

Joby's Sustainability Statement

(Effective as of August 10, 2021)

At Joby, we are focused on transforming our transportation systems to one that promotes sustainability by shifting towards renewable energy and away from our reliance on fossil fuels. We recognize the interconnectedness of environmental and social responsibility, and we are guided by the three pillars of sustainability: people, planet, and profit. Our innovative teams and vertically integrated production are motivated by the aims of sustainable development, which is to meet "the needs of the future without compromising the ability of future generations to meet their own needs",¹ and the precautionary approach premised on developing measures that rise to our social and environmental challenges while taking care to do no significant harm. Sustainability is part of our ethos. Everyone on the team is an integral part of our commitments to play our small but important role in meeting the global environmental and social challenges.

Our Sustainability Commitment

- To promote equity, diversity, and inclusion in our company and the communities we operate in;
- To be a good steward to the natural environment, reduce resource consumption and to create and uphold a system of transparency and trust;
- To support the safety and well-being of our employees and the communities in which we operate.

Environment

As we work to advance the world's transition to sustainable transportations, we have a responsibility to minimize our impact on the environment, natural resources, and the world around us. Joby Aviation supports sustainability and environmental initiatives, including waste reduction, natural resource conservation, and we pursue technology that will allow us to be a leader in environmentally friendly production practices. Achieving the actions necessary to realize a more equitable, just, and sustainable future will not be easy. Still, we believe it is possible and our collective responsibility to do everything we can to get there.

Specific examples of Joby's commitment to environmental sustainability include:

- Tracking our waste streams and utility use to build baseline metrics in which to set goals and measure continued improvement
- Implementing an environmental management system for both compliance and sustainability reporting
- Improving supplier policies to include ESG language
- Participating in the California Green Business program²
- Undergoing a lifecycle assessment this year to understand the wider scope of our operation

¹ "Our Common Future, From one Earth to One World." World Commission on Environment and Development. Marcy 1987. <https://sustainabledevelopment.un.org/content/documents/5987our-common-future.pdf>

² <https://greenbusinessca.org/>

- Working with a vendor to recycle our carbon fiber scrap
- Pursuing a carbon offset program for company travel

Health and Safety

Safety is a core value at Joby. Safety is not only a prerequisite for any commercial aviation operation; safety is the foundation that enables innovation and will always be critical to our success. The aviation industry has achieved a remarkable safety record due, in part, to effective regulatory frameworks and safety oversight systems. At Joby, we are building a safety culture that reflects the norms and values of the aviation industry. From day one orientation, and continuously reinforced through active communication, data collection, reporting, and leadership emphasis, Joby employees embrace a collaborative safety culture. While technically advanced and automated aircraft systems serve to enhance safety, aviation operating environments are dynamic and complex, requiring additional measures to effectively control risk and develop a culture of continuous improvement.

Ethics

Integrity is a core value at Joby, and we recognize that environmental and social responsibility is integral to producing a transformative product. Our Code of Business Conduct and Ethics provides a roadmap for making smart, values-driven decisions. Joby Aviation treats everyone with respect, and our employees are held to the highest ethical standards. Joby Aviation will only conduct business with suppliers that respect human rights, treat people with dignity, promote fair labor practices, and uphold applicable employment laws. Joby's Supplier Code of Conduct expects suppliers to support sound environmental management principles and have in place an effective environmental policy, statement, or program to mitigate environmental risks.

Culture

We believe that a culture of sustainability strengthens the ability for a company to compete and succeed in the marketplace-enabling it to attract and retain top talent and better address the needs of the communities in which it operates. At Joby, we approach new challenges positively and collaboratively through teamwork and perseverance. We are committed to a supportive environment where employees feel like they belong and can do their best work. We fully embrace diversity, equity, and inclusion by actively pursuing and promoting an environment that is inclusive of all people and their unique abilities, strengths, and differences. We respect and honor diversity in each other, our employees, contractors, customers, and suppliers. We host diversity, equity, and inclusion seminars to engage with our employees, and we foster development opportunities through educational training opportunities.