



Bettering Our Environment and Our Communities

ONE CHARGE AT A TIME

Our Mission

Expedite mass adoption of electric vehicles by creating a convenient, reliable and affordable EV charging network that delivers fast charging to everyone



ENVIRONMENTAL

Protecting the Planet for the Future

IN 2022, EVGO'S
END-OF-LIFE
CHARGER RECYCLING
EFFORTS RESULTED IN



ACCELERATING THE TRANSITION TO CLEAN ENERGY

(As of 9/30/2023)

Over 950 fast charging locations
across more than 35 states

Over 145 million people in the
U.S. live within a 10-mile drive of
an EVgo charger

~5K lbs

of toxic metals
diverted

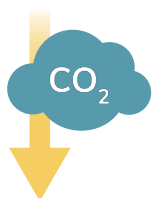


LEVERAGING RENEWABLE ENERGY

For every kilowatt-hour (kWh) of
electricity consumed on EVgo's
network, EVgo purchases a
corresponding kWh renewable
energy certificate from an
accredited supplier

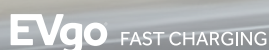
~63K lbs

of other metals
recovered



REDUCING THE U.S. CARBON FOOTPRINT

EVgo's customers help
drive U.S. transportation to
a greener future



Environmental, Social, and Governance Overview





SOCIAL

Caring for Employees and Communities

PROVIDING COMPETITIVE AND ATTRACTIVE BENEFITS

Employees receive:

- Competitive salaries and performance bonuses
- Equity award eligibility for all full-time employees
- Comprehensive health plans
- Generous supplemental parental pay
- Flexible paid time off (PTO)
- Flexible work options
- Employer 401(k) plan
- Tuition reimbursement
- EVgo EV loaners at company headquarters and discounted charging nationwide

ATTRACTING TALENT

- EVgo has a strong talent pipeline supported by our employee referral program and partnerships with diverse organizations, in addition to broad internal distribution of all job postings
- EVgo is building an apprenticeship program aligned with the learning platform Build Within, to be rolled out across multiple functions

DEVELOPING AND ENGAGING OUR TEAM

- EVgo offers development programs that facilitate continued learning and growth through a variety of platforms including:
 - an all-employee “EVgo Academy” program
 - “EVgo University,” a company wide, in-person education and team building program
 - Master Classes and training resources such as Coursera and Udemy
- EVgo conducts a semiannual employee engagement survey in which employees can give input
- EVgo connects students from local undergraduate and graduate programs with opportunities across the company

FOSTERING AN INCLUSIVE CULTURE FOR ALL

- EVgo hosts monthly inclusion-focused events overseen by our DEI taskforce
- EVgo conducts DEI training on various topics including overcoming racism and anti-harassment

We believe the only way to achieve our vision of **“Electric for All”** is to utilize the strength that comes from the richness of diverse perspectives and an inclusive culture.

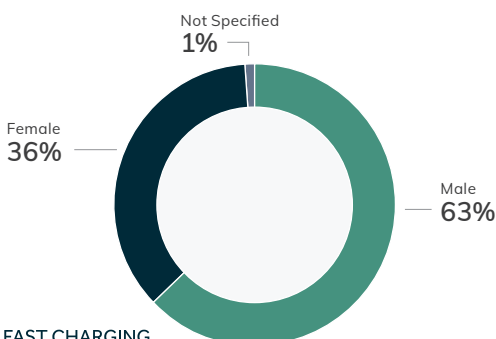


CONNECT THE WATTS™
POWERED BY EVgo

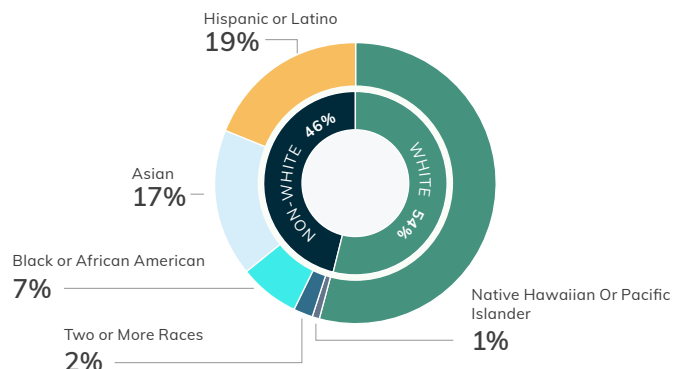
To accelerate the process of putting fast chargers on the ground, the Connect the Watts initiative brings the electric vehicle charging infrastructure community together to identify and deploy best practices for charger deployment.

OUR WORKFORCE (As of 12/31/2022)

GENDER



RACE/ETHNICITY



PROMOTING SUSTAINABLE COMMUNITIES:

- EVgo's goal is to ensure that EVs and public fast charging are accessible to all
- EVgo's Charging for Change program is designed to promote sustainable communities through public education and expanded access to EV fast charging, with an emphasis on building charging stations in communities with disproportionate pollution burden
- Over 50% of stalls on the EVgo network serve an environmental justice impacted community, which means an EVgo charger is within a 10-minute drive*

*As of 9/30/2023. Environmental justice impacted communities are defined as more diverse, less affluent, and more impacted by air pollution (PM2.5 > 50) than the average neighborhood in a given geography according to the U.S. EPA's Environmental Justice Screening and Mapping Tool (EJScreen).

PARTNERING FOR GOOD

EVgo is proud to work with various nonprofit organizations, including:



GOVERNANCE

Leading Through Strong Ethics and Oversight

- ✓ EVgo is committed to upholding the highest standards of business ethics and compliance
- ✓ EVgo's compliance programs are overseen by the Company's Chief Legal Officer
- ✓ All employees are trained annually on cybersecurity and on the Company's Code of Conduct, including promoting a harassment free environment, and Insider Trading Policy
- ✓ Strong supply chain management program in place that reflects requirements set out in our Vendor Code of Conduct
- ✓ Process audits are conducted annually to ensure supplier processes and factories are in compliance with ISO requirements and EVgo specific requirements
- ✓ Product audits are conducted as a part of qualification of a product and involves a detailed review of all the requirements in terms of design, FCC requirements, process, product, and after sales support before launching the product

All employees have access to a robust whistleblower program including:

- An independent reporting hotline hosted by a third-party with 24/7 accessibility
- Logged reports investigated and addressed as appropriate, including to ensure reports of ethical violations are handled in confidence and without fear of retaliation

