

## Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2024

Company: Rivian Automotive, LLC

Location: 100 Rivian Motorway, Normal, IL 61761

I. Development Assistance Agreements Awarded in:

- Incentive Program: IDOT Economic Development Program
- Assistance Amount: \$1,968,700
- Agreement Number: 23-EDP52301

II. Organization/Project Site Information:

- Chief Officer or authorized designee: Amanda George
- Title: Sr. Director, Commercial Development
- Address: 100 N Rivian Motorway, Normal, IL 61761
- Phone:
- Email: grantsIL@rivian.com
- Standard Industrial Classification Number (SIC#): 3711
- North American Industry Classification System (NAICS): 336110

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois?  
(Yes/No) **No**

IV. Job Creation and Retention Data

- Program Type: Utility Tax Exemption
- Agreement Number: 23-EDP52301
- Assistance Amount: \$1,968,700

Report Header Definition	
Wages	Average Annual Salary by Classification
Full-Time	Permanent Full-Time
+/-	Gain or (Loss)

Number of Employees At the Time of Application:

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Team Member – Manufacturing employee		5,090	5,090	0	0
Support Team Member – engineers supporting manufacturing		50	50	0	0

Team Lead – Manufacturing Manager		50	50	0	0
Totals:		5,190	5,190	0	0

Number of Employees As of the Date of the Report (12/31/2024):

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Team Member – Manufacturing employee		4,515	4,515	-575	0	0	0	0
Support Team Member – engineers supporting manufacturing		77	77	27	0	0	0	0
Team Lead – Manufacturing Manager		9	9	-41	0	0	0	0
Totals:		4,601	4,601	-589	0	0	0	0

Number of Jobs Stated in the Agreement that would be Created at the Site as a Result of Assistance:

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Team Member – Manufacturing employee		100	100	0	0
Totals:		100	100	0	0

Number of Jobs Stated in the Agreement that would be Retained at the Site as a Result of Assistance:

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
NONE	N/A	0	0	0	0
Totals:		0	0	0	0

Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2024:

Job Classification	Anticipated Starting Dates	Number of Positions to be Hired in this Category	Average Annual Wage per New Employee	Total New Payroll to be Created

Team Lead – Manufacturing Manager	8/31/2026	41	██████	██████
Team Member – Manufacturing employee	8/31/2026	675	██████	██████
Totals:		716		

Job Creation Data Explanatory Notes: If the change (gain/loss) in the number of full-time permanent employees as of the date of the report plus the number of full-time permanent employees anticipated to be hired after date of the report does not equal the number of full-time permanent employees stated in the Agreement that would be created at the site as a result of the assistance, then please explain why not:

Rivian's number of permanent hourly Full Time Employees at the project site was below our agreed upon number of 5,190 Existing hourly Full Time Employees and 100 New hourly Full Time Employees for this reporting period. This was due to natural attrition associated with the launch of our second generation R1 vehicles, which significantly reduce complexity, in tandem with ongoing improvements in manufacturing efficiency and resultant modifications to shift schedules. As we continue our expansion to begin production of R2 vehicles, we anticipate a hiring ramp to begin in Q4 2025, and that we will exceed our target number of hourly Full Time Employees by the end of 2026.