

Summary of Material Modifications
Prepared for Rivian, LLC Welfare Benefit Plan Participants
Effective May 1, 2024

This document is a Summary of Material Modifications (“SMM”) intended to notify you of important changes made to the Rivian, LLC Welfare Benefit Plan (the “Plan”). You should take the time to read this SMM carefully and keep it with the Summary Plan Description (“SPD”) document that was previously provided to you. If you need another copy of the SPD, or if you have any questions regarding these changes to the Plan, please contact the Plan Administrator during normal business hours at (888) 748-4261.

Effective May 1, 2024, the Plan is modified as follows:

- 1) Benefits for services related to fertility and family building that were previously administered by Kindbody, are now provided by Progyny. Progyny may be contacted at (833) 233-1140.
 - a. Under Kindbody, the maximum benefit offered to members was two “Smart Cycles” per individual. With Progyny, the maximum benefit offered to members is now two “Smart Cycles” per family.
 - b. Employees are now required to be enrolled in one of the Rivian medical plans in order to be eligible for the Progyny fertility benefits.

ERISA INFORMATION

Plan Sponsor: Rivian, LLC

Sponsor’s EIN#: 84-4942307

Plan Name: Rivian, LLC Welfare Benefits Plan

Plan Number: 501

Plan Year: 2024

This SMM constitutes a part of the SPD for the Plan. Keep this SMM with your important Plan documents. This SMM is based on legal documents (such as plan documents and insurance contracts) currently in effect. As such, your rights are governed by the terms of these legal documents. Please refer to the relevant legal documents for complete information on your rights and obligations under the Plan. You may obtain a copy of any of the official legal documents from the Plan Administrator. While every effort has been made to give you correct and complete information about your benefits, in the event of any conflict or inconsistency between the SMM and the relevant legal documents, the terms of the legal documents will control.

Rivian, LLC intends to continue the Plan benefits as described in this SMM and the SPD, but reserves the right, at its discretion, to change or even terminate all or any part of the Plan benefits offered at any time and in any manner to the extent permitted by law. As a result, this SMM is not a contract, nor is it a guarantee of your benefits.