



Driving the Future of Electrification

ONE CHARGE AT A TIME

CORPORATE RESPONSIBILITY OVERVIEW — 2025

Our Mission

Creating a convenient, reliable, and accessible EV charging network that delivers fast charging choices to meet the growing needs of EV drivers across America. With over **1,200** fast charging locations across **47** states, more than **160 million** people in the U.S. live within a 10-mile drive of an EVgo charger.



ACCELERATING THE TRANSITION TO CLEAN ENERGY

LEADING THE BUILD-OUT OF EV INFRASTRUCTURE

Over 1.1 billion electric miles powered



LEVERAGING RENEWABLE ENERGY

For every kilowatt-hour of electricity consumed on EVgo's network, electricity provided from our charging stations is either 100% matched with purchases of renewable energy or is comprised of renewable energy procured from the grid.



RECYCLING MATERIALS

At the end of a charger's useful life, we responsibly recycle valuable materials, reuse parts, and reduce waste. EVgo's end-of-life charger recycling resulted in 13K+ lbs of toxic metals diverted and 160K+ lbs of other metals recovered.



PROTECTING OUR ENVIRONMENT

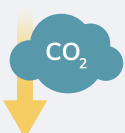
EVgo complies with applicable environmental regulations and maintains oversight at the highest level, with our Board of Directors receiving regular updates on environmental matters. We encourage sustainable practices through focused actions such as organized volunteer events and awareness campaigns.



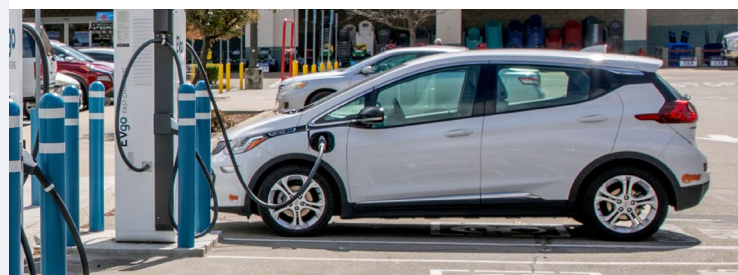
PLANNING FOR EV CHARGING GROWTH

In 2025, EVgo conducted an Electric Vehicle Supply Equipment (EVSE) study in partnership with the University of California, Los Angeles to assess the feasibility of EV charging deployment and inform infrastructure planning, ensuring installations are appropriately sized and do not strain existing electrical systems.

HELPING REDUCE THE U.S. CARBON FOOTPRINT



446K+ Metric tons of CO₂





CARING FOR EMPLOYEES AND COMMUNITIES

PROVIDING COMPETITIVE AND ATTRACTIVE BENEFITS

Full-time employees receive:

- Competitive salaries and performance bonuses.
- Equity compensation opportunities based on role.
- Comprehensive health plans.
- Generous supplemental parental pay.
- Uncapped paid time off (PTO).
- Paid company holidays.
- Flexible work options.
- Employer 401(k) plan and employer match.
- Tuition reimbursement program.
- Discounted charging across EVgo's nationwide network.

DEVELOPING AND ENGAGING OUR TEAM

EVgo supports growth by:

- Offering development programs that facilitate continued learning through a variety of platforms including:
 - A robust library of internal and external learning resources, including masterclasses and continuing education opportunities.
 - EVgo University, a company-wide, in-person education and team-building event.
- Conducting an annual employee engagement survey to gather employee input.
- Connecting students from national undergraduate and graduate programs with internship opportunities across the company.
- Pairing team members with experienced leaders through our mentorship program to support professional growth, skill development, and long-term career progression.

FOSTERING A VIBRANT CULTURE FOR ALL

• EVgo strives to cultivate a collaborative, inclusive workplace by:

- Bringing together a wide range of perspectives and experiences to strengthen problem-solving and better serve customers.
- Offering skill-building programs ranging from leadership development and public speaking to regulatory and compliance best practices.

ATTRACTING TALENT

• EVgo supports workforce development by:

- Creating a strong talent pipeline through our employee referral program.
- Partnering with a variety of organizations to identify talent.
- Scaling a distributed workforce to ensure competitiveness across the U.S.

WE ARE

Mission-Driven

Customer-Centric

Collaborative

Innovative



PROMOTING RESILIENT COMMUNITIES

- EVgo partners with leading businesses across the U.S. to make EVs and public fast charging accessible to all, including our collaborations with retailers, grocery stores, restaurants, shopping centers, gas stations, rideshare operators, and autonomous vehicle companies.
- EVgo's network spans 47 states and we are building more stations every year to bring critical charging infrastructure to communities across America, enabling drivers to charge with confidence wherever they live, work, shop, or travel.

PARTNERING TO ADVANCE ELECTRIFIED TRANSPORTATION

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



EVgo launched the Connect the Watts initiative to identify best practices to accelerate charger deployment and share real-world solutions that meet the rising demand from American drivers choosing electric.



LEADING THROUGH STRONG ETHICS AND COMPLIANCE

- ✓ EVgo's compliance programs are overseen by the Chief Legal Officer, with regular reports provided to our Board.
- ✓ All employees are trained annually on cybersecurity, EVgo's Insider Trading Policy, and Code of Conduct, which promotes a harassment-free environment.
- ✓ EVgo's [Vendor Code of Conduct](#) sets requirements for our suppliers as part of our strong supply chain management program, including monitoring for supplier compliance and engaging with NGOs, labor groups, or industry peers as needed.
- ✓ We conduct regular audits to ensure compliance with applicable standards:
 - Annual process audits, as well as quality and industry audits as needed, to ensure supplier processes and factories comply with ISO standards and specific EVgo requirements.
 - Product audits as part of the product qualification process, with a detailed review of design requirements, Federal Communications Commission (FCC) requirements, manufacturing processes, product quality, and after sales support prior to launch.

All employees, suppliers, customers, and third parties have access to a robust whistleblower program including:

- An independent reporting hotline hosted by a third party with 24/7 support online or by phone.
- Logged reports investigated and addressed as appropriate, and supported by our confidentiality and non-retaliation policy.

