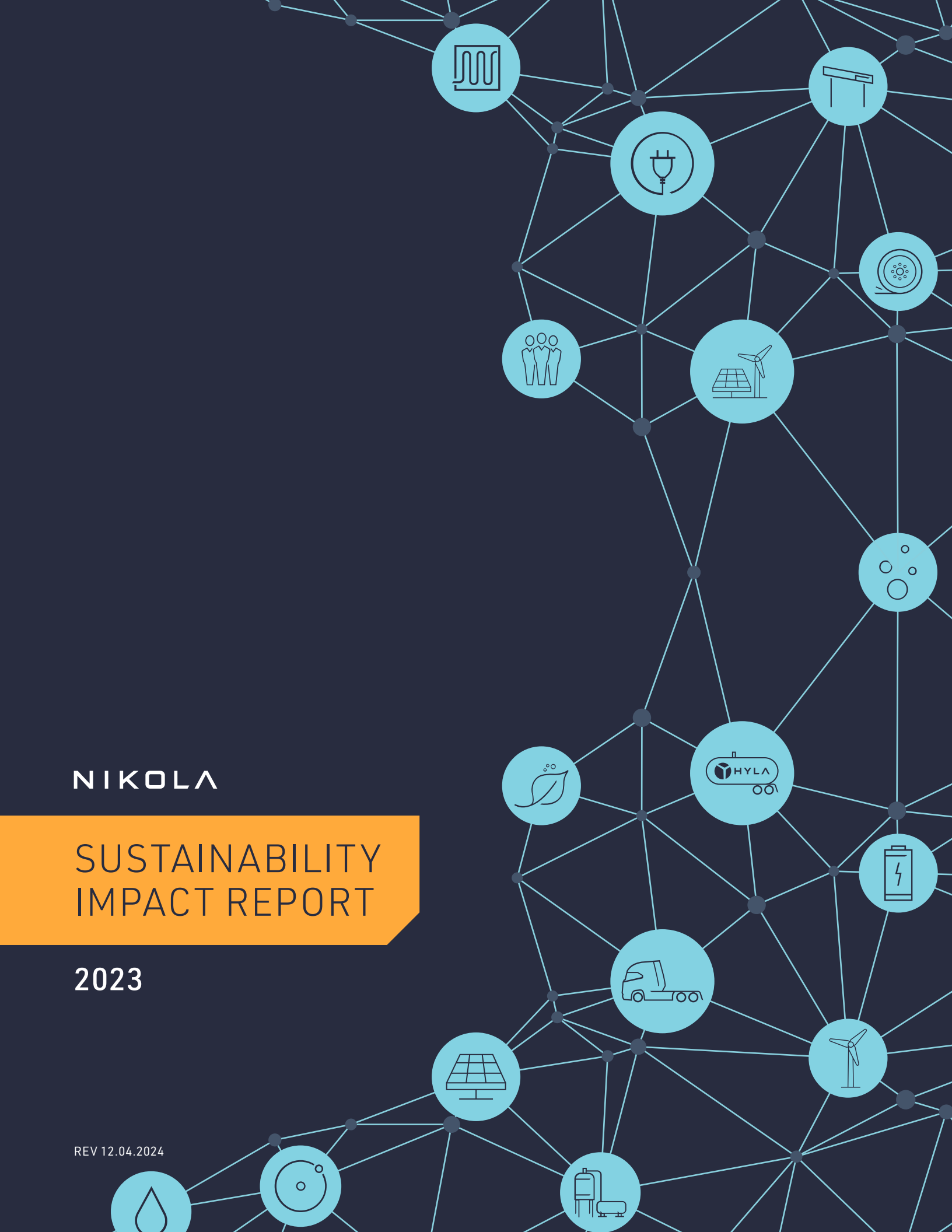


NIKOLA

SUSTAINABILITY  
IMPACT REPORT

2023

REV 12.04.2024



# A MESSAGE FROM THE CEO



Nikola's commitment to sustainability is not just trendy or a nice-to-have, it's who we are, full stop.

Our focus is on zero-emission technologies and the infrastructure to support them, and decarbonizing what has been known as a very "dirty" market segment, Class 8 trucks. Medium and heavy-duty trucks produce more emissions than passenger cars and rail combined. Our commitment – our mission, really – to improving air quality, avoiding emissions, and mitigating our contributions to climate change is why most of us work for Nikola.

What we are most proud of, besides our dedicated team, is bringing our battery electric truck to market while developing and launching our hydrogen fuel cell electric truck shortly thereafter. We are a small organization, and in my opinion, the best in the industry. We move and pivot quickly, understand the market, and evolve with our customers' needs while staying true to our mission. What we accomplished in 2023, including successes and overcoming setbacks, was simply astonishing.

And as of today, hundreds of Nikola zero-emissions trucks are on the road, delivering goods.

But the sustainability bar keeps on raising, and we are doubling down on our marketplace commitments to evolve our zero-emissions technologies and products to best suit our customers' needs, as well as continue to develop safety practices for our modular refuelers and in our manufacturing plant. Most importantly, we #FollowNone when it means doing the right thing for people, the planet, and the drivers that are on the front lines.

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In many ways, 2023 may prove to be the most important and critical year for Nikola. We launched our hydrogen FCEV into the market in Q3 – the first Class 8 truck of its kind assembled in the U.S. available for sale today in the U.S. and Canada. To have the honor of being first comes with trials and celebrations. We had no defined path to follow, but the beacon of our mission, our commitment to zero emissions and our faith that we were – and are - leading the North American trucking industry towards the right side of history.

It's an honor to be the CEO of Nikola, and I thank you for joining us on this sustainability journey.

Steve Girsky  
President and CEO

#### NIKOLA 2023 COMPANY HIGHLIGHTS:

- Celebrated the commercial launch of our hydrogen fuel cell electric truck, the Nikola Tre FCEV
- Nikola celebrated 100 sale order milestone for Nikola Tre hydrogen FCEV class 8 truck
- Announced expansion of dealer sales and service network into Canada in collaboration with ITD Industries
- Nikola hydrogen FCEV class 8 truck was named winner in the Sustainable Product category of the 2023 Altair Enlighten Award
- Nikola expanded presence to Canada with Nikola Tre BEV and FCEV trucks and hydrogen modular refueler order from Alberta Motor Transport Association
- Launch of our first hydrogen fuel cell truck modular refueler
- Introduction of our new hydrogen energy brand, HYLA, with refueling locations launched in California
- PGT Trucking, Nikola and Nucor collaborate to launch clean energy supply chain initiative

# WHO WE ARE



Nikola Corporation's mission is clear: We are leading the way for a zero-emission world, starting with the transportation industry. As an integrated truck and energy company, Nikola is transforming commercial transportation, with our Class 8 vehicles, including battery-electric and hydrogen fuel cell electric trucks, and our energy brand, Hyla, driving the advancement of the complete hydrogen refueling ecosystem.

870

EMPLOYEES

2

LOCATIONS

Headquarters  
in Phoenix, AZ

Manufacturing Facility  
in Coolidge, AZ

2

ZERO TAILPIPE  
EMISSION  
VEHICLES

in production

19

DEALERSHIP  
LOCATIONS  
THROUGHOUT  
THE U.S. AND  
CANADA\*

\*as of 9/31/2024



OUR MISSION:

# PIONEERING SOLUTIONS FOR A ZERO-EMISSIONS WORLD.

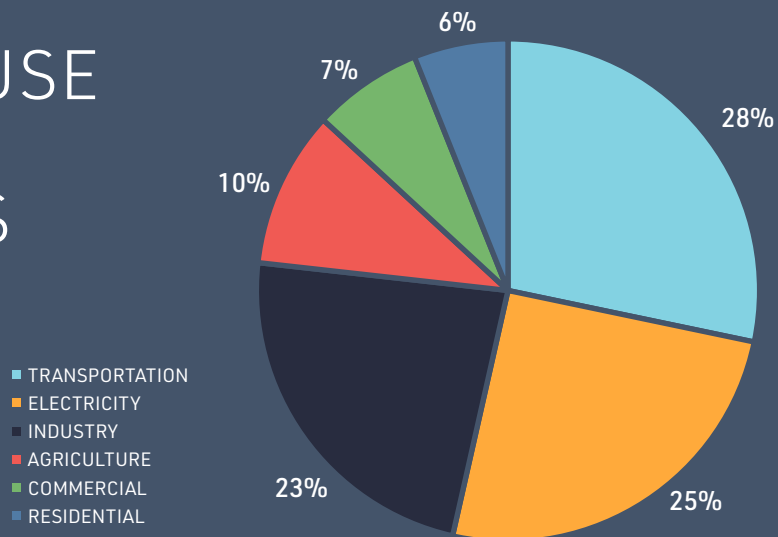
Nikola was founded to address one of the largest sectors contributing to the acceleration of climate-change: transportation emissions. The future is important to us and so are the health and safety of drivers and the communities where class 8 trucks operate. We know zero tailpipe emission transportation is possible. It's already out there. Now we aim to create impact at scale throughout the transportation industry.

# WHY IT MATTERS

According to the Environmental Protection Agency (EPA), the transportation industry causes an estimated 28% of direct U.S. greenhouse gas (GHG) emissions<sup>1</sup>. Medium and heavy-duty trucking represents approximately 23% of transportation industry GHG emissions according to the EPA<sup>2</sup>. With ever-expanding commerce freight demands, zero tailpipe emission vehicles are believed to be a viable option for a more sustainable future.

2022 U.S.

## GREENHOUSE GAS EMISSIONS BY SECTOR



UNITED STATES

## GOODS TRANSPORTED BY VEHICLE

SEMI-TRUCKS TRANSPORT MORE THAN  
**70%**  
OF GOODS IN THE U.S.

WITH MORE THAN  
**3.5M**  
TRUCK DRIVERS BEHIND THE WHEEL



<sup>1</sup> <https://www.epa.gov/inflation-reduction-act/cprg-transportation-sector-infographic#:~:text=As%20of%202022%2C%20transportation%20produced,or%2081%25%20of%20the%20total>

<sup>2</sup> <https://nepis.epa.gov/Exe/ZyPDF.cgi?Dockey=P101AKR0.pdf>

# WHY IT MATTERS

UNITED STATES

## COMMERCE FOR GOODS

WILL GROW

↑23%

BY 2025

WILL GROW

↑45%

BY 2040

Source: [www.epa.gov](http://www.epa.gov)

In Q4 2023, we delivered what we believe is the first production hydrogen fuel cell electric truck available in North America. We produced 42 trucks through the end of the year and delivered 35 of those to dealers, reserving seven for continued testing and fleet demonstrations. In early 2024, we opened the first HYL A modular refueling station in Ontario, California and announced a collaboration with FirstElement Fuel in Oakland, California providing fleets with hydrogen fueling solutions in both Northern and Southern California.

We believe both grid powered battery electric and hydrogen fuel cell electric truck technologies will play an integral role in decarbonizing heavy-duty transportation and are committed to pioneering both truck and fueling solutions for deployment.

# COMPANY VALUES



DRIVE  
FORWARD



MOVE  
FAST



WORK  
OUTWARD



ACT AS  
OWNERS

At Nikola, we invest considerable time and resources to see that our values permeate all aspects of operations and that our team makes decisions consistent with them, even when short-term payoffs are not apparent.

114

TOTAL VEHICLES  
SOLD IN 2023

*79 Nikola Tre BEV, 35 Nikola Tre FCEV*

182

METRIC TONS OF  
H<sub>2</sub> DISPENSED

*from 12/27/2023 to 9/30/2024*

5,091

H<sub>2</sub> FUELING  
EVENTS

*from 12/27/2023 to 9/30/2024*

5 HYLA

AUTHORIZED  
STATIONS

*as of 9/30/2024*



# NIKOLA TRUCK PRODUCTS

Nikola's best-in-class heavy-duty Class 8 trucks are on the road, today.

## HYDROGEN ELECTRIC



**TRE**® **FCEV**

UP TO  
**500** MILE  
RANGE<sup>1</sup>

**536** HP  
CONTINUOUS

**0** TAILPIPE  
EMISSIONS

## BATTERY ELECTRIC



**TRE**® **BEV**

UP TO  
**330** MILE  
RANGE<sup>1</sup>

**645** HP  
CONTINUOUS

**0** TAILPIPE  
EMISSIONS

<sup>1</sup> Range estimate was calculated using data obtained from Nikola proving grounds testing, real-world vehicle operation, and computational-based engineering and validation tools. Actual range will vary based on several factors including use case, vehicle characteristics, driver behavior, and environmental conditions.

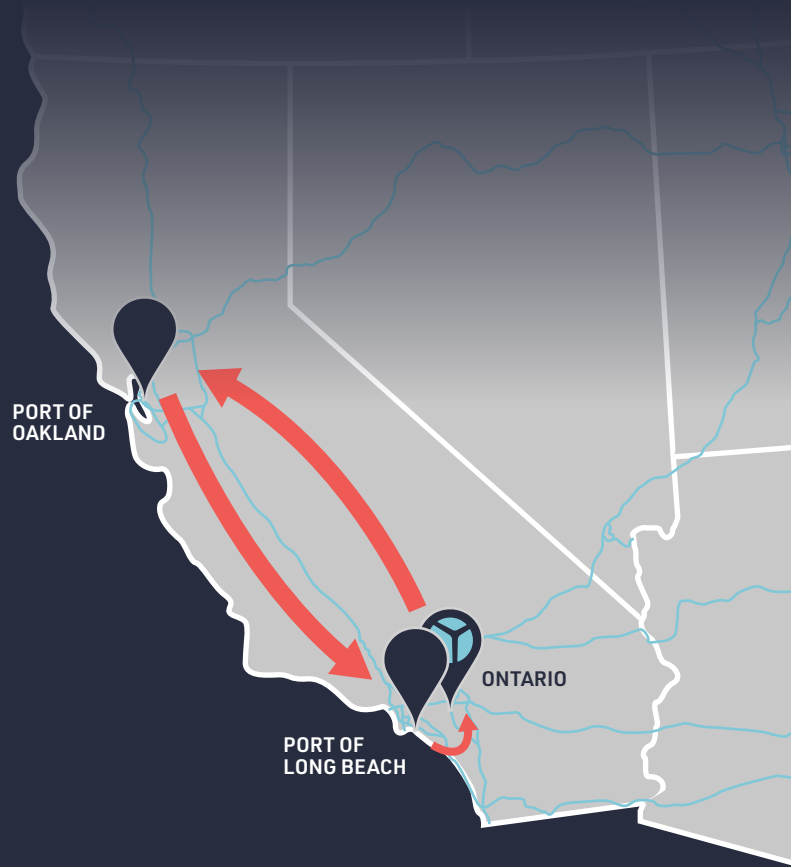
# REAL-WORLD SOLUTIONS

A NIKOLA CUSTOMER  
COMPLETED AN

**866** MILE

round trip haul between the Port of Oakland, Port of Long Beach, HYL Ontario refueling station, and then returned to Oakland making only

**1** REFUELING STOP



# NACFE RUN ON LESS PROGRAM



NIKOLA®



**RUN  
ON LESS**  
BY NACFE

In 2023, the Nikola Tre BEV 1.0\* participated and developed 20 days worth of substantial data for the Run on Less Program. The Run on Less program is a joint effort between the North American Council for Freight Efficiency (NACFE) and the Rocky Mountain Institute (RMI).

The program aims to showcase freight efficiency in the real world. Based on real vehicle road miles with real freight, the program highlights the best use of different trucking technologies,

operational methods, and driver capabilities to showcase what fleets can accomplish in terms of fuel economy and freight efficiency. The program results showcase the possibility for trucking technologies to improve the bottom line for fleets as well as reduce on-road emissions.

For comprehensive data and the official report, visit: [Nikola's 2023 Run on Less NACFE Report](#).

*\*Data from Nikola Tre BEV 1.0. The newly unveiled Nikola Tre BEV 2.0 is intended to participate in a future study.*



# AWARDS AND RECOGNITIONS

The Nikola team has showed great determination in bringing zero emission solutions into the world to change the future outlook of our planet and transform the transportation industry. The journey to develop climate change mitigation technology and introduce it to communities has not come without hurdles, has also been very rewarding. Each day we are reminded that our work matches the world's great need.

## 2019

Gold Shovel Award for Nikola Coolidge Manufacturing Facility, presented by Area Development

## 2020

Good Design Award Winner for Tre BEV and Nikola Vehicle Design Studio

## 2020

Platinum level Green Business Leader rating by the City of Phoenix since 2020

## 2020

Best Tech Startups in Phoenix award from The Tech Tribune

## 2021

100 Fastest Growing Companies in Arizona by Growjo

## 2023

Good Design Award Winner for Tre FCEV and Nikola Vehicle Design Studio

## 2023

Altair Enlighten Award for Sustainable Product

## 2023

Shortlist for Reuters Events: Automotive D.R.I.V.E Honours in Reducing Emissions category

## 2024

Arizona Forward Environmental Excellence Award in Technology Innovation





# OUR APPROACH TO SUSTAINABILITY

While a more sustainable world is the reason behind our purpose built zero emission vehicles and solutions, we understand that we must take a measured approach to integrate sustainable principles into all facets of our operations, systems and management.

We believe there is both an opportunity and responsibility to participate in mitigating climate change. We are simultaneously focused on avoiding emissions in heavy duty transportation by investing in clean technology and clean

energy solutions while comprehensively focusing on the footprint of our operations and creating quality of life for our team.

As an emerging company, we are working to develop a comprehensive strategy to improve data collection and understand our operational baseline in key areas. Our inaugural sustainability report is a commitment to increase disclosure, accountability and transparency. We remain committed to enhancing our disclosure around products, programs, data and reporting into the future.

NIKOLA'S

## ▾ SUSTAINABILITY PRIORITIES:



SUSTAINABLE PRODUCT &  
TECHNOLOGY INNOVATION



TEAM AND  
PRODUCT SAFETY



MEASURING & REDUCING  
OUR OPERATIONAL  
FOOTPRINT

# MATERIALITY ASSESSMENT



In 2022, we hired a third-party partner, Nasdaq Corporate Solutions, to conduct a materiality assessment. The assessment included a structured process that gathered input from across the organization. All levels of leadership were canvassed for their responses including board members, c-level executives, global heads, and directors. Every department within the organization was represented, giving us a diverse perspective on topic priorities.

Topics were then ranked by importance to external shareholders, investors rating

agencies, frameworks and their potential to impact the business, creating a materiality matrix to steer our ESG reporting and sustainability efforts.

Using the results of the assessment, we have developed meaningful reporting, management programs, and identified key metrics. Periodically we will conduct a materiality review of our priority environmental, social and governance (ESG) topics to ensure we are focused on topics of the greatest significance to Nikola's business and stakeholders.

# BOARD OVERSIGHT

We have integrated sustainability oversight into the charter of our sustainability, nominating and corporate governance committee. The committee meets quarterly to review our sustainability performance as well as provide input and oversight into our strategy. As a testament to our commitment to increase disclosure, we are releasing this inaugural impact report.



## SUSTAINABILITY, NOMINATING & CORPORATE GOVERNANCE COMMITTEE\*



**ANDREW VESEY**  
Committee Chair  
*Fortescue Future Industries*



**BRUCE SMITH**  
Committee Member  
*Detroit Manufacturing Systems*



**JOHN VESCO**  
Committee Member  
*V&J Consulting*

\*as of 9/30/2024

# ENVIRONMENTAL IMPACT

\$208<sup>M</sup>

INVESTED IN RESEARCH AND DEVELOPMENT OF OUR CLEAN ENERGY AND TECHNOLOGY PRODUCTS

\$30<sup>M</sup>

REVENUE EARNED FROM THE SALE OF OUR ZERO TAILPIPE EMISSIONS VEHICLES

\$5.7<sup>M</sup>

REVENUE EARNED FOR CLEAN ENERGY SOLUTIONS

## NIKOLA CURRENTLY OFFERS THE FOLLOWING PRODUCTS AND SOLUTIONS AIMED AT REDUCING EMISSIONS:

- Class 8 Battery Electric Vehicles
- Class 8 Fuel Cell Electric Vehicles
- Hydrogen Modular Refueler
- Mobile Charging Trailers
- eSKID Single Charger
- eSKID Dual Charger

## PRODUCT EFFICIENCY

Nikola's motto, "follow none", is a mantra that defines our pioneering spirit. With no road map to follow and no blueprint, we have developed world class technologies that push the boundaries of what was believed to be possible and have brought technologies into existence that are meant to transform century old methods of how we transport goods and products. In every way, we transform what Class 8 transportation should look like, pushing the boundaries on range and efficiency, technology and design.

Our Nikola Tre FCEV continues to delight fleet users with data-driven quality and performance. To date, our FCEV end fleets have traveled more than 550K miles with an average fuel economy of 7.2 mi/kg, validating our performance benchmark. We collect field data every day and the numbers bear out. On a converted basis, our FCEVs outperformed the average Class 8 truck on fuel economy and avoidance of tailpipe emissions. We estimate the FCEV's average miles per gallon (mpg) is 23% better than the Class 8 fuel economy average of 6.5/diesel gallon equivalent (DGE) per the Department of Energy.<sup>1</sup>

<sup>1</sup><https://afdc.energy.gov/data/10310>



# ENVIRONMENTAL IMPACT

8 MPG

TRE FCEV AVG  
FUEL ECONOMY

on a converted basis to a diesel  
gallon equivalent

UP TO

330 MILES

OF RANGE  
ON TRE BEV

## PRODUCT CIRCULARITY

In a circular economy, products and materials are kept in circulation long after first use, with an emphasis in designing for longevity and resource efficiency. Nikola is committed to participating in circular economy principles for the responsible handling of truck components, battery components and materials in our vehicles at every stage of their lifecycle. We are developing solutions and collaborating with partners to plan for end-of-life materials streams, despite our modern production timeline. We have a battery circularity policy which guides our investigation of all pre-consumer and production batteries for remanufacturing, reuse and recycling.

UP TO

95%

OF LITHIUM -ION  
BATTERY MATERIALS  
RECLAIMED BY  
RECYCLING PARTNERS

WE AIM TO  
RECYCLE OR REUSE

100%

OF SCRAPPED LITHIUM  
-ION BATTERIES

192

METRIC TONS OF  
BATTERIES REUSED  
AND RECYCLED

We believe extending the useful life of a battery on board the truck, is the most sustainable solution. Therefore it is our priority to ensure the asset's life is extended before ever being scrapped. The advanced software on board Nikola vehicles allows for over-the-air (OTA) software updates to be released as appropriate to improve battery efficiency and increase longevity.

# ENVIRONMENTAL IMPACT

## GREENHOUSE GAS EMISSIONS

We understand that climate change poses risks and being proactive presents opportunities for our business to mitigate the potential impact to our operations. Nikola looks at several indicators, relevant to our business, to understand our progress against alleviating risks. To mitigate potential risks and capitalize on opportunities, Nikola has taken the following actions:

- Investment in clean technology and innovation
- Measurement and identification of emission sources
- Investment in renewable energy and energy efficiency in operations
- Installation of electric vehicle charging infrastructure for Nikola vehicles and employees
- Application of circularity principles and diversion methods to improve waste diversion performance

**2023**

GHG Emissions (MT CO <sub>2</sub> e)	Scope 1	Scope 2	
Manufacturing	254.11	2,648.5	
Headquarters	41.2	1,766.4	
Other	319.39	125.96	
<b>Totals</b>	<b>614.7</b>	<b>4,540.86</b>	<b>5,155.56</b>



# ENVIRONMENTAL IMPACT

## ENERGY MANAGEMENT

Nikola is committed to being a good steward and making the best use of the resources that are available. In the pursuit of operational efficiency and excellence, we have first measured and then taken action to reduce the emissions, energy and waste footprint of our manufacturing operations.

Our manufacturing facility is approximately 670,000 square feet of state-of-the-art manufacturing technology, environmentally thoughtful in both design and manufacturing process.

The manufacturing facility has the following environmentally thoughtful features:

- Energy efficient LED lighting
- Energy efficient HVAC
- Day lighting
- Smart controlled energy systems
- On-site solar
- Electric Vehicle charging stations
- Electric automated guided vehicles ("AGVs")
- Electric forklifts

## COOLIDGE MANUFACTURING FACILITY:

Total Grid Energy Consumption (kWh)	7,491,559
Solar Energy Produced On-Site (kWh)	771,960
Energy Use Intensity (kWh/ft <sup>2</sup> )	13

APPROX.

10%

OF OUR  
MANUFACTURING  
SITE'S ENERGY  
CONSUMPTION  
WAS POWERED BY  
SOLAR ENERGY



# ENVIRONMENTAL IMPACT



## MANUFACTURING FOOTPRINT

We are continually optimizing internal manufacturing practices to reduce waste, reuse resources and reduce our footprint. In 2023, we outperformed internal waste diversion goals, but we continue to prioritize keeping valuable materials in our domestic supply chain and investigate circularity. We also aim to measure our emission impact as our footprint evolves and use this evaluation to inform opportunities for improvement.

## WASTE IN MANUFACTURING

A Waste Management Committee with representation from company-wide stakeholders meet regularly to measure, implement strategies, engage third-party waste management partners, and incorporate feedback around key performance indicators for general and hazardous waste, diversion, and recycling.

Opportunities investigated and applied where feasible around waste impact:

- Recycling of steel, copper, aluminum, and mixed metals
- Recycling of cardboard
- Recycling of scrap lead acid and lithium-ion batteries
- Recycling of tires
- Reuse of plastic totes
- Reuse and 2nd life for pallets
- Returnable Packaging
- Collaboration with vendors on recycling methods for new material waste streams



# ENVIRONMENTAL IMPACT

## 2023 MANUFACTURING NON-HAZARDOUS WASTE (metric tons)

Total Waste Landfilled	418.84
Total Waste Recycled	364.77
Total	783.61

## 2023 MANUFACTURING HAZARDOUS WASTE (metric tons)

Incinerated	24.85
Recycled	.21
Total	25.06

Diversion Rate	45%
----------------	-----

## WATER IN MANUFACTURING

We use limited water in the manufacturing process in order to support freshwater availability in local communities. We specifically use water in our vehicle quality testing process and make efforts to recycle and reuse this resource.



# SOCIAL IMPACT



## HUMAN CAPITAL DEVELOPMENT

Execution of our business strategy depends on the successful execution of our people strategy, including the attraction, development and retention of key employees and members of our management team. The diverse skills, experience, and knowledge of our employees prepare us to achieve our operational, financial, and strategic objectives.

We have a highly skilled and experienced workforce, with many employees and all of our senior leaders having more than 20 years of experience in their respective fields.

MORE THAN

14%

OF OUR EMPLOYEES ASSUMED LARGER RESPONSIBILITIES IN CONNECTION WITH A PROMOTION

We actively seek to manage internal talent mobility through promotions and new assignments to create a high-performing

employee base with diverse experiences. We have implemented methodologies to manage individual performance, development, and feedback.

We hold regular team and company-wide town halls to provide employees with ongoing exposure to leaders across the company, key business developments, and status of product and project milestones. These forums enable employees to learn more about our business beyond their immediate day-to-day roles while providing an opportunity for them to ask questions and seek answers to any concerns.

We value and appreciate the distinct contributions every employee makes to our growth and success and we strive to cultivate a shared culture and mission that celebrates each person at every level.

Approximately:

- 60% of workforce is ethnically or gender diverse
- 50% of workforce is non-white ethnicities
- 98% of employees received regular performance and career development reviews



# SOCIAL IMPACT

## EMPLOYEE HEALTH AND WELLNESS

Nikola is committed to the health and wellness of our employees. Nikola provides employees with a comprehensive health benefits package that includes medical, dental and vision coverage with one medical option being a fully employer paid high deductible medical plan with a generous HSA contribution. We also offer an employee advocacy service through our benefits broker to help employees navigate the healthcare system, locate providers, understand the benefits available to them, and assist with resolution of any benefits or claims issues.

To prioritize health and wellness, we annually host onsite health and wellness clinics at both our Phoenix headquarters and Coolidge manufacturing facility to provide employees access to providers.

### CLINICS INCLUDE:

- Dental
- Vision
- Biometrics
- Flu shots
- Body composition
- Financial wellness



# SOCIAL IMPACT

## DIVERSITY, EQUITY, AND INCLUSION

At Nikola, it is our people who make us what we are. Inspired, diverse, passion-driven professionals who are ready to change the world. Collaboration is key and is even more rich and effective when different experiences, thoughts, and ideas are brought into the mix. Where every voice is heard, where each person creates value and is valued, and where innovation and agility are the direct result of the diverse workforce that comprises the talented Nikola team.

We believe that by creating an environment where diversity can thrive, we are better positioned to achieve our mission. Whether it be race, gender, sexual orientation, culture, or disability; we want all to feel included and accepted.

We embrace the diversity of our team members, customers, and stakeholders, including their unique backgrounds, experiences, perspectives, and talents. We are committed to providing an environment where human dignity prevails. Every person has an equal opportunity for hire, assignment, and advancement without regard to race, color, religion or belief, national origin, sex, childbirth or pregnancy related conditions, age, genetic information, sexual orientation, gender identity and/or expression, disability, covered military or veteran status, or any other status protected by applicable federal, state, or local law at all times from recruitment through employment and promotion.

## EMPLOYEE RESOURCE GROUPS

To support diversity and inclusion, seven unique Employee Resource Groups were established to foster community, provide support, enhance career development, and contribute to personal development for all team members.

### CURRENT ERG 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



# SOCIAL IMPACT

## EMPLOYEE SAFETY

Our safety programs encompass not only our employees but our partners. Safety is critical in both our operations and in our products at all phases of production, testing, validation, and use. We have implemented a health and safety management system, steered by the Head of Environmental Health and Safety as well as our Safety Officer. All contractors are required to follow our contractor's safety management program and participate in a required site safety orientation. To ensure program integrity, routine monthly internal inspections are conducted at all of our facilities including our headquarters and manufacturing facility. We also conduct routine internal audits of our Environmental Management System. Our commitment to safety has resulted in the International Standards Organization ("ISO") 9001, 14001, and 45001 certifications.

1.22

TOTAL RECORDABLE  
INCIDENT  
RATE (TRIR)

0

NUMBER OF  
FATALITIES

0.26

LOST TIME INCIDENT  
RATE (LTIR) 2023

9001, 14001,  
& 45001

EARNED ISO  
CERTIFICATION

# SOCIAL IMPACT



## PRODUCT SAFETY AND CERTIFICATIONS

Safety is a top priority. Nikola strives to ensure our products meet or exceed all government regulations, codes and standards.

Our trucks are designed and manufactured using industry best practices, state-of-the-art technology and extensive validation.

We subject our trucks to stringent crash tests to ensure the high voltage and hydrogen systems remain safe, and our customers and emergency responders protected. The Nikola Safety Office includes a Vehicle Regulation and Certification Team, who ensures our product exceeds current regulatory safety standards and continues

to lead on certifications and safety measures for the Class 8 zero emission vehicle industry.

Nikola established a Vehicle Defect Committee which institutes a procedural investigation, evaluation and documentation of quality, safety and technical issues. The committee, comprised of company stakeholders and experts, meets weekly to identify, review, resolve or escalate safety related concerns to the executive committee members for a final determination regarding recalls. Nikola maintains a Safety Recall Evaluation and Internal Communication Protocol for when a recall is implemented.

# SOCIAL IMPACT

## VEHICLE SAFETY

Nikola's full digital product portfolio is standard on every truck and keeps the driver, fleet operator, dealer, and service technicians completely connected 24/7. Nikola trucks are equipped with Lane Departure Warning, Adaptive Cruise Control<sup>1</sup>, Advanced Emergency Braking, Blind Spot Information/Warning System<sup>1</sup>, and Front and Rear Cameras. These features enable drivers to be more aware and improve safety, meaning they get to go home safely to their families.



**TRE**<sup>®</sup> FCEV



ADVANCED EMERGENCY BRAKING SYSTEM



TRAFFIC SIGN INFORMATION



ADAPTIVE CRUISE CONTROL



BLIND SPOT INFORMATION SYSTEM



LDWS



**TRE**<sup>®</sup> BEV



ADVANCED EMERGENCY BRAKING SYSTEM



CRUISE CONTROL



LDWS

0

ROAD ACCIDENTS/  
INCIDENTS DUE TO  
VEHICLE ERROR<sup>2</sup>

1

NIKOLA DRIVE APP,  
ENABLING PRE-RIDE  
SAFETY CHECKS

<sup>1</sup>Standard in FCEV only

<sup>2</sup>Based on internal data

# SOCIAL IMPACT

## HYDROGEN MODULAR REFUELER DESIGN AND SAFETY

Hydrogen modular refuelers are designed to be deployed at customer demonstration sites, testing and validations facilities, and Hyla locations to support the fueling of fuel cell electric vehicles. The modular refueler equipment deployed is a third party solution, designed to comply with regulatory requirements and industry standards to ensure safety throughout the fueling process.

### HYDROGEN SYSTEMS ARE DESIGNED TO THE REQUIREMENTS OF:

- NFPA 2 Hydrogen Technologies Code
- NFPA 70 National Electric Code
- ASME B31.12 Hydrogen Piping and Pipelines
- CGA S 5-5 Hydrogen Vent Systems
- International Fire Codes and International Building Code, and standards adopted by local Authority Having Jurisdiction (AHJ)
- Cryogenic tankers per 49 CFR 178.338 (MC338)
- Gaseous Hydrogen tube trailers per USA 49 CFR §107 DOT-SP (Special Permit) including SP-12629, SP-14576, SP-21136, and others.





# SOCIAL IMPACT

## HYDROGEN SAFETY & STEWARDSHIP

As further commitment to our focus on safety, the Nikola team has had several years of engagement with international and national safety organizations developing the leading hydrogen vehicle and station component standards and ensuring our products meet these expectations for operational safety and excellence.

Nikola has been a member of the Center for Hydrogen Safety (CHS) since its inception and has staff actively participate in the Department of Energy's Hydrogen Safety Panel.

### THE NIKOLA TEAM ACTIVELY FACILITATED AND PROVIDED TECHNICAL EXPERTISE DURING THE DEVELOPMENT OF THE FOLLOWING STANDARDS:

- ISO 17268 "Hydrogen Fueling Connection Devices"
- ISO 19881 "Hydrogen Fuel Containers"
- ISO 19882 "Hydrogen Fuel Container TPRDs"
- ISO 19885-3 "Heavy Duty Hydrogen Fueling Protocols"
- UN GTR #13 Task Force 2 "Hydrogen Fueling Connectors"
- UN GTR #13 Task Force 3 "Test Methods/Procedures"
- UN ECE R134
- SAE J2601-5 "Heavy Duty Hydrogen Fueling Protocol"
- SAE J2579 "Standard for Fuel Systems in Fuel Cell and Other Hydrogen Vehicles"
- CSA/ANSI HGV 2 "Hydrogen Fuel Containers"
- CSA/ANSI HGV 3.1 "Hydrogen Fuel System Components"
- NFPA 2 "Hydrogen Technologies Code" - Technical Expert

# SOCIAL IMPACT

Nikola vehicles are subject to, and are designed to comply with, numerous regulatory requirements established by the National Highway Traffic Safety Administration, or NHTSA, including applicable U.S. federal motor vehicle safety standards, or FMVSS. As a manufacturer, we must self-certify that the vehicles meet or are exempt from all applicable FMVSS before a vehicle can be imported into or sold in the U.S. In addition to the FMVSS requirements for heavy-duty vehicles, we also design our vehicles to meet the requirements of the Federal Motor Carrier Safety Administration, or FMCSA, which has requirements for the truck and fleet owners, as well as requirements set forth in the Federal Motor Carrier Safety Regulations, or FMCSR, pertaining to the safety of the driver during operation of the vehicle.



# GOVERNANCE

We strive to be a leader in corporate responsibility and demonstrate our values through responsible business practices. Our corporate governance is guided by a Code of Business Conduct and Ethics, and a Code of Ethics for Senior Financial Officers, which are both publicly available on our website. Ethics policies are supplemented by workforce training courses on ethical standards, and an Ethics and Whistleblower program available to all employees to anonymously report concerns about fraud, ethical misconduct, harassment, misappropriation of assets, or questionable financial reporting practices. Any concerns regarding accounting or auditing matters reported under these procedures will be communicated promptly to our audit committee. Current governance frameworks were designed to uphold the highest principles of business ethics and practice appropriate oversight of business responsibilities throughout every level of the organization.

To ensure board and executive guidance and oversight of our strategy and performance, we have integrated ESG into the charter of our sustainability strategy, nominating and corporate governance committee. The committee meets quarterly with the Head of Sustainability to provide input on policies, programs, practices, and reports. We are committed to transparency and our strategy will include disclosure of our sustainability programs and performance through our website, filings and reports.

## WHISTLEBLOWER

Nikola Ethics and Whistleblower Hotline (1-833-627-1040) is available to all employees to anonymously report concerns with someone outside the company about fraud, ethical misconduct, harassment, misappropriation of assets, or questionable financial reporting practices. Any concerns regarding accounting or auditing matters reported under these procedures will be communicated promptly to our audit committee.

# POLICIES

Access to Nikola policies related to the environment, quality, health, safety and supply chain are included below for reference.

## LINKS:

[Quality, Environmental and Occupational Health & Safety Policy](#)

[Code of Business Conduct & Ethics](#)


[Code of Ethics for Senior Financial Officers](#)

Nikola is committed to monitoring and managing the impact of the goods and services in our supply chain. We acknowledge that our products carry critical minerals and materials derived globally. Nikola is committed to ensuring our supply chain prioritizes human rights, ethical operations, and environmental protection.

[Responsible Sourcing Policy](#)



# UN SUSTAINABLE DEVELOPMENT GOALS

UN SDG	UN DEFINITION	NIKOLA'S APPLICATION	LEARN MORE
 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	Ensure healthy lives and promote well-being for all at all ages	Nikola prioritizes our employees' health and ensures their well-being through our facilities and benefits. In addition to our 24 hour fitness center, we host on-site wellness clinics and offer employees a fully-covered High Deductible Health Plan including Health Savings Account contributions.	See Social Impact (page 23)
 <p><b>4</b> QUALITY EDUCATION</p>	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	As an innovative, growth-focused company, we strive to create opportunities for our employees' continued growth and development. Employees are encouraged to and supported in expanding outside of their roles to develop a well-rounded skillset.	See Social Impact (pages 22, 24)
 <p><b>5</b> GENDER EQUALITY</p>	Achieve gender equality and empower all women and girls	Nikola is an equal-opportunity employer which has worked to establish a gender-diverse workforce. Nikola's employees also have access to employee resource groups including Women in Nikola (WIN) for additional development, support, and connection.	See Social Impact (pages 22, 24)
 <p><b>13</b> CLIMATE ACTION</p>	Take urgent action to combat climate change and its impacts	As a company aiming to decarbonize the transportation industry, we we are focused on furthering climate action by establishing zero tailpipe emission fleets for our customers and advancing and scaling hydrogen fueling infrastructure to support them. We have taken action to measure and reduce our operational emission impacts.	See Environmental Impact (pages 5, 9, 18, 19)
 <p><b>6</b> CLEAN WATER AND SANITATION</p>	Ensure availability and sustainable management of water and sanitation for all	With our operations based in a water scarce region, Arizona, it is important Nikola conserves and preserves local water sources. To do so, we have worked intentionally to build water-efficient processes.	See Environmental Impact (page 21)
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	Ensure access to affordable, reliable, sustainable and modern energy for all	With Nikola's focus on providing energy solutions, we have prioritized offering on-site infrastructure for our operations and employees. At both our headquarters and manufacturing facility, our fleets and commuters have access to EV chargers. On-site solar supports both charging and operations at our manufacturing facility.	See Environmental Impact (page 19)
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Backed by a sustainability-focused mission, Nikola is in constant pursuit of creating and investing in innovative vehicle and modular refueler solutions aimed at reducing emissions. Through collaboration with like-minded programs such as Run On Less, we aim to scale this mission and shift the trucking industry away from fossil fuels.	(pages 8, 9, 10, 11)
 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Ensure sustainable consumption and production patterns	Our aim for a circular economy has guided us in creating a value chain which extends the useful life of our components and products. Through thoughtful software and strategic partnership, Nikola has been successful in diverting large amounts of waste from landfills.	See Environmental Impact (pages 17, 20, 21)

# STATEMENTS

Nikola's first impact report reflects our commitment to transparency and our progress on environmental, social and governance topics. As a part of our mission for wider adoption of zero-emissions transportation, we will continue to increase our efforts in disclosure. Additionally, Nikola will expand our reporting efforts to help our stakeholders and customers understand our impact and strategy around sustainability. Unless otherwise noted, all data and descriptions apply to our entire company for the year ending in December 31, 2023. For additional information about our financial performance, please refer to our quarterly earnings materials as well as quarterly and annual reports on Form 10-Q and Form 10-K respectively. Nikola's SEC filings can be located at <https://www.nikolamotor.com/sec-filings>.

## UPDATE

The value for energy intensity on page 19 has been updated following the original publication of the report to include on-site solar energy consumption as well as grid energy consumption in the analysis.

## FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements regarding our future business expectations, which involve risks and uncertainties. Our actual results may differ materially from those anticipated in these forward-looking statements. Forward-looking statements include all statements that are not purely historical and are often identified by the use of words such as, but not limited to: "aim," "believe," "can," "continue," "could," "estimate," "expect," "intend," "may," "might," "plan," "project," "potential," "seek," "should," "target," "will," "would" and similar expressions or variations intended to identify forward-looking statements. Such statements include, but are not limited to: statements regarding our business plans and objectives, our strategies and systems for implementing our goals, our commitments to programs and policies, our commitments to voluntary disclosures, our expectations for sales orders and volumes, our expectations for expansion into new markets and geographies, our expectations for the growth of our sales and service network, our expectations related to our vehicle specifications, our expectations related to our hydrogen fueling network and locations, our expectations for new technology development, our expectations for future investments, our expectations for social and environmental impact, and our expectations and priorities for ESG initiatives. These statements reflect management's current expectations, estimates and assumptions based on the information currently available to us. These forward-looking statements are not guarantees of future performance and involve significant risks, uncertainties and other factors that may cause our actual results, performance or achievements to be materially different from results, performance or achievements expressed or implied by the forward-looking statements contained in this report. Further information on factors that could affect our results and the forward-looking statements in this report is included in the filings we make with the SEC from time to time, including in our most recent Form 10-K and Form 10-Q, particularly under the caption "Risk Factors." Copies of these documents may be obtained by visiting the SEC's website at [www.sec.gov](http://www.sec.gov). We assume no obligation and do not intend to update these forward-looking statements, except as required by law. Historical and forward-looking statements contained in this report 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. Such historical and forward-looking statements may be subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such information and may include estimates or approximations. We believe that such estimates are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates. The precision of different measurement techniques may also vary. This report also includes certain information that is obtained or derived from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Such information is subject to assumptions, estimates and other uncertainties, and we have not independently verified this information. The inclusion of topics in this report should not be read as implying that such topics are "material" in the context of the U.S. federal securities laws or any other regulatory framework, even where we use words such as "material" or "materiality." "Materiality" for purposes of our ESG reporting includes impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and the inclusion of topics in this report, even when described as "material," does not indicate that such topics are material to the Company's business, operations, or financial condition.

# GREENHOUSE GAS REPORTING PRINCIPLES

Nikola reports Scope 1 and 2 greenhouse gas emissions in alignment with the global standard, the Greenhouse Gas Protocol.

Emissions are reported in tonnes of carbon dioxide equivalents (CO<sub>2</sub>e) thus accounting for all greenhouse gases.

Emissions are quantified annually on a calendar year basis. The 2023 year for this inventory is for the period January 1st to December 31, 2023.

“Operational Control” was selected as the consolidation approach to inform our organizational boundary in alignment with the GHG Protocol.

The inventory includes all Nikola and Hyla locations.

Scope 2 emissions are calculated using a location-based methodology.

Where utility data was not available, the United States Energy Information Administration (EIA)’s Commercial Buildings Energy Consumption Survey (CBECS) data was utilized based on each building’s primary function (office, warehouse, manufacturing, etc.), building size (sq.ft), and geographic location. CBECS is a national sample survey that collects information on U.S. commercial buildings including energy-related building characteristics and energy usage data (such as natural gas or electricity consumption).

Nearly all energy use in the commercial sector is associated with commercial activity buildings. CBECS provides an analysis of building structures, activities, and equipment to evaluate energy use within the commercial sector. The data used is from the most recent publicly-available CBECS survey results at the time of calculation.

Using the purchase-based method, Nikola is accounting for emissions based on top-ups of refrigerants during the reporting year.

For mobile combustion fuel-based calculations, the fuel type selected was based on the majority fuel used for the reporting year.

“Manufacturing facility” includes our Coolidge, Arizona site only. “Headquarters” includes our Phoenix, Arizona sites. “Other” includes all mobile assets and all other sites.

Relevant Emission Factors include:

- Stationary Combustion: US EPA Emission Factor Hub (2023)
- Mobile Combustion, distance-based and fuel-based calculation: U.S. EPA Emission Factor Hub (2023)
- Refrigeration, purchase-based : GWP set from IPCC Fourth Assessment Report (AR 4/5)
- Location-based electricity: U.S. EPA eGRID 2022 Sub Region (Publication Year 2024)

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