

Rivian, LLC 401(k) Plan Summary of Material Modifications

April 2025

This notice reflects recent updates to the Rivian, LLC 401(k) Plan (the "Plan") and constitutes a Summary of Material Modifications ("SMM"). Please read this notice carefully. Except as described in this SMM, the information contained in the Summary Plan Description ("SPD") continues to apply. You should retain this document with your copy of the SPD. If this SMM conflicts with the Plan's terms, as amended, the provisions of the Plan will control.

Employees Excluded from Participating

Under the Plan, certain employees of Rivian, LLC and other employers who have adopted the Plan are eligible to participate, provided they meet the eligibility requirements described in Article I of the SPD. Certain employees are not eligible to participate in the Plan.

The Plan has been amended to provide that the following individuals are not eligible to participate if they are either hired or rehired, or begin working in the U.S. on or after April 1, 2025:

- Non-resident aliens
- Expatriates, defined as those who are from a foreign country and on a temporary assignment in the U.S.

These individuals are not eligible to contribute to the Plan, or receive employer contributions.

Additional Information

A copy of the SPD is available electronically via the Plan's web site, MyRivian401(k).com, or upon written request to the Plan Administrator. If you have any questions about this SMM, the Plan, or the employers participating under the Plan, please contact Empower at 855-756-4738. If this SMM has been delivered to you by electronic means, you have the right to receive a paper version of this notice, and may request a paper version of this notice at no charge by contacting the Plan Administrator. The name, address and business telephone number of the Plan's Administrator is:

Rivian LLC Employee Benefit Plan Committee
14600 Myford Road
Irvine, California 92606
(888) 748-4261