

Environmental and Social Metrics Report

**as of and for the year ended
December 31, 2023**

Rivian Automotive, Inc.

**14600 Myford Road
Irvine, California 94105**

ENVIRONMENTAL AND SOCIAL METRICS REPORT

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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.

Management's Discussion of Environmental and Social Metrics

Purpose of this document

Rivian believes we have a responsibility and opportunity to play a role in the global economic transition to net zero emissions and that effectively managing our priority Environmental, Social, and Governance (ESG) topics will help create long-term value for our investors. Transparency is a key pillar of this commitment, and we believe companies should clearly report progress and consistently communicate decision-useful information on ESG topics to their key stakeholders. It's our belief that comparable, consistent, decision-useful, and verified ESG disclosure is critical to understanding the long-term health and resilience of a business.

The purpose of this document is to report on and provide transparency into our calculation methodologies for selected ESG metrics within our Consolidated Statement of Environmental Metrics and Consolidated Statement of Social Metrics. These statements were subjected to a limited assurance review by APEX Companies LLC (see Independent Assurance Statement at pg. 4). This document should be read in conjunction with our existing disclosures on our ESG programs, which include more comprehensive reporting of our risks, overall strategy, governance structures, goals and results, and can be found either on our website, or in our annual Impact Report, our Form 10-K and our Proxy Statements. This document is not incorporated into and does not constitute a part of our SEC filings.

Environmental Overview

Rivian seeks to accelerate the transition to zero-emission transportation and energy by accelerating widespread adoption of electric vehicles – increasingly powered by renewable energy – and inspiring our customers to join us. We design and build products that accelerate the transition to clean mobility in a way that incentivizes energy efficiency, sustainable materials, longevity, and waste elimination. Our net zero emissions commitment requires us to examine every aspect of our business and to fully understand the carbon impact associated with our suppliers and service providers as well as our own operations.

Rivian has signed the Climate Pledge to achieve net-zero carbon emissions by 2040, across global operations and our full value chain (scope 1, 2 & 3). We are committed to powering our charging networks¹ with 100% renewable energy. We achieved this target in 2022 and 2023 by matching 100% of our charging networks electricity usage with renewable energy. In 2024 we announced additional targets for our operations, product, and value chain which we will report progress on going forward.

2022 marked the Company's first full year of manufacturing production and will serve as our base year for emissions and energy measurement. In 2023 we reported an increase in absolute emissions compared to our base year. This increase is largely due to the continued growth of our business. The vast amount of our emissions occur in the upstream and downstream value chain, particularly in category 1 purchased goods and services and category 11 use of sold products. As we work to ensure our suppliers adherence to our environmental requirements and progress on reducing the carbon footprint of our own products, we expect overall scope 3 emissions to decrease relative to company growth.

Social Overview

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

- **Representation matters:** There is undeniable power in representation, so attracting, hiring and retaining diverse talent at all levels is key
- **Self-awareness is the gateway to learning:** Being the bridge to a new way of thinking and working together starts with us as individuals
- **Diverse teams are better teams:** Diverse teams bring a broad range of perspectives and experiences that enable us to innovate and solve big problems
- **Equitable practices are pivotal:** Equity is intentionally built into our talent attraction and retention processes

We maintain a range of employee programs that support diversity, equity, inclusion, and belonging and help us pursue our goals which we announced in January of 2024 and will report progress on going forward.

¹ Inclusive of Rivian Adventure Network ("RAN") and Rivian Waypoints Network ("RWN")



INDEPENDENT ASSURANCE STATEMENT

To: The Stakeholders of Rivian Automotive, Inc.

Introduction and objectives of work

Apex Companies, LLC (Apex) was engaged by Rivian Automotive, Inc. (Rivian) to provide limited assurance of select environmental and social metrics to be incorporated into its internal and external corporate reporting activities. This Assurance Statement applies to the Subject Matter included within the scope of work described below.

This information and its presentation are the sole responsibility of the management of Rivian. Our sole responsibility was to provide independent assurance on the accuracy of the information included.

Scope of work

The scope of our work was limited to assurance over the specific data presented below for the period January 1, 2023 to December 31, 2023 (the 'Subject Matter') and summarized in the attached tables. Our assurance does not extend to any other information reported by Rivian.

Rivian requested Apex to provide assurance of the following:

- Scope 1 greenhouse gas (GHG) emissions
- Scope 2 GHG emissions (location-based and market-based)
- Scope 3 GHG emissions associated with:
 - Category 1: Purchased Goods and Services
 - Category 2: Capital Goods
 - Category 3: Fuel and Energy Related Activities
 - Category 4: Upstream Transportation and Distribution
 - Category 5: Waste Generated in Operations
 - Category 6: Business Travel
 - Category 7: Employee Commuting
 - Category 9: Downstream Transportation and Distribution
 - Category 11: Use of Sold Products
 - Category 12: End of Life of Sold Products
- Energy:
 - Total electricity consumption
 - Percentage of total electricity procured from renewable energy resources
 - Rivian charging network electricity consumption
 - Percentage of Rivian charging network electricity consumption matched with renewable electricity
- Diversity, Equity, Inclusion & Belonging (DEIB):
 - Employees by employment type, gender, and region
 - Employee diversity by employee category, age group, gender, and race/ethnicity
 - Board diversity by age group, gender, and race/ethnicity

Reporting Boundaries

The following are the boundaries used by Rivian for reporting sustainability data:

- Operational Control
- Worldwide

Criteria against which assurance was conducted

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2) and the GHG Protocol Scope 2 Guidance, an amendment to the GHG Protocol Corporate Standard
- WRI/WBCSD Corporate Value Chain Accounting and Reporting Standard (Scope 3)
- Rivian's internal criteria for energy and DEIB metrics

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to activities outside the defined assurance period and scope of work.

This assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

The preparation and presentation of the Subject Matter in internal and external reports are the sole responsibility of Rivian.

Apex was not involved in the drafting of the reported metrics or of the reporting criteria. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter data has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the Directors of Rivian.

Assessment Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of ± 5 -percent was set for the assurance process.

Summary of Work Performed

As part of our independent assurance, our work included:

- Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
- Conducting interviews with relevant personnel of Rivian;
- Reviewing the data collection and consolidation processes used to compile the Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
- Reviewing documentary evidence provided by Rivian;
- Agreeing a selection of the Subject Matter to the corresponding source documentation; and
- Assessing the disclosure and presentation of the Subject Matter to ensure consistency with assured information.

Conclusion

On the basis of our methodology and the activities described above for the scope of work:

- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and,
- It is our opinion that Rivian has established appropriate systems for the collection, aggregation and analysis of quantitative data.

Statement of independence, integrity and competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Rivian, its Directors or Managers beyond that required of this assignment. We have conducted this assurance independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the assurance of greenhouse gas emissions data.

Attestation:



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July 16, 2024

This assurance statement, including the opinion expressed herein, is provided to Rivian and is solely for the benefit of Rivian in accordance with the terms of our agreement. We consent to the release of this statement to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this statement.

Table 1: Rivian Global Warming Potential (GWP) and Emission Factor Data Sets

GWP: AR-6
Sphera Emission Factors, released 2024
AIB European Residual Mixes, released 2022
USEPA Emission Factor Hub, released 2024
BEIS Emission Factors, released 2023
CEDA 4.01, released 2022
GLEC Emission Factors, released 2023
Country-specific Emission Factors

Table 2: GHG Emission Data

2023 Rivian GHG Emission Data Subject to Assurance		
GHG Scope	Unit	2023
Scope 1	MTCO ₂ e	39,760
Scope 2 (Location-based)	MTCO ₂ e	140,338
Impacts of Contractual Instruments and MBM Emission Factors	MTCO ₂ e	(3,680)
Scope 2 (Market-based)	MTCO ₂ e	136,658
Scope 3 Categories		
Category 1 - Purchased Goods and Services	MTCO ₂ e	1,839,152
Category 2 - Capital Goods	MTCO ₂ e	138,274
Category 3 - Fuel and Energy Related Activities	MTCO ₂ e	27,262
Category 4 - Upstream Transportation and Distribution	MTCO ₂ e	113,554
Category 5 - Waste Generated in Operations	MTCO ₂ e	17,911
Category 6 - Business Travel	MTCO ₂ e	20,558
Category 7 - Employee Commuting	MTCO ₂ e	39,458
Category 9 - Downstream Transportation and Distribution	MTCO ₂ e	5,668
Category 11 - Use of Sold Products	MTCO ₂ e	2,056,691
Category 12 - End of Life Treatment of Sold Products	MTCO ₂ e	5,012
Total Scope 3 Emissions from Value Chain ¹	MTCO ₂ e	4,263,544

MTCO₂e = Metric Tons of CO₂-equivalent

MBM = Market-based Methods

¹Value may not align exactly due to rounding

Table 3: Energy Metrics

2023 Rivian Energy Data Subject to Assurance	
Total Electricity Consumption (MWH)	253,505
Percentage of total electricity procured from renewable energy resources	6.8%
Rivian Charging Network Electricity Consumption (MWH)	7,379
Percentage of Rivian Charging Network Electricity Consumption Matched with Renewable Electricity	100%

MWH = Megawatt-hours

Table 4: Rivian Global Workforce Data

2023 Rivian DEIB Data Subject to Assurance		
Type	Unit	2023
Workforce Data		
Global Employees		
North America	Personnel	16,424
Europe	Personnel	366
Employment Type - Permanent Employee		
North America	Personnel	16,396
Europe	Personnel	361
Employment Type - Temporary Employee		
North America	Personnel	28
Europe	Personnel	5
Employment Type - Full Time Employee		
North America	Personnel	16,356
Europe	Personnel	366
Employment Type - Part Time Employee		
North America	Personnel	68
Europe	Personnel	0
Global Employee by Gender		
Female	Personnel	3,833
Male	Personnel	12,688
Non Binary	Personnel	10
Not Specified	Personnel	259
Gender - Permanent Employee		
Female	Personnel	3,827
Male	Personnel	12,662
Non Binary	Personnel	10
Not Specified	Personnel	258

Table 4: Rivian Global Workforce Data (continued)

Type	Unit	2023
Gender - Temporary Employee		
Female	Personnel	6
Male	Personnel	26
Non Binary	Personnel	0
Not Specified	Personnel	1
Gender - Full Time Employee		
Female	Personnel	3,813
Male	Personnel	12,640
Non Binary	Personnel	10
Not Specified	Personnel	259
Gender - Part Time Employee		
Female	Personnel	20
Male	Personnel	48
Non Binary	Personnel	0
Not Specified	Personnel	0

Table 5: Rivian US Employee Diversity

2023 Rivian DEIB Data Subject to Assurance					
US Employee Diversity by Gender					
	Executive Leadership	Leadership	Management	Other	Total
Female	40.0%	19.6%	20.8%	24.0%	23.3%
Male	60.0%	80.4%	79.0%	75.6%	76.4%
Non Binary	0.0%	0.0%	0.0%	0.1%	0.1%
Not Specified	0.0%	0.0%	0.1%	0.3%	0.2%
US Employee Diversity by Age					
	Executive Leadership	Leadership	Management	Other	Total
Under 30	0.0%	0.0%	5.9%	37.8%	30.4%
30-50	50.0%	56.5%	82.1%	51.9%	58.8%
Over 50	50.0%	43.5%	12.0%	10.3%	10.8%
US Employee Diversity by Gender					
	Executive Leadership	Leadership	Management	Other	Total
Black or African American	0.0%	0.0%	3.1%	18.1%	14.6%
American Indian or Alaska Native	0.0%	0.0%	0.2%	0.5%	0.5%
Asian	10.0%	10.9%	31.0%	10.8%	15.4%
Hispanic or Latino	0.0%	0.0%	6.4%	10.4%	9.4%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.5%	0.4%	0.4%
White	90.0%	71.7%	49.1%	52.5%	51.8%
Two or More Races	0.0%	6.5%	2.2%	4.2%	3.7%
Not Specified	0.0%	10.9%	7.5%	3.2%	4.2%

Table 6: Rivian Board of Directors Diversity

2023 Rivian DEIB Data Subject to Assurance	
Type	2023
Board of Directors Data	
Board Diversity by Gender	
Male	62.5%
Women	37.5%
Non-Specified	0.0%
Board Diversity by Age Group	
Under 30	0.0%
30-50	25.0%
Over 50	75.0%
Board Diversity by Race/Ethnicity	
White	87.5%
Black/African American	12.5%
Hispanic/Latino	0.0%
Asian	0.0%
American Indian or Alaska Native	0.0%
Native Hawaiian or Other	0.0%
Two or More Races	0.0%
Not Specified	0.0%

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Consolidated Statements of Environmental Metrics (in metric tons carbon dioxide equivalent, unless otherwise noted)

	Year ended December 31,	
	(Base Year)	
	2022	2023
Emissions from Operations		
Scope 1 (direct) emissions ²	32,220	39,760
Scope 2 (indirect) emissions		
Location-based method ("LBM")	100,325	140,338
Market-based method ("MBM") (see Note 5)	98,086	136,658
Emissions from Operations (scope 1 and scope 2 MBM)	130,306	176,418
Emissions from value chain:		
Scope 3 (indirect) upstream emissions	1,257,871	2,196,173
Scope 3 (indirect) downstream emissions	794,422	2,067,371
Emissions from value chain	2,052,293	4,263,544
Electricity Usage (see Note 7)		
Total electricity consumption (MWh)	188,903	253,505
Percentage of electricity procured from renewable energy resources	3.7 %	6.8 %
Renewable Electricity Matching (see Note 7)		
Rivian charging network electricity usage (MWh)	923	6,543
Percentage matched with renewable electricity	100.0 %	100.0 %

The accompanying notes form an integral part of this statement.

² In 2023, 0 metric tons of CO2 were emitted from the combustion of biomass/biofuels

Notes to Consolidated Statement of Environmental Metrics

1 Summary of Business and Significant Accounting Policies

Description of Business

Rivian Automotive, Inc. and its consolidated subsidiaries (Rivian or the Company) develops and builds category-defining electric vehicles (EVs) and accessories. The Company creates innovative and technologically advanced products that are designed to excel at work and play with the goal of accelerating the global transition to zero-emission transportation and energy. Rivian vehicles are built in the United States and are sold directly to consumer and commercial customers. The Company provides a full suite of services that address the entire lifecycle of the vehicle and stay true to its mission to keep the world adventurous forever. Whether taking families on new adventures or electrifying fleets at scale, Rivian vehicles all share a common goal — preserving the natural world for generations to come.

The Company's fiscal year ends on December 31. Reference to fiscal 2023, for example, refers to the fiscal year ended December 31, 2023.

Rounding

Figures in the Consolidated Statement of Environmental Metrics and accompanying notes have been rounded to the nearest one.

Basis of Presentation

Scope 1 emissions information has been prepared in accordance with the World Resources Institute ("WRI") / World Business Council for Sustainable Development's (WBCSD) The Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard, Revised. Scope 2 emissions information has been prepared in accordance with the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard, Revised and the WRI/WBCSD GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard. Scope 3 GHG emissions information has been calculated with reference to the WRI/WBCSD Corporate Value Chain (Scope 3), Accounting and Reporting Standard. The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised, the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard, and the GHG Protocol Corporate Value Chain (Scope 3), Accounting and Reporting Standard are collectively referred to as the "GHG Protocol" in this document. Scope 1, 2, and 3 emissions are presented on a gross basis and calculated independently of any GHG trades such as sales, purchases, transfers, or banking of allowances. Data covers our fiscal year January 1, 2023 through December 31, 2023. All reported data is global and annual unless otherwise specified.

Electricity Usage and Renewable Energy Matching metrics are calculated in accordance with management's criteria (see Note 7). Data covers our fiscal year January 1, 2023 through December 31, 2023. All reported data is global and annual unless otherwise specified.

GHG Emissions Included in Inventory

The following GHGs are included as part of the Company's scope 1 and 2 inventory: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs). Other GHGs, including perfluorocarbons (PFCs), nitrogen trifluoride (NF₃), and sulphur hexafluoride (SF₆), are not included in the Company's inventory as they do not generate material scope 1 or scope 2 emissions within the Company's operations. See Note 3 for emissions per gas.

The Company's scope 3 inventory includes all seven GHGs listed above. The Company does not present all of these gases separately, and instead converts all emissions to carbon dioxide equivalents (CO₂e) for reporting. CO₂ is the only significant greenhouse gas for the Company, making up 94 percent of total emissions (Scope 1, 2 and 3). Other gases, including CH₄, N₂O, and refrigerants make up the remaining 6 percent.

Use of Estimates

The preparation of the Consolidated Statement of Environmental Metrics and accompanying notes requires management to make estimates and assumptions that affect amounts reported. We base these estimates, including methodologies to calculate GHG emissions, on available information and various other assumptions that we believe to be reasonable. Methodologies for reporting environmental metrics may be updated and previously reported metrics may be adjusted to reflect improvement in availability and quality of third-party data, changing assumptions, changes in the nature and scope of our operations and other circumstances.

Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and methods used for measuring such data. The selection by management of a different but acceptable measurement method, input data, or model assumptions, or a different point value within the range of reasonable values produced by the model, could have resulted in materially different amounts or metrics being reported.

2 Organizational and Operational Boundaries

We use the operational control approach to define our organizational boundary, which means that we account for all emissions from operations over which we have control. We define operational control as having the authority to introduce and implement operational policies over an asset, and we report all energy and emissions for Rivian and its subsidiaries' facilities, offices, and other assets under our operational control.

Scope 1

Scope 1 emissions are direct emissions from the combustion of fuel from sources that are inside the organizational boundary and include:

Emissions Source	Rivian Boundary Description
Stationary Combustion	Combustion of natural gas from stationary sources like boilers, generators, regenerative thermal oxidizers occurring within owned and operated facilities. Combustion of other fuels used in manufacturing and service centers including acetylene (welding), diesel and propane (forklifts and portable heaters).
Mobile Combustion	Combustion of fuels from mobile fleet of owned/leased vehicles used for mobile service and final delivery.
On-site renewable energy generation	Electricity produced from owned/operated distributed, on-site generation assets such as rooftop/canopy solar, wind turbines and other assets where attribute rights are retained.
Fugitive Emissions	Fugitive emissions from refrigerant leaks at owned facilities with active refrigerants; shield gases (CO ₂) directly released from welding processes.
Process Emissions	Direct release of CO ₂ due to chemical oxidation of volatile organic compounds (VOCs) within regenerative thermal oxidizers.

Scope 2

Scope 2 emissions are indirect emissions from the generation of purchased and consumed electricity or heat from sources outside of the organizational boundary as a result of activities within the organizational boundary, and include:

Emissions Source	Rivian Boundary Description
Rivian Engineering and Service Fleet	Electricity purchased to power owned/operated electric vehicle fleet, regardless of charging location.
Purchased Electricity	Electricity purchased to power all owned and leased facilities, and Rivian's owned and operated network of chargers.
Purchased heat, steam or cooling	Rivian did not purchase heat, steam or cooling during the year ended December 31, 2023.

Scope 3

Indirect value chain emissions include emissions from the Company's upstream or downstream value chain activities. With reference to the WRI/WBCSD Corporate Value Chain (Scope 3) Standard, the Company evaluates the 15 Categories of emissions as follows:

Emissions Source	Rivian Boundary Description
Category 1: Purchased Goods and Services	Upstream Emissions (i.e. cradle-to-gate) from the purchase of products and services used in operations including: the production of battery pack materials and intermediate products, such as battery cells, emissions from the production of vehicle part materials and intermediate products. This category also includes procured services (intangible products) such as consulting services, marketing, legal etc.
Category 2: Capital Goods	Upstream Emissions (i.e. cradle-to-gate) from procurement of machinery and equipment, tooling, buildings, leasehold improvements, or build-outs or modifications made to leased property, and enterprise software and perpetual software licenses and other fixed asset purchases and equipment that are treated as assets on Rivian's financial statements.
Category 3: Fuel- and energy-related emissions not included in Scopes 1 or 2	Emissions from fuel and energy related activities encompass all upstream activities required to produce the Rivian's fuels and power. This comprises activities such as the extraction, manufacture, and transportation of fuels utilized in combustion or electricity generation, as well as transmission and distribution losses.
Category 4: Upstream transportation and distribution	Transportation and distribution of products purchased in the reporting year, between Rivian's tier 1 suppliers and Rivian's own operations, as well as transportation services procured for intercompany shipments. Includes outbound logistics of sold products (e.g. vehicles) between Rivian central manufacturing operations and service centers where Rivian pays for the transportation/distribution service.
Category 5: Waste generated in operations	Emissions from third-party disposal and treatment of solid waste that is generated from Rivian's owned or controlled operations in the reporting year. Includes both manufacturing scrap waste/recycling as well as waste/recycling/compost generated from commercial operations.
Category 6: Business travel	Employee business travel, including full time and part time employees, paid for by Rivian. Emissions are calculated from commercial air travel, car rentals, personal car travel, rail travel, rideshare and taxi services. Rivian also calculates emissions from the optional category of hotel bookings.
Category 7: Employee commuting	Emissions resulting from commuting by Rivian employees and contract workers.
Category 8: Upstream leased assets	Rivian includes fuel and electricity emissions from leased assets within the company's direct and indirect emissions (scope 1 and 2) boundary. Therefore this category is not relevant.
Category 9: Downstream transportation and distribution	Transportation of products sold between Rivian's own operations and the end customer via services not directly procured by Rivian.
Category 10: Processing of sold products	Rivian does not sell intermediate products that require further processing, therefore this category is not relevant.
Category 11: Use of Sold Products	Direct use-phase emissions of sold products (consumer and commercial vehicles) including the total expected lifetime emissions from all relevant products sold in the reporting year across the Rivian's product portfolio.
Category 12: End-of-life treatment of sold products	Emissions from the waste disposal and treatment of products at the end of their life. This category includes the total expected end-of-life emissions from products sold in the reporting year.
Category 13: Downstream leased assets	Rivian does not lease or sublease any assets to other entities, therefore this category is not relevant.

RIVIAN AUTOMOTIVE, INC.

Emissions Source	Rivian Boundary Description
Category 14: Franchises	Rivian does not operate franchises, therefore this category is not relevant.
Category 15: Investments	Rivian does not have any material investments that are not already included within the company's direct and indirect emissions boundary (scope 1 and 2). Therefore this category is not relevant.

3 Emissions per Gas

Emissions data for selected GHGs in absolute metric tonnes and in metric tonnes of CO₂e include only Scope 1 and Scope 2 emissions. We have included carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and hydrofluorocarbons (HFCs) in our reporting. Perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NTF) are not included as they are not material sources of GHGs for the Company.

in absolute metric tonnes of gas				
	(CO ₂)	(CH ₄)	(N ₂ O)	(HFCs)
Scope 1	38,549	1	—	1
Scope 2				
- Location based	135,444	155	2	—
- Market based	133,099	152	2	—
In metric tonnes of CO ₂ e				
	(CO ₂)	(CH ₄)	(N ₂ O)	(HFCs)
Scope 1	38,549	27	45	1,135
Scope 2				
- Location based	135,444	4,345	537	—
- Market based	133,099	4,246	528	—

4 Base Year

Fiscal 2022 marked the Company's first full year of manufacturing production. Therefore, the Company has deemed fiscal 2022 as the base year for the Company's emissions data (Scopes 1, 2 and 3). Emissions data is assessed against data from the base year to track and communicate performance.

The emissions base year is subject to recalculation or adjustment should a material change in emissions be identified, including as a result of changes in calculation methodology, changes due to data accuracy and structural changes. This would not include organic growth and decline. The Company has determined that adjustments will be made for changes (individual changes, or the cumulative, aggregated impact of individual changes) impacting prior period results by 5% or more.

As new information becomes available, the Company may revise its estimates, assumptions and emissions factors used to calculate its Scope 1, 2 and 3 emissions and renewable electricity consumption, potentially resulting in refinements to our calculation methodology and/or classification determinations for certain categories. Such changes in methodology may result in material changes to our calculations and may result in prior year reporting, including our base year, to be adjusted. In the event of such an adjustment in future reporting, the change(s) will be highlighted in notes, accompanied by commentary to explain the changes.

5 Emission Factors and Global Warming Potentials

Global warming potentials for each GHG are sourced from the Intergovernmental Panel on Climate Change Sixth Assessment Report, Appendix A: Global Warming Potentials. Emission factors are evaluated for updates on an annual basis. Emissions factors applied by scope are as follows:

Scope 1

The emissions factors used to convert our scope 1 sources of emissions are as follows:

Emission Source Type	Emission Factor Employed
Stationary Combustion	<ul style="list-style-type: none"> Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories (February 2024) 2022 The Climate Registry Default Emission Factors 2022 Environment Canada. National Inventory Report. Greenhouse Gas Sources and Sinks in Canada 2023 United Kingdom: Department of Business, Energy & Industrial Strategy Conversion Factors: full set
Mobile Combustion	<ul style="list-style-type: none"> 2023 EPA Emission Factors for Greenhouse Gas Inventories 2022 Environment Canada. National Inventory Report. Greenhouse Gas Sources and Sinks in Canada 2023 United Kingdom: Department of Business, Energy & Industrial Strategy Conversion Factors: full set
Fugitive Emissions	<ul style="list-style-type: none"> IPCC Sixth Assessment Report
Process Emissions	<ul style="list-style-type: none"> Direct calculation of CO2 release from process

Scope 2

The Company discloses GHG emissions factors using both the location-based methodology (LBM) and the market-based methodology (MBM), in accordance with the GHG Protocol. The LBM quantifies scope 2 emissions based on average energy generation emission factors for defined geographic locations, including local, subnational, or national boundaries whereas the MBM quantifies scope 2 emissions based on GHG emissions emitted by the generators from which the Company contractually purchases electricity bundled with contractual instruments, or contractual instruments on their own.

The following additional factors are used to calculate scope 2 MBM emissions, in accordance with the GHG Protocol scope 2 MBM Emission Factor Hierarchy:

- Energy attribute certificates obtained from virtual power purchase agreements and other sources;
- Renewable energy procured by entering into contracts with the Company's suppliers to directly procure renewable energy; and
- Renewable energy procured as result of rate adjustments or tariffs charged by the Company's utility suppliers for renewable energy products.
- Residual mix - only applicable to European countries.

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The following is a reconciliation of scope 2 indirect emissions LBM to scope 2 indirect emissions MBM (in metric tons CO₂e):

	Fiscal year ended December 31,	
	(Base Year)	
	2022	2023
Scope 2 indirect emissions - LBM	100,325	140,338
Impacts of contractual instruments and MBM emission factors	(2,239)	(3,680)
Scope 2 indirect emissions - MBM	<u>98,086</u>	<u>136,658</u>

Emission Source Type	Emission Factor Employed
Purchased Electricity - LBM	<ul style="list-style-type: none"> • Sphera 2024 release: <ul style="list-style-type: none"> ◦ United States: EPA's Emission & Generation Resource Integrated Database (eGRID) 2021 ◦ Netherlands: 2020 electricity grid mix (direct) ◦ Hungary: 2020 electricity grid mix (direct) (Serbian proxy) ◦ Germany: 2020 electricity grid mix (direct) ◦ European Union: 2020 electricity grid mix (average power plants) ◦ Belgium: 2020 electricity grid mix (direct) ◦ France: 2020 electricity grid mix (direct) ◦ Sweden: 2020 electricity grid mix (direct) • The Climate Registry Default Emission Factors (February 2024) • 2022 Environment Canada. National Inventory Report. Greenhouse Gas Sources and Sinks in Canada • 2023 United Kingdom: Department of Business, Energy & Industrial Strategy Conversion Factors: full set
Purchased Electricity - MBM	
Energy Attribute Certificates	Unbundled Renewable Energy Certificate (REC) purchases and Low Carbon Fuel Standard (LCFS) delivered RECs
Utility green tariffs and utility renewable programs	Select applications from Arizona Public Service and Ava Energy green tariffs
Residual mix	<p>Europe: 2022 Association of Issuing Bodies (AIB) European Residual Mixes.</p> <p>United States: In the United States, available residual mix emission factors, such as those released by Green-e, only factor out Green-e registered RECs, and do not account for all other renewable energy purchase claims by grid customers. Due to the lack of a centralized reporting authority to ensure the complete and accurate accounting of residual mix emission factors in the United States, Rivian will instead default to the sub-national grid-average factors.</p>

Scope 3

The following table includes scope 3 GHG emissions based on the recommended categories in the GHG protocol scope 3 guidance that are relevant to the Company's overall GHG emissions (in metric tons CO₂e).

	Fiscal year ended December 31,	
	(Base Year)	
	2022	2023
Upstream scope 3 emissions:		
Category 1: Purchased Goods & Services	875,929	1,839,152
Category 2: Capital Goods	208,528	138,274
Category 3: Fuel and energy related activities	17,702	27,265
Category 4: Upstream transportation and distribution	93,174	113,554
Category 5: Waste generated in operations	8,344	17,911
Category 6: Business travel	27,098	20,558
Category 7: Employee commuting	27,095	39,458
Total upstream scope 3 emissions	1,257,871	2,196,173
Downstream scope 3 emissions		
Category 9: Downstream transportation and distribution	1,777	5,668
Category 11: Use of Sold Products	790,186	2,056,691
Category 12: End-of-life	2,459	5,012
Total downstream scope 3 emissions	794,422	2,067,371
Total scope 3 emissions from value chain	2,052,293	4,263,544

When calculating relevant scope 3 emissions, the Company used the following relevant factors as described in the tables below:

- For purchased goods and services, capital goods, upstream transportation and distribution, and business travel, environmentally-extended input-output (EEIO) emission factors published by the Comprehensive Environmental Data Archive (CEDA Global) and adjusted for inflation via price index sourced from the U.S. Bureau of Economic Analysis and country-level price index sourced from the World Bank Inflation Database.
- For fuel- and energy-related emissions not included in Scopes 1 and 2, and end-of-life treatment of sold products, lifecycle emission factors published by Sphera
- Internally developed emission factors for purchased goods and services, and end-of-life (EOL) scenarios for Rivian vehicles determined by Rivian as part of Rivian vehicle lifecycle assessments (LCA).
- Sphera 2024 release
- Country/region electricity grid mix (indirect)
 - 2021 United States grid mix - eGRID
 - 2021 Canada grid mix
 - 2022 United Kingdom grid mix

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- 2020 Netherlands grid mix
- 2020 Hungary grid mix (Serbia proxy)
- 2020 Germany grid mix
- Country/region natural gas mix
 - 2020 Canada natural gas mix
 - 2020 Netherlands natural gas mix
 - 2020 United States natural gas mix
 - 2020 United Kingdom natural gas mix
 - 2020 Hungary natural gas mix (Serbia proxy)
- Country/region fuel (at filling station or refinery)
 - 2020 United States diesel mix at filling station
 - 2020 United States gasoline mix at filling station
- 2023 Global Logistics Emissions Council (GLEC) Wheel-to-wheel (“WTW”) logistics mode factors
- Product-level lifecycle assessment emissions factor per material mass
- 2023 EPA Emission Factors for Greenhouse Gas Inventories (U.S. EPA)
- U.S. Department of Energy’s Office of Energy Efficiency & Renewable Energy’s 2023 Greenhouse Gases, Regulated Emissions, and Energy Use in Transportation (GREET) battery recycling model

No Scope 3 emissions were calculated using data obtained directly from suppliers. The Company applies the following emission factors and calculation methodology to relevant scope 3 categories:

Emissions Type	Emission Factors Applied	Emissions Calculation Methodology
Upstream scope 3 emissions		
Category 1: Purchased Goods and Services	<ul style="list-style-type: none"> • Spend-based emission factors from CEDA Global 4.01 • Product-level lifecycle assessment emission factors (cradle-to-gate) per material mass and associated material carbon intensities 	<p>Indirect purchased goods and services (spend-based): Calculated utilizing annual spend with suppliers and CEDA data to convert spending into estimated emissions based on the type of good or service purchased.</p> <p>Direct materials (average-data): Emissions from purchased materials for Rivian models are calculated by multiplying the latest LCAs published per vehicle model by the total number of manufactured vehicles per model in the reporting year. The full methodology of upstream value chain emissions quantification is detailed in Rivian vehicle LCA reports. Additional upstream GHG emissions related to supplier activities that are not already captured in the generic emissions factors mentioned above, such as component production and logistics at suppliers are approximated in the LCA studies or measured at the company-wide level elsewhere (see Category 4).</p> <p>Service parts and materials (average-data): Calculated by applying part material mass compositions and associated material carbon intensities to total counts of parts that have entered the service channel in the reporting year.</p>
Category 2: Capital Goods	<ul style="list-style-type: none"> • Spend-based emission factors from CEDA Global 4.01 	Calculated utilizing annual spend on capital goods and CEDA data to convert spending into estimated emissions based on the type of capital goods purchased.

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Emissions Type	Emission Factors Applied	Emissions Calculation Methodology
Category 3: Fuel- and energy-related emissions not included in Scopes 1 or 2	<ul style="list-style-type: none"> Upstream (indirect) lifecycle emission factors for country/region electricity grid mix, country/region natural gas mix, country/region fuel (at filling station or refinery) sourced from Sphera 	Average data method applied to consumption of fuels and electricity in the reporting year, multiplied by upstream (indirect) lifecycle emissions factors sourced from Sphera.
Category 4: Upstream transportation and distribution	<ul style="list-style-type: none"> WTW logistics mode factors Spend-based emission factors from CEDA Global 4.01 	<p>Inbound Logistics (Hybrid method - distance and spend-based): Where our data natively captures both distance traveled (km) and weight (tonne) of the shipment, the shipment mass, distance, and mode of each shipment, applied with the appropriate mass-distance emission factor.</p> <p>Where native weights and distances are not available, we gap-fill via a spend-based calculation based on the total carrier charge for each shipment- discerning by it's mode of shipment.</p> <p>Outbound finished vehicle logistics (Distance-based method): Actual distances and weights along each shipment leg are multiplied by the appropriate mass-distance factor by shipment mode.</p>
Category 5: Waste generated in operations	<ul style="list-style-type: none"> U.S. EPA REET; battery recycling model 	Waste-type-specific method: Weight totals by material and management method multiplied by emission factors for specific waste types and treatment methods.
Category 6: Business travel	<ul style="list-style-type: none"> Spend-based emission factors from CEDA Global 4.01 	GHG emissions stemming from employee business travel are calculated via a spend-based approach using emission factors from CEDA. Total spend activity data is aggregated by mode and spend category via general ledger categorizations and multiplied by relevant spend based emission factors.

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Emissions Type	Emission Factors Applied	Emissions Calculation Methodology
Category 7: Employee commuting	<ul style="list-style-type: none"> U.S. EPA 	<p>Average data method: This category includes emissions from commuting by full time Rivian employees during 2023. For completion we used end of year 2023 employee headcount as a basis of this calculation. Employee population is broken into three categories based on commuting arrangement (Onsite, Flex, Remote) before estimating emissions from employee commuting for each commuting arrangement:</p> <ul style="list-style-type: none"> <u>Flex arrangement</u>: for employees who lives within reasonable distance of their assigned office location and are assumed to come to office 1 day per week <u>Onsite arrangement</u>: for employees who are coming to office everyday of the week <u>Remote arrangement</u>: are employees who are working from home full time <p>Onsite & Flex arrangement commuting emissions are calculated as follows:</p> <p># of employees * # of days commuting per year * amount of fuel consumed for round trip commute * well-to-wheel GHG emissions</p> <p># of days commuting per year = 260 (onsite), 52 (flex) fuel consumed = avg roundtrip distance * avg fuel economy avg roundtrip distances:</p> <ul style="list-style-type: none"> <u>US</u>: Metropolitan Policy Program at Brookings - The growing distance between people and jobs in metropolitan America <u>Canada</u>: Statistics Canada - Results from the 2016 Census: Long Commutes to work by car <u>Europe</u>: SD Worx - More than 20% of Europeans Commute at Least 90 Minutes Daily <p>avg fuel economies by major vehicle category (US Department of Energy, Feb 2020)</p> <p>Remote arrangement commuting emissions are calculated as follows:</p> <p># of employees * # of working days per year * (# of working hours per day/total hours per day) * energy consumption per day * life cycle energy use GHG emissions</p> <p># of working days per year = 260 # of working hours per day = 8 energy consumption per day (International Energy Agency 2018 baseline residential energy intensity by country)</p>
Downstream Scope 3 emissions		
Category 9: Downstream transportation and distribution	<ul style="list-style-type: none"> US: Truck - auto carrier (EPA SmartWay) 	<p>Distance-based method: Modeled distances and median vehicles weights are multiplied by the count of vehicles shipped to each delivery service provider (DSP) by route distance from Normal to subsequent DSP locations. Route distances follow Google maps API routing information and median weights of Rivian Electric Delivery Van shipments are derived from Rivian managed finished vehicle logistics data.</p>

Emissions Type	Emission Factors Applied	Emissions Calculation Methodology
Category 11: Use of Sold Products	<ul style="list-style-type: none"> Rivian selects a year-over-year percentage improvement so that changes for sub-national regions (e.g., the eGrid subregions) can be modeled for usage over a vehicle's lifetime Using a base factor of the country/region electricity grid mix (direct/indirect); we modeled a subsequent 3% improvement per year to each grid region based on the national trend 	<p>Operational use phase includes the GHG emissions from electricity consumed by Rivian vehicles over their lifetime. Most of the electricity is used for propulsion, but also includes losses from charging efficiency and passive battery drain.</p> <p>Expected vehicle lifetime is sourced from our internally developed LCAs published per vehicle model. Individual vehicle lifetimes and LCA methodology are detailed in Rivian vehicle LCA reports.</p> <p>Propulsion electricity is determined using the EPA-reported range and the usable battery energy (UBE) for each vehicle. EPA-reported range is used because it establishes a repeatable method that is consistent across different vehicles. Charging is broken down into the source and type of charging. Different charging modes – Level 1, Level 2, direct current fast charging (DCFC) — will have different charging efficiencies. Rivian uses vehicle analytics to determine the share of each charging mode and applies the relevant charging efficiency. When better data is not available, charging efficiencies are assumed to align with EPA-reported efficiencies.</p> <p>Along with charging losses, all electric vehicles consume electricity while not in use. Rivian uses internal data to estimate this passive battery drain and includes the emissions alongside other operation sources.</p> <p>The location where vehicles are charged plays an important role in the GHG emissions during operation. Data sources for this information include vehicle analytics, fleet data, and consumer sales data. The GHG emissions are determined using the Rivian electricity grid projection for each relevant grid region. Projected changes to the grid, including year-over-year improvement rates, are described in the vehicle reports.</p> <p>Via the above methodology, a lifetime charging emissions estimate is derived for each vehicle model which is then multiplied by the number of vehicles sold in the reporting year.</p>
Category 12: End-of-life treatment of sold products	<ul style="list-style-type: none"> Product-level lifecycle assessment emission factors (EOL) per material mass from Sphera 	<p>Direct materials (waste-type method):</p> <p>Emissions from purchased materials for Rivian models are calculated by multiplying the latest LCAs published per vehicle model by the total number of manufactured vehicles per model in the reporting year. The full methodology of upstream value chain emissions quantification is detailed in Rivian vehicle LCA reports.</p> <p>Rivian considers three EOL scenarios: landfill, incineration, and recycling. Following the cut-off approach, burdens from recycling the post-consumer scrap beyond the sorting processes are excluded. Effectively, the GHG emissions are from the portion of materials in the product that are landfilled or incinerated. Following the cut-off approach, no credits are given for any usable energy that may be generated from landfill or incineration activities.</p> <p>The fraction of materials that are landfilled, incinerated, or recycled is estimated with literature values when primary data is unavailable. Battery cells, tires, and most metals are recycled at the end of life. The carbon footprint of the EOL is found using carbon intensities of incineration and landfilling process by material type.</p>

6 Carbon Credits

In 2023 the Company did not use removal or avoidance credits.

7 Renewable Electricity

Total electricity consumption includes electricity consumed within the organizational boundary (see Note 2). Percentage of global electricity procured from renewable sources is calculated by dividing total electricity procured from renewable energy sources by total electricity consumption. The Company's total global electricity usage includes electricity consumed, measured in MWh, at all global facilities under its operational control.

Rivian charging network electricity usage includes electricity used, measured in MWh, to charge vehicles (Rivian and non-Rivian) on the Rivian Adventure Network (RAN) and Rivian Waypoints Network (RWN). Percentage matched with renewable electricity is calculated by dividing total electricity usage procured from renewable energy sources by total electricity usage.

The Company procures renewable electricity and matches electricity usage with renewable energy via renewable energy contracts including utility renewable energy tariffs, supplier-provided renewable energy, indirect large offsite purchases including virtual power purchase agreements (VPPAs), and unbundled renewable electricity certificate (REC) purchases. All renewable electricity contracts meet GHG Protocol Scope 2 Quality Criteria requirements, and include a mix of solar and wind as the primary energy generation technology.

RIVIAN AUTOMOTIVE, INC.

as of December 31, 2023

Consolidated Statement of Social Metrics

Workforce	As of December 31, 2023	
Global Employees by Region		
	Number	Percentage
North America	16,424	97.8 %
Europe	366	2.2 %
Total	16,790	100.0 %
Global Employees by Type and Region		
	Number	Percentage
Regular Employees		
North America	16,396	97.8 %
Europe	361	2.2 %
Total	16,757	100.0 %
Temporary Employees		
North America	28	84.8 %
Europe	5	15.2 %
Total	33	100.0 %
Global Employees by Employment Type and Region		
	Number	Percentage
Full Time Employees		
North America	16,356	97.4 %
Europe	366	2.2 %
Total	16,722	99.6 %
Part Time Employees		
North America	68	100.0 %
Europe	0	— %
Total	68	100.0 %
Global Employees by Type and Gender		
	Number	Percentage
Regular Employees		
Female	3,827	22.8 %
Male	12,662	75.6 %
Not Specified	258	1.5 %
Total	16,757	100.0 %
Temporary Employees		
Female	6	18.2 %
Male	26	78.8 %
Not Specified	1	3.0 %
Total	33	100.0 %

RIVIAN AUTOMOTIVE, INC.

as of December 31, 2023

As of December 31, 2023

Global Employees by Employment Type and Gender

	Number	Percentage
Full Time Employees		
Female	3,813	22.8 %
Male	12,640	75.6 %
Not Specified	259	1.5 %
Total	16,722	100.0 %
Part Time Employees		
Female	20	29.4 %
Male	48	70.6 %
Not Specified	—	— %
Total	68	100.0 %

Diversity (US Only)

Employee Categories³

	Board	Executive	Leadership	Mgmt.	All Other Employee	Total
Employees by Gender						
Female	37.5 %	40.0 %	19.6 %	20.8 %	24.0 %	23.3 %
Male	62.5 %	60.0 %	80.4 %	79.0 %	75.6 %	76.4 %
Not Specified	— %	— %	— %	0.1 %	0.3 %	0.2 %
Total	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Employees by Age Group						
Under 30	— %	— %	— %	5.9 %	37.8 %	30.4 %
30-50	25.0 %	50.0 %	56.5 %	82.1 %	51.9 %	58.8 %
Over 50	75.0 %	50.0 %	43.5 %	12.0 %	10.3 %	10.8 %
Total	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %
Employees by Ethnicity						
Black or African American	12.5 %	— %	— %	3.1 %	18.1 %	14.6 %
American Indian or Alaska Native	— %	— %	— %	0.2 %	0.5 %	0.5 %
Asian	— %	10.0 %	10.9 %	31.0 %	10.8 %	15.4 %
Hispanic or Latino	— %	— %	— %	6.4 %	10.4 %	9.4 %
Native Hawaiian or Other Pacific	— %	— %	— %	0.5 %	0.4 %	0.4 %
White	87.5 %	90.0 %	71.7 %	49.1 %	52.5 %	51.8 %
Two or More Races	— %	— %	6.5 %	2.2 %	4.2 %	3.7 %
Not Specified	— %	— %	10.9 %	7.5 %	3.2 %	4.2 %
Total	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %

The accompanying notes form an integral part of this statement.

³ See Note 1 - Basis of Presentation - Employee categories

Notes to Consolidated Statement of Social Metrics

1. Summary of Business and Significant Accounting Policies

Description of Business

Rivian Automotive, Inc. and its consolidated subsidiaries (Rivian or the Company) designs, develops, and manufactures category-defining electric vehicles (EVs) and accessories and sells them directly to customers in the consumer and commercial markets. Rivian complements its vehicles with a full suite of proprietary, value-added services that address the entire lifecycle of the vehicle and deepen its customer relationships.

The Company's fiscal year ends on December 31. Reference to fiscal 2023, for example, refers to the fiscal year ended December 31, 2023.

Rounding

Figures in the Consolidated Statement of Social Metrics have been rounded to the nearest tenth of a percent.

Basis of Presentation

Region values in the Company's human resource management system are captured as specified/ reported by employees themselves. For presentation purposes, "North America" represents individuals whose address is located within North America (inclusive of the United States, Canada and / or Mexico), "Europe" represents individuals whose address is located within the European continent.

Gender values in the Company's human resource management system are captured as specified/ reported by employees themselves. For presentation purposes, "female" represents individuals whose gender is "female" in the Company's human resource management system, "male" represents individuals whose gender is "male" in the Company's human resource management system, "non-binary" represents individuals whose gender is "non-binary" in the Company's human resource management system. Where an employee is listed with a gender other than "female", "male", or "non-binary" within the Company's human resources management system, they have been presented as "Not Specified".

Ethnicity values in the Company's human resource management system are captured as specified/ reported by employees themselves. Employees who did not self-disclose their ethnicity are included in the "Not Specified" ethnicity category.

Employee categories include Executive Leadership (C-Suite positions), Leadership (Vice President positions), or Management (Director and Manager positions) and those who are not. The Company defines these levels based on employee levels maintained within the Company's human resource management system.

Board includes members of the Company's board of directors. Board gender and ethnicity values are captured as specified / reported by board members themselves.

Data is as of December 31, 2023. All reported data is global unless otherwise specified.

Employees

The Company includes full-time employees and part-time employees (employees who work fewer than 30 hours per week) in its social metrics. Employees are also broken out between regular and temporary, where temporary employees indicates those employees who have been hired for a fixed term (regular employees are those employees hired for a non-fixed or indefinite period). Interns are included within both the full-time and fixed-

term categories. Workforce counts and percentages are inclusive of the Company's global workforce. Diversity percentages only include United States based employees and board members.

Measurement Uncertainty

Non-financial diversity and equality information is subject to measurement uncertainties resulting from limitations inherent in nature and to the methods used for determining such data, such as the reliance on individuals to self report their information in our human capital management system.