



2022

Environmental,
Social and
Governance
Report





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Letter From Our CEO

Aviation is a central part of our global economy, enabling millions of people and goods to move around the world rapidly and safely. The connectivity formed by flight brings cultures and countries closer together, reinforcing our common humanity and diminishing our differences.

Today, this global network comes at a steep price. Aviation accounts for 2% of the world’s carbon emissions, however, its true climate impact is believed to be almost three times that figure. In addition to carbon, the combustion of fossil fuels in the upper atmosphere releases water vapor and nitrous oxide – powerful contributors to global warming.

I founded Joby in 2009 with the belief that we could leverage advances in fundamental technologies, including batteries, lightweighting materials, electric motors and software, to bring about a new era of cleaner, quieter flight. We’ve spent the last ten years realizing that vision, designing

and testing an electric vertical take-off and landing (eVTOL) aircraft that can carry five people at speeds up to 200 miles per hour (320 km/hr). We believe that electric and, eventually, hydrogen aerial transportation that is quiet and clean has the potential to transform cities and communities facing increasing congestion, changing the ways in which we live, work and spend our time.

Our aircraft is designed to use less energy per passenger-mile than market-leading electric cars, enabling us to build an aerial ridesharing service that will make sustainable flight a part of everyday life while beginning to commercialize truly climate-neutral aviation solutions.

Designing electric aircraft with zero operating emissions isn’t enough; it has to be paired with bold climate action across every aspect of how we do business. As both a global manufacturer and operator of our aircraft, we have the unique opportunity to incorporate sustainability

and social responsibility into every facet of our company and how our service impacts communities.

Our company principles of equality, inclusivity and environmental responsibility are core to what we build and the services we aim to provide at Joby. In this first annual Environmental, Social and Governance (ESG) Report, we’re pleased to highlight our continuing commitment to our team members, our communities and our planet. We look forward to building on this foundation in the years ahead as Joby grows – and we intend to do everything we can to accelerate the aviation industry’s transition to climate-neutral flight.



Joe Ben Bevirt
Founder and CEO

“Designing electric aircraft with zero operating emissions isn’t enough; it has to be paired with bold climate action across every aspect of how we do business.”



About Joby





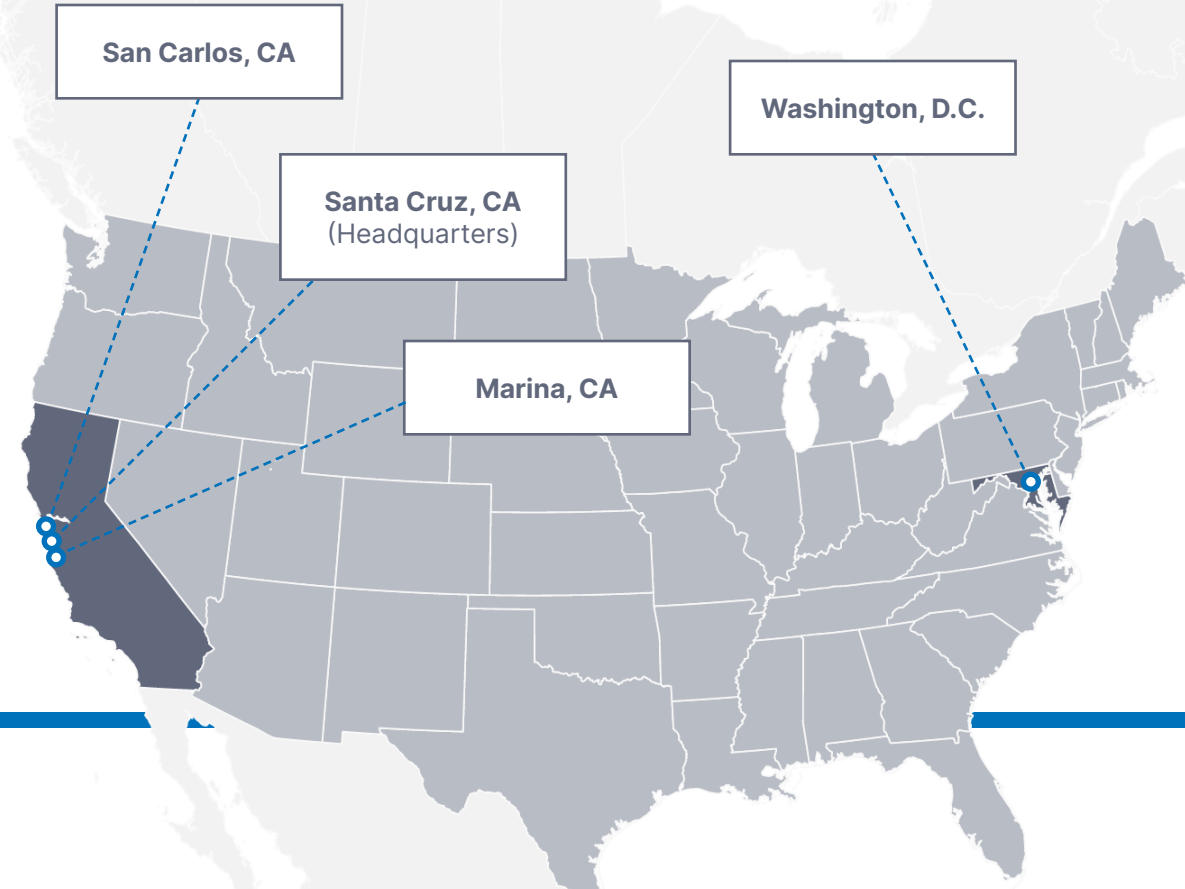
About Joby

Our mission is to help the world connect faster and more easily to the people and places that matter most through a new form of clean, quiet aerial transportation.

Transportation emissions are increasing at a faster rate than any other sector, relying on fossil fuels for 91% of the energy used. At the same time, population growth and urbanization are stretching ground-based transportation infrastructure to its limits, costing the global economy hundreds of billions of hours in lost productivity per year.¹

We are developing an all-electric aircraft with zero operating emissions that has the ability to take off and land vertically and move a pilot and four passengers at speeds up to 200 mph. We intend to operate this aircraft as part of an electric aerial ridesharing service in cities and communities around the world, introducing new mobility options for residents of congested regions and laying the groundwork for the future of emissions-free flight.

Joby U.S. Locations



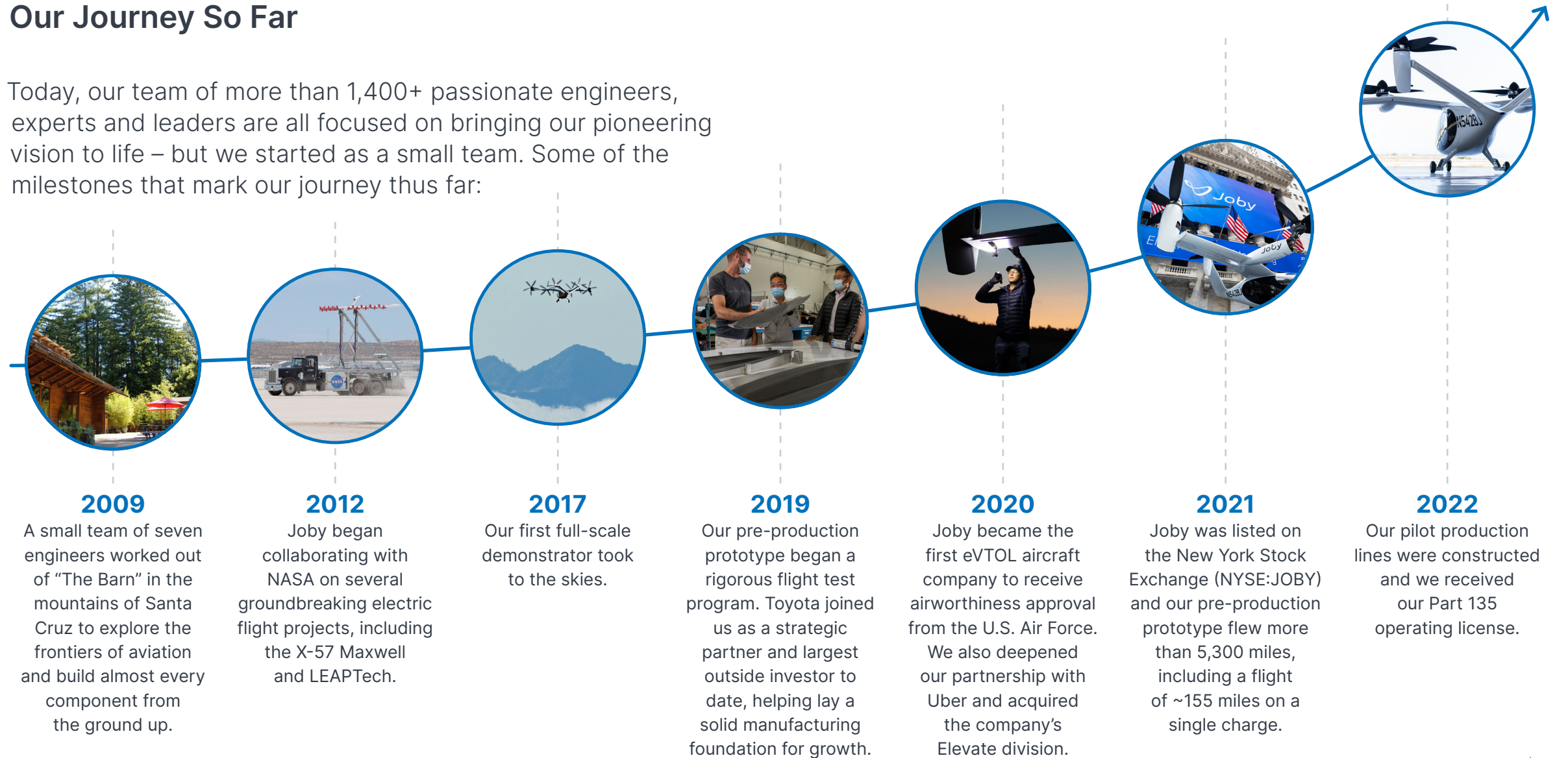
Map does not include international locations or subsidiaries.

¹ 2021 Urban Mobility Report: <https://static.tti.tamu.edu/tti.tamu.edu/documents/mobility-report-2021.pdf>



Our Journey So Far

Today, our team of more than 1,400+ passionate engineers, experts and leaders are all focused on bringing our pioneering vision to life – but we started as a small team. Some of the milestones that mark our journey thus far:



2009

A small team of seven engineers worked out of “The Barn” in the mountains of Santa Cruz to explore the frontiers of aviation and build almost every component from the ground up.

2012

Joby began collaborating with NASA on several groundbreaking electric flight projects, including the X-57 Maxwell and LEAPTech.

2017

Our first full-scale demonstrator took to the skies.

2019

Our pre-production prototype began a rigorous flight test program. Toyota joined us as a strategic partner and largest outside investor to date, helping lay a solid manufacturing foundation for growth.

2020

Joby became the first eVTOL aircraft company to receive airworthiness approval from the U.S. Air Force. We also deepened our partnership with Uber and acquired the company’s Elevate division.

2021

Joby was listed on the New York Stock Exchange (NYSE:JOBY) and our pre-production prototype flew more than 5,300 miles, including a flight of ~155 miles on a single charge.

2022

Our pilot production lines were constructed and we received our Part 135 operating license.



2022 Highlights





2022 Highlights

In 2022, we prioritized three areas of work towards delivering our eVTOL aircraft to consumers:

01

ACHIEVING TYPE CERTIFICATION OF OUR ELECTRIC AIRCRAFT

We continued to work closely with the Federal Aviation Administration (FAA) to certify our electric aircraft for commercial operations, with two of the five stages required to achieve type certification effectively complete as of February 2023. We plan to complete the type certification process in time to support starting commercial passenger operations in 2025.



02

SCALING OUR MANUFACTURING CAPABILITIES

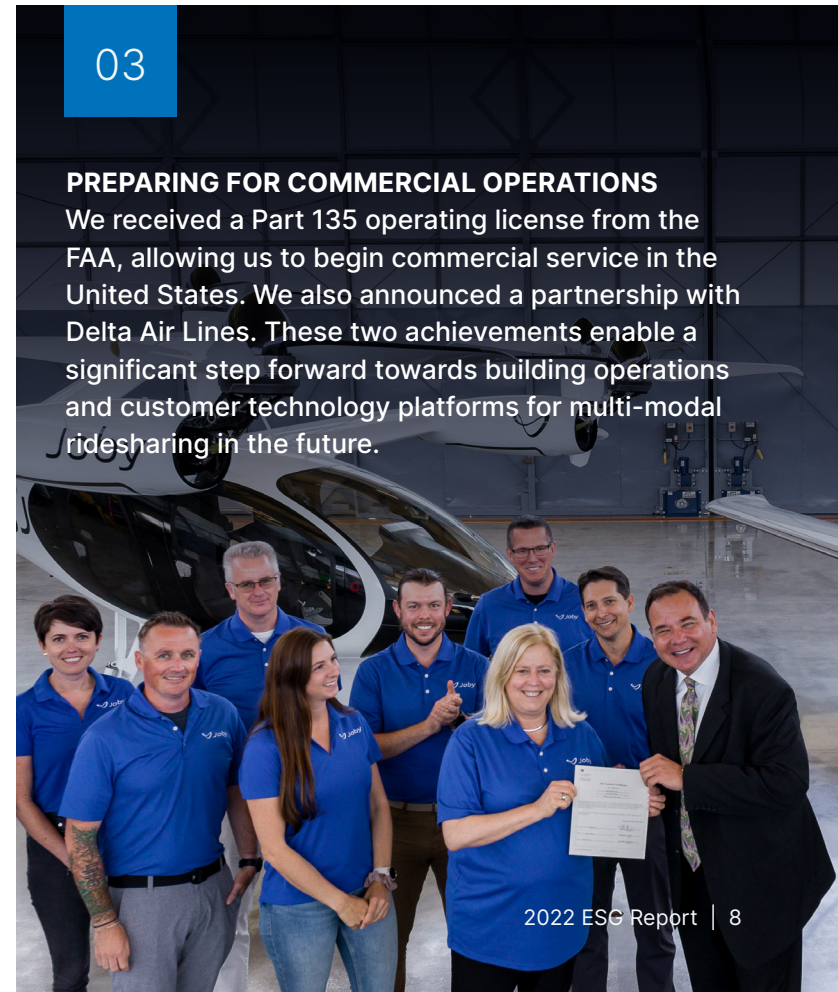
We completed the construction of our low-volume, pilot production lines, powered by renewable electricity, in San Carlos and Marina, CA and began manufacturing our first company-conforming aircraft.



03

PREPARING FOR COMMERCIAL OPERATIONS

We received a Part 135 operating license from the FAA, allowing us to begin commercial service in the United States. We also announced a partnership with Delta Air Lines. These two achievements enable a significant step forward towards building operations and customer technology platforms for multi-modal ridesharing in the future.





Key ESG Accomplishments

Our Environmental, Social and Governance strategy is at the heart of how we deliver our short and longer term vision. We have embedded this work into our day-to-day operations from the beginning. Our most recent key accomplishments include:



Established a robust **Safety Management System (SMS)** built on four pillars: Safety Policy, Reporting, Emergency Response and Promotion in preparation for our commercial operations.



Confirmed our aircraft's revolutionary low noise footprint in partnership with NASA.



Changed the face of aviation by **establishing workforce development programs** in our local community to reskill and upskill underrepresented groups, **supporting diverse professional development fellowships**, and **creating robust talent programs** for all team members, from interns and apprentices to engineers and team leaders.



Reduced our carbon footprint by purchasing 100% renewable electricity at all of our California facilities and purchasing a new headquarters location with on-site solar power.



Implemented additional recycling programs for carbon fiber waste and tested aircraft batteries.

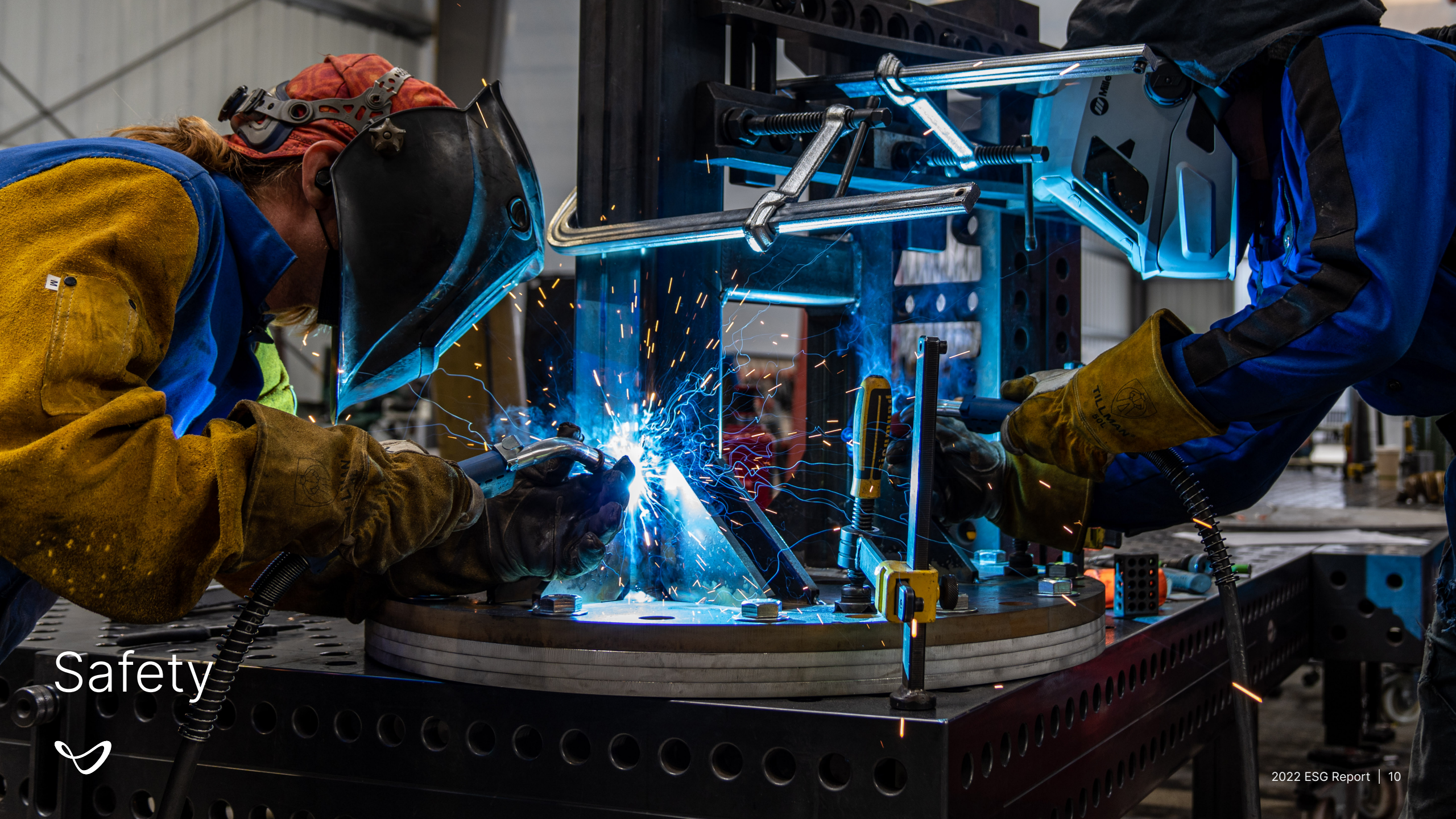


Flew our pre-production prototype **eVTOL aircraft over 10,800 miles.**



In 2022, we conducted an initial materiality assessment to identify the most relevant or material issues to key ESG stakeholders. These issues extend beyond our financial disclosures and include, among others: customer privacy, leadership development, data security, community relations,

competitive behavior, supply chain management, noise and the physical and operational impacts of climate change. We will use these insights to ensure that our programs are addressing our stakeholders' needs by creating short-, medium- and long-term milestones.



Safety





Safety

Safety is at the core of our business and is incorporated in everything that we do at Joby. We have a comprehensive safety policy and an open and respectful safety culture that encourages learning from mistakes and continuous improvement. We understand that the safety of our team members, product, aircraft and passengers must be paramount in order for us to succeed.

Approach to Enterprise Safety

SAFETY MANAGEMENT SYSTEM

Joby plans to enter the FAA's Voluntary Program for Safety Management System (SMS) for our Part 135 operation. We are committed to implementing an enterprise-wide SMS that embraces a holistic approach to safety management by applying organized and structured processes to manage risks and ensure the effectiveness of our safety risk controls. An SMS is built on four pillars:

01 Joby Safety Policy: Dictates our commitment to safety and defines the principles that our program is built upon. This policy establishes a proactive and collaborative safety culture in which team members are encouraged to report safety concerns without fear of reprisal. It is signed by our CEO, JoeBen Bevirt, and accessible to all team members.

02 Safety Risk Management: Allows team members and contractors to submit anonymous safety reports for incidents and near misses. It allows us to assess risks, perform analyses and track all safety investigations.

03 Safety Assurance: Evaluates the continued effectiveness of implemented risk mitigation strategies. Ensuring compliance with SMS policy and regulatory standards, Joby utilizes internal evaluation processes and continuous data analysis that can provide insight into methods or opportunities to improve safety thus minimizing risks.

04 Safety Promotion: Enables open safety communication at all levels of the organization through visible signage, two internal newsletters, our weekly company-wide newsletter, our quarterly Commercial Air Operations Safety newsletter and our biweekly Joby Town Halls.





SAFETY POLICY STATEMENT

Our Commitment to Safety

Absolutely everything that we do is grounded by our principal value of safety. We are proactive and collaborative in establishing guiding safety principles, processes and systems, and continuously seek opportunities to improve.

To guide us in our vision of changing the world, we adhere to the following principles:

- All activities are conducted with safety as the first consideration.
- Safety is a shared responsibility.
- We strive to uphold a Just Culture which encourages all teammates to openly report any unsafe condition or act via Joby's voluntary reporting system, reporting teammates will receive full confidentiality. No actions will be taken against any teammate unless it involves illegal acts, intentional regulatory violations, or a willful disregard for safety.
- We will equip all teammates with the proper skills and expertise to exercise their safety oversight and management responsibilities competently.
- All safety data will be afforded appropriate protection and confidentiality and used in a manner that strives for continuous improvement.
- All externally supplied services shall comply with the appropriate safety standards.



Team Member Safety

All team members and contractors are encouraged to use our SMS and have the authority to stop work when they see unsafe conditions. In 2022, our biggest focus was ensuring continued compliance with the standards set by the Occupational Safety and Health Administration (OSHA). We've hired additional safety professionals to expand our safety programs, including:

- Enhanced safety education and training such as specialized supervisor safety training

- Implemented crucial safety programs such as Lock Out Tag Out, HazCom, High Voltage Training and Enhanced Respiratory Protection Program
- Completed a job hazard survey to accurately source job-specific Personal Protective Equipment (PPE)

All of these initiatives work towards ensuring that our Total Recordable Incident Rate improves year over year.





Key Safety Highlights

ENHANCED SAFETY TRAINING FOR LEADERSHIP

While all team members are responsible for creating a safe work environment, those in leadership roles hold additional responsibility for creating a strong safety culture. In 2022, we held eight specific training sessions for leadership and managers on the importance of managing safety for their teams. All technical team members participate in training that combines OSHA 10-hour foundational pieces with information on hazards that are unique to their roles at Joby.

EMERGENCY RESPONSE AND CRITICAL INCIDENT RISK MANAGEMENT

Our response protocols encompass all areas of our operations, including commercial air operations, flight tests and ground operations. All emergency response teams engage in tabletop and full-scale emergency response exercises every year.

FIRST RESPONDER PROGRAM

Each Joby site has a dedicated group of team member First Responders who are trained on basic first aid, CPR, automated external defibrillator (AED) usage and emergency response evacuations and plans. They assist in basic first aid and patient triage in the event of a medical emergency, such as guiding emergency personnel to the location of the medical event. Trained in emergency evacuations for all locations, they participate in planned evacuations and help train departments on any unique hazards.

TEAM MEMBER HEALTH

The health and well-being of our team members is key to our success as it allows us to ensure a safe work environment while maintaining business continuity. For example, shortly after the outbreak of COVID-19, we leveraged available technology to develop a company capable of delivering overnight PCR tests not just for our team members and their families but also for our local community.



This company, [SummerBio](#), was spun out of Joby and delivered tests to Joby employees as well as a range of organizations through 2022. Over the duration of the pandemic, Joby delivered ~140,000 PCR tests for team members helping to mitigate the impact of the virus in our company and our wider community, with only two workplace transmissions recorded during the period, despite working on-site and in person throughout the pandemic.

Additional 2022 Health Team Accomplishments:

- Organized on-site COVID-19 and flu vaccine clinics
- Supported flight test safety events, blood drives, other on-site events
- Developed topic-specific health trainings



Aviation and Flight Safety

In May 2022, our subsidiary Joby Elevate, Inc., received its FAA Part 135 Operating Certificate granting us the authority to conduct on-demand commercial air-taxi operations. In addition, we launched Joby Aviation Academy to develop customized pilot training through FAA Part 61 and eventually Part 141 training curriculum. Along with our eVTOL aircraft, we own and operate several conventional aircraft to help in flight testing, commercial operations through Joby Elevate and pilot training through Joby Aviation Academy. Our SMS incorporates all aspects of our flight and training programs.

FLIGHT TEST SAFETY

Our Flight Test team verifies the performance and function of our aircraft with the robust application of our SMS and adopted the FAA test safety policy of FAA Order 4040.26C and Risk Management in accordance with MIL-STD-882E. Test hazard analyses are briefed before every flight test operation and operational risk management is utilized to provide real-time adjustments and a framework for decision-making in the flight test environment.

ENTERPRISE SAFETY COMMITTEES FOR AIR OPERATIONS

In 2022, we launched our Air Operations Safety Committee and implemented training for designated front-line personnel on how to effectively investigate and identify hazards, assess risks and mitigate safety concerns. We implemented a formal Safety Review Board for our Part 135 operations with membership from senior leaders, including our CEO. The board meets quarterly to review reports, hazard mitigations and ongoing safety programs.

In 2023, the Safety Committee will be expanded across the organization, assisting the safety team in processing safety reports and creating real-world mitigation plans.

EMERGENCY RESPONSE DRILLS

In 2022, we conducted four emergency response drills covering flight test, flight training and commercial flight operations. We developed robust procedures and checklists to test and assess our readiness for any accident or incident, reviewing findings from each emergency response drill to improve these processes.



Climate and Environment





Climate and Environment

As the world transitions to sustainable transportation systems, we are responsible for minimizing our impact on the environment, natural resources and the world around us. We encourage sustainable initiatives throughout our operations, including waste reduction and natural resource conservation and believe it is our collective responsibility to do everything we can to achieve this vision.

We have publicly committed to:



Zero-Emissions Operations by developing true zero emissions aircraft operations and intending to transition Joby-operated skyports to renewable electricity where possible



Leading the Industry by creating a new path to net-zero aviation sector emissions through the use of electric and hydrogen aviation credits, partnership with International Civil Aviation Organization (ICAO) and global governments and aligning with the United Nations' Sustainable Development Goals (SDGs)



Sustainable Manufacturing through sourcing renewable electricity, responsibly managing water usage and implementing governance around compliance and metrics

This intent is outlined in our [Sustainability Statement](#) and our [Commitment to the Planet](#).



ENVIRONMENTAL MANAGEMENT SYSTEM

To reduce our environmental impact and increase operational efficiency, we are establishing a formal Environmental Management System (EMS) in line with production development requirements.

The EMS includes:

- Environmental policy
- Roles and responsibilities
- Evaluation of regulatory requirements
- Objectives
- Targets and training

Our EMS enables compliance with regulations across all sites. This program is overseen by our Sustainability department in collaboration with Safety, Manufacturing and Facilities.

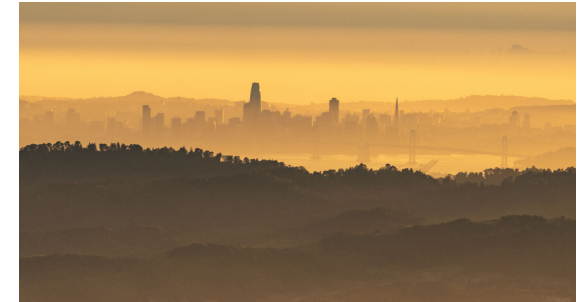


Climate Impact

Between 2000 and 2019, global emissions from aviation almost doubled.² Moreover, combustion-powered aircraft release water vapor contrails and nitrogen oxides in addition to carbon emissions, increasing the sector’s greenhouse gas (GHG) impact.³ Though important for today’s aircraft, we believe that sustainable aviation fuels are unable to fully address these additional warming effects.

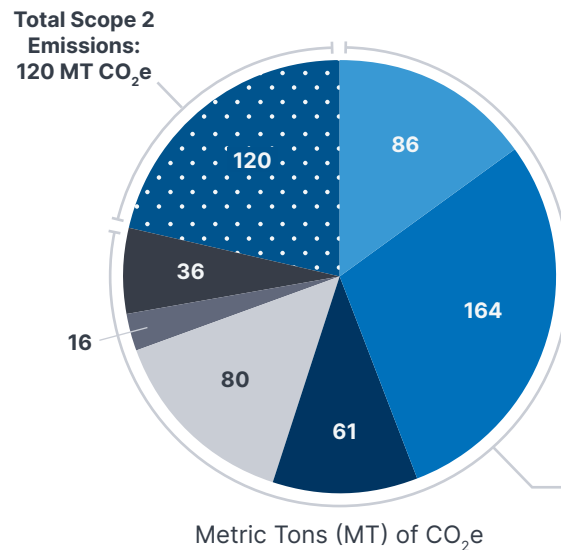
For our direct climate impact, we have measured the GHG emissions associated with our California offices, fleet and R&D and manufacturing locations. In 2022, we began measuring our initial GHG emissions (Scope 1 and Scope 2) based on guidance of the [Greenhouse Gas Protocol](#). These impacts are associated with the

California offices and manufacturing site within our operational control. Our Scope 1 GHG emissions primarily are emitted from fuel used in commercial heating, manufacturing equipment and our aircraft and ground fleet. Our Scope 2 GHG emissions result from electricity procured through our utilities.



We believe that battery-electric and, eventually, hydrogen-electric propulsion technologies have the potential to significantly reduce the aviation industry’s environmental impact while improving mobility in congested cities and communities. We’ve worked for more than a decade to design an eVTOL aircraft with zero operating emissions, and we are currently supporting the development of hydrogen propulsion through our subsidiary, [H2FLY](#).

GHG Inventory Summary



SCOPE 1 EMISSIONS		SCOPE 2 EMISSIONS
Stationary Combustion	Vehicles	Purchased Electricity⁴
Propane	Aviation Gasoline	Electricity
Natural Gas	Gasoline	
Diesel	Diesel	

² Source: <https://www.iea.org/data-and-statistics/charts/direct-co2-emissions-from-aviation-in-the-net-zero-scenario-2000-2030>

³ Source: https://www.faa.gov/regulations_policies/policy_guidance/envir_policy/media/contrails.pdf

⁴ Calculated with market-based electricity emission factors



Environmental Impact

ENERGY CONSUMPTION

To reduce our carbon footprint, we have established programs and commitments to renewable electricity across our operations:

Renewable Electricity in Offices

During 2022, we made significant steps in our energy journey, including a transition to purchasing 100% renewable electricity for our California facilities through our local utility providers and Community Choice Aggregators (CCAs). We are enrolled with [Central Coast Community Energy](#) for our Marina and Santa Cruz facilities and [Commercial Energy of California](#) for our San Carlos facility as we do not have direct renewables procurement. These partnerships provide an equal amount of solar and wind electricity through the local electrical grid. Further, our new headquarters in Santa Cruz, purchased in November 2022, is equipped with solar panels.



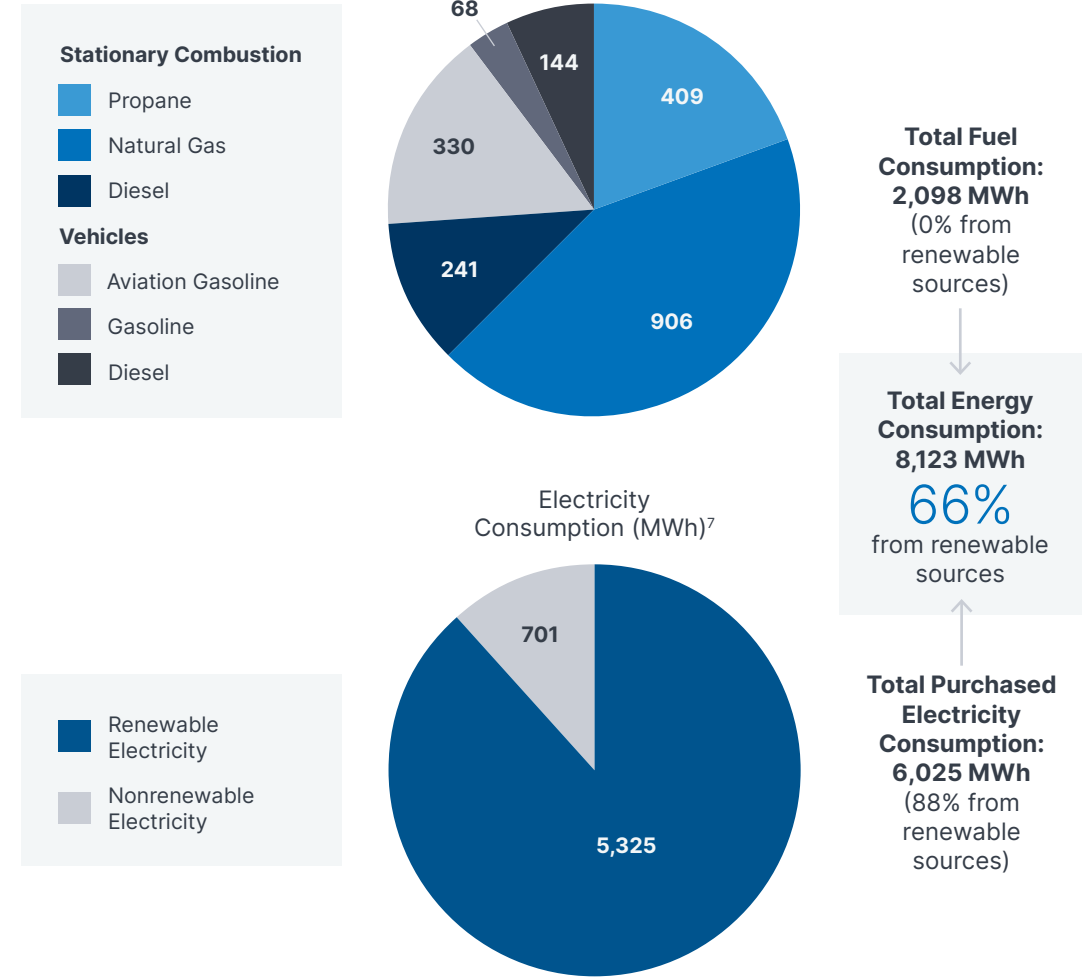
Electric Vehicle Charging

To encourage the transition to electric vehicles, we offer free charging through more than 40 electric vehicle chargers at our Santa Cruz, San Carlos and Marina facilities. In 2022, we provided more than 117,500 kilowatt hours (kWh) of charging, which is equivalent to more than 3,400 gallons of gasoline.⁵

Renewable Electricity in our Operations

We intend to transition future Joby-operated skyports to renewable electricity as they become operational.⁶

Energy Consumption Summary



⁵ Source: <https://nepis.epa.gov/Exe/ZyPURL.cgi?Dockey=P100BAV0.txt>
⁶ <https://www.jobyaviation.com/blog/joby-commitment-to-planet>
⁷ By the end of 2022, Joby moved to 100% renewable electricity for all California locations. The nonrenewable electricity represents electricity consumed prior to switching.



WASTE MANAGEMENT

We are committed to reducing the amount of manufacturing, hazardous and municipal solid waste that Joby generates wherever possible. In 2022, Joby conducted an initial manufacturing waste audit to evaluate our waste generation and diversion rates. We are currently analyzing this study to have a better understanding of our current waste footprint and identify opportunities for improvement.

Hazardous Waste Management Program

In 2022, we produced 20 metric tons of hazardous waste and recycled 49% of it. Our hazardous waste is picked up from our facilities and disposed of by a third party vendor. We make every effort to mitigate, reduce or recycle our waste where possible.



Mitigate

We implemented a hazardous waste mitigation strategy that analyzes our waste outputs and determines whether that waste can be recycled or reused. This approach has resulted in opportunities to sell the processed material, reducing our hazardous waste output even further. For example, in 2022, we identified a provider to recycle titanium waste from our additive manufacturing, reducing the amount of hazardous waste resulting from this process.



Reduce

We reduced our consumption of hazardous materials by replacing environmentally harmful chemicals with more sustainable options, and by using chemicals that can be recycled and/or used as a fuel by other companies. We employ manufacturing techniques, such as Automated Fiber Placement (AFP) for our carbon fiber lay-up, that reduce waste when compared to traditional techniques.



Recycle

A third-party vendor assists us in properly handling and disposing of our hazardous waste streams. Once waste is collected by this third party, they determine the appropriate disposal method (recycling, incineration, landfill).

Hazardous waste produced:
20 metric tons

Hazardous waste recycled:
49%



Non-Hazardous Waste Management

Office Waste	Electronic Waste Recycling Program	We started recycling electronic waste (“e-waste”) to reduce our waste sent to landfill. Our vendor collects and recycles the e-waste by recycling each item’s raw materials and precious metals that could be used for new technologies.
	Composting and Food Waste Management Program	In 2022, we established composting at all California locations, utilizing local organizations and municipalities for pickup and processing. The processing of this waste varies depending on location, but the end-of-life uses for our compost and food scraps include animal feed, traditional compost and biofuel for waste-to-energy facilities.
Manufacturing Waste	Carbon Fiber Recycling Program	We started recycling carbon fiber scraps and waste from our manufacturing processes through a partnership with Carbon Conversions, Inc (CCI). CCI breaks down composite material and recycles it into new carbon fiber products. We sent ~5,000 lbs of carbon fiber to CCI for recycling in 2022.
	Battery Recycling and Reuse Program	We purchase battery cells from third-party manufacturers. We design, manufacture and test all of the battery packs used in our aircraft in-house to continually improve our designs. In partnership with Redwood Materials Inc. (RMI), we recycled over 2,500 lbs of batteries in 2022. RMI mines the precious metals and reusable material from the waste to be recycled into new batteries.
	Metal Waste Recycling Program	We recycled over 37,000 lbs of scrap metal from manufacturing operations using a third party vendor.





Noise Management

REVOLUTIONIZING AVIATION NOISE

Aircraft operations, both fixed-wing and helicopters, create noise pollution in communities when they fly over at low altitudes. Prolonged exposure to high levels of noise pollution can result in adverse effects to both human and environmental health.

From the very beginning of our aircraft design process, we were dedicated to building a product with a significantly smaller acoustic footprint than existing aircraft to ensure the seamless and non-disruptive integration of our operations into the communities they serve.

In the field of aeroacoustics, a commonly-accepted measurement of aircraft noise is A-weighted decibels (dBA). This measurement takes decibels – a logarithmic scale assessing sound intensity – and weights the value in accordance with how the human ear perceives sound at different frequencies.

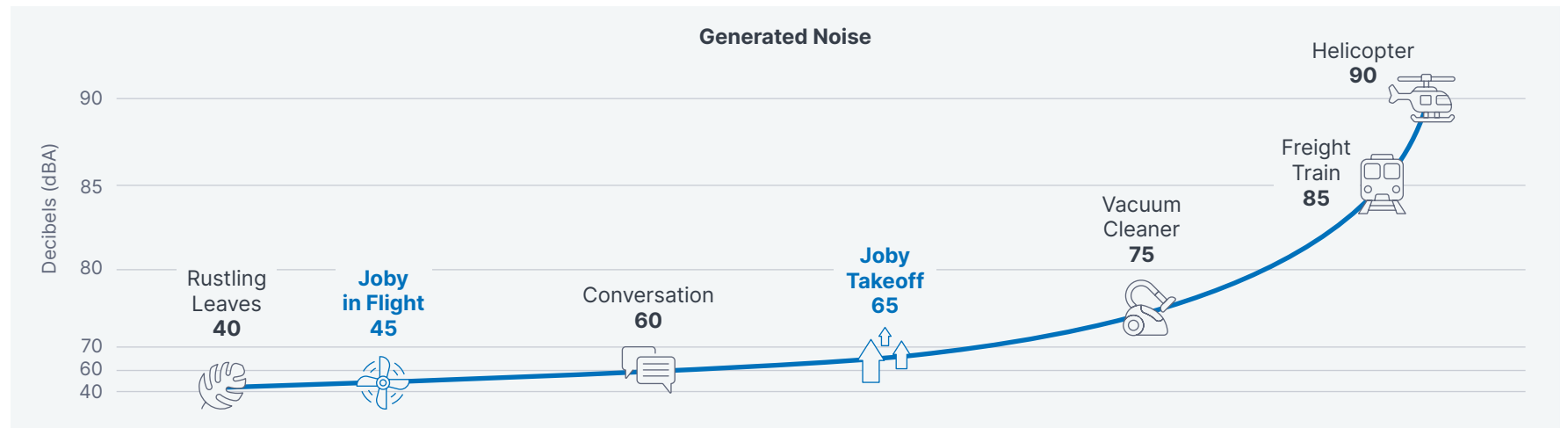
HOW DO WE ACHIEVE LOW NOISE?

To design an aircraft with a significantly lower noise footprint than existing helicopters, we investigated the first principles of vertical-lift aircraft acoustics:

- The number, blade area and location of our aircraft’s propellers optimize the **blade loading** of our aircraft, which determines how hard the blades have to work to keep the aircraft and its passengers aloft.

- The volume of noise emitted by helicopters (and planes that use propellers) increases relative to the **speed at which the tips of its rotor blades** spin. We designed our propulsion system to deliver a high amount of torque, enabling slower tip speed rotation. **Transitioning to wingborne flight** further reduces the tip speed of our propellers as they are no longer required to produce the majority of the lift that keeps the aircraft aloft.

- Helicopters also produce noise from **blade-vortex interactions (BVI)**, resulting from the main and tail rotors and helicopters flying through their own wake. Aspects of our aircraft’s configuration, such as the placement of the propellers relative to the airframe, the propeller’s ability to adjust its tilt, RPM and blade pitch and the aircraft’s raised tail rotors, were all designed to minimize BVI.





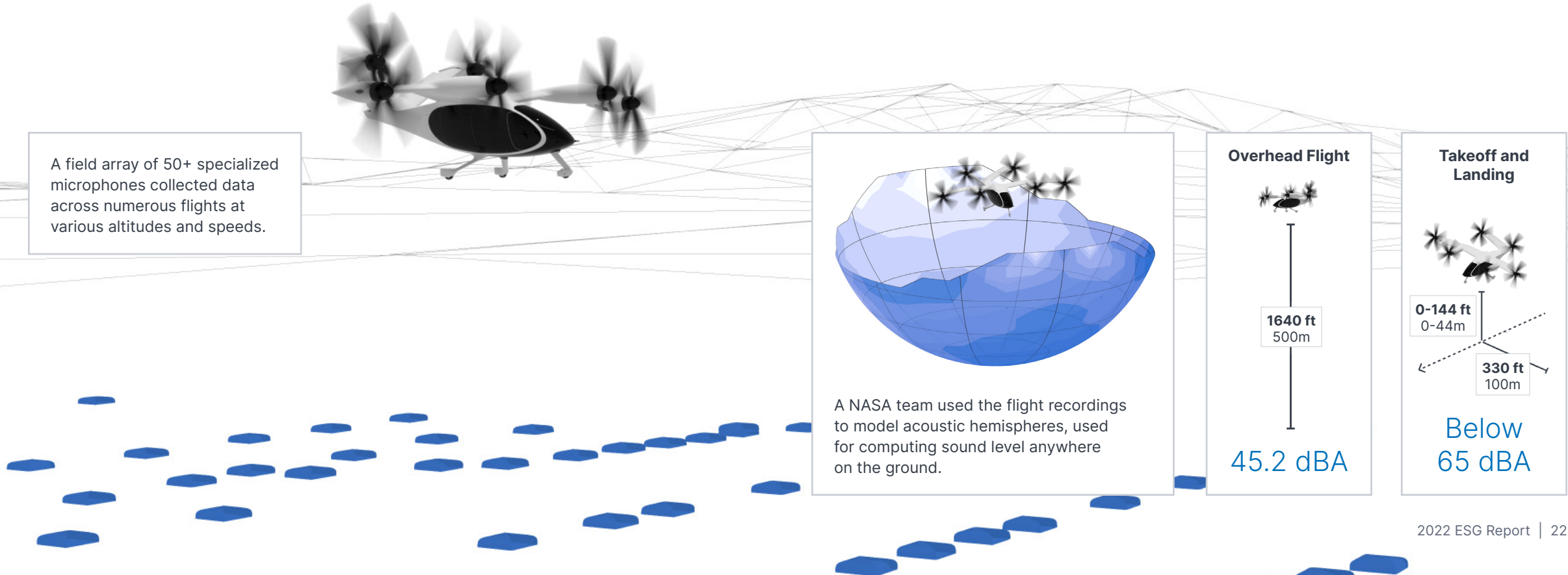
VALIDATING THROUGH TESTING

In 2022, we partnered with NASA's Advanced Air Mobility National Campaign to measure the noise footprint of our aircraft in flight patterns representative of what we believe will take place in

commercial operations. The testing confirmed the revolutionary, low-noise footprint we set out to achieve. During cruise flight, the Joby aircraft registered at 45.2 dBA from an altitude of 1,640 feet at 100 knots airspeed, a sound level which

we believe will barely be perceptible against the background environment of most cities. During representative take-off and landing profiles, the aircraft registered below 65 dBA at a distance of 330 feet from the flight path.

For more information on the NASA acoustics testing, check out our [press release](#) or NASA's [technical report](#).





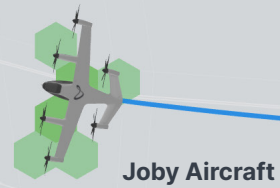
MOVING BEYOND DECIBELS

Our aircraft was designed with the physiology of human hearing in mind. Human perception of noise goes beyond simple decibel levels. Tone and frequency play a significant role in how a sound will be processed. Helicopter noise, for example, is concentrated at a specific tone in a repetitive WOP-WOP pattern, which results in a sound that really stands out. We took great care in our design process to avoid an acoustic profile that concentrates on

specific prominent tones across the audible frequency spectrum. The aircraft produces a blended sound across the frequency spectrum that is more akin to white noise.

LOW NOISE, LOW IMPACT

The result of our work is an aircraft that we believe will have a significantly smaller noise footprint than today's helicopters, enabling us to fly in and out of built-up areas with minimal impact on communities.

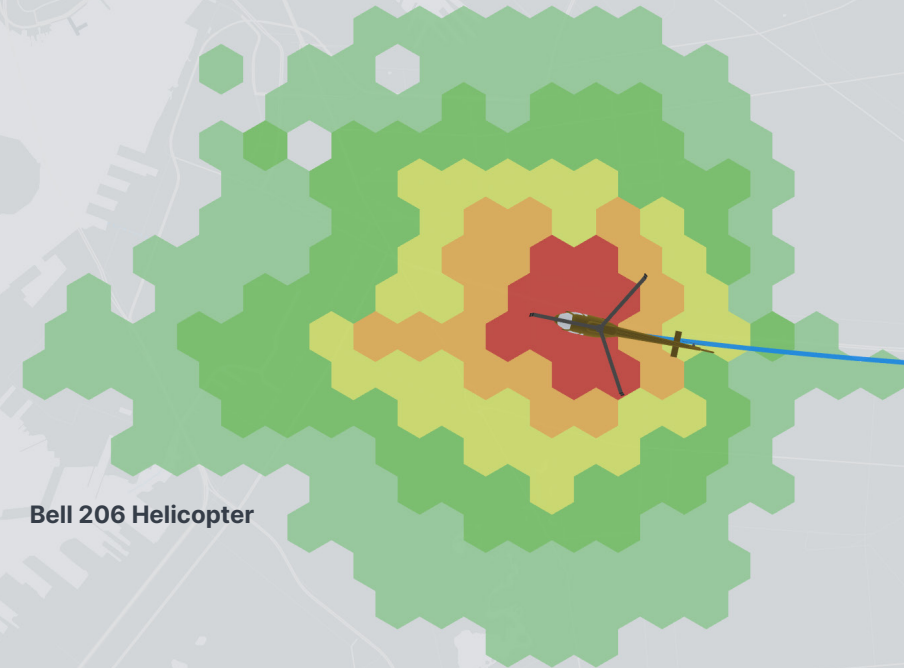


Joby Aircraft

An illustration of the acoustic footprint of the Joby aircraft compared to a Bell 206 at 720 feet above ground. Acoustic data for our aircraft is derived from NASA's acoustic testing during representative test flights.

dBA

	Less than 45		55-60
	45-50		60-65
	50-55		65 or more



Bell 206 Helicopter



Life Cycle Impact of Our Aircraft

We partnered with the U.S. Department of Energy’s National Renewable Energy Laboratory (NREL) to complete a life cycle assessment (LCA) of the Joby aircraft. We believe it is the first such study of an eVTOL aircraft’s lifetime GHG emissions, including both the aircraft operations and manufacturing.

Based on what we know today, the LCA – audited by NREL – allows us to estimate our GHG impact from raw material extraction through operation and identify opportunities to reduce our impact across our material production, manufacturing and aircraft operations.

We understand that evaluating our environmental impact is a journey. We estimated our life cycle impact early in our development and believe this initial analysis will allow us to benchmark the sustainability of our aircraft from the beginning and provide us with quantitative metrics that enable further improvements to its environmental footprint in the years ahead.

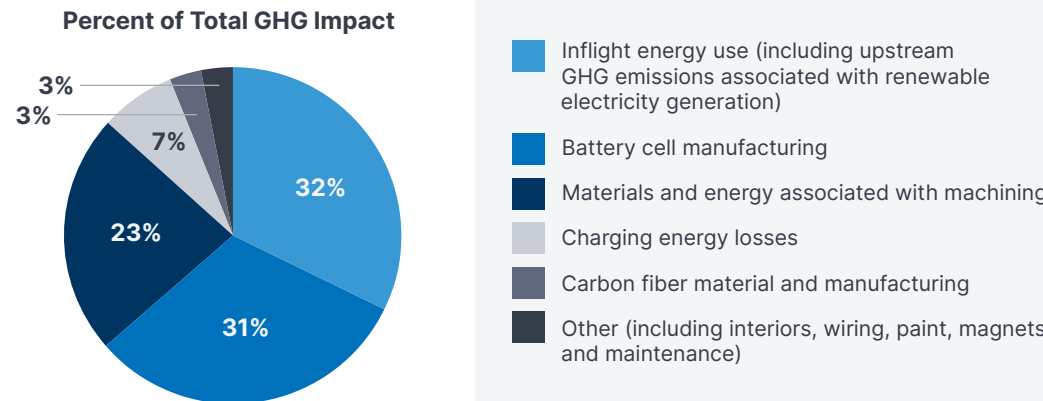
Key Highlights:

01 We estimate the GHG footprint of the Joby aircraft on a per-passenger-mile basis to be **~1.5X smaller than that of a electric passenger cars.**⁸

02 The **longevity of our selected batteries** allows us to reduce the number of battery cells used over the lifetime of the aircraft.

03 Given our ridesharing capabilities, we plan to **more effectively move passengers compared to passenger cars**, resulting in reduced emissions (assumes 2.5 passengers per aircraft compared to 1.2 passengers per average car trip).⁹

With these assumptions, the report identified the majority of life cycle GHG impacts:



⁸ According to available data as of report publication in 2021. Comparison is based on the functional unit of per passenger mile. LCA scope is “Cradle to Gate” (resource extraction through aircraft operation lifespan) and does not include end of life or infrastructure required for operation. Key assumptions include that Joby aircraft are manufactured at scale and operated for 20,000 hours. Material consumption, operation modeling and manufacturing energy consumption data are based on projected production at scale. Electric vehicles are assumed to be charged with 100% renewable electricity. Electricity was modeled using projected 2028 U.S. grid factors. Emission factors provided by NREL and include published literature and SimaPro’s Ecoinvent database as of 2021. Operation assumptions for Joby aircraft assumes 2.5 passengers/trip and average trip is 40km. Average car commuter trip assumes 1.2 passengers per trip based on the U.S. average from DOE Transportation Energy Data Book. Electric vehicle impacts based on Battery Electric Vehicle operated in the U.S. https://theicct.org/wp-content/uploads/2021/12/Global-LCA-passenger-cars-jul2021_0.pdf

⁹ U.S. Department of Energy (DOE), Oak Ridge National Lab (2022) Transportation Energy Data Book Edition 40, Figure 9.2.



People and Community





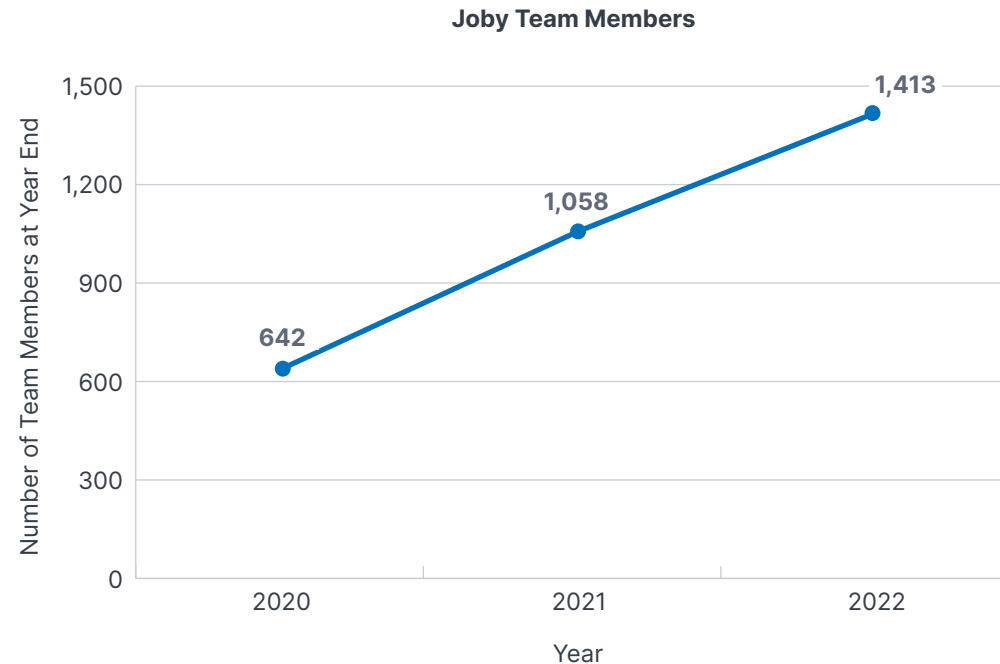
People and Community

As Joby has grown from a small team working in the mountains of Santa Cruz to a global company with more than 1,400 team members, we’ve seen first-hand the importance of fostering collaboration and community – both within our company and with external partners and localities. Our people are our strongest asset, core to Joby’s ability to redefine possible.

Joby Team Members and Workplace

At Joby, we believe that every team member is critical and their background and expertise unlocks our greater potential. We recognize that each team member’s and department’s success is interdependent; therefore, we are structured to enable cross-functional collaboration.

At the start of 2021, we were a private company of over 600 people with 77% co-located in Santa Cruz, CA. As of December 2022, we have more than doubled in size to 1400+ team members. Including our subsidiaries, we operate in five countries.



OUR CULTURE

Our people are our strongest asset and provide a competitive advantage as we look to bring our product and services to the world. Our workplace culture is built upon:

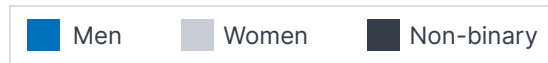
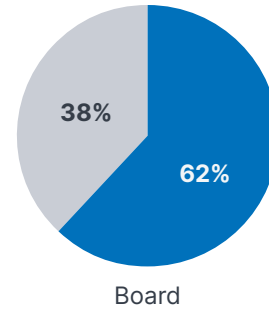
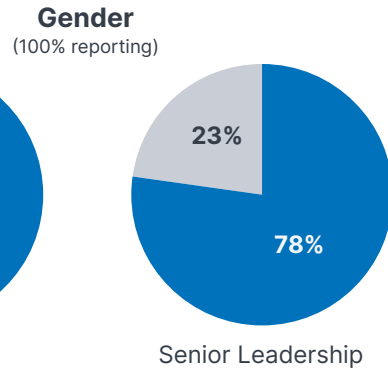
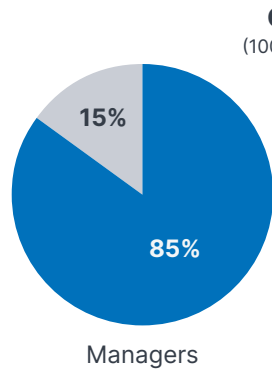
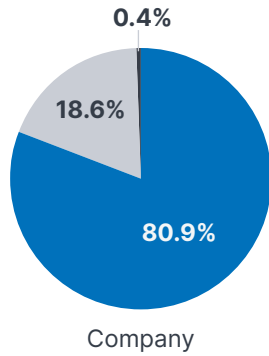
Five fundamental values: Safety, Redefining Possible, Respect, Integrity and Woot!

Joby’s Performance Framework, a core set of behaviors that provide simple expectations for all team members, reinforcing our culture that is driven both by results and how we achieve them. Integrated into our People programs, these behaviors form the basis for assessing performance, prioritizing development and ultimately, merit-driven rewards.

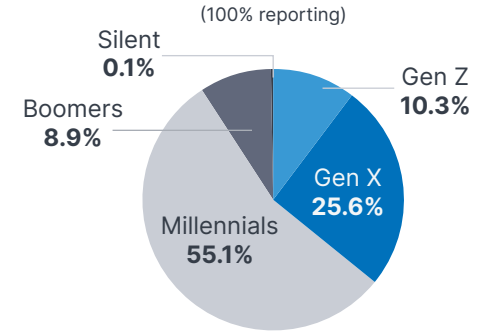
Living our mission to help the world connect faster and more easily to the people and places that matter most through a new form of clean, quiet aerial transportation.



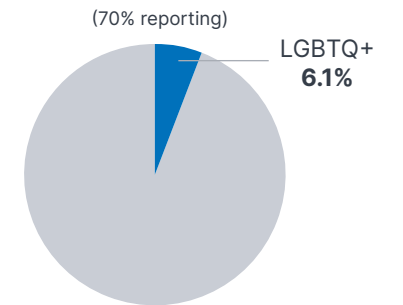
DEMOGRAPHICS¹⁰



Generations¹¹

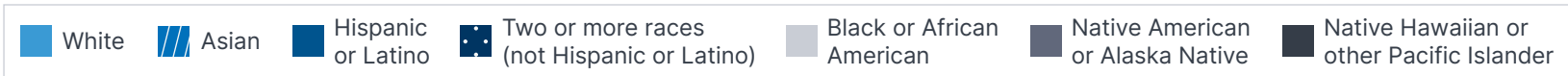
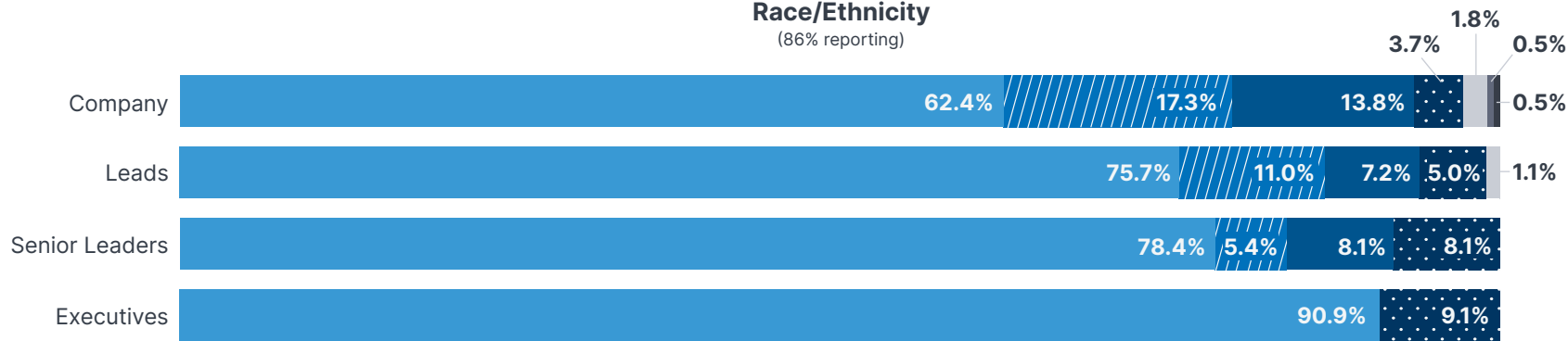


LGBTQ+



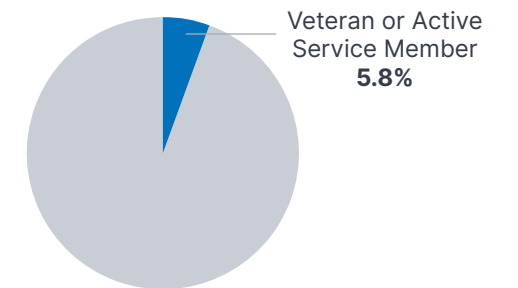
Race/Ethnicity

(86% reporting)



Armed Services Veteran Status

(72% reporting)



¹⁰ All demographic data covers U.S.-only non-contingent workers as of December 31, 2022.

¹¹ Generational groupings based on Pew Research Center: <https://www.pewresearch.org/short-reads/2019/01/17/where-millennials-end-and-generation-z-begins/>



LISTENING TO OUR TEAM MEMBER VOICES

Our team members are the best source for identifying what is going well and what needs more focus. To maintain a highly engaged workforce, we regularly solicit team member input through onboarding surveys and focus groups, engagement and benefits surveys and exit interviews, in addition to our biweekly company-wide all-hands meetings and open-door policy.

Our annual engagement survey program seeks to give all the opportunity to share what is going well and help prioritize areas of opportunity by asking about key aspects of the team member experience: team culture, leader support, safety, diversity, enablement, processes, growth and development, health and wellbeing and recognition and feedback.

Participation in our 2022 engagement survey

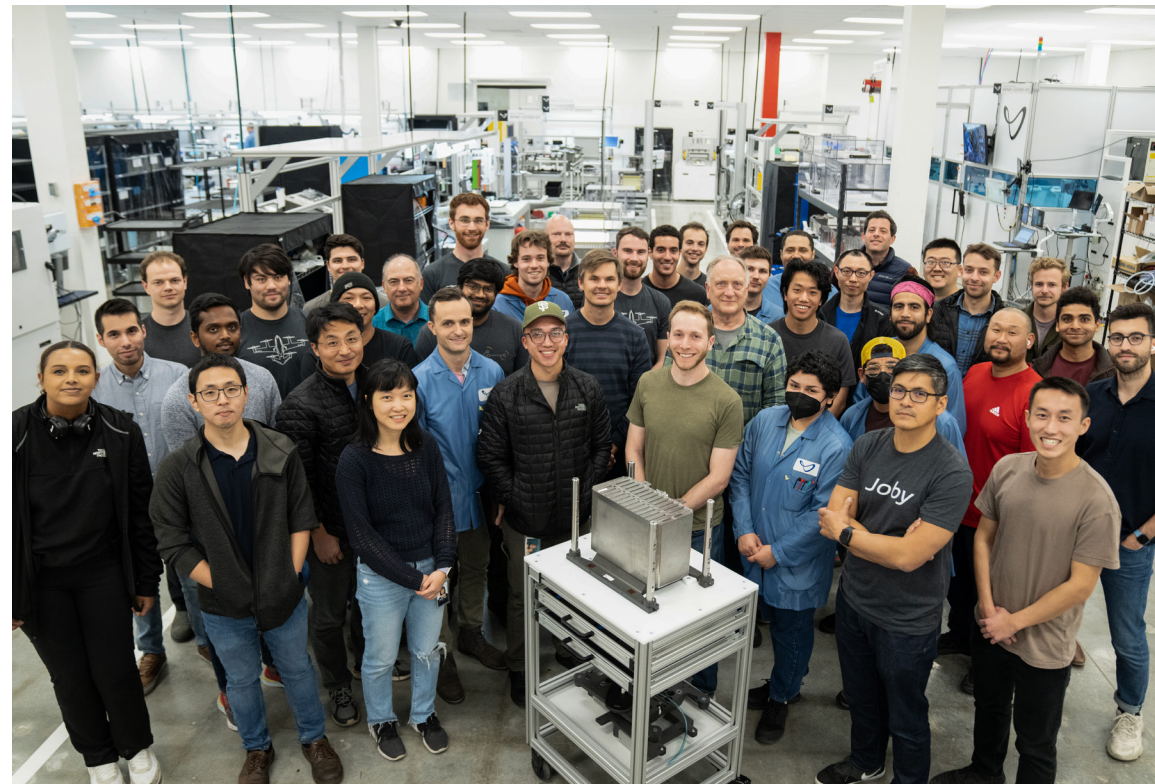
85.7%

(90% "engaged"¹²)

ONBOARDING

Onboarding sets up team members for success so they have a robust and fruitful career at Joby. New hires attend orientation and are introduced to our vision, mission, values, history, culture and roadmap for where we are headed. They are supported

through a 90-day onboarding plan and consistently report that they have a clear understanding of our company's mission and how their work contributes to that mission, and that they feel supported by their leadership to effectively do their job.



PERFORMANCE-DRIVEN CULTURE

Team member performance is evaluated across the following categories:

Results: We expect all Joby team members to do their jobs with the highest level of competence and professionalism.

Initiative and Innovation: Joby values team members with a problem-solving mindset who are flexible and can adapt to changing situations and requirements.

Teamwork and Leadership: We expect team members to help others and to seek input from and work collaboratively with their peers. Leaders are expected to empower others, provide constructive and actionable feedback and contribute to and elicit strong performance from their teams.

We encourage and reward strong performance through a process that includes supportive relationships between managers and their teams, holistic performance reviews and merit-based compensation to reward outstanding work.

¹² Options included engaged, neutral and disengaged.



People Programs

JOB ARCHITECTURE

We want Joby to be a company where team members can grow in their careers. In 2022, we implemented job categories and levels to provide transparent criteria underlying the differences in skills, responsibilities and scope between jobs. We have three job categories (hourly, salaried and managerial) with multiple levels to progress through. This structure enables a dual career path, where individuals can advance as an individual contributor or a leader, based on their interests and strengths.

LEADERSHIP AND TALENT DEVELOPMENT

We recognize that Joby’s success comes from hiring the best and brightest from all backgrounds and walks of life and empowering each and every team member to redefine what is possible. We look at talent development across all types of roles from team leaders and technicians, to pilots and maintainers.

Most of our leadership is promoted from within, resulting in strong alignment between our vision and execution.

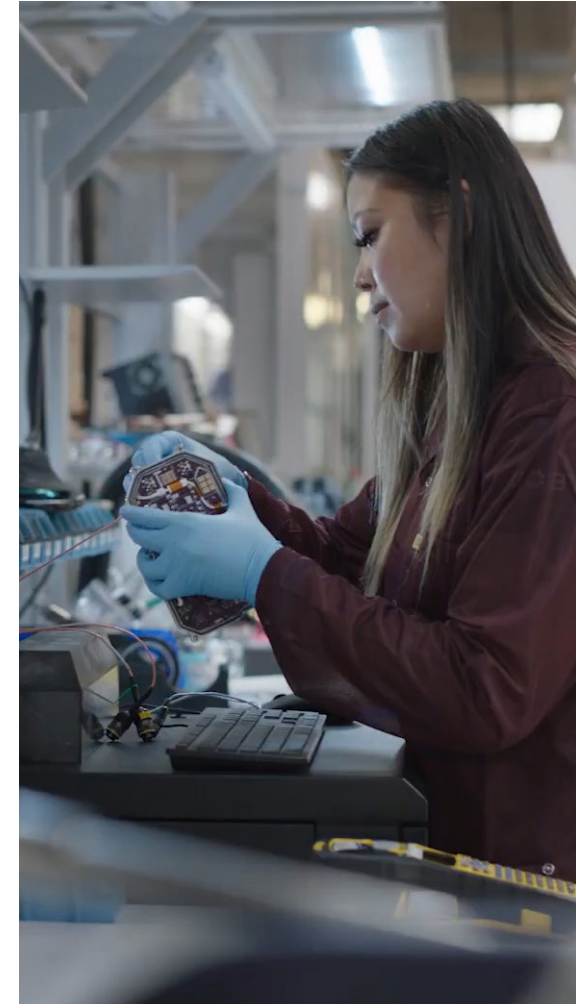
We recognize that Joby’s success comes from hiring the best and brightest from all backgrounds and walks of life and empowering each team member to redefine what is possible.

Today, over 75% of leaders at Joby were promoted from individual contributor roles to leadership. We have three new programs launched in 2022 to develop our leaders:

- **People Manager Onboarding:** Our manager onboarding program includes clear expectations for managers and provides a guide for leads to fully understand their responsibilities as a leader in the organization.
- **People Leadership 101:** For our less experienced leaders, we developed a program to build the skills needed to be successful in leadership such as how to

be a coach, build trust and rapport, hold effective 1:1s and foster open feedback that helps us continuously improve.

- **Leads in Flight:** Agility and flexibility are core to leadership development at Joby. Our “Leads in Flight” program recognizes that the best learning happens continuously and on-the-job. We offer a series of self-directed and social learning modules that Leads can take advantage of on-demand and with the ability to immediately apply those new skills within their teams. Resources include live courses, quick-reference guides, team toolkits and workshops.





DIVERSITY, EQUITY AND INCLUSION (DEI)

At Joby, we believe that a diverse, equitable and inclusive workplace is critical to our success and the long-term sustainability of our business. Having a diverse workforce means that we can tap into a wide range of perspectives and experiences, leading to more innovation, creativity and problem-solving.



Core Principles

Our commitment to DEI is built on the following core principles:

01 Boost awareness and understanding: Ensuring an inclusive mindset is instilled in all leaders and team members.

02 Increase representation: Striving to have a workforce that is representative of the communities in which we operate. This means recruiting, hiring and promoting top talent from diverse backgrounds at all levels of our organization.

03 Drive equity: Attracting and retaining top talent from all backgrounds based on our equitable workplace. We are dedicated to building programs that ensure all team members have equal access to opportunities for growth and advancement within our organization.

04 Create connections and community: Bringing people together for support, learning and growth.

This strategy is bolstered by our multi-year partnerships with a number of professional aerospace fellowships, including:



Patti Grace Smith Fellowship: Established in 2020, this fellowship honors a former FAA official who was a recognized leader in private human spaceflight and space regulation by selecting high-achieving black students and placing them in their first aerospace job with two professional mentors.

Brooke Owens Fellowship: This fellowship was established in 2016 in honor of Dawn Brooke Owens, a female pilot and space policy expert who worked with NASA, the FAA and the White House. The program chooses high achieving female students and places them in paid internships, where they receive direct mentoring from the

executives of top aerospace companies and organizations such as NASA, SpaceX, Airbus and Joby Aviation.

Department of Defense's SkillBridge Program: SkillBridge connects U.S. service members with industry partners through real-world job experiences, providing them access to valuable civil work experience prior to the end of their military service.

Joby team members are also active in a number of diversity-focused organizations including the Society of Women Engineers, Women in 3D Printing, Women in Aviation, Lesbians who Tech, Out & Equal, the National Gay Pilots Association and more.



COMPENSATION AND BENEFITS

We are committed to ensuring that team members are compensated appropriately for their roles. We have robust processes for managing pay programs designed to ensure pay equity across team member groups. Every new hire, transfer and promotion is reviewed to make sure team members conducting substantially similar work are receiving similar compensation.

All U.S. team members plus several of our global subsidiaries are eligible for equity compensation. We also offer an Employee Stock Purchase Program (ESPP) for permanent U.S.-based team members that allows them to purchase additional shares of Joby stock at a discount.






Benefits

At Joby, we understand success starts with a healthy and diverse team, which is why we offer a range of competitive benefits to support our team members in their personal and professional lives.

Physical health: We provide comprehensive health insurance coverage, including options for dental and vision care and flexible spending accounts to help offset out-of-pocket healthcare costs. We also provide fertility and family planning benefits to support all team members in building a healthy family.

Mental health: We offer a range of resources and support to help our team members prioritize their mental wellness including access to mental health resources and paid time off to recharge and pursue passions outside of work.

Financial stability: We benchmark our salary and benefits offerings regularly to ensure we're staying competitive with the market. We also offer a 401(k) retirement savings plan with employer matching contributions and educational resources to help our team members make informed financial decisions and plan for their future.

 <p>Health</p>	 <p>Work/Life</p>	 <p>Wellness</p>	 <p>Wealth/Income</p>	 <p>Additional</p>
<ul style="list-style-type: none"> • Medical insurance • Dental insurance • Vision insurance • HSA/FSA • Onsite medical support 	<ul style="list-style-type: none"> • Parental leave • Flexible paid time off • Family building benefits • Adoption and surrogacy benefits • Dependent-care FSA 	<ul style="list-style-type: none"> • Mental healthcare access • Employee assistance program 	<ul style="list-style-type: none"> • 401(k) match • Life insurance • Short- and long-term disability insurance • Employee stock purchase program (ESPP) 	<ul style="list-style-type: none"> • Team member discounts • Commuter benefits • Legal services • Travel assistance • Cell phone reimbursement



Elevating Our Community

As Joby has grown from a small team to a global aerospace company, we continue to value a sense of community in how work gets done. As a company, we participate in our local community whether through the Santa Cruz triathlon, Pride events, and volunteering at local organizations. In addition, in 2022, we provided opportunities and assistance to the regions in which we operate by:

- Rallying with our local community when it faces in hardship due to natural disasters with donations and helping hands
- Inspiring future leaders through mentorship and educational opportunities
- Providing reskilling and upskilling opportunities for underutilized workers of all ages



ENGAGING WITH OUR LOCAL COMMUNITY

Each of us at Joby is committed to being a good neighbor, and that means engaging with others and making our community a better place for all of us to live and work. A few examples of these engagements include:

Community Visits

Joby hosted over 20 community tours in Marina and Santa Cruz, including nine local schools and colleges, as well as local business organizations such as the Monterey Peninsula Chamber of Commerce, Santa Cruz County Business Council, and Santa Cruz County Chamber of Commerce. These engagements allow our local community to learn more about our work and help us learn more about community priorities.



Sponsoring Local Events

We sponsored local events including Marina's Police Department Nights Out, Fire Department Community Event, Santa Cruz Works and the Santa Cruz Triathlon.

Volunteering in the Community

Jobians volunteered at six local community events including Seaside High School's FIRST Robotics team and local Earth Day events.



INSPIRING AND COACHING FUTURE INDUSTRY LEADERS

Our educational and outreach programs introduce students to careers in the aerospace and transportation industries along with the technical and soft skills needed to be successful in the workforce. Highlights include:

Developing the Next Generation of Aerospace Leaders

We announced a [partnership](#) with Aviation High School in New York City, a leading education center for future aircraft maintainers and aerospace professionals. One hundred students enrolled in Joby’s online Private Pilot Ground School course and more than 700 students experienced flying the Joby aircraft via virtual-reality simulators. Going forward, we will work with the school’s faculty to integrate material into their curriculum on electric propulsion systems and other new technologies.

Taking Flight

We organized a one-week summer education program with the Monterey Peninsula Unified School District to provide 20 hours of education to students from two schools about aerodynamics and aviation through classroom learning, hands-on activities and airport visits.

Marina High School Mentorship Program

Team members mentored and counseled local high-school juniors to support them through goal-setting and professional/academic progression.

Monterey Peninsula Unified School District Mock Interviews

Team members conducted mock interviews and resume feedback to help graduating high school seniors prepare to enter the workforce or higher education.

High School Guest Speakers

Team members spoke to 12 Automotive Technology, Engineering and Digital Media Production classes at Carmel, Seaside and Monterey High Schools.



DEVELOPING A FRONTLINE WORKFORCE

As the global aviation and aerospace industries face unprecedented labor shortages, we're taking an innovative approach to talent and workforce development. Our focus is to develop and implement initiatives that provide greater access to meaningful careers and family-sustaining wages for groups and individuals that have historically not viewed careers in aerospace as an option. Providing underutilized workers of all ages with reskilling and upskilling opportunities leads to increased economic mobility and a better qualified, more diverse workforce. We partner with local community-based organizations, nonprofits

and educational institutions to develop and scale the programs and initiatives that cultivate the workforce of the future including:

Monterey Bay Drone, Automation and Robotics Technology (DART)

This organization connects us with academia and government organizations to ensure that innovative businesses can thrive in California's Central Coast region.

Mujeres en Acción (Women in Action)

The organization helps us incorporate more women into aviation.

Salinas Inclusive Economic Development Initiative (SIEDI)

With this organization, we build connections between individuals and organizations that focus on providing economic opportunity in an inclusive way.

Monterey Bay Economic Partnership (MBEP)

Our participation in MBEP aligns our workforce development efforts with other equity and access-focused initiatives in the Monterey Bay region.

Your Future Is Our Business (YFIOB)

We partnered with Santa Cruz-based YFIOB to participate in youth outreach events, including Trades Day, where Joby participated to showcase the skilled trades required in Advanced Aerospace Manufacturing to more than 700 high school students.

Aviation Institute of Maintenance

We worked closely with the Aviation Institute of Maintenance to educate instructors and students about career development and opportunities in Aerospace.

Advanced Manufacturing Apprenticeship Program

In July 2022, we partnered with the Monterey Bay Drone, Automation and Robotics Technology (DART) initiative to establish a six-month paid advanced manufacturing apprenticeship. As part of a broader economic development effort funded by the James Irvine Foundation, this program aims to provide new career opportunities for Salinas Valley locals.

No prior experience or postsecondary education is required and individuals from various backgrounds and age groups have been successful in the program. Apprentices receive six months of paid training in advanced manufacturing, ultimately earning an industry-recognized certification, and almost 90% of completing apprentices have transitioned to a full-time position at Joby as a manufacturing technician.





Corporate Governance





Corporate Governance

Our strong commitment to corporate governance provides an important framework within which our board of directors, its committees and our management team can pursue our strategic objectives in order to promote the interests of our stockholders.

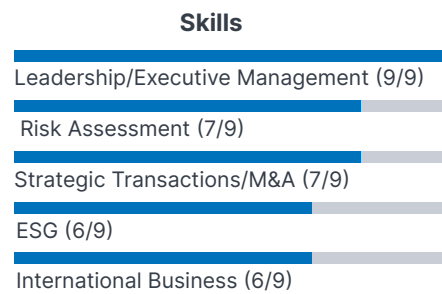
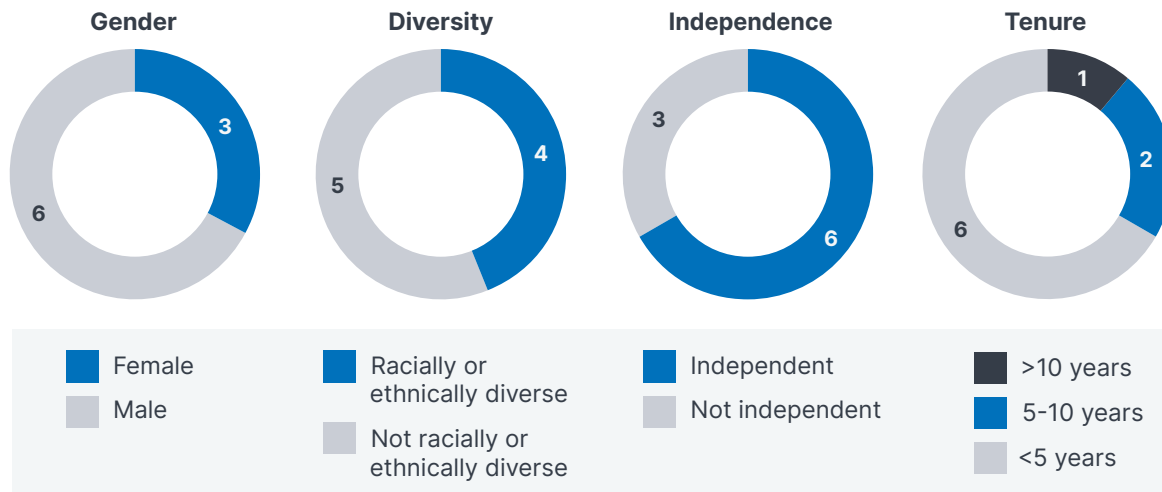
Corporate Governance Guidelines

Our board of directors has adopted Corporate Governance Guidelines that establish a framework for how our board

of directors operates. Among other things, the guidelines include desired qualifications for members of our board of directors, responsibilities and expectations of directors, independence standards, committee structure and functions and other policies for the governance of our Company. Our Corporate Governance Guidelines are available on the Investor Relations section of our website at ir.jobyaviation.com.

BOARD OF DIRECTORS¹³

Our board of directors firmly believes that we must be transparent with our stockholders with respect to our impact on the environment and the communities in which we operate. We intentionally established a board of directors with a diverse set of backgrounds, skills and experiences to enable more integrated decision-making, reduce blindspots and reach a broader community.



Other skills include: accounting/finance, government regulation, aviation, cyber security, software, technology and artificial intelligence



Joe Ben Bevirt
Founder and CEO



Halimah DeLaine Prado
General Counsel, Google



Aicha Evans
CEO, Zoex



Reid Hoffman
Partner, Greylock; Co-Lead Director, Reinvent Technology Partners



Michael Huerta
Board Member, Delta Air Lines; Former FAA Administrator



Dr. James Kuffner
CEO, Woven by Toyota; Chief Digital Officer, Toyota Motor Corp



Dipender Saluja
Managing Director, Capricorn Investment Group



Paul Sciarra
Executive Chair



Laura Wright
Former CFO, Southwest Airlines

¹³ As of June 22, 2023



Oversight and Risk Management

As a responsible and sustainable business, we understand the importance of risk management and oversight. Our board of directors is responsible for overseeing our risk management process, including the implementation of risk management strategies by our executive team. Standing board committees address the risks inherent in their respective oversight areas. In carrying out this responsibility, the board of directors and its committees regularly discuss key areas of strategic risk with our management, whether as separate agenda items or as they relate to other topics being considered by the board.

Examples of Risk Management Topics (not exclusive):

- Progress toward certification
- Regulatory
- Safety
- ESG
- Cyber security
- Legal
- Financial

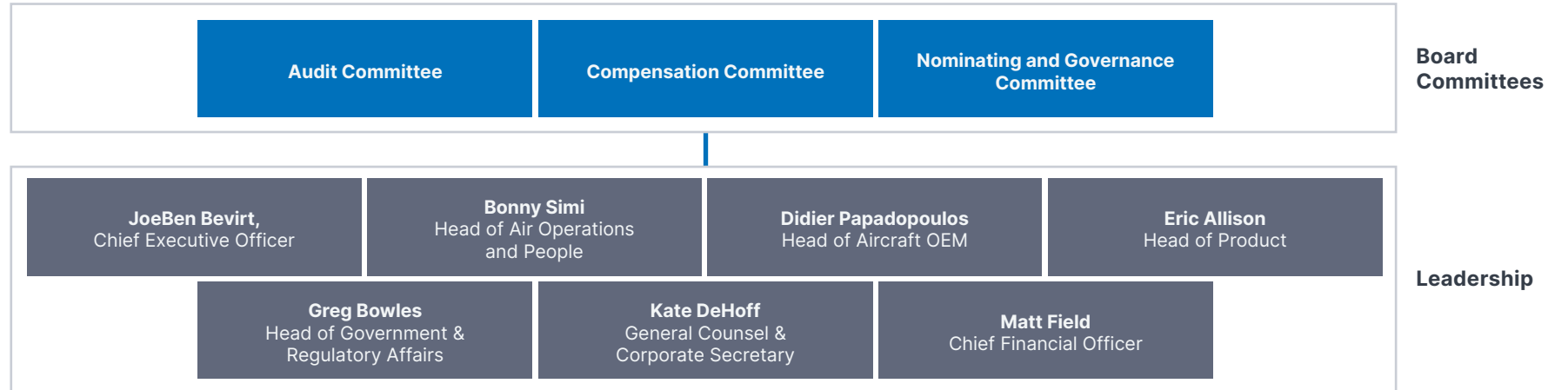


The Joby board of directors has three standing committees: Audit, Compensation and Nominating and Corporate Governance. The Nomination and Corporate Governance committee has primary responsibility for oversight of ESG matters, particularly those related to corporate governance. However, because ESG issues are so closely intertwined with many business decisions, they are discussed extensively at the board and committee level as those topics arise.

Committee	Responsibilities
Audit Committee Laura Wright (Chair) Halimah DeLaine Prado Aicha Evans	<ul style="list-style-type: none"> • Reviews financial, legal, cyber and regulatory risk • Oversees our independent registered public accounting firm and financial reporting process • Responsible for pre-approval of related party transactions
Compensation Committee Aicha Evans (Chair) Laura Wright	<ul style="list-style-type: none"> • Oversees compensation risks, including talent development, pay equity, and DEI matters • Reviews and evaluates the performance of our executive officers in light of goals and objectives set by the Committee • Sets, or makes recommendations to our board of directors, regarding the compensation of our Chief Executive Officer • Reviews and sets the compensation of our other executive officers
Nominating and Corporate Governance Committee Halimah DeLaine Prado (Chair) Reid Hoffman Dipender Saluja	<ul style="list-style-type: none"> • Oversees Environmental, Social and Governance topics • Manages corporate governance risks • Recommends qualified individuals for nomination to become members of our board of directors • Oversees evaluations our board of directors and its committees • Develops and recommends corporate governance guidelines



Our management team strives to ensure that the governance of ESG topics is managed at every level of the company as we look to deliver on our mission to design and build a revolutionary aircraft and technologies, and develop a cost-effective and clean global transportation system to help the world spend more time with the people and places that matter most. We've outlined the key internal stakeholders to the right.



In addition to our standing board committees, we have an internal Sustainability Committee composed of team members across various functions including Legal, IT, R&D and Facilities, sponsored by Bonnie Simi, Joby's Head of Air Operations and People, and chaired by Claire Boland, Sustainability Lead. This committee meets quarterly and aids the Sustainability team on projects and company-wide initiatives. In 2022, the Sustainability Committee assisted in waste management and community outreach planning, our materiality assessment and discussions on the environmental impact of our aircraft.

We believe this division of responsibilities is an effective approach for addressing the risks we face and that our board leadership structure supports this approach.

CLIMATE RISK ASSESSMENT

As severe weather events become more common due to climate change, we believe that understanding our own areas of exposure and incorporating those findings into our decision making, is critical for Joby's future success. In the next two years, we plan to conduct a formal climate risk assessment.

SAFETY RISK ASSESSMENT

As a responsible and sustainable business, we understand the importance of risk management and use a holistic approach to ensure our protocols are addressing our needs. We use issue-specific tickets to track and manage facilities and safety risks effectively. This allows us to have a comprehensive view of all the risks we are managing and take proactive

measures to mitigate potential issues. We also evaluate each manufacturing process and engage with our team members to improve our risk management processes. For example, after implementing a new safety protocol, we gather feedback from our team to see what areas can be improved. This allows us to make the necessary changes to keep our workers safe and our business sustainable.



Ethics and Compliance

We believe that a comprehensive program of policies, processes and controls is essential to preventing, detecting and responding to conduct that is unlawful, unethical or a violation of our policies. This allows us to monitor company risks and helps us as we strive to continuously evolve and improve. This ethos is embodied in our company values of Respect and Integrity.

To live up to those values, we established the following policies that apply to our executive officers, directors and team members:

- [Code of Business Conduct and Ethics](#)
- [Anti-Bribery and Corruption](#)

We understand that policies alone cannot ensure ethical behavior. We continuously reinforce our values through a culture

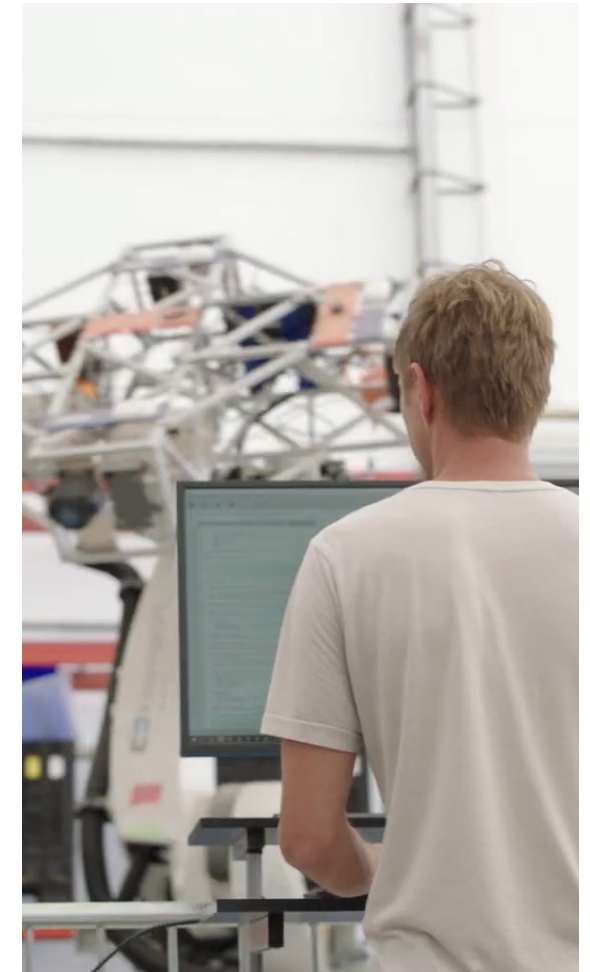
focused on leading by example, reiterating the importance of our company values in our biweekly all-hands meetings and encouraging team members to speak up if they have concerns about safety, ethics, business practices or any other matters. In addition, we maintain a confidential whistleblower hotline through which team members may report concerns anonymously if they prefer to do so.

Data and Cyber Security

Cyber security is a priority throughout Joby to ensure that our data is protected and secure. At the board level, the Audit Committee reviews cyber security risks in addition to the security and operations of our information technology assets. This review allows us to evaluate the risk to our business and ensure we are set up to address those risks.

We are actively engaged with the Aviation-Information Sharing and Analysis Center (ISAC) which gathers, analyzes and shares information to combat cyber-related threats and weaknesses. We use this information to ensure we are aware of possible threats that could occur within our industry.

Internally, we have established an Information Security Awareness Program that includes guest speakers along with awareness and engagement events. The security team provides company-wide training through lunch & learns and conducts additional educational efforts through internal testing and on-line training.





Supply Chain Responsibility

SUPPLIER REQUIREMENTS

Joby Code of Conduct

To monitor supply chain responsibility, we require our suppliers and vendors to adhere to our [Supplier Code of Conduct](#). This code covers environmental, fair labor and human rights, ethics and compliance and management practices, and we expect all of our suppliers to maintain 100% compliance with the Code. As a company, we seek products and materials that:

- Produce less waste, toxics, pollution and hazards to team members
- Increase community safety and longevity to the greatest extent practicable
- Conserve energy and water
- Use unbleached and or chlorine free manufacturing processes
- Contain no or low volatile organic compounds
- Contain no chemicals known or suspected of being carcinogenic, mutagenic, teratogenic, or endocrine disruptors

Procurement Practices

In addition to requiring suppliers to adhere to our Supplier Code of Conduct, we also detail ESG initiatives through our procurement practices and require our suppliers to agree to those provisions. For example:

- **Supplier Diversity:** Joby aims to seek out and provide opportunities for diverse entities including, but not limited to: small businesses, small disadvantaged businesses, women-owned businesses, minority-owned businesses, historically underutilized business zone small businesses, U.S. Veteran and service-disabled Veteran-owned small businesses, and historically black colleges, universities, and institutions, to the fullest extent consistent with efficient performance of Joby’s goals.
- **Fair Employment Practices:** We pursue fair employment practices, regardless of where the supplier conducts business in the world. We actively respect human

rights and will not tolerate any human trafficking related activity, including child, forced, indentured, or involuntary labor. We refuse to work with suppliers that source minerals from conflict zones and will only do business with those who respect human rights and uphold labor laws.

SUPPLIER ENGAGEMENT ON ESG TOPICS

To achieve environmental impact reductions, we are working to build a supply chain that includes sustainable sourcing and ethical and responsible procurement practices. As a company focused on transitioning from R&D to full-scale manufacturing, we recognize there is an opportunity to start this conversation with suppliers who can grow with us. In 2021, we began the journey to understand our supplier ESG landscape and how Joby’s purchasing decisions could incorporate ESG metrics in the future.

In 2022, we conducted an initial survey of our top suppliers by revenue to evaluate our supplier landscape as it

relates to greenhouse gas emissions and conflict minerals. Of the 88 suppliers surveyed, 40% provided insight into their greenhouse gas measurement approach and reduction targets.





Appendix








United Nations' Sustainable Development Goals (UN SDGs)



The UN SDGs are goals adopted to focus global efforts to achieve peace and prosperity for people and the planet. There are 17 goals and each contains several targets for governments, companies and other entities to strive towards, contributing to the greater overarching goal. Below we have mapped our work with the most relevant targets to ensure alignment with the broader goals.¹⁴




UN SDG	Most Relevant Targets	Our Contribution
 3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages	<ul style="list-style-type: none"> 3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination 	Our Safety and Sustainability teams work in parallel to responsibly manage hazardous materials to reduce pollution and risks.
 4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<ul style="list-style-type: none"> 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship 	We have committed to several workforce development programs including a private pilot ground school and partnering with multiple local community organizations to help foster the future electric aviation workforce.
 7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix 7.a: By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology 	Our mission and vision is to provide zero-emissions electric travel to consumers globally by launching and growing eVTOL aircraft and by sourcing 100% renewable electricity for our CA-based offices and future skyports.

¹⁴ For more information on the UN SDGs and relevant targets, please visit <https://sdgs.un.org/goals>.



UN SDG	Most Relevant Targets	Our Contribution
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<ul style="list-style-type: none"> • 8.2 – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors 	<p>Through the growth of our company and our commitment to bring electric propulsion to consumers, we aim to provide productive employment through partnerships with the local community.</p>
 <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<ul style="list-style-type: none"> • 9.1 – Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all • 9.4 – By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities 	<p>We are committed to continually innovating and developing the advanced air mobility (AAM) space and the infrastructure needed to support it. We also plan to embed climate risk assessments into our risk management process to ensure we are building a resilient company.</p>
 <p>Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<ul style="list-style-type: none"> • 11.2 – By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons • 11.3 – By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries • 11.6 – By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management • 11.a – Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning 	<p>We aim to provide clean, quiet, safe and accessible sustainable transportation to all. This revolutionary service will connect people using zero operating emissions transportation, reducing the environmental impact of transportation in the communities we operate in.</p>



UN SDG	Most Relevant Targets	Our Contribution
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> • 12.2 – By 2030, achieve the sustainable management and efficient use of natural resources • 12.4 – By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment • 12.5 – By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse • 12.6 – Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle 	<p>We are committed to embedding sustainable practices within all aspects of operations. As we work towards FAA certification, we recognize the role we play in setting precedent for other eVTOL companies in the industry to accelerate reducing their climate impact.</p>
 <p>13 CLIMATE ACTION</p> <p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • 13.2 – Integrate climate change measures into national policies, strategies and planning 	<p>Our electric aircraft and service will be a powerful tool for reducing transportation emissions and impact, fighting against climate change. We also manage our own environmental impact through our first GHG inventory and transparent sustainability reporting.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<ul style="list-style-type: none"> • 16.5 – Substantially reduce corruption and bribery in all their forms • 16.6 – Develop effective, accountable and transparent institutions at all levels • 16.7 – Ensure responsive, inclusive, participatory and representative decision-making at all levels • 16.b – Promote and enforce non-discriminatory laws and policies for sustainable development 	<p>We believe ethical, effective and accountable leadership should be embodied at all levels of the organization.</p>



Detailed Environmental Data

Joby 2022 Greenhouse Gas Emissions By Region¹⁵

	Marina	San Carlos	Santa Cruz	Total
Emissions	(Metric Tons CO ₂ e)			
Scope 1 Total	220	89	136	445
Stationary Combustion				
Propane	4	0	82	86
Natural Gas	75	89	1	164
Diesel	61	0	0	61
Vehicles				
Aviation Gasoline	80	0	0	80
Gasoline	0	0	16	16
Diesel	0	0	35	36
Scope 2 Total	37	78	5	120
Electricity	37	78	5	120

Joby 2022 Waste Consumption

Hazardous Waste	Total Pounds
Generated	44,183
Incinerated Without Waste to Energy	1,011
Incinerated With Waste To Energy	8,903
Recycled via Recovery	6,953
Recycled via Fuels Blending	5,783
Total Recycled	12,736
Landfilled	21,533
% Recycled or Waste to Energy	49%
Waste Recycled	
Carbon Fiber	5,000 ¹⁶
Battery	2,675
Metal	37,920

¹⁵ Sums may not equal totals due to rounding.

¹⁶ Based on amount of material shipped.



Detailed Environmental Data

Joby 2022 Energy Consumption By Region¹⁷

	Marina (MWh)	San Carlos (MWh)	Santa Cruz (MWh)	Total (MWh)
Fuel Consumption				
Nonrenewable	1,002	490	606	2,098
Renewable	0	0	0	0
Total Fuel Consumption	1,002	490	606	2,098
% of Fuel from Renewable Sources	0%	0%	0%	0%
Stationary Combustion				
Propane	20 (738 gallons)	0	389 (14,426 gallons)	409 (15,163 gallons)
Natural Gas	411 (14,485 therms)	490 (16,719 therms)	4 (150 therms)	906 (31,354 therms)
Diesel	241 (5,952 gallons)	0	0	241 (5,952 gallons)
Vehicles				
Aviation Gasoline	330 (9,389 gallons)	0	0	330 (9,389 gallons)
Gasoline	0	68 (1,859 gallons)	0	68 (1,859 gallons)
Diesel	0	144 (3,551 gallons)	0	144 (3,551 gallons)
Total Purchased Electricity Consumption	2,827	2,115	1,083	6,025
% of Electricity from Renewable Sources	85%	89%	96%	88%
Electricity Consumption				
Nonrenewable	419	241	41	701
Renewable	2,408	1,874	1,042	5,325
Total				
Energy Consumption	3,829	2,605	1,689	8,123
% of Energy from Renewable Sources	63%	72%	62%	66%

¹⁷ Sums may not equal totals due to rounding.



Key Data Assumptions, Limitations and Disclosures

OPERATIONAL BOUNDARIES

- The environmental data in this report is limited to our direct operations in California, USA. These operations are made up of three key locations: R&D and offices in Santa Cruz, powertrain and electronics manufacturing in San Carlos and flight test and Joby’s pilot manufacturing plant in Marina.

GREENHOUSE GAS EMISSIONS

- The emission factors, assumptions and methodology used are consistent with the Greenhouse Gas Protocol and can be found here: [Sustain.life](#).
- Calculations for emissions from electricity consumption were conducted using market-based emission factors.
- We have not included our leased and subsidiary sites outside of California, due to lack of available data.

ELECTRICITY CONSUMPTION

- We introduced 100% renewable electricity to Joby’s California locations in a phased process throughout 2022 as we onboarded sites. Prior to sourcing 100% renewable electricity at California work sites, electricity came from local California grids in Santa Cruz, Marina and San Carlos. Electricity data for 2022 include both renewable electricity and local mixes. Electricity is considered 100% renewable during the first billing cycle with the new rate on it. Sourcing 100% renewable electricity across California work sites was achieved by the end of 2022.
- EV charging is assumed to be included in the electricity usage amounts.

ENERGY AND FUEL CONSUMPTION

- Total fuel consumption includes our stationary combustion and vehicles fuel consumption.
- Total energy consumption includes our total fuel consumption and purchased electricity.

VEHICLES AND AIRCRAFT

- Gasoline and diesel vehicles include our on-road ground transportation such as cars and trucks. Fuel consumption from these vehicles was calculated using receipts and average prices of diesel and gasoline in California by month for 2022. Our on-ground transportation consists of 2 diesel-powered vehicles and 1 gasoline-powered vehicle. Due to data limitations on the exact fuel consumption for each vehicle for 2022, we utilized the assumption that the sum total fuel consumed from on-ground transportation was distributed evenly across the three vehicles (2/3 to diesel, 1/3 to gasoline). Within the data, on-ground transportation vehicles are assigned to the San Carlos location, however these vehicles travel between all California sites.
- Aircraft gasoline vehicles include our owned and operated conventional aircraft such as our helicopter and airplanes. Fuel consumption from these vehicles was calculated using flight

log reported hours flown and reported fuel burned per hour. Within the data, aircraft are assigned to the Marina location, as the aircraft hangars exist at this work site.

PEOPLE PROGRAMS

- Demographic data is based on self-reported demographics, with varying rates of disclosure across different metrics. Reported demographics cover U.S.-based team members only.



Legal Disclaimer

This report is for informational purposes and should under no circumstances be understood as an offer to sell or the solicitation of an offer to buy securities of the Company. This report contains “forward-looking statements” within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995, including but not limited to, statements regarding the development and performance of our aircraft, including the expected energy consumption and environmental footprint; the growth of our manufacturing capabilities, our regulatory outlook, progress and timing, including our expectation to start commercial passenger service in 2025 and the expected timing of type certification; our business plan, objectives, goals and market opportunity; plans for further compliance with voluntary

environmental and safety standards and protocols; and our current expectations relating to our business, financial condition, results of operations, prospects, capital needs and growth of our operations. You can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. These statements may include words such as “anticipate”, “estimate”, “expect”, “project”, “plan”, “intend”, “believe”, “may”, “will”, “should”, “can have”, “likely” and other words and terms of similar meaning in connection with any discussion of the timing or nature of future operating or financial performance or other events.

All forward looking statements are subject to risks and uncertainties that may cause actual results to differ materially,

including: our ability to launch our aerial ridesharing service and the growth of the urban air mobility market generally; our ability to produce aircraft that meet our performance expectations in the volumes and on the timelines that we project and our ability to launch our service; the competitive environment in which we operate; our future capital needs; our ability to adequately protect and enforce our intellectual property rights; our ability to effectively respond to evolving regulations and standards relating to our aircraft; our reliance on third-party suppliers and service partners; uncertainties related to our estimates of the size of the market for our service and future revenue opportunities; and other important factors discussed in the section titled “Risk Factors” in our Annual Report on Form 10-

K, filed with the Securities and Exchange Commission (the “SEC”) on March 1, 2023 and in future filings and other reports we file with or furnish to the SEC. Any such forward-looking statements represent management’s estimates and beliefs as of the date of this presentation. We disclaim any obligation to update these statements in the future, even if subsequent events cause our views to change.

Certain information contained herein has been derived from sources prepared by third parties. While such information is believed to be reliable for the purposes used herein, the Company, or its affiliates, directors, officers, employees, members, partners, shareholders or agents do not make any representation or warranty with respect to the accuracy of such information.

