

RIVIAN



Impact Goals 2024 Update Report





Rivian's mission is to Keep the World Adventurous Forever. Our vehicles inspire people to make the transition to electric transportation and are designed, engineered, and built in the United States, onshoring manufacturing jobs and promoting American innovation and technology leadership. We see the creation of groundbreaking products and services going hand-in-hand with business operations that reflect our values, so we're considering our impact now and as our business expands. This is woven into the fabric of Rivian as we scale—and we can do it while running a successful company. That's why we've set Impact Goals and are measuring our progress.

This report focuses on calendar year 2024 (unless otherwise stated) and details progress made against our goals. For further context on our sustainability efforts, including our goals, programs and positions, please review our Impact Report.

Letter from our Founder and CEO

As we cross the halfway point of the decade, the stakes of our fossil-fueled world have become even clearer.

Debilitating heat waves are increasingly common. Storms are more powerful and destructive. Sea level rise threatens coastal homes and communities around the world. The urgent need to decarbonize our transportation and our electricity grid has only become more evident. At risk is a vision of the future we are proud to show our children—one that exists only if we act now.

Electric vehicles are more efficient than their petroleum-powered counterparts. Powering a vehicle with electricity from the grid, even when it comes from a natural gas or coal plant, is cheaper, cleaner, and more efficient than using fossil fuels in an internal combustion vehicle. Electricity from renewable energy or nuclear energy substantially widens this advantage. Today about 40% of the energy in the US is from carbon-free sources (about half of this from nuclear and the other half is from renewables)—and as the percentage of carbon-free energy increases, EVs become even cleaner.

When you make the decision to switch from a gas-powered car to an electric one, you become part of the solution.

Rivian employs nearly 15,000 people and designs, engineers, and assembles its vehicles in the United States. Choosing to drive an EV supports not only a cleaner future, but one that is built by American workers that support their local communities.



Our incredibly compelling vehicles provide a combination of practicality, performance and technology that makes them exciting regardless of their carbon efficiency. We believe this is critical for EV adoption—customers need great choices that make a transition away from internal combustion engine (ICE) vehicles a step up and exciting.

Now, more than ever, it's critical we remain optimistic about the opportunity to build a future our kids and our kids' kids' kids deserve.

EVs have lower lifecycle carbon emissions than their petroleum-powered peers. From raw materials, to manufacturing, through use and end of life, EVs have roughly one third the climate impact as internal combustion vehicles.

The cleaner the electricity, the cleaner the EV. Charging represents about 40% of the lifetime emissions of a Gen 2 R1T. We match the first 10,000 miles driven by every new R1 with 100% renewable energy, and the Rivian Adventure Network is always powered by 100% renewable energy.

EVs can make the grid more robust, reliable, and affordable. We are enabling a comprehensive suite of smart charging solutions that help utilities maintain grid stability and customers save money. Our forthcoming smart charging software update will enable owners to charge when the grid is cleanest, cutting charging-related emissions by nearly 30% while saving money on utility bills. And with our upcoming bi-directional charging platforms, EVs can be used to power your home or balance the grid when it's under stress, such as during heat waves.

This report provides a comprehensive update on our progress toward our Impact Goals, including how we're reducing our company's emissions, investing in battery circularity and ensuring our social and environmental standards are upheld throughout our complex supply chain. In particular, mined materials, which underpin modern society—from cell phones, to cars, to wiring for houses—have received a lot of attention for their role in the EV supply chain. While we must consider the impact of these activities, it's important to remember ICE vehicles rely on extracting many of these same materials in addition to the massive amount of petroleum needed to power the vehicle through its entire lifespan. We embrace the opportunity to improve responsible mining practices—employing adequate planning and safeguards, showing respect for communities and caring for the environment.

Believing we can solve hard problems is a critical first step in actually solving them. If you're a Rivian owner, you are an active participant in taking the critical steps we must undertake to preserve our planet for generations to come. Thank you for joining us on this journey.

Sincerely,
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Climate

Rivian seeks to accelerate the transition to zero-emissions transportation and energy. Rivian's vision is to help transform the energy grid to be more reliable, safer, and cleaner.

Progress on Goals Climate



Goal

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

2023 Baseline

19% renewable; 34% hourly carbon-free electricity³

2024 Progress

25% renewable; 39% hourly carbon-free electricity

Goal

100% of electricity we use from renewable energy annually at all other non-manufacturing facilities (service centers, offices, etc.) by 2030⁴

2023 Baseline

41% renewable

2024 Progress

41% renewable

Background

The commitment to 24/7 carbon-free electricity for our manufacturing plant is driven by a focus on reliability, resiliency, cost benefits, and emissions reductions. Our goal of >90% carbon-free electricity on an hourly basis by 2030 aims to reduce stress on the electric grid while simultaneously decarbonizing operations and improving local air quality. By prioritizing a diversified carbon-free energy portfolio, we are strengthening grid resilience, providing long-term cost stability for our operations, and driving significant greenhouse gas (GHG) reductions.

Our strategy emphasizes a multi-faceted approach. Where economically and environmentally advantageous, we prioritize on-site solutions like solar, on-site wind, and energy storage, implement efficiency strategies that minimize our facilities' energy use intensity, and electrify building systems. This approach also helps us to enhance operational reliability. Remaining power needs are met through strategically sourced carbon-free energy projects, with a focus on maximizing impact by considering both the timing and location of generation relative to grid needs.

For distributed facilities (e.g., service centers, offices), Rivian prioritizes an "emissions-first" approach, supporting projects with the greatest potential to reduce system-wide GHG emissions, maximizing our impact beyond our own operations. For concentrated loads, such as at our Normal plant, we favor deploying energy solutions on the same regional grid⁵ to maximize our impact. To track progress toward our 24/7 carbon-free electricity manufacturing goal and to incentivize the increased use of renewable energy at the most beneficial times when the grid is reliant on fossil fuel generation, we include both utility-contracted and Rivian-contracted carbon-free energy, as well as carbon-free energy from the regional grid mix. We also incorporate renewable energy in the regional grid mix for our annual facility renewable energy goals. This comprehensive approach ensures transparency and accountability in our journey toward a reliable, resilient, and cost-efficient future.

Progress on Goals Climate

continued...

Progress in 2024

In its first full year of operation, the 2.8 MW wind turbine at our Normal manufacturing plant, along with Rivian's 783 kW solar canopy, provided every R1 vehicle with its first charge entirely from onsite renewable energy—and enough to enable over 20 million miles of renewable driving. The wind turbine demonstrated the economic value of clean energy, reducing the plant's annual energy spend by an estimated \$500k in 2024.

Rivian also executed a 20 MW power purchase agreement (PPA) with Ørsted for power from the Badger Wind farm in North Dakota. The project is expected to be operational in late 2026, will provide price stability and operational savings for Normal and will directly contribute to the achievement of our 24/7 carbon-free electricity goal.

Anticipated actions looking forward

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

Progress on Goals Climate



Goal

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

Goal

Support 2 GW of high-impact renewable energy by 2030 to support customer charging⁷

Baseline

The Rivian Adventure Network (and Waypoints Network) have been powered by 100% renewable energy since day one of operation, matching every kWh dispensed with renewable energy. In 2024, the Rivian Adventure Network powered an estimated 32 million miles of renewable driving.

2023 Baseline

237 MW of renewable energy under contract

2024 Progress

373 MW of renewable energy under contract

Background

Using a [holistic approach](#), developed in partnership with The Nature Conservancy, we prioritize enabling clean energy projects with the greatest potential to provide meaningful benefits across three impact categories: Community, Climate, and Conservation (3C). Our goals and methods for supporting renewable energy for customer charging emphasize solutions, extending beyond just emissions reductions to include local economic growth, sensitive ecosystem protection, land preservation, and improved energy access and affordability. Furthermore, we are actively catalyzing market transformation by sharing and promoting this [impact-focused investment approach](#) with developers, energy buyers, and NGOs, encouraging widespread adoption of similar sustainable practices to ensure our impact scales beyond Rivian's footprint.

2024 Progress

Backed by a growing community of Rivian owners, we leveraged our holistic 3C approach to support a range of technologies across the country, resulting in innovative and community-driven collaborative clean energy projects—all while maintaining stringent economic standards—values we believe are key to accelerating momentum toward shaping a more affordable, reliable, safer and cleaner electric grid for everyone.

- Launched a new renewable match initiative where Rivian matched up to the first 10,000 miles of driving with renewable energy for every R1 vehicle sold. We will continue this program through the launch of our next family of vehicles, R2 and R3.
- Invested in the repowering of RWE's Champion Wind project in Texas through a 15-year, 126MW PPA. The project replaces aging infrastructure with modern, more efficient wind turbines and ensures that retired turbine components are repurposed into new, useful materials, minimizing waste and maximizing resource utilization.
- Partnered with Atlanta-based startup Emrgy to deploy their breakthrough hydropower technology in California and Idaho. Vastly different from conventional hydropower involving rivers and dams, Emrgy's modular turbine systems are placed in existing irrigation canals, generating low-cost base load power for farming communities. Together, Rivian and Emrgy aim to achieve over 60 MW of projects over the next several years.



Progress on Goals Climate

continued...

- Teamed up with Pivot Energy to support community solar projects in rural communities across Illinois, which will power an estimated 164 million renewable R1 miles each year. Our investment will help Pivot fund grassroots organizations to improve local economic opportunities, reduce energy burdens for low-income families, and create local career pathways in the solar industry.
- Supported Sol Systems' Lick Creek solar project in North Carolina, which will power an estimated 177 million renewable R1 miles each year. As part of the collaboration, Sol worked with local 4-H leaders to create a new community robotics program that engages local middle schools in mathematics, science, and programming.
- Worked with renewable energy platform Galehead Development to proactively build projects from the ground up. Combining Galehead's powerful LandCommand software with our 3C framework will strengthen our ability to build renewable energy projects that maximize positive impacts, including greater emissions reductions, land and habitat preservation, and reduced energy costs for communities.
- Partnered with retail electric provider Octopus Energy to offer Rivian customers in eligible areas of Texas an exclusive electricity rate that offers discounted overnight rates powered by 100% renewable energy. This collaboration educates and rewards our customers for charging during off-peak hours to reduce stress on the grid.
- Deployed on-site solar at our Yosemite Charging Outpost in Groveland at the doorstep of California's oldest National Park. By generating its own solar power, the project has reduced the environmental footprint of the site's operations and minimized the facilities' strain on the grid.

Anticipated actions looking forward

As Rivian's charging network and owner community grow, we aim to support an expanding portfolio of highly impactful clean energy projects. Our goal is that every time a customer charges their Rivian, they are helping to add more solar, wind, and other sources of clean energy onto the grid. Ideally, every charge helps transition the grid to a cleaner future for everyone. This is only possible because of our owners, and the impact their charging has had since day one on Rivian's charging networks.

Progress on Goals Climate



Goal

Launch a product by 2030 with half the lifecycle carbon footprint vs. 2022 R1 products⁸

2022 Baseline

428 g CO₂e/mi ([2022 Rivian R1S Launch Edition](#))

Background

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

2023 Progress

8% reduction (392 g CO₂e/mi) from baseline ([2023 Rivian R1S Dual-Motor](#))

2024 Progress

16% reduction (359 g CO₂e/mi) from baseline ([2024 Rivian Gen 2 R1S](#))



Rivian's commitment to reducing carbon emissions underpins the design of the Generation 2 (Gen 2) platform, introduced in 2024. Generation 2 vehicles achieve a lower lifecycle carbon footprint than the first generation R1 platform, tied largely to manufacturing and operating efficiencies and improvements in our materials supply chain. The introduction of an innovative electrical zonal architecture has resulted in lower manufacturing costs, removing over a mile of wiring, and reducing the number of parts. With approximately 50% fewer greenhouse gas emissions from on-site production and logistics compared to model-year 2022 vehicles, these vehicles further Rivian's ambition to accelerate widespread EV adoption and protect our planet for future generations. During the use phase, the Gen 2 R1 vehicles use significantly less energy than their predecessors. Some key drivers of this are:

- New and improved motors designed, engineered and manufactured in-house
- Lower energy loads from low-voltage electronics

Anticipated actions looking forward

Rivian continues to emphasize life cycle assessment reporting on our vehicles. We will continue to consider the carbon footprint of all of our vehicles as we get closer to the launch of our next family of vehicles, R2 and R3, which incorporate our existing low-carbon design philosophies. With the launch of our 10,000 mile renewable match initiative, the first adventures in the R1 vehicles will be powered with 100% renewable energy. This is expected to reduce the life cycle carbon footprint of our vehicles by around 10 g CO₂e/mi.



Product

Rivian is fully invested in accelerating the electrification of transportation by deploying products and solutions that accelerate transformation to an energy grid that is safer, cleaner, and more reliable. And we believe the many benefits of transforming these global systems must be realized in a way that protects nature and human rights.

Progress on Goals

Product



Goal

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

Baseline

TBD in 2025.

Background

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

2024 Progress

We implemented Rivian's Supplier Integrity Program, a risk-based, continuous improvement program with the objective of ensuring Rivian's suppliers meet the company's social and environmental requirements. The program includes:

- **Supplier Code of Conduct Assessments:** In order to assess compliance with Rivian's Supplier Code of Conduct, a cornerstone of our supplier agreements, the company implemented a multi-faceted approach, which includes desktop assessments and independent third-party audits of select tier 1 supplier facilities. Where suppliers fall short of expectations, Corrective Action Plans (CAPs) are issued and we work with suppliers to close those gaps.
- **Conflict Minerals Due Diligence:** We filed our first annual Conflict Minerals Report with the SEC.

Anticipated actions looking forward

We are continuing to be thoughtful about how we drive progress toward this goal, especially as our supplier base continues to change, given sourcing for future vehicle models and other dynamics including geopolitical considerations. We are committed to continually working to improve human rights practices across our business, including our supply chain. We are building out our risk-based approach over time to prevent, mitigate, and remediate negative human rights impacts of our business.

Progress on Goals

Product



Goal

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

Background

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

2024 Progress

The [Rivian Foundation](#) continued its conservation efforts, with a focus on local stewardship of local lands and waters, access to nature, and natural climate solutions.

Anticipated actions looking forward

We will begin collecting data from suppliers on biodiversity programs and initiatives, and then use this data to inform strategic work and potential partnerships.



Progress on Goals

Product



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

Baseline

N/A

Background

For EV manufacturers, a focus on priority materials is essential. Rivian defines priority materials as those that are both important to our business and also have significant environmental and social impacts. The shift to electric vehicles requires that we also consider the impacts of the raw materials needed to build them.

Our commitment to reducing reliance on virgin materials, promoting responsible sourcing, and establishing circular economy principles is critical for mitigating risk and supporting environmental sustainability. By proactively managing our supply chain, we work toward our products being not only innovative, but also ethically and environmentally sound. We also believe that we can drive positive change in the industry and contribute to a more sustainable future by making these material choices and creating a positive impact.

2024 Progress

Rivian is dedicated to minimizing the environmental and social impacts of its vehicles, and a key part of this commitment is understanding the impact of the key raw materials we procure. The Priority Materials Assessment, begun in 2024, aims to understand the full life cycle of the materials that go into our vehicles, helping us source responsibly and work toward a more sustainable future. By identifying and analyzing the key materials used in our vehicles, we can develop strategies to mitigate negative impacts and drive positive change across our entire supply chain.

To effectively manage this complex undertaking, we took the priority materials list published in 2024 and divided it into three waves. Wave one focuses on the most immediately impactful materials, and includes metals (steel, aluminum, copper), battery materials (cobalt, lithium, nickel, graphite) and polymers (natural and synthetic polymers). Wave two focuses on additional materials of concern, including REE (rare earth elements), 3TG (tin, tantalum, tungsten, and gold) and mica. Wave three includes: chromium, glass, zinc and palladium.

After determining the three waves, a cross-functional group developed profiles for each material in wave one. These profiles are an essential first step in making progress on this goal and establish a common, baseline understanding of:

1. Why a material is considered a priority and important to Rivian
2. How the material is used in our products
3. How the company can start to improve the negative social and environmental impacts of the material

The electric vehicle supply chain continues to evolve based on technological, legislative, regulatory, and other considerations, so our initial priority materials list may change over time. We will continue to be transparent about shifts to our priority materials.

Anticipated actions looking forward

With the wave one materials profiles completed, we will focus on outlining strategies for reducing the environmental and social impact of those materials in 2025.

Progress on Goals

Product



Goal

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

2022 Baseline

Steel: 16%¹⁰
Aluminum: 24%¹⁰
Polymers: 3%¹⁰

Background

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



2023 Progress

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

2024 Progress

Steel: 25%
Aluminum: 33%
Polymers: 5%

Rivian has been actively working with our supply chain to incorporate more recycled and bio-based materials into our products. As it takes time for procured materials to be used in our product, the progress we're seeing in increased recycled content is from actions taken in preceding years. We have also been able to include more supplier data alongside estimates as compared to prior years. More information on the recycled and bio-based content in our Gen 2 vehicles is in our carbon footprint reports.

Anticipated actions looking forward

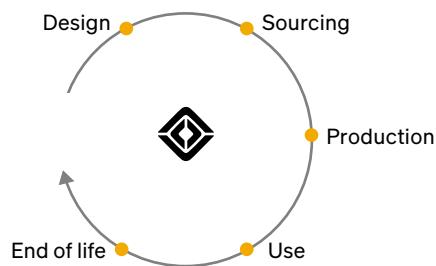
To create a clear roadmap toward our 2030 goals, Rivian is establishing product-specific targets for increasing the percentage of bio-based and recycled materials in our vehicles. We are also introducing requirements in our design process that specify minimum recycled and bio-based contents. Our strategy to achieve these targets includes:

- Developing and qualifying new materials and suppliers in collaboration with our supply chain team.
- Optimizing designs to facilitate the use of more sustainable materials, resulting in an expanded portfolio of materials that can be used for future product lines.

We also intend to carry these successful strategies and material advancements back into our existing product lines where feasible. Our future vehicles will continue to show progress toward our 2030 recycled content goals.

Progress on Goals

Product



Goal

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

Baseline

N/A

Background

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

2024 Progress

We conducted a thorough review of existing circularity initiatives at Rivian and categorized efforts across the five main stages of circularity, outlined above. We identified more than 20 circularity efforts, ranging from early-stage investigations to fully operational programs. Circularit y is highly cross-functional and embedded across several teams, including design, engineering, procurement, EHS, and service.

Examples of existing, fully operational initiatives:

- Design and engineering optimization
- New material development (e.g., polymers, metals, textiles, and soft trims)
- Closed loop metal scrap (aluminum and steel)
- Battery remanufacturing
- [Rivian pre-owned vehicle program](#)

Our teams are continuously investigating new opportunities to advance circularity. We've identified battery circularity as a priority area of pursuit and are actively working toward piloting solutions.

Anticipated actions looking forward

We will continue with our existing initiatives and seek out new opportunities across our five circularity areas of focus.

Progress on Goals

Product



Goal

Divert 90% of waste from landfill for our manufacturing facilities by 2030¹¹

2022 Baseline

82% waste diversion at Normal, IL manufacturing facility

Background

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

2023 Progress

69% waste diversion at Normal, IL manufacturing facility¹²

2024 Progress

79% waste diversion at Normal, IL manufacturing facility

We achieved an increased landfill diversion rate through targeted initiatives focused on operational efficiency and strategic equipment improvements. Strategic program rightsizing, implemented after 2023 operational changes, was key to optimizing resource management. We also added new equipment that facilitated improved in-house material processing. Moreover, increased use of returnable dunnage reduced cardboard generation and single-use packaging.

Additionally, we maintain our commitment to responsibly recycling a majority of battery-related materials from our manufacturing operations. We're also dedicated to exploration and eventual facilitation of responsible second-life battery applications and striving toward the increased circularity of battery materials within the broader battery ecosystem.

Anticipated actions looking forward

To ensure ongoing optimization, we will conduct regular waste and recyclable audits, refine container sizing, and implement landfill diversion working group recommendations. Simultaneously, we will develop a comprehensive landfill diversion/waste minimization policy, requiring cross-functional adoption, to establish a foundational framework. To solidify our commitment, we will continue to expand waste byproduct/purchasing/packaging guidelines, in line with landfill diversion goals.

In addition, our Normal manufacturing facility is currently in a transitional phase driven by the manufacturing expansion for R2 production (expected to be completed in 2026). The expansion offers growth and efficiency opportunities and necessitates a strategic approach to proactively address the anticipated increase in manufacturing activity and ensure continued effectiveness of landfill reduction initiatives.



Belonging and Community

At Rivian, we believe that forever is for everyone. This philosophy aligns with our mission to keep the world adventurous forever. Belonging emerges naturally when we foster an environment where everyone is valued and has a voice—a place where we build strong communities, celebrate each individual, and connect deeply with the larger mission to thrive together.

Progress on Goals Belonging and Community



Goal

Achieve an 80% Belonging Index score by 2028

2023 Baseline

76% Belonging Index Score

Background

Rivian conducts employee Pulse surveys twice a year to enable honest, confidential feedback to help us improve our culture, ways of working, and the overall employee experience. The Pulse Belonging Index is a specific component of the survey that measures our success at creating a company where belonging thrives. In particular, during a time of significant change at Rivian, growing and maintaining this Index score is an important focus for us.

2024 Progress

74% Belonging Index Score

The Belonging Index Score fell slightly in 2024. We believe this may have been caused by several changes internally, including organizational restructuring, leadership transitions, and budgetary reductions. Despite these challenges, we implemented the following programs to continue to advance belonging at Rivian:

- Delivered over 80 training sessions to more than 2,000 people managers and individual contributors, achieving an overall Experience Score of 86%
- Offered new Belonging Team tools and a new belonging learning program for asynchronous learning across a range of topics
- Hosted approximately 65 belonging resource group (BRG) events to foster community and belonging.

Anticipated actions looking forward

- Continue to solicit and review employee feedback to identify areas of opportunity and drive continuous improvement
- Update and continue offering relevant training
- Conduct quarterly reviews of BRG tools and resources

Progress on Goals Belonging and Community



Goal

Increase community engagement and volunteerism 50% by 2028

2023 Baseline

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

2024 Progress

798 employees participated in formal Rivian volunteer and community events (across all Rivian locations)



At our Normal manufacturing plant, community events are held monthly with local partners that include a local food bank, nature trail, and the Red Cross. Employees who volunteer during regular work hours are paid for their volunteer time.

Rivian hosted its second annual 5K in Normal in April 2024. Over 500 participants ran to support local non-profit organizations. All funds raised went to these organizations and totaled more than \$9,000. We also held our first 5K in Social Circle, Georgia in November 2024. 150 people participated and raised \$5,000 for Camp Twin Lakes.



Outside of Normal, employees' volunteer efforts are concentrated during Earth Month in April. Events were held across our Michigan, Northern California, and Southern California offices. Projects included park, trail, and beach cleanups, land stewardship projects, and tree planting.

Anticipated actions looking forward

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

Progress on Goals Belonging and Community



Goal

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

2023 Baseline

9 partnerships

2024 Progress

35 partnerships

Background

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

Rivian provides program support in several ways:

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

2024 Progress

We significantly expanded our college and trade school partnerships in 2024, surpassing our goal by nearly double. In partnership with The Technical College System of Georgia, we trained nearly 50 instructors at trade schools across the state on electric vehicles. This will allow more students to be trained on EV service and will benefit our future manufacturing plant in Georgia.

We also completed our first two vehicle donations to college partners. These donations allow students to have hands-on experience with EVs, which significantly enhances their learning experience and job prospects.

One example of the benefits of our partnership program is Olive-Harvey College in Chicago. Through our first program, we welcomed five interns with little to no automotive technician experience. In 2024, four students successfully graduated and have now launched their careers with Rivian as full-time service technicians.

Anticipated actions looking forward

Our Train the Trainer events are very effective and we plan to continue those while expanding our footprint and partnering with additional schools. We also aim to increase the number of vehicles donated to training programs.

Progress on Goals Belonging and Community



Goal

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

Baseline

N/A

Background

Rivian has focused on increasing access to reliable EV charging infrastructure from the moment we first launched the Rivian Adventure Network (RAN) and Rivian Waypoints Network (RWN) in 2021.

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

2024 Progress

We successfully expanded our charging network in a variety of ways. Here are several highlights:

- Opened 40 Rivian Adventure Network (RAN) charging sites with 267 chargers over the course of 2024.
- Added RAN coverage in 14 new states across the US.
- In December, Rivian began to open the Rivian Adventure Network to all EV makes and models. By year's end there were 10 charging sites and 72 chargers open to all EVs.
- Deployed 128 total new Rivian Waypoints chargers across 26 sites, including installing 34 more chargers across three sites within Yosemite National Park.

In addition to the continued deployment of charging infrastructure nationwide, Rivian also continued to advocate for policies that would expand charging access to more communities. A key highlight in 2024 was the company's support for California bill AB 2427, which requires the state to develop a model permitting processes to help local governments streamline and expedite the permitting process for curbside charging stations. This bill will encourage the deployment of curbside charging in more urban areas of the state, significantly improving access to a wider range of current and future EV drivers.

Rivian has also begun conversations with potential charging infrastructure partners to deploy publicly accessible curbside chargers at Rivian Service Centers in various metro areas nationwide. Initial conversations have indicated a need for additional engagement on the local/state level to improve and streamline permitting processes for curbside charging—a potential focus area to evaluate going forward.

Anticipated actions looking forward

Our transition to an open network offers an opportunity to support higher volumes of EV drivers in busier and more dense markets to better support our goal of electrification. In 2025, Rivian will continue to expand the Rivian Adventure Network by adding new open sites as well as retrofits to previously Rivian-only sites to enable further charging access to all EV drivers. Rivian will continue to evaluate advocacy opportunities to support the deployment of reliable charging nationwide as well as evaluate pathways to support the scalable deployment of curbside charging in urban areas.



Appendix

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

Appendix

United Nations Global Compact: Communication on Progress

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

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

Principle	References
Human Rights	
1 – Businesses should support and respect the protection of internationally proclaimed human rights; and 2 – make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none">Rivian's Impact Report for a description of our positions, programs and goalsHuman Rights PolicyConflict Minerals PolicySupplier Code of ConductCode of Business Conduct & EthicsPages 12 and 14 of this report
Labor	
3 - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; 4 - the elimination of all forms of forced and compulsory labor; 5 - the effective abolition of child labor; and 6 - the elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none">Rivian's Impact Report for a description of our positions and programsHuman Rights PolicySupplier Code of ConductCode of Business Conduct & EthicsRivian Careers PagePages 12 and 14 of this report
Environment	
7 - Businesses should support a precautionary approach to environmental challenges; 8 - undertake initiatives to promote greater environmental responsibility; and 9 - encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none">Rivian's Impact Report for a description of our positions, programs and goalsCode of Business Conduct & EthicsVehicle Carbon Footprint reportsPages 6 – 17 of this report
Anti-Corruption	
10 - Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none">Rivian's Impact Report for a description of our positions and programsCode of Business Conduct & EthicsSupplier Code of Conduct

Appendix

SASB Index 2024

SASB Standard: Automobiles (TR-AU)

Topic	Metric	Response
Product Safety	Percentage of vehicle models rated by NCAP programs with an overall 5-star safety rating, by region	0%; due to non-selection and unavailability for testing by NCAP as of 12/31/2024
	(1) Number of safety-related defect complaints, (2) percentage investigated	In the US, IIHS's TOP SAFETY PICK+ awards recognize consumer vehicles with top ratings in Crash, ADAS, and Headlamps performance. The 2025 R1S, 2024 R1T, 2023 R1T, 2023 R1S, and 2022 R1T have achieved the top tier award (IIHS TOP SAFETY PICK+). Rivian reviews 100% of NHTSA Vehicle Owner Questionnaire (VOQ) Complaints filed on Rivian vehicles.
	Number of vehicles recalled	18,264
Labor Practices	Percentage of active workforce covered under collective bargaining agreements	--
	(1) Number of work stoppages and (2) total days idle	There were no work stoppages or days idle in 2024
Fuel Economy & Use-phase Emissions	Sales-weighted average passenger fleet fuel economy, by region	US: 78.3 MPGe, 43.3 kWh / 100 mi Canada: 75.7 MPGe, 44.7 kWh / 100 mi
	Number of (1) zero emission vehicles (ZEV), (2) hybrid vehicles and (3) plug-in hybrid vehicles sold	(1) 51,579 Electric Vehicles (2) 0 Hybrid Vehicles (3) 0 Plug-In Hybrid Vehicles
	Discussion of strategy for managing fleet fuel economy and emissions risks and opportunities	Rivian 2022 Impact Report > Designing for sustainability (pages 18-31)
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Rivian 2022 Impact Report > Designing & building with intent (pgs. 18-31) Rivian 2022 Impact Report > Responsible Sourcing (pgs. 23-29)
Materials Efficiency & Recycling	(1) Total amount of waste from manufacturing, (2) percentage recycled	88,541 metric tons 79.0%
	(1) Weight of end-of-life material recovered, (2) percentage recycled	Rivian is still working to collect end-of-life data as our vehicles are relatively new in the auto market.
	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. Read more on our approach to optimizing vehicle recycling and recovery rates in our Rivian 2022 Impact Report > Designing & building with intent > Circularity & Waste Minimization (pgs. 30-31)
Number of Vehicles Manufactured		49,476
Number of Vehicles Sold		51,579

Appendix

Metrics & Indicators

This report includes data covering our fiscal year January 1, 2024 through December 31, 2024. All reported data is global and annual unless otherwise specified. For additional details on our reporting approach and methodology, as well as our 2024 Independent Accountant's Review Report, see the [FY24 Environmental Metrics Report](#).

Performance Indicator	2023	2024
Greenhouse Gas Emissions (metric tonnes CO₂e)		
Scope 1	39,760	32,082
Scope 2 (LBM)	140,338	134,669
Impacts of contractual instruments and MBM emission factors	(3,680)	9,003
Scope 2 (MBM)	136,658	143,672
Total emissions from operations (Scope 1 + Scope 2 MBM)	176,418	175,754
Upstream Scope 3 emissions		
Purchased Goods and Services	1,839,152	1,589,148
Capital Goods	138,274	218,005
Fuel- and energy-related emissions not included in Scopes 1 or 2	27,265	30,823
Upstream transportation and distribution	113,554	107,993
Waste generated in operations	17,911	16,214
Business travel	20,558	20,876
Employee commuting	39,458	30,526
Downstream Scope 3 emissions		
Downstream transportation and distribution	5,668	8,994
Use of Sold Products (Lifetime)	2,056,691	2,108,889
End-of-life treatment of sold products	5,012	10,049
Total Scope 3 emissions from value chain	4,263,544	4,141,517
Carbon Intensity		
tCO ₂ e per vehicle manufactured	78	87
Energy		
Total energy consumption (MWh)	455,773	440,975
Total electricity consumption (MWh)	253,505	276,123
Percentage of total electricity procured from renewable energy resources	6.8 %	13.7 %
Electricity Intensity		
MWh per vehicle manufactured	4	6

Appendix

Performance Indicator	2023	2024
Renewable Electricity Matching		
Rivian charging network electricity usage (MWh)	6,543	15,668 ■
Percentage matched with renewable electricity	100.0 %	100.0 % ■
Workforce		
Global Employees	16,790	14,861
United States	16,188	14,111
Canada	231	241
Mexico	5	4
Europe	366	497
China		8
Permanent Employees	16,757	14,792
United States	16,171	14,077
Canada	220	228
Mexico	5	4
Europe	361	482
China		1
Temporary Employees	33	69
United States	17	34
Canada	11	13
Mexico	—	—
Europe	5	15
China		7
Full Time Employees	16,722	14,790
United States	16,123	14,042
Canada	228	239
Mexico	5	4
Europe	366	497
China		8
Part Time Employees	68	71
United States	65	69
Canada	3	2
Mexico	—	—
Europe	—	—

Appendix

Performance Indicator	2023	2024
China	—	—
Global Employees	16,790	14,861
Female	3,833	3,226
Male	12,688	11,544
Non-Binary	10	17
Not Specified	259	74
Permanent Employees	16,757	14,792
Female	3,827	3,214
Male	12,662	11,494
Non-Binary	10	17
Not Specified	258	67
Temporary Employees	33	69
Female	6	12
Male	26	50
Non-Binary	—	—
Not Specified	1	7
Full Time Employees	16,722	14,790
Female	3,813	3,211
Male	12,640	11,489
Non-Binary	10	16
Not Specified	259	74
Part Time Employees	68	71
Female	20	15
Male	48	55
Non-Binary	—	1
Not Specified	—	—
US Employees by Gender		
Total		
Female	23.3 %	21.7 %
Male	76.4 %	77.9 %
Non Binary	0.1 %	0.1 %
Not Specified	0.2 %	0.3 %
Executive Leadership		
Female	40.0 %	28.6 %

Appendix

Performance Indicator		2023	2024
Male		60.0 %	71.4 %
Non Binary		— %	— %
Not Specified		— %	— %
Leadership			
Female		19.6 %	18.6 %
Male		80.4 %	81.4 %
Non Binary		— %	— %
Not Specified		— %	— %
Management			
Female		20.8 %	20.4 %
Male		79.0 %	79.3 %
Non Binary		— %	0.1 %
Not Specified		0.1 %	0.2 %
All Other Employees			
Female		24.0 %	22.1 %
Male		75.6 %	77.4 %
Non Binary		0.1 %	0.1 %
Not Specified		0.3 %	0.3 %
US Employees by Age Group			
Total			
Under 30		30.4 %	25.9 %
30-50		58.8 %	62.5 %
Over 50		10.8 %	11.7 %
Executive Leadership			
Under 30		— %	— %
30-50		50.0 %	71.4 %
Over 50		50.0 %	28.6 %
Leadership			
Under 30		— %	— %
30-50		56.5 %	55.8 %
Over 50		43.5 %	44.2 %
Management			
Under 30		5.9 %	4.4 %
30-50		82.1 %	83.6 %

Appendix

Performance Indicator	2023	2024
Over 50	12.0 %	12.0 %
All Other Employees		
Under 30	37.8 %	33.1 %
30-50	51.9 %	55.5 %
Over 50	10.3 %	11.4 %

■ - 2024 figure reviewed by Apex Companies LLC, as described in its report within the FY24 Environmental Metrics Report. 2024 Scope 1 and 2 emissions data are presented in accordance with, and Scope 3 emissions data is calculated with reference to, the GHG Protocol and as described within the notes to the Consolidated Statements of Environmental Metrics.

■ - 2024 figure reviewed by Apex Companies LLC, as described in its report within the FY24 Environmental Metrics Report. 2024 electricity and renewable electricity data are presented as described within the notes to the Consolidated Statements of Environmental Metrics.

Footnotes

- 1 Electricity from renewable sources (%) is calculated on a calendar-year basis, dividing the volume of renewable electricity (in megawatt-hours) procured for our Normal manufacturing plant (i.e., renewable energy procured through our PPA contracts, on-site renewable energy generation, and renewable energy in the electric grids where our facilities are located) by the total volume of electricity consumed by our Normal manufacturing plant.
- 2 24/7 carbon-free electricity ("CFE") percentage measures the degree to which our electricity consumption on a given regional grid is matched with CFE on an hourly basis. This is calculated using both CFE under contract by Rivian as well as CFE coming from the overall grid mix. CFE coming from the overall grid mix is based on data obtained from a third party, Electricity Maps, and has not been assured.
- 3 Rivian started tracking hourly carbon-free energy use at the plant in 2023, and therefore these numbers represent Rivian's baseline year. 2023 baselines for carbon-free energy and renewable energy are inclusive of the progress we have made since start of production, such as installation of the solar charge yard and wind turbine.
- 4 Electricity from renewable sources (%) is calculated on a calendar-year basis, dividing the volume of renewable electricity (in megawatt-hours) procured for our global operations outside of Normal, IL (i.e., renewable energy procured through our PPA contracts, on-site renewable energy generation, and renewable energy in the electric grids where our facilities are located) by the total volume of electricity consumed by our global operations outside of Normal, IL.
- 5 Rivian's definition of a regional grid will differ depending on the existing market landscape and data availability. In the case of Normal, we define the regional grid as MISO (Midwest Independent System Operator).
- 6 Electricity from renewable energy sources (%) is calculated on a calendar-year basis, dividing the volume of renewable electricity (in megawatt-hours) procured for our Rivian Adventure Network and Rivian Waypoints Network (i.e., renewable energy contracts including utility renewable energy tariffs, supplier-provided renewable energy, indirect large offsite purchases including virtual power purchase agreements, and unbundled renewable electricity certificate purchases) by the total volume of electricity consumed by our Rivian Adventure Network and Rivian Waypoints Network.
- 7 High impact renewable energy supported (MW) is calculated on a cumulative basis, from January 1, 2021 through the most recent year ended December 31, summing the total capacity of renewable energy projects contracted and on-site renewable projects in support of customer charging.
- 8 Lifecycle carbon footprint reduction (%) is calculated by first determining the difference between the lifecycle carbon footprint of the 2022 Rivian R1S Launch Edition and the lifecycle carbon footprint of the 2023 R1S Dual-Motor, then dividing that difference by the lifecycle carbon footprint of the 2022 Rivian R1S Launch Edition. For detailed lifecycle carbon footprint methodologies, see our product [Carbon Footprint Methodology](#) and associated [R1S Launch Edition](#) and [R1S Dual Motor](#) carbon footprint reports.
- 9 Polymers inclusive of all polymer materials (plastics, elastomers, foams, textiles, sealants, adhesives, etc.).
- 10 Estimated recycled content of steel, aluminum, and polymers (%) in vehicles is aligned with information provided in our lifecycle carbon footprint methodology and reports. For more information, see our product [Carbon Footprint Methodology](#) and associated carbon footprint reports.
- 11 Waste diverted from landfill for our manufacturing facilities (%) is calculated on an annual basis using the Total Resource USE and Efficiency method (TRUE method). Diversion rate is calculated by dividing total tons of waste from manufacturing facilities diverted to a more sustainable pathway than landfill by total tons of waste from manufacturing facilities. Diversion pathways include recycled, reused, and composted materials.
- 12 Regression in 2023 due to operational changes at Normal manufacturing plant and equipment downtime.

Forward Looking Statements

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

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

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



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