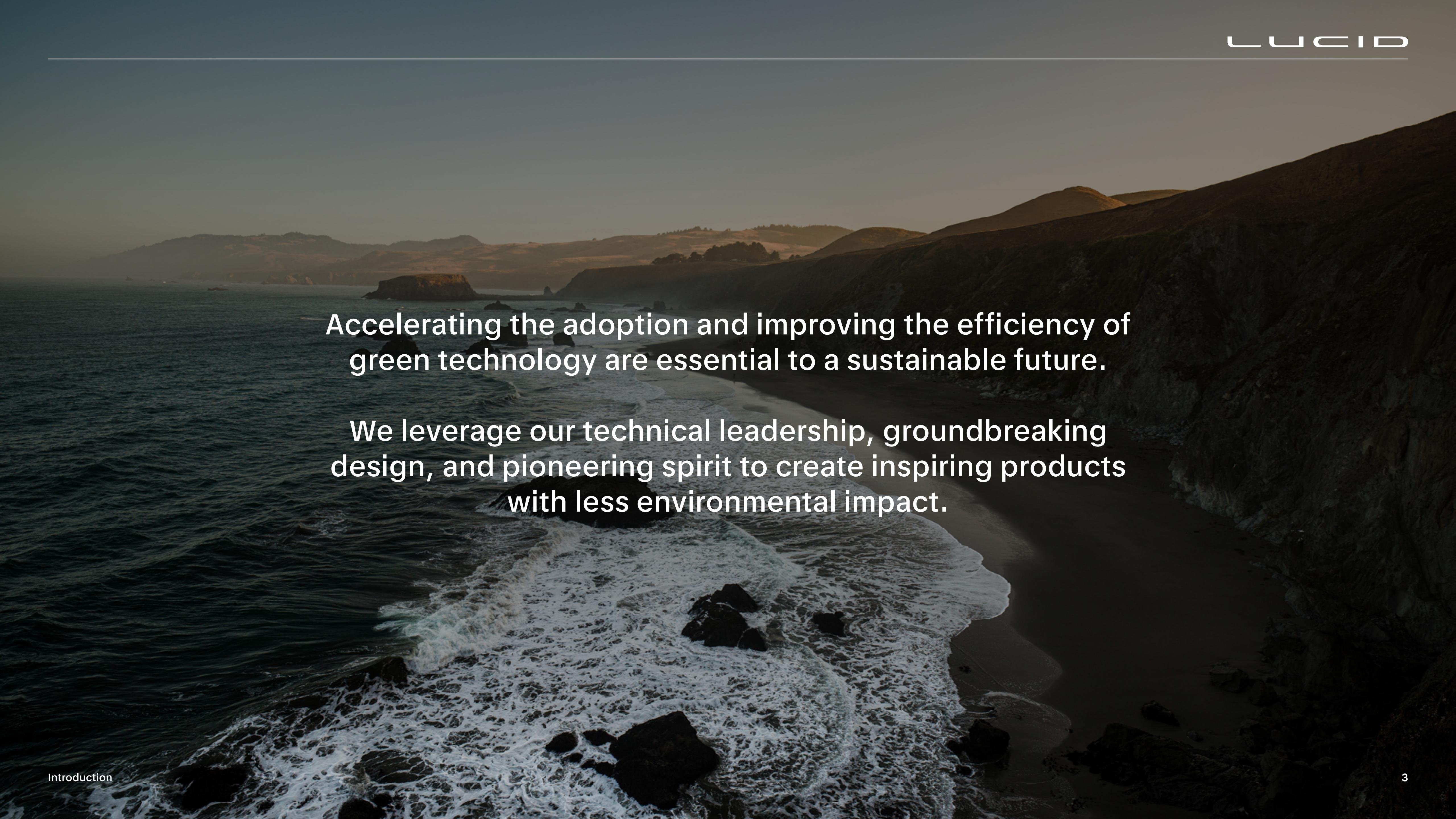


2023 Sustainability Report

Further, Faster

OI: Introduction





Accelerating the adoption and improving the efficiency of green technology are essential to a sustainable future.

We leverage our technical leadership, groundbreaking design, and pioneering spirit to create inspiring products with less environmental impact.

A Message From Peter Rawlinson

Sustainability is at the core of who we are - it is ingrained in our purpose and our products. With our award-winning Lucid Air lineup, we have the longest-range and some of the fastest charging electric vehicles (EVs) currently on the market. Our vehicles help address some of the fundamental obstacles to widespread EV adoption, and we continue to push the envelope with our highly efficient technology. However, developing and manufacturing the most advanced EVs isn't enough; we want to change the world.

To increase our technology's impact, we aim to make products that can do more with less energy and fewer materials, lowering their total environmental impact. As such, we believe efficiency is the new imperative. With the launch of Lucid Air Pure rear-wheel drive (RWD), we have set a landmark driving efficiency of 4.74 miles of range per kilowatt hour. The Pure RWD will travel farther using less battery energy than any other all-electric offering on the market today. We are proud to be pioneers of range and efficiency and are excited to continue to develop even more exceptional vehicles, like the Gravity SUV.

At Lucid, we also understand that sustainability goes beyond our products. We are committed to improving environmental and social impacts across

our value chain and ensuring a robust governance structure to support our efforts. As we continue to grow, we are taking a purposeful approach to embedding sustainability concepts early on to minimize any negative impact on the planet while maximizing our positive impact on society. Transparency is a cornerstone in building a successful sustainability program, which is why I am delighted to be sharing with you our first sustainability report. In this document, we highlight the programs we have put in place for continued improvement across our business. Make no mistake, this is just the beginning for us, and we endeavor to improve our impact on the planet and society in the months and years to come.

Now, more than ever, we need sustainable solutions that make the best use of the world's resources. Lucid has a critical role to play in developing those solutions and, as we continue to grow as an organization, we are paving a pathway to a more innovative and environmentally sustainable future. None of this would be possible without the amazing team at Lucid that brings our vision for sustainable energy to life. We seek the best and the brightest talent from around the globe who are committed to pushing the boundaries of what is possible to create our innovative technology. I am grateful for the commitment and energy of every one of our team members; their hard work and dedication is what drives Lucid forward.

The next pages outline our first steps in our sustainability mission, and we look forward to building upon this foundation.

Thank you for joining us on our journey.

Peter Rawlinson
Chief Executive Officer/Chief Technology Officer



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About Lucid



We, Lucid Group, Inc. (Lucid) (Nasdaq: LCID), are an American technology company and all-electric automaker based in Newark, California. We are setting new standards with our advanced EVs, beginning with the Lucid Air sedan, the longest-range car on the market today, and one of the fastest-charging. Lucid 1) designs, engineers, and assembles EVs, EV powertrains, software, and battery systems in-house using our own equipment and factories, 2) offers a refined customer experience at our own geographically distributed retail and service locations and through direct-to-consumer online and retail sales, and 3) has a strong product roadmap of future vehicle programs and technologies. Our focus on in-house technology innovation, vertical integration, and a "clean sheet" systems approach to engineering, software, and design has led to the development of the award-winning Lucid Air.

Locations

Manufacturing

Arizona: After evaluating over 60 sites in 13 states for our factory we chose a 500-acre property in Casa Grande, Arizona, as the place to assemble our EVs. Located between Phoenix and Tucson and within easy reach of our Silicon Valley headquarters, Casa Grande offers close proximity to critical utilities, an established transportation system, and strong support from state and local governments.

This facility, Advanced Manufacturing Plant-1 (AMP-1), is the first purpose-built EV factory in North America. Designed to our exact specifications, it was built with efficiency in mind and outfitted with advanced production line equipment.

The Phase 2 expansion added about three million square feet to our existing plant in early 2024. This expansion includes production capacity for the Lucid Gravity SUV

as well as additional production capacity for Lucid Air, a logistics center, a stamping facility, and the on-site relocation of our nearby powertrain facility.

Saudi Arabia: We commenced assembly of Lucid Air in our new facility, Advanced Manufacturing Plant 2 (AMP-2) in Saudi Arabia on September 3, 2023, only 14 months after breaking ground. The plant is located in King Abdullah Economic City (KAEC), which offers established infrastructure by land and sea, and will enable us to export our finished EVs to other regions in the future. AMP-2 is located north of Jeddah which is expected to act as a catalyst to further grow and expand the newly established domestic supply chain in the region, creating demand for local suppliers and fostering long-term growth.

The opening of this facility is another exciting milestone for us as we operationalize our first semi knocked-down (SKD)

manufacturing facility outside of the U.S., making Lucid the first original equipment manufacturer (OEM) to re-assemble passenger vehicles in Saudi Arabia. Currently, the SKD capacity is 5,000 vehicles per year.

Studio & Service Centers

Lucid's direct-to-consumer sales approach offers an exceptional customer experience from discovery to ownership. As of December 31, 2023 Lucid has 38 studios and service centers in North America, five in Europe, and two in Saudi Arabia (excludes temporary and satellite service centers).



Awards & Recognition

It is not enough for Lucid to create an EV that goes further, charges faster, and is more efficient. We also aim to create the most captivating vehicles because we believe that a car that is as compelling from the outside as it is from the driver's and passenger's seats entices even more customers to make the switch to electric. We have received countless of awards and accolades for our approach.



2024

10 Best Cars



WORLD CAR AWARDS

2023

World Luxury Car



2022

Motortrend's 2022
Car of the Year

Newsweek

2023

World's Greatest
Powertrain Award

Bloomberg

2023

Highest rating overall
Green EV ranking



2022

Best Luxury Electric Car

Newsweek

2022–2023

Best Super Luxury Car



2022

The quickest-charging EV
Car and Driver has tested

INSIDEEVs

2022

Record for longest range
EV ever tested

INSIDEEVs

2022

Record-setting 70-mph
range test



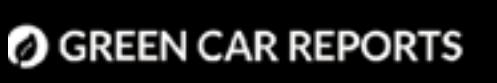
2022

World's 10 Best Interiors
and UX

MotorWeek

2022

Drivers' Choice Award,
Best EV



2022

Best Car to Buy in 2022



2022

Record for the longest
range EV ever tested



2022

10 Best Engines &
Propulsion Systems



2022

Top EV Pick for Luxury



2022

Lucid Motor's home-
grown technologies
are setting the pace in
electrification

Lucid Sustainability Approach

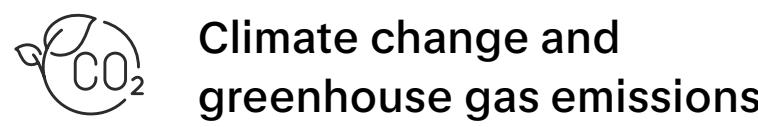
As a technology and EV company hyper-focused on efficiently using our planet's precious resources, we are proud that sustainability has been at the core of our business since day one.

At the same time, we recognize that being truly sustainable means never settling when it comes to our environmental and social impact, and that we are still in the early stages of building our holistic approach in this area. As a relatively young company, we are working on data collection and establishing our baseline in key sustainability focus areas for our business. We also believe in the importance of accountability and transparency, which is why we are creating our first sustainability report. This document is intended to provide a qualitative description of our products and programs as we work to enhance our commitments, data, and reporting for future years.

Lucid Sustainability Approach

Building a Data-Driven Approach to Sustainability: Materiality Assessment

In 2021, we completed a high-level materiality assessment through a third party to develop the foundation of a data-driven sustainability strategy. This commonly used tool employs a structured approach to identify key topics for our strategy. Our effort included gathering insight from investors, ratings and rankings, company leadership interviews, research on peers and consumer trends, and a business/investor media review. Our most material topics included:



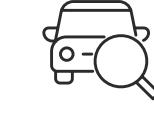
Climate change and
greenhouse gas emissions



Human rights



Sustainable product
innovation and design



Product integrity (including
traffic safety) and intellectual
property



Corporate governance



Environmental protection
and biodiversity



Talent, inclusion, and
diversity

The results of this assessment are helping us prioritize actions within our sustainability strategy and develop internal roadmaps for more material topics to our business. This early-stage assessment is a starting point, and our team continues to monitor developments in sustainability topics around the globe to continue to refine our strategic approach.

United Nations Global Compact

In April 2023, Lucid joined the United Nations Global Compact (UNGC), the world's largest voluntary corporate sustainability initiative. With more than 21,800 companies in over 162 countries¹ participating, the UNGC seeks to mobilize a global movement of sustainable companies and stakeholders.

The UNGC challenges companies to conduct business responsibly by aligning their operations and strategies with the United Nations' Ten Principles relating to human rights, labor, environmental practices, and anti-corruption. By joining, we have committed to act in accordance with the UN Sustainable Development Goals (SDGs). In particular, our mission addresses SDG 8: Decent Work and Economic Growth, SDG 12: Responsible Consumption and Production, and SDG 13: Climate Action.

UNGC participant organizations commit not only to sustainable practices but also to enhancing transparency. Signatories report yearly on their commitment to the universal sustainability principles and development goals.



¹At the time of joining in April 2023

Highlights of Sustainable Impact

Accelerating the adoption and improving the efficiency of green technology are essential to a sustainable future. We leverage our technical leadership, groundbreaking design, and pioneering spirit to create inspiring products with less environmental impact.

“Efficiency is the key to unlocking the full potential of electric vehicles to help the world’s urgently needed transition to sustainable transportation, and it is a singular approach that simultaneously improves both EV range and battery costs, arguably two of the biggest obstacles to wider EV adoption today.”

—Peter Rawlinson
CEO and CTO



Highlights of Sustainable Impact

Efficiency

Efficiency helps to minimize the impact of EVs on the environment.

For Lucid, efficiency means using less materials and energy to do more, as well as being intentional about our use of the planet's precious resources. More efficient EVs provide drivers with the range they need while using fewer batteries and resources. As a result of our commitment to efficiency, we were able to achieve the longest range² and one of the fastest charging³ EVs at the highest efficiency measured in miles/kilowatt-hour. Using fewer batteries for a given range reduces the demand per vehicle for lithium and other critical materials and the associated environmental impact and supply chain bottlenecks. Most EVs are charged from the power grid, which, while rapidly becoming cleaner, still includes emitting sources. More efficient EVs use less grid electricity, thereby reducing any upstream emissions associated with their charging and vehicle miles traveled.

To learn more about Lucid Air's efficiency, please go to our [Product Environmental Impact section](#).

² The 2024 Lucid Air Grand Touring has a projected range of at least 500 miles when equipped with 19" wheels; range and battery power vary with temperature, driving habits, charging and battery condition and actual results will vary.

³ When connected to 350 kW DC fast charger and equipped with 19" wheels. Actual rates will vary based upon vehicle equipment and charging conditions.

⁴ <https://www.epa.gov/ghgemissions/sources-greenhouse-gas-emissions>

⁵ <https://insideevs.com/news/561634/us-median-range-gasoline-bevs/>

⁶ EPA est. range ratings when equipped with 19" wheels: 516 Grand Touring/425 Touring. Manufacturer's projected range for Pure equipped with 19" wheels is 410 miles; EPA est. range is 419. Actual range and battery power may vary with temperature, driving habits, charging and battery condition and actual results will vary.

⁷ This concept is the fear drivers have that, especially where charging infrastructure is limited, they will be stranded if they run out of charging. By creating vehicles that can achieve 400-516 miles of range, we have addressed fears of range anxiety and aided the adoption of electric cars.

EV Adoption

According to the U.S. Environmental Protection Agency (EPA), the largest emitting sector in the U.S. is transportation.⁴ By addressing some of the key barriers to EV adoption, Lucid is helping replace more internal combustion engine vehicles with EVs and decarbonize transportation.

Range Anxiety: In 2021, the median range of a gasoline vehicle was 403 miles, but for an EV the median was only 23⁵. In contrast, Lucid's cars achieve 410-516 miles of range⁶—by having the longest-range electric car on the market today, we help alleviate range anxiety⁷ and may further aid society's transition to EVs.

Making Batteries Go Further: Increased efficiency can lower vehicle production costs and purchase prices by reducing the number of batteries needed (the largest cost input for EVs). Fewer batteries lower the vehicle weight, further reducing the number of cells required to achieve a desired range. Our focus on efficiency can support the acceleration of mass adoption of EVs through the potential to reduce vehicle prices in the long term.

Strategic Technology Arrangement: One company with highly efficient technology is not enough if we want to accelerate the transition to EVs. By providing access to our advanced technologies to other organizations we can spread the benefits of efficiency and enable EV adoption through and beyond Lucid's own vehicles.

Our state-of-the-art technology is showcased in the execution of the award-winning Lucid Air lineup. The industry-topping capabilities of Lucid Air are a compelling proof point for the growing interest in our technology. In 2023, we entered into a strategic technology arrangement to provide Aston Martin access to Lucid's technologies, which will be at the center of its all-new battery EV platform. This landmark arrangement marks the first such relationship for Lucid, a realization of a vision that expands the reach of Lucid's products, paves the way for more mainstream applications, and accelerates electrification in the automotive industry.



SAN FRANCISCO

**Go the distance on
a single charge.**

Los Angeles to San Francisco – 410 miles

With up to 500 miles⁸ of estimated range at your disposal, "range anxiety" is not in your vocabulary. Turn day trips to road trips without the worry. Explore more. Charge less.

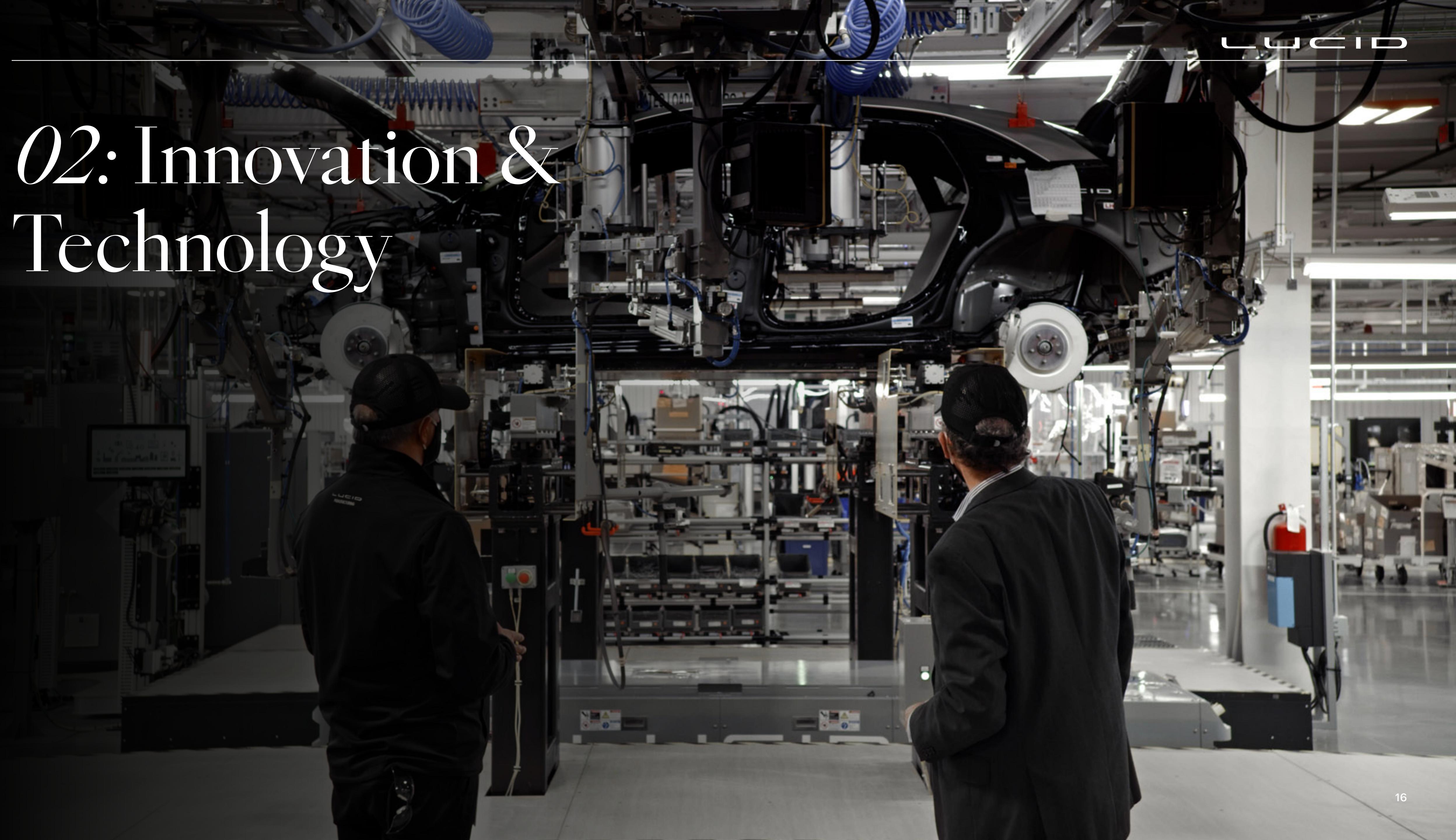
LOS ANGELES

⁸ Manufacturer's projected range for Grand Touring is 500 miles equipped with 19" wheels. EPA est. range for Touring is 411 miles equipped with 19" wheels. Manufacturer's projected range for Pure RWD equipped with 19" wheels is 410 miles; EPA est. range is 419 miles. EPA est. range for Sapphire is 427 miles. Range and battery power vary with temperature, driving habits, charging and battery condition and actual results will vary.



No other electric car on the market produces more range with less energy than the Lucid Air, as measured by miles/kWh.

02: Innovation & Technology



Introduction



“Lucid is here to advance the state of the art for sustainable mobility. We are defining a new paradigm for electric vehicle engineering that, for the first time, recognizes that optimizing energy efficiency is the key to designing products that can do the impossible, satisfying the broad array of needs from a diverse customer base. Our first vehicle, the Lucid Air sedan, has received widespread acclaim from the public and the media, and we are already building upon everything we have learned as we continue development of upcoming Lucid products intended to reach new customers.”

—Eric Bach

Senior Vice President of Product and Chief Engineer

At Lucid, we are not simply making advanced EVs, we are also committed to positive environmental and social impact – we focus on designing our vehicles for safety and minimizing the use of resources and energy where possible all while providing a superior driving experience. We believe in designing and building safe, comfortable, range-efficient, and fast-charging EVs.



Product Environmental Impact

Efficiency is Our Guiding Principle

Our focus on efficiency is a core value that drives our efforts to minimize environmental impact and to deliver maximum performance to our customers. We think about efficiency at every level of our product development process. For example, by creating range-efficient EVs with smaller battery packs, we can open new opportunities to reduce the carbon footprint and energy needs, from reducing the volume of critical raw materials in our vehicles to using less energy from power grids and the associated emissions of generating that power.

Use Phase Efficiency – Not All EVs Are Created Equally

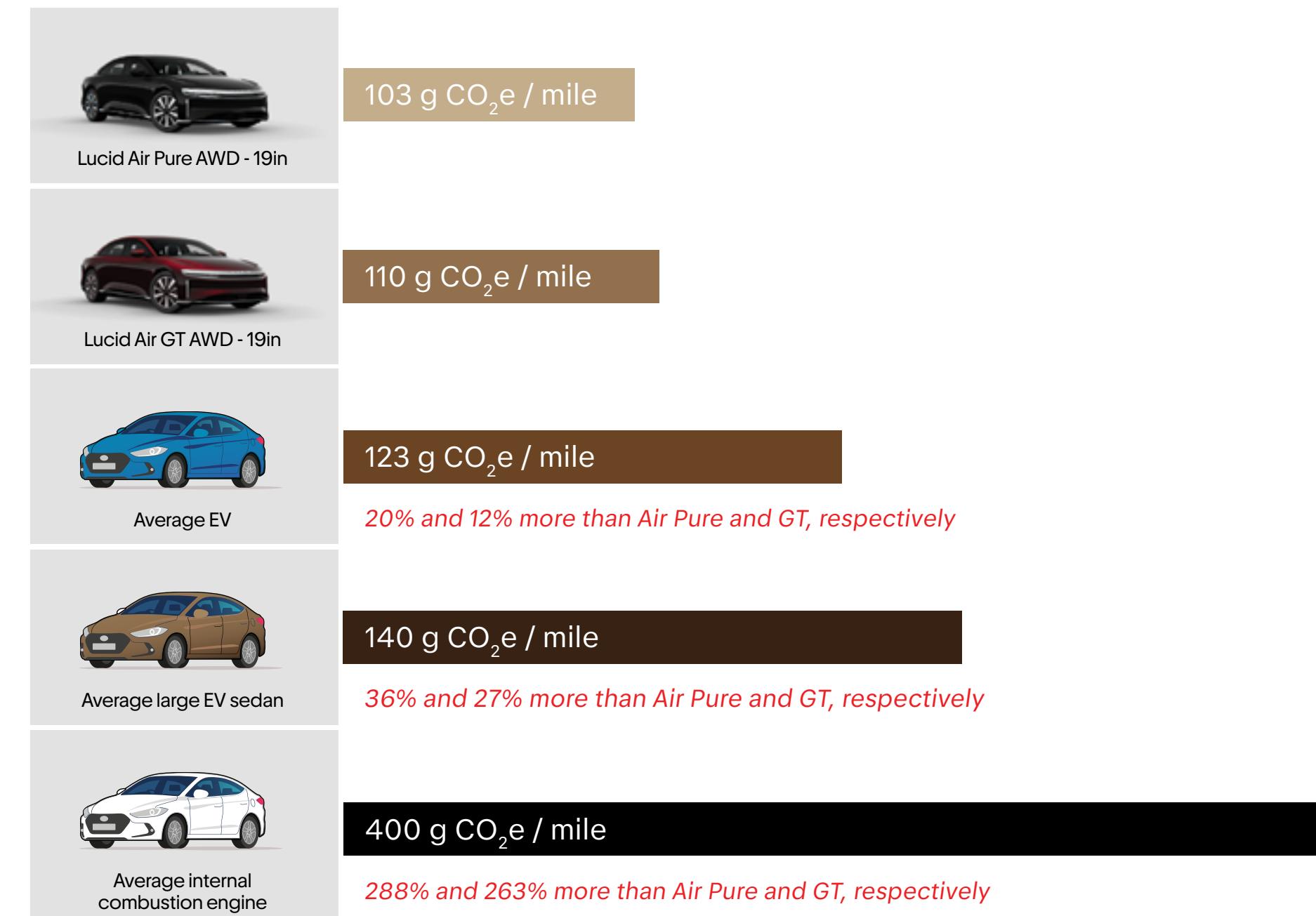
Although all EVs can contribute to cleaner roads and communities because they do not produce the tailpipe emissions of vehicles with internal combustion engines, EVs can vary dramatically in their overall environmental impact. While there are multiple factors that influence this, it is largely due to the broad differences in energy efficiency among EVs. Since electricity is still most often generated by burning fossil fuels in power plants, the more efficient the vehicle, the less electricity it needs to be driven, meaning fewer carbon emissions associated with every mile driven.

For this reason, our vehicles are designed and engineered to be among the most energy-efficient commercially produced cars ever made. Variants of Lucid Air achieve some of the highest ratios of driving range per kilowatt-hour of any EVs on the market, one widely used method for measuring EV efficiency. Lucid vehicles also excel in another efficiency metric: the U.S. EPA Miles Per Gallon Equivalent, or MPGe, with Lucid Air Touring and Air Pure rated at up to 140 MPGe in combined highway and city driving.⁹

Our achievements in vehicle efficiency validate our holistic approach: we seek to optimize the vehicle for all significant on-road efficiency factors, including aerodynamics, mass and rolling resistance, powertrain, and auxiliary energy consumption. This optimization also helps Lucid's vehicles stand out as leaders among other cars in our comparable class. For instance, our most efficient model, the single-motor Lucid Air Pure rear-wheel drive, sets a remarkable standard with a driving efficiency of 4.74 miles per kilowatt-hour (miles/kWh).

So, what does that efficiency mean? Let's look at some examples (below and next page).

Use Phase Carbon Emissions¹⁰



Note:

- Upstream impacts resulted from fuel/electricity are considered (for both EV & ICEV).
- Electricity generation impacts (for EVs) are considered using the average U.S. electricity mix.
- Fuel combustion impacts (for ICEVs) are considered.

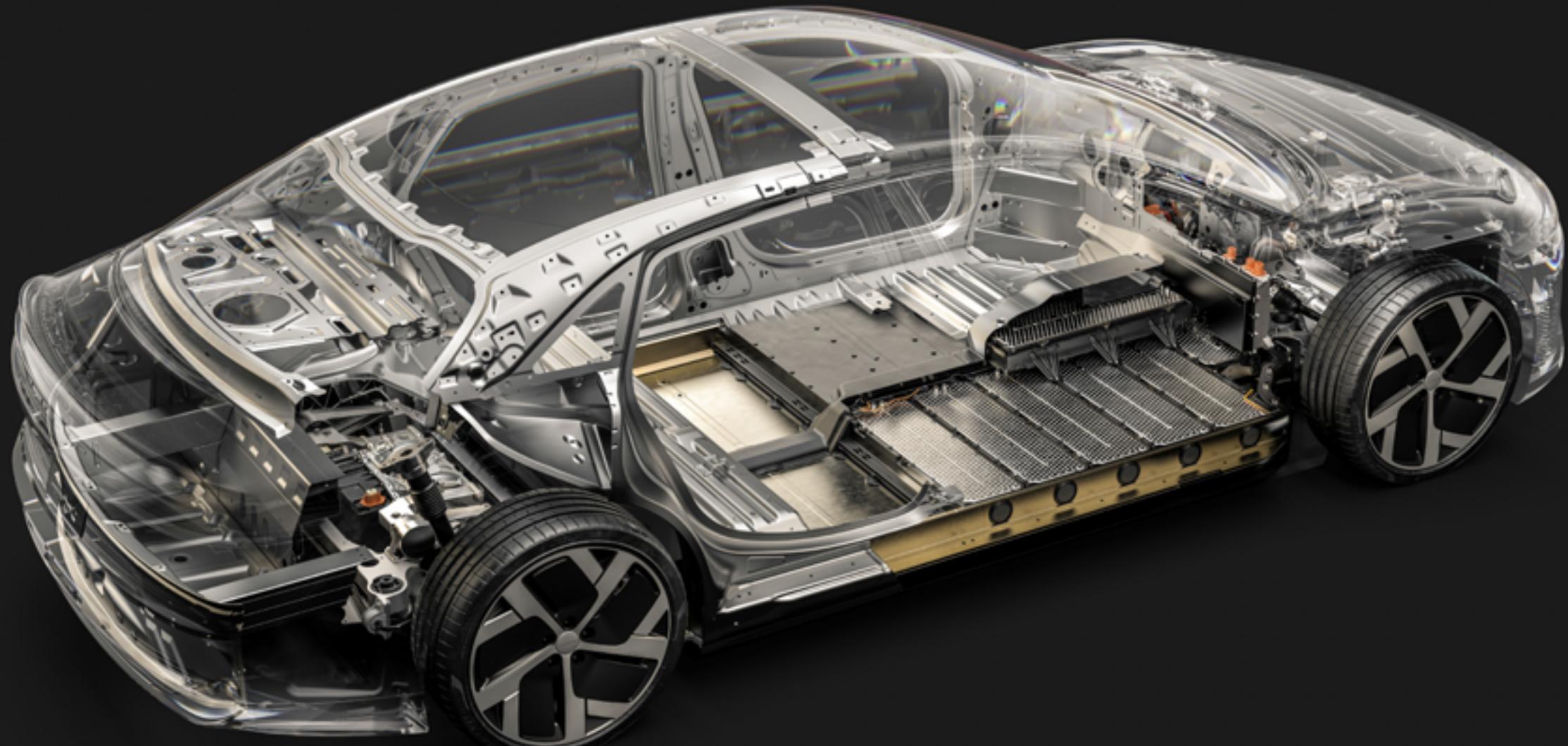
⁹ Compare Side-by-Side (fueleconomy.gov)

¹⁰ Footnote on following page.

Why Does Efficiency Matter?

With 300 million vehicles expected to be on the roads in the U.S. by 2050¹¹, a full transition to EVs will increase demand on the electrical grid. With the average energy utilization of EVs today, those 300 million vehicles would need the same power as it takes to run 113 million homes.

But what if every vehicle had the same energy utilization as Lucid Air Pure? If that were the case, those same vehicles would only need the power it takes to run 92 million homes, saving the equivalent of 21 million homes' worth of energy each year – more homes than currently exist in California, Oregon, and Washington combined.¹²



¹⁰Sources for calculations:

2023 Lucid Air Pure AWD (19 in) & Lucid Air GT AWD (19 in):

Source 1: U.S. Environmental Protection Agency (US EPA). (2023a). Emissions & Generation Resource Integrated Database (eGRID). <https://www.epa.gov/eGRID>

Source 2: Argonne National Laboratory. (2023). The Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) 2022 Model. <https://greet.anl.gov/>

Weighted average EV & weighted average large EV sedan:

Source 1: U.S. Environmental Protection Agency (US EPA). (2023a). Emissions & Generation Resource Integrated Database (eGRID). <https://www.epa.gov/eGRID>

Source 2: Argonne National Laboratory. (2023). The Greenhouse gases, Regulated Emissions, and Energy use in Technologies (GREET) 2022 Model. <https://greet.anl.gov/>

Source 3: Singer et al. (2023). EV efficiency ratios for light-duty vehicles registered in the U.S. National Renewable Energy Laboratory. <https://www.nrel.gov/docs/fy23osti/84631.pdf>

Weighted average internal combustion engine:

Source 1: U.S. Environmental Protection Agency (US EPA). (2023b). Greenhouse gas emissions from a typical passenger vehicle. <https://www.epa.gov/greenvehicles/greenhouse-gas-emissions-typical-passenger-ve>

¹¹EIA https://www.eia.gov/outlooks/aoe/tables_ref.php

¹²Analysis from The American Council for an Energy-Efficient Economy stating full electrification of the country's light-duty vehicles with an efficiency of 4.2 mi/kWh versus 3.4 mi/kWh would equate to an energy savings equivalent to the power need for 21 million U.S. homes. According to latest U.S. census data, there are approximately 19.6 million homes in the states of California, Oregon, and Washington. <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

Product Environmental Impact

Battery Efficiency

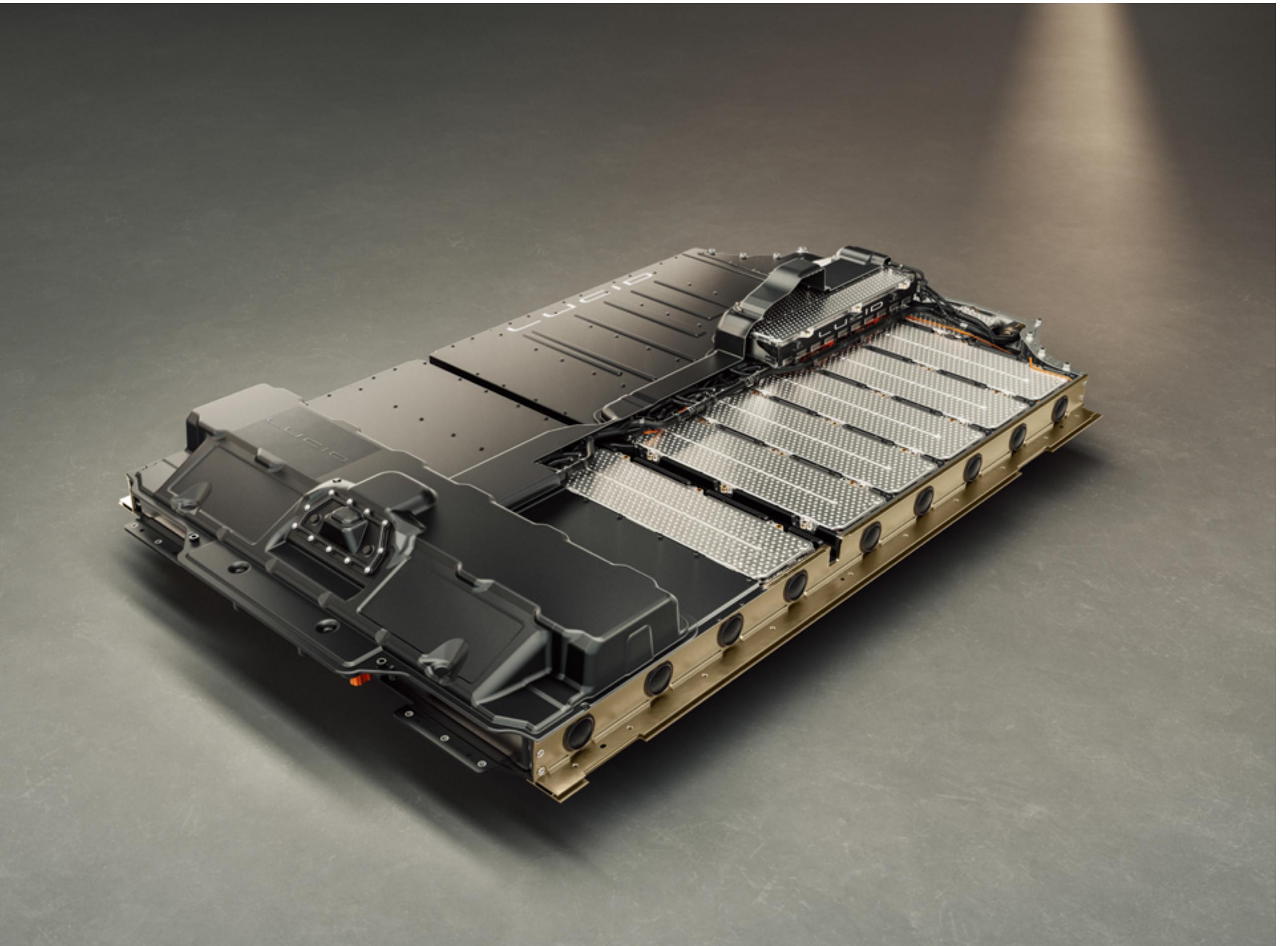
Reducing Battery Inputs

The performance of a Lucid during its use phase is only one part of the story. Reducing the total environmental impact of our vehicles also means aiming for more efficient material use in the design and development of each model while maintaining the safety, quality, and the driving experience Lucid's customers expect.

Our commitment to efficiency and best-in-class miles per kilowatt hour underpins our battery philosophy – we design our products to use fewer batteries and battery materials to attain those results. In contrast to prevailing trends in the market, where bigger vehicles are often equipped with larger batteries to achieve even a fraction of Lucid Air's range, our focus on efficiency at Lucid allows us to reach impressive ranges with a smaller battery pack. This reduces both the total volume of critical raw materials needed to create the batteries as well as the supply chain emissions associated with the mining and processing of those materials, contributing to a more environmentally responsible EV solution.

Piloting Battery Circularity

Circularity is a critical topic within the automotive industry, and nowhere is that more evident than in the battery itself. By accounting for circularity early, we plan to have a pathway for our vehicles when they approach their end-of-life. Currently, we recycle batteries that are part of the production and testing processes and are developing a strategy for end-of-life solutions including reuse, remanufacturing, and recycling. We began a remanufacturing pilot program in 2023 and have begun to send remanufactured battery packs to Service Centers for customers.

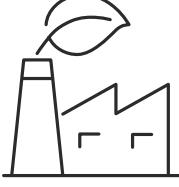
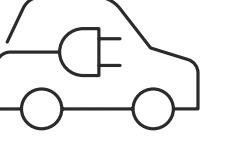
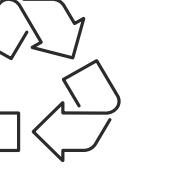


Product Environmental Impact

Life Cycle Assessment

As Lucid continues to improve our environmental impact as an organization, we are working to build a robust data foundation to find opportunities to lower our emissions. In 2023, we completed our first life cycle assessment (LCA) on Lucid Air Grand Touring. An LCA is a systematic analysis of the environmental impacts of products or services during their entire life cycle. The data provided by our LCA will enable strategic decisions that can further improve our product sustainability.

General LCA Stages

			
Material	Manufacturing	Use	End-of-life
Raw material extraction	Module assembly	Vehicle efficiency	Dismantling
Material processing	Vehicle assembly	Upstream electricity	Reuse/ Recycling
Material transport	Scrap/waste management	Vehicle maintenance	Incineration Landfill



Product Environmental Impact

More Sustainable Interior Materials

In our commitment to sustainable design, we look to prioritize environmentally responsible materials and local suppliers whenever feasible for the interior of our vehicles. We continuously seek new, high-quality options that are durable and can lower the environmental footprint of our vehicles. Notable sustainable material choices featured in Lucid Air include:

- Sustainably harvested wood options such as eucalyptus, walnut, and red oak. Our vendors are Forest Stewardship Council (FSC) certified, demonstrating their dedication to responsible environmental practices. Our vendors prioritize sustainability where possible and focus on efficiency in their operations, and some vendors have publicly disclosed actively working on further decarbonization efforts.
- Textile options such as an alpaca wool blend that utilizes minimal dye and recycled yarn.
- Leather from suppliers that are Leather Working Group certified, which confirms their dedication to strong environmental and animal welfare practices while also offering excellent quality, look, feel, and durability. To support the evaluation of our leather partners, we performed an analysis of the environmental impacts of the leather supply chain, including an assessment of the risk of deforestation and overall carbon emissions. We strive to work with leather suppliers dedicated to lowering their carbon footprint.



Product Environmental Impact

Our Technology is Changing EVs

At Lucid, we work to inspire the adoption of sustainable energy in part through our advanced technologies. We have undertaken efforts to raise the visibility of our cutting-edge technology, which is revolutionizing the EV sector, encouraging more drivers to go electric, and setting a new, higher standard for other EV companies. Technological innovations and in-house proprietary software such as our high-performance powertrain, industry-leading Wunderbox™ charger and inverter, battery, DreamDrive™ advanced driver-assistance system, spacious interior, and intuitive infotainment system are revolutionizing mobility, improving safety, and building the knowledge foundations for a zero-emissions future.



“At Lucid, we combine timeless design and best-in-class technology to not only provide the best human experience but a sustainable one, too. Sustainability is at the center of every choice we make and it’s a core design principle for the team, which is reflected in everything from the thoughtfully selected materials to the aerodynamics of the vehicle.”

—Derek Jenkins
Senior Vice President of Design and Brand



Product Environmental Impact

Our Technology is Changing EVs

Spotlight: Air Pure

Our groundbreaking, proprietary EV technology enables a comprehensive approach to engineering for efficiency. The incredible miles/kWh range of our single-motor Air Pure rear-wheel drive is made possible in part by many of Lucid's in-house innovations:

- Microjet-cooled electric drive units, the only production wave-wound motors in the world, with leading gravimetric and volumetric power density
- Race-proven, race-derived battery technology with special ultrasonic ribbon bonding of battery cells to reduce heat generation
- Silicon-carbide dual voltage boost-charging Wunderbox™ technology
- Innovative aerodynamic exterior, with a 0.197 drag coefficient when equipped with 19" wheels – the lowest for any current production vehicle
- A vortex induction and split radiator system for improved cooling
- The first curved battery pack underfloor wing
- True aircraft-style riveted and epoxy-bonded aluminum body shell, featuring one of the world's first implementations of ultra-high-strength, warm-formed aerospace aluminum alloy door ring for light-weight crash performance



Product Environmental Impact

Our Technology is Changing EVs

Tech Talks

In 2022 we launched Lucid Tech Talks, a new streaming series that uncovers some secrets behind our proprietary EV technology. Tech Talks are led by our Chief Executive Officer and Chief Technology Officer Peter Rawlinson and other Lucid leaders and feature deep dives on how Lucid is setting a new standard in EV efficiency, performance, and design. Watch new and previous episodes [here](#).

Electric Motorsports

Lucid has been involved in electric motorsport racing since 2016 through our Atieva brand. Racing serves as a platform for showcasing the full potential of EVs, highlighting their record-breaking range and efficiency without compromising on performance. Before Atieva was involved, drivers had to swap EVs midrace due to limits in battery capacity. From 2018-2022, Atieva designed, developed, and manufactured a battery system that enabled racecars to complete a race on a single charge. In 2023, Atieva began supplying its ultra power-dense electric drive unit designed for use in motorsports and will be used in vehicles through 2026.

Supplying our powertrain technology for use in motorsports has also played a pivotal role in accelerating the development and refinement of our consumer products. Lucid Air benefits from the same race-proven technology that pushes the boundaries of what EVs can achieve in performance settings. This cross-pollination of expertise drives innovation and ensures the continued improvement of our EV offerings for a wider audience. Learn more [here](#).



Product Environmental Impact

Our Technology is Changing EVs

Strategic Technology Arrangement

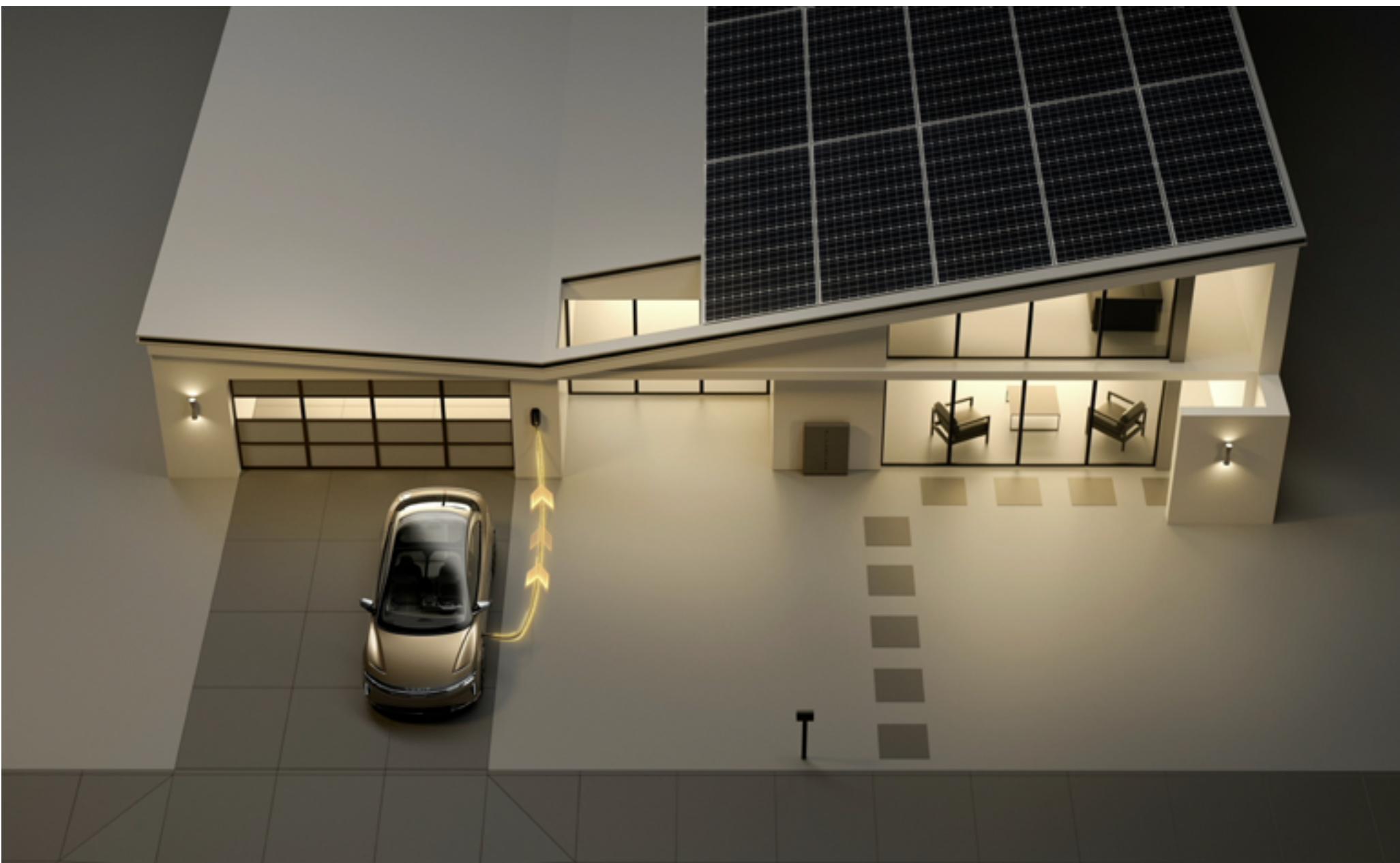
By providing access to our advanced technologies to other organizations, we can facilitate EV adoption and proliferate the benefits of our efficient technology. In June 2023 we announced a definitive agreement to establish a long-term strategic technology arrangement with Aston Martin to accelerate the iconic British brand's high-performance electrification strategy and long-term growth. The arrangement will give Aston Martin access to world-leading electric powertrain technology, which is engineered and manufactured exclusively in-house by Lucid, to power future Aston Martin battery EVs. The arrangement will also provide Aston Martin with technical support and components from Lucid in integrating its proprietary technology into a bespoke all-new EV platform developed by Aston Martin.

This arrangement gives Aston Martin access to state-of-the-art engineering and sophisticated technical know-how to propel the company towards its target of launching the first pure electric Aston Martin model in 2025 and to support the brand's wider sustainability strategy, *Racing. Green.*

Through this arrangement, we are working with Aston Martin to get more efficient EVs out on the road. It marks the first such car manufacturer relationship for Lucid, expanding the reach of our products and paving the way for more mainstream applications of our revolutionary electric powertrain technology in the future. We see this as just the beginning, and we hope to continue to leverage our technology further to reduce and avoid global emissions.

Future Adaptations of our Technology

We are exploring opportunities to adapt and expand the sustainable impact of our technology. For example, we hope our battery systems expertise will enable us to produce compelling stationary energy storage system (ESS) products that offer flexibility, efficiency, and stability to our customers and the electrical grid across the residential, commercial, and utility-scale energy storage sectors. We also hope our battery systems and powertrain expertise will enable customers to power their homes through vehicle-to-grid (V2G) charging capabilities, adding resiliency to customers' power supply and reducing impact on the grid during power outages and shortages.



Product Safety & Quality

Safety is One of Our Highest Priorities

At Lucid, we believe true sustainability goes beyond environmental impact. Our customers deserve products that provide social benefits as much as they reduce emissions and material use. A safe driving experience for our customers is one of our highest priorities and we are committed to incorporating safety considerations into every step of the vehicle design and manufacturing processes. We also continue to enhance safety for our vehicles on the road through frequent over-the-air software updates. These updates support driver assistance features and diagnostic software that can help identify potential issues before they arise.

Safety Ratings

The 2022 Lucid Air achieved an overall five-star rating in the European New Car Assessment Program (Euro NCAP) testing in September 2022, the highest rating possible. The vehicle also scored well in the subcategories thanks to our focus on safety and the suite of safety technology in our vehicles. Lucid Air was among the highest in the industry for Adult Occupant protection and Child Occupant protection with scores of 90% and 91% respectively. Further testing on variants of Air such as rear-wheel drive (RWD) is underway to extend the five-star rating to as many variants as possible.

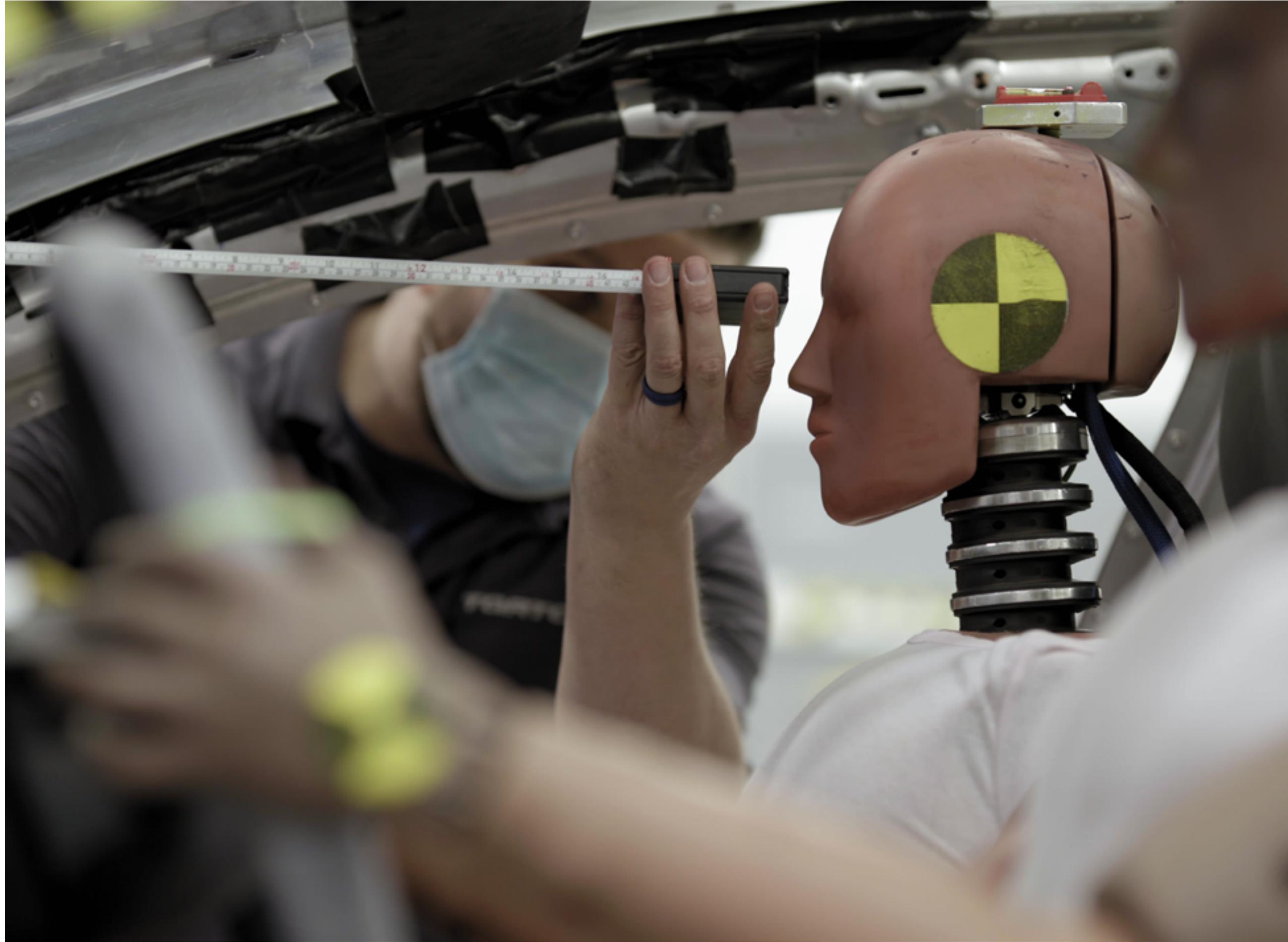
Read more about our Euro NCAP Rating on the [Euro NCAP website](#).

Internal Processes & Governance

We are committed to a holistic approach to safety practices. Our governance structure includes a Product Safety Working Group (PSWG) that investigates, evaluates, and documents vehicle safety concerns, pulling in expertise throughout the company to make recommendations to Lucid's Product Safety Executive Council (PSEC), which makes final safety-related decisions.

Lucid also maintains a product and service safety policy called the Product Safety Assessment Procedure (PSAP), which outlines our process for evaluating vehicle safety concerns and determining whether a recall is required. Even when a recall is not required, we may still make product improvements through design changes or service campaigns. The PSAP applies to Lucid vehicle safety concerns raised through any channel, whether internal or external. For example, internal references may come from organizations such as Engineering, Digital (Software), Manufacturing, Sales, Service, Warranty and Customer Care. External references can include customer complaints, complaints to the National Highway Traffic Safety Administration (NHTSA), customer postings to online forums, and media accounts of accidents or incidents.

Product Safety & Quality



Safety is One of Our Highest Priorities

Testing

Lucid vehicles undergo extensive testing to ensure the highest quality and safety standards are met. Testing happens both in the virtual and physical world as soon as the first prototype parts become available. Much of our homologation activity and testing is designed to evaluate the regulatory compliance and safety-critical aspects of the vehicle such as crash avoidance, crashworthiness, and post-crash survivability.

Other types of testing focus on ensuring that our products meet the requirements of competitive categories such as noise, vibration, and harshness (NVH); efficiency; and durability.

Product Safety & Quality

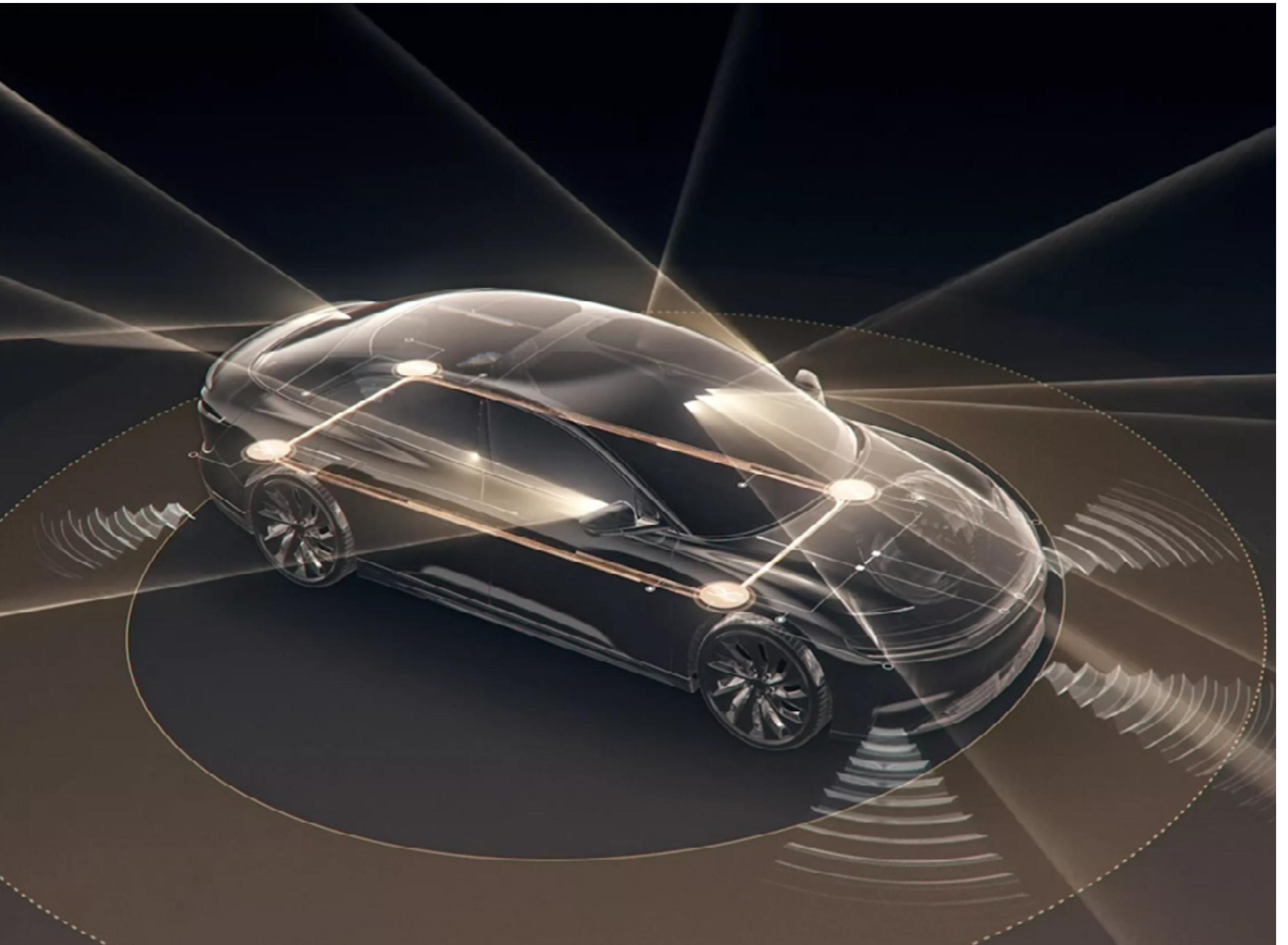
Safety is One of Our Highest Priorities

Advanced Driver Assistance System

We designed Lucid Air from the outset to incorporate critical, forward-looking hardware, and we continually refine the suite of detection, warning, and prevention systems on our vehicles. Our vehicles are equipped with extensive sensor suites, large capacity computing power, and redundant systems for advanced levels of driver assistance. These are standard, along with a comprehensive suite of active safety features, including automatic emergency braking, rear cross traffic protection, traffic sign recognition, blind spot monitoring, lane departure protection, and rear pedestrian collision protection.

Our proprietary DreamDrive™ advanced driver assistance system (ADAS) is offered in several feature combinations, depending on customer preference, with as many as 32 on-board sensors, including 14 cameras and five radar units. It is one of the most comprehensive sensor suites in the market. Lucid Air is also one of the first vehicles available with an integrated lidar (laser imaging, detection, and ranging) sensor, which works in combination with other sensors to identify stationary objects that would be undetectable by radar alone. We were one of the first to launch a fully redundant platform at scale, including redundant independent power sources, fail operational actuators, fault tolerant computation, and redundant sensor sets and communication paths.

Part of our commitment to safety includes education on ADAS technologies. In addition to educating our customers on these features at our studios, we are members of the Partners for Automated Vehicle Education (PAVE) to ensure ethical marketing of these technologies.



Product Safety & Quality

Achieving Positive Impact Through Quality

At Lucid, we create vehicles of world-class quality and are dedicated to continuous improvement. We believe that a culture of quality in our products, processes, and operations is critical to our success and positive impact. Similar to our approach to efficiency in our engineering, we take a holistic view of quality in the field, in manufacturing, and at the supplier level.

Product Quality

Lucid's focus on quality in the development, construction, and testing of our vehicles supports a range of integrated environmental and social benefits, such as:

- Durability and waste: Our goal is zero safety defects per vehicle. When we do things right the first time, we minimize waste. We also aim to make our vehicles and parts last for as long as possible, which we accomplish with extensive simulations and testing that guide the engineering design of parts, reducing the need for replacement materials and lowering the lifecycle impact of the vehicle. Real world full vehicle testing is also conducted across several groups including durability, vehicle validation, and quality.
- Noise, vibration, and harshness (NVH): The quality of the ride can make or break a driving experience, and we want to provide a luxurious ride in our vehicles while also reducing the impact of exterior noise inside the cabin. We use our test track to drive our vehicles through different surfaces to identify abnormal noises in the vehicle and make corrections if needed.
- Weight optimization: We strive to achieve the highest vehicle safety ratings, world-class NVH ratings, and reliable and durable vehicles while also reducing the weight in the vehicle as much as possible, understanding that mass and weight in EVs is detrimental to cost, performance, range, and efficiency. Our relentless attention to weight optimization allows us to achieve better fuel economy and range with fewer materials in the long term. Weight optimization allows us to use fewer resources from our environment in our products while still delivering the highest quality experience to our customers.



Product Safety & Quality

Quality Management: ISO 9001

Our Arizona manufacturing facility, in its very first year of operation, achieved ISO 9001:2015 certification, the most widely accepted product safety and quality standard. This achievement is a symbol of our commitment and dedication to ensuring quality products.

The ISO 9001 standard outlines requirements for a quality management system that supports product consistency, quality, and safety through policies, processes, and procedures. This certification includes training of our employees, certified inspectors located in different key areas of the facility so we can maintain quality in every stage of our process in a consistent way, quality internal and external audits for safety, and critical elements and processes to identify, document, investigate, evaluate, and correct/resolve concerns. We also conduct regular risk assessments to test adherence to the standard and effectiveness of our processes. Following these ISO standards helps Lucid to meet our own expectations and those of our customers when it comes to quality and safety.



Supplier Quality

We also rely on Lucid's partners to help maintain high levels of quality in our vehicles, supported by our Supplier Quality team. We work closely with our suppliers to make products right the first time, which helps to reduce waste associated with rework or scrapping parts. The Supplier Quality team supports our goal of developing the best final product possible by using a robust quality planning and parts approval process.

Program highlights:

- Lucid's supplier quality manual helps us manage and communicate quality compliance and is updated annually
- We expect our suppliers to comply with ISO 9001 or IATF 16949 certifications
- We provide quality trainings multiple times per month to ensure company expectations are met
- We conduct onsite audits of our suppliers for quality assurance, control, and potential sourcing of future programs
- Our Supplier Quality team assesses the capability and capacity of potential suppliers to meet minimum Lucid requirements for quality systems to produce best products and continuously improve
- We produce monthly supplier quality scorecards based on quality, defects, etc., to evaluate supplier performance

03: Environmental Engagement & Operations



Introduction



“Lucid’s sustainability efforts are central to our day-to-day operations and stakeholder engagement strategy. To have true impact and drive environmental progress, we must collaborate across a broad range of external audiences and partners to promote and strengthen sustainability programs around the world.”

—Jessica Nigro
Vice President of External Affairs

Though the majority of our environmental impact lies in how our products are made or used, Lucid is also committed to reducing emissions in our own operations and, where possible, engaging externally to lower emissions beyond our own walls. As we grow as an organization, we are building systems for robust data collection both to better measure our operational impact and to further enhance our approach to and disclosure of that impact. Below are some of the qualitative highlights of our environmental program today. We are dedicated to improving this impact as we scale.



Engagement

Embedding Sustainability in Our Culture

Internal engagement is a critical component of our approach to sustainability. Lucid's employees are passionate about improving environmental impact both in their work at Lucid and in their personal lives. Through our employee resource group, Sustainability @ Lucid, we leverage our employees' passion to drive a sustainable culture and mindset across our global operations. Some highlights of initiatives include bike challenges, improving recycling practices within our offices, volunteering in our local communities, and leading educational webinars for our employees to drive our sustainable culture further. To date, we have over 600 members in our active chapters, leading efforts in offices in California, Arizona, Saudi Arabia, and the Netherlands.



Leading by Example

Lucid regularly engages with groups across the globe to support the decarbonization of the transportation sector as well as the ongoing improvement of EVs as a whole. This includes participating in high-visibility events such as:

- **Climate Week NYC:** Since 2022, Lucid has been increasingly engaged in Climate Week NYC, one of the largest annual climate events of its kind. We offer Climate Week Demo Drives out of our local New York studio to help generate discussion among speakers, hosts, and participants on electric mobility and efficiency, and decarbonizing the transportation sector. Additionally, in 2023 our head of investor relations participated in a roundtable discussion, The Evolution of Corporate Sustainability Regulation, at the United Nations Global Compact USA Network's Sustainable Development Goals (SDGs) Summit.
- **Global Sustainability Congress:** In 2023, Lucid took part in the Global Sustainability Congress hosted by the King Abdullah University of Science and Technology (KAUST). This event brought together higher education professionals, governments, and industry with over 1600 thought leaders and innovators to discuss urgent solutions to the climate crisis and to meet the United Nations' Sustainable Development Goals (SDGs). Lucid's CEO and CTO, Peter Rawlinson, and our Vice President and Managing Director of Lucid Middle East, Faisal Sultan, spoke about how our work supports the SDGs related to responsible consumption and production, industry innovation and infrastructure, and economic growth.

UNGC Climate Ambition Accelerator

Lucid is a proud participant in the United Nations Global Compact (UNGC), and part of our commitment to join the organization is to take action in support of the UN SDGs. We were members of the 2023 cohort of the Climate Ambition Accelerator program, which equips companies with the knowledge and skills their leaders need to accelerate progress towards setting emissions reductions targets. It aims to scale-up credible climate action across companies of all sizes, sectors, and regions, enabling them to deliver meaningful commitments to reduce emissions at scale. Through our efficient EVs, Lucid already has a powerful impact on decarbonizing the transportation sector, and we are proud to take part in this initiative to develop a pathway to further reduce emissions.

Engagement

Public Policy Advocacy

Our public policy efforts are instrumental in setting the bar higher for the rest of the industry by showcasing Lucid's sustainable impact. We advocate for strong environmental policy to increase the adoption of sustainable technology like EVs and a greater focus on efficiency to maximize our planet's precious resources. To learn more about our advocacy efforts for decarbonization topics like EV adoption and efficiency, please go to our [Public Policy & External Affairs section](#).

Dream Ahead Tour

As part of our product marketing efforts, we traveled around the country to showcase our EVs and technology. This tour was highlighted in a White House fact sheet released in April 2023 as part of the [President's EV Acceleration Challenge](#), promoting actions by the private sector, nonprofits, and state/local governments to encourage EV deployment. As part of consumer EV education and support, Lucid committed to demonstrate Air Grand Touring's 516-mile range in the 42-city Dream Ahead Tour over an 8-month period in 2023 to show Americans how efficient EVs can provide consumers the range they need while using less energy and reducing costs.



Environmental Operations

Purposeful, Continuous Improvement

From our production facility in Casa Grande, Arizona to our vehicle reassembly facility in Saudi Arabia, we have designed our manufacturing sites to minimize carbon emissions where practical through energy efficiency. We strive to reduce the environmental impact of manufacturing while maintaining our relentless drive to produce high-quality vehicles for our customers, and our ongoing efforts to collect performance data and set our baseline will help improve our environmental impact wherever possible. Our operational activities are guided both by our environmental policy and environmental management system and underpinned by our principles of continuous improvement.



“At Lucid Motors, we are focused on developing and manufacturing some of the world’s most efficient electric vehicles. We recognize the importance of environmental impact not just in our products but across our whole value chain, and have designed our operations with efficiency in mind and plan to continue to improve as we grow.”

— Steven David
Senior Vice President of Operations



Environmental Operations

Arizona

Environmental Management System - ISO 14001

Our Environmental, Health, and Safety Policy outlines our commitment to building and maintaining a practice of environmental protection in our operations. As a demonstration of our commitment, we achieved an ISO 14001 certification for our Arizona factory, which provides a framework for a proactive and systematic approach to environmental practices, less than one full year after the start of production in our Arizona facility. This certification is the most used framework for an Environmental Management System (EMS) and is designed to help organizations improve their environmental performance through more efficient use of resources and reduction of waste. This program supports us in finding efficient and standardized methods to continuously improve our environmental impact. This program encompasses training, measurement, and monitoring of data, and corrective actions for continual improvement for environmental practices.



Energy Efficient Design

Building a greenfield site provides an opportunity to think of energy efficiency from the start rather than retrofitting an old location. As we build out our sites, we seek ways to design the facilities to minimize energy use and emissions once they are running. This includes prioritizing LED lighting, using demand response lighting controls, using chilled water to improve HVAC and process water efficiency, and using Variable Frequency Drives on mechanical motors to improve efficiency and lower the overall energy costs on larger motors. We plan to continue to identify and execute opportunities to reduce energy usage and emissions across our facilities both through building and process efficiencies.

In addition, as of September 2023, the installation of energy efficient equipment at existing and newly constructed facilities in Arizona has resulted in more than \$1.2 million in rebates from a local utility company. The utility company provides incentives to companies that select resource efficient equipment as a part of the manufacturing process. Seeking out opportunities to finance energy efficient processes supports our initiative to further energy and emissions reduction.

Renewable Energy

Renewable energy is an important part of our strategy to reduce emissions from our operations. We currently have up to a 1-megawatt (MW) capacity solar power system in Arizona as a solar carport. The energy generated goes directly into powering our plant. To light our parking lots, we have installed solar-powered LED lighting. We also have rooftop solar panels at our headquarters in California, giving us a total capacity of up to 2 MW across all our sites. Lucid recognizes the need to increase the use of renewable or carbon-free energy and we are actively working to increase renewable energy generation and purchases where possible.

AMP₀₁

ADVANCED MANUFACTURING PLANT

Environmental Operations

Arizona

Logistics

We track the carbon footprint of our logistics¹² to actively pursue opportunities to reduce emissions where practical. Initiatives that we have tracked which can both reduce emissions and cost include projects like mode conversion from air to ocean, supplier localization, and network optimization either by the reduction in miles or the quantity of trucks.

Waste Reduction

We actively track our waste and seek opportunities to reduce our waste-to-landfill rate through diversion practices. Reducing packaging waste is one of our key opportunity areas; we have a dedicated packaging engineering team that has a strong focus on reducing environmental impact. Opportunities we routinely evaluate and pursue where possible include:

- Modular/standardized expandable packaging
- Returnable packaging
- New sustainable materials and continuous improvement (including evaluation of materials like biodegradable plastics, ocean bound plastics, and more)
- Collaboration with vendors to find partner opportunities to reduce waste

The pursuit of packaging sustainability represents an ongoing process of continuous improvement, including the engagement, commitment, and collaborative efforts of stakeholders at all levels. Lucid is actively engaged in this endeavor and exploring optimal methodologies to assess and cultivate packaging sustainability impact.

Water Conservation

We are committed to minimizing water use where possible and to complying with wastewater regulations across our facilities. One of the higher energy and water intensive processes in auto manufacturing is the paint booth process, where our team employs methods to significantly reduce energy and water use in the paint booth as well as to minimize hazardous air pollutants.

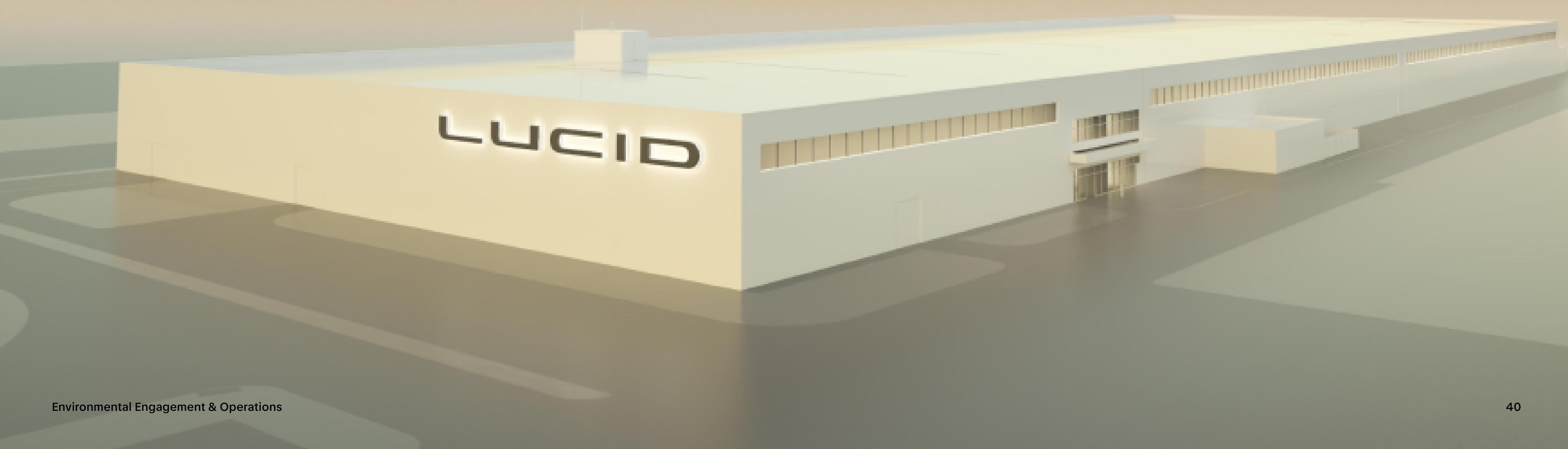


¹² Using guidance from the Green Freight Handbook created by Environmental Defense Fund (EDF) to refer to the freight emission factors.

Environmental Operations

Saudi Arabia

As we continue to build out our new AMP-2 manufacturing site in Saudi Arabia, Lucid is taking a proactive approach to construction to minimize our environmental impact. For example, we are increasing our energy consumption efficiency by implementing a building management system that will control HVAC temperature and lighting based on optimized building operation requirements with advanced energy metering. Water is also a valuable and limited resource for our Saudi Arabia site, and we work to conserve water where possible. Our efforts include implementing water-efficient processes, reusing water where possible through a gray water system, metering to monitor consumption, and assessing other water treatment technologies for future expansions to significantly reduce water consumption in manufacturing operations.



04: People



Introduction



“A strong, healthy, and diverse company culture is critical to fostering the innovation Lucid continues to create in the EV industry. At Lucid, we put in place the programs necessary to broaden the diversity of people and ideas that contribute to a common goal of technological growth and sustainability to impact on the world.”

—Gale Halsey
Vice President of People

As an EV company, Lucid naturally has a strong environmental focus, but we believe supporting our employees and communities is key to creating a more sustainable future. We are building a robust talent development program to support and encourage growth of our workforce, and we place an emphasis on diversity, equity, and inclusion (DEI) across our global locations. We further recognize that our organization can have significant impact beyond our walls, and we are dedicated to supporting human rights across our value chain and supporting our communities across the globe.



DEI

Representation Matters at Lucid

Diversity, equity, and inclusion (DEI) is an essential part of who we are. We value the diverse perspectives, experiences, and identities of our employees who reflect the communities we serve. Our differences spark innovation and drive us forward, and we are committed to fostering an equitable and inclusive culture that empowers us to bring our best selves to work and achieve our mission to build a better future together.

Our DEI work is centered around three strategic pillars, which represent the three ways we unite:

- **Workforce:** Grow a workforce that represents the diversity of our communities.
- **Culture:** Foster an inclusive and equitable culture where all can thrive.
- **Community:** Be key contributors by engaging with and investing in local communities.



DEI

Workforce

UNGC Gender Accelerator

Lucid is a proud participant in the United Nations Global Compact (UNGC), and part of our commitment is to take action in support of the UN Sustainable Development Goals (SDGs). This year, we joined the 2023 cohort of the Target Gender Equality Accelerator program. This program allows companies participating in the UNGC to deepen their implementation of the Women's Empowerment Principles and to strengthen their contribution to the SDGs through tools and learnings that support meaningful progress towards the SDGs.

Society of Women Engineers SWE22

Lucid is proud to be on the Society of Women Engineers (SWE) Corporate Partner Council. This organization aims to empower women to achieve their full potential in careers as engineers and leaders, expand the image of the engineering and technology professions as a positive force in improving the quality of life, and demonstrate the value of diversity and inclusion. In October 2022, members of our employee resource group Women @ Lucid attended professional development sessions and simultaneously recruited women and underrepresented minority engineering talent into the organization.

Women MAKE Awards

In 2022, Lucid nominated five employees for the National Association of Manufacturer's (NAM) 2023 Women MAKE Awards, which recognize women in science, technology, engineering, and production who exemplify leadership within their companies. This U.S. national honor identifies top talent in the manufacturing industry and encourages mentoring to inspire the next generation of women to pursue manufacturing careers. In our first year of nominations, one of our nominees was selected as an Honoree and was celebrated along with other Honorees at the annual award ceremony in Washington, D.C. In 2023, we nominated six women and are awaiting the final results.



DEI

Culture

Lucid is committed to creating a culture where employees are empowered to thrive. This includes many different projects and initiatives, and we are constantly looking for new opportunities to support our employees. Highlights of these initiatives include:

- Our employees have rallied together to form communities of belonging known as Employee Resource Groups (ERGs) that support and empower historically excluded affinities. In July 2023 we hosted our first Belong @ Lucid Employee Fair at our headquarters in Newark which was designed to help Lucid employees find community or communities within Lucid, whether it is through official Lucid ERGs, interest groups, or connecting with other team members throughout the event.
- Lucid has seven ERGs. They are an official function of Lucid and have goals dedicated to company priorities, furthering DEI at Lucid, and creating impact for its member base. ERGs are open to all who identify, and all allies are welcome.
- In our Newark headquarters, Lucid converted single stalls into inclusive restrooms equipped with signage to educate employees on the importance of these inclusive spaces.
- To promote more inclusive meetings and discussions, Lucid created over 200 conference and meeting room tent cards that include practical tips on inclusive language as a reminder to employees participating in day-to-day meetings and conversations.
- We have created processes to ensure that employees are able to use their preferred name or nickname to display in all digital Lucid systems to foster a sense of inclusion and belonging.
- We regularly host educational webinars and "Safe Spaces" through our ERGs to educate, create awareness, and offer a channel for safe expression. The "Safe Spaces" provide a channel for employees to discuss difficult topics, including responses to major global events and climate anxiety. The sessions end with additional tools and resources employees can use to support their mental health and continue building space for challenging conversations.



DEI

Culture

DEI Training

We believe in the value of education to drive a diverse and equitable company culture. For this reason, we launched our "DEI Fundamentals" eLearning to provide a foundational understanding of DEI topics in the workplace and build awareness of how everyday actions have an impact on each other's sense of inclusion and belonging at Lucid.

Additionally, we recognize that leaders need to be equipped to create inclusive and equitable environments where teams can thrive. Starting in March 2022, we embarked on a journey to provide coaching on the topic of "Inclusive Leadership" to our executive teams and senior leadership. Through these learning opportunities, executives and senior leaders were guided through the creation of DEI action plans to foster a culture of inclusion and belonging.

Culture & Leader Effectiveness Survey

At Lucid, we believe in creating a feedback culture in order to continuously learn and improve. In July 2023, we launched our first-ever Culture & Leader Effectiveness Survey. The purpose of this survey was to obtain direct confidential feedback from all employees about their views on the current state of Lucid's culture and insight into how effectively our leaders are supporting their teams across the organization. The feedback will allow us to identify organizational opportunities and develop action plans to increase leader effectiveness and accountability. The inaugural survey response rate was 76% of employees. We believe that this feedback is critical not only for the well-being and satisfaction of our employees but also for our company's overall success. We plan to request feedback semi-annually as we move forward.



DEI

Employee Resource Groups

Our employees have rallied together to form communities of belonging, commonly known as employee resource groups—or ERGs—to support and empower historically excluded affinities. Each ERG creates impact through programs and events put on for their members.

Women at Lucid

Our first ERG, Women at Lucid, was launched alongside International Women's Day on March 8, 2021. It's comprised of strong women from across the company who are creating space for women to share stories, develop professionally, and mentor others. The group also strives to provide mentorship and resources to women and girls in the community. In February 2023, Women at Lucid hosted over 100 educators from Pinal County Middle Schools for Lucid Science Technology Engineering Art Mathematics/Manufacturing (STEAM) Educators' Day during which educators were provided tools and resources to best serve their students and encourage STEAM education.



Pride at Lucid

The second ERG launched at Lucid was for our LGBTQIA+ colleagues and allies anchored in the mission to celebrate the contributions of all Lucid employees to the company's success — regardless of their sexual orientation, gender identification, or gender expression. In July 2023, as part of Pride Month celebration, the group hosted Raffi Freedman-Gurspan, Deputy Director of Public Engagement at the United States Department of Transportation (USDOT), LGBTQ and gender equality policy expert, and dedicated champion of human rights.



Veterans at Lucid

The Veterans at Lucid ERG is made up of veterans who've served or are currently serving in the armed forces across the globe. Veterans @ Lucid has made space for the Veterans by creating a Lucid challenge coin and erecting Missing Man Tables for Memorial Day and have honored the fallen by planting over 2,000 flags at National cemeteries.



DEI

Employee Resource Groups

Sustainability at Lucid

The Sustainability at Lucid group brings employees of all backgrounds together who have a passion for Sustainability. The group's aim is to drive sustainability mindset and culture at Lucid through various projects and events which focus on greening the spaces in which we operate, education, culture change, and community engagement. Notably, Sustainability at Lucid hosts several environmentally focused volunteering activities throughout the year in California, Arizona, and Amsterdam with goals of targeting more and more of the communities that Lucid inhabits.



Black at Lucid

The Black at Lucid ERG helps uplift and amplifies Black voices at Lucid. This is done through hosting safe spaces for Black employees, contributing to local communities, building camaraderie through Juneteenth Cookouts, and providing professional development webinars bring prominent Black speakers.



HOLA at Lucid

The Hispanic and Latine Organization for Leadership and Advancement at Lucid is vibrant community for Hispanic and Latine employees to come as authentically as they are. HOLA has been honoring the diverse cultures of the members through story telling on blog posts, educating the company on their rich heritages and creating a community sourced cookbook featuring the recipes of their familias.



AaPI at Lucid

The Asian and Pacific Islanders at Lucid ERG is focused on create authentic space for our Asian, Pacific Islanders, Middle Eastern employee around the world. This is done through programs that focus on enriching professional development, cultural education such bringing Lion dancers for Lunar New Year or coloring the campus for Holi, and community engagement like racing in Dragon Boat races.



DEI

Community

As our third pillar of our DEI mission, we believe it is important to uplift DEI topics not only within our own walls, but also in the communities where we operate. Please go to our [Philanthropy & Volunteering section](#) to learn more about our community engagement efforts from our DEI channels and broader organization.

