

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

## 2022 HIGHLIGHTS



### GLOBAL FOOTPRINT

Our core mission is to combat climate change by globally transforming the transportation industry. Having a strong ESG program is core to our values and reaching our mission.

**1,500+**  
EMPLOYEES

**131**  
ZERO TAILPIPE  
EMISSION VEHICLES  
SHIPPED IN 2022

**\$273.8M**  
R&D IN  
SUSTAINABLE  
PRODUCTS

**\$45.9M**  
REVENUE FROM ZERO  
TAILPIPE EMISSION  
VEHICLES

**2**  
MANUFACTURING  
PLANTS

### ENVIRONMENTAL IMPACT\*

We are committed to measuring the emissions, energy, water and waste footprint of our operations. In manufacturing, we have prioritized resource conservation and waste diversion while adopting circular economy principles into each step of the testing and validation, procurement and manufacturing process.

**7+**  
TONS OF  
CARDBOARD  
RECYCLED

**100%**  
OF SCRAP PRE-CONSUMER  
BATTERIES RECYCLED OR  
GIVEN 2ND LIFE

  
CIRCULAR REUSE  
PROGRAM FOR ALL  
BATTERY PALLETS

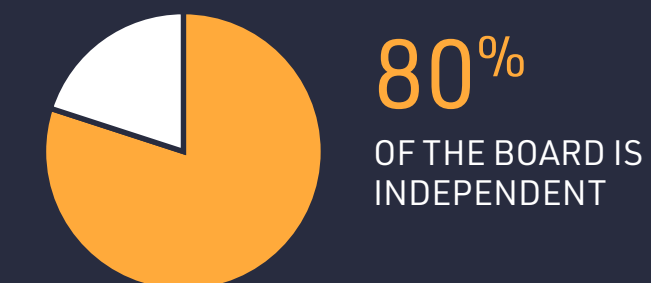
**100%**  
OF HAZARDOUS  
WASTE RECYCLED

  
ZERO WATER  
WITHDRAWN FOR TRUCK  
MANUFACTURING  
PROCESS

**750 kW**  
RENEWABLE SOLAR  
ENERGY SYSTEM  
INSTALLED

### RESPONSIBLE GOVERNANCE

We aim to be a leader in corporate responsibility and demonstrate our values through responsible business practices. We are committed to transparency and our strategy will include improved disclosure of our programs and performance through our website, filings and reports.



**NIKOLA**

\*Based on internal data

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE

## 2022 HIGHLIGHTS



### COMMUNITY IMPACT

The success of our community outreach is largely driven by our passionate and generous team members. The Nikola team has volunteered their time, dug into their pocketbooks and engaged with our business partners to provide support to charitable organizations.



**\$106k+**

RAISED FOR THE PHOENIX CHILDREN'S HOSPITAL



**3 YEAR**

BLOOD DRIVE PARTNERSHIP



**\$15k**

CONTRIBUTED TO THE AMERICAN CANCER SOCIETY

### WORKPLACE AND PRODUCT SAFETY

The safety of our team and products is and will always be our top priority. Our health and safety management system ensures weekly inspections and routine audits of all facilities. All Nikola products meet and exceed government regulations, codes and standards set for safety.

**1.4**

TOTAL RECORDABLE INCIDENT RATE (TRIR)\*

**0.09**

LOST TIME INCIDENT RATE (LTIR)\*



ZERO ROAD ACCIDENTS/ INCIDENTS DUE TO VEHICLE ERROR\*



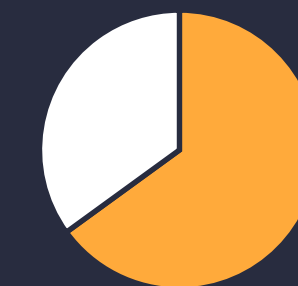
CONTRACTOR SAFETY MANAGEMENT PROGRAM



EARNED ISO 9001, 14001, & 45001 CERTIFICATION

### EMPLOYEE INCLUSION & ENGAGEMENT

At Nikola, it is our people who make us what we are. We believe that by creating an environment where diversity can thrive, we are better positioned to achieve our mission. We have a talented workforce due in part to our mission and strong focus on human capital management practices and policies.



**65%**

ETHNICALLY AND GENDER DIVERSE WORKFORCE

**6%**

GROWTH IN FEMALE WORKFORCE

**7** UNIQUE EMPLOYEE RESOURCE GROUPS

- Nikola Veterans
- Para Mi Gente (For My People) - Hispanic ERG
- NAPA (Nikola Asian Pacific Islander and Allies)
- Pride (LBGTQ+ & Allies)
- WIN (Women In Nikola)
- DEAN (Disabled Employees At Nikola)
- Black/African Heritage

We continue to develop what we believe are best in class programs to attract, develop and retain our personnel.

**2 WEEKS**

PAID PARENTAL LEAVE FOR ALL FULL-TIME TEAM MEMBERS

**3.5%**

COMPANY CONTRIBUTION MATCH ON 401 (K)

**85%**

PARTICIPATION RATE IN QUARTERLY EMPLOYEE SURVEY



SCAN FOR MORE INFO ON SUSTAINABILITY AND ESG

**NIKOLA**

\*Based on internal data