



Accelerating Electric Vehicle Adoption, One Charge at a Time

2022 Electrify America Corporate Social Responsibility Report

A MESSAGE FROM OUR CEO

What an inspiring year for the electric mobility revolution – and for the planet we share. In 2022, electric vehicles (EVs) crossed what experts refer to as “the tipping point,” with more than 5% of all U.S. new vehicle sales now being powered by electricity. And it will only go up from here with dozens of new EVs coming to market in the next year, a robust plan for massive U.S. charging infrastructure growth and bold policies supporting a swift shift to EVs. The future is electric, and it’s coming fast.

Electrify America has been supporting that growth, one charge at a time. In 2022 we saw our annual station utilization jump to more than 6 million customer charging sessions – nearly five times as many as 2021 – which we know will continue to rapidly grow in 2023 and beyond.

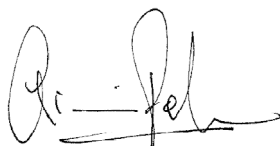
Our progress – and the industry’s growth – is exciting. But building a fast-growing business goes hand in hand with building a responsible one. That is why I am so proud of the corporate social responsibility (CSR) efforts our company has undertaken in this last year. We are not only laying the foundation to power the electric mobility revolution, but also investing tens of millions of dollars in EV education, outreach and engagement to inspire even more people to consider driving electric. And we are excited to share some of that with you in this report.

Our ambition for an electric vehicle future – and the reduced tailpipe emissions that come with it – are for every single person, no matter where you live, work or play. As our company matures and we continue to work toward environmental, social and governance (ESG) leadership, we are driven by a strong sense of purpose to be better each year than the last.

As we look ahead, we understand the critical role Hyper-Fast charging stations will play in supporting electric vehicle adoption, and customer satisfaction remains our top priority. Earning the trust of our customers is our driving force and part of the company’s CSR journey, which we hope you join us on.

Our team works every day to help make this world a more sustainable and equitable place, and we hope to drive those values forward through our actions and our progress.

Happy charging.



Giovanni Palazzo
PRESIDENT AND CEO, ELECTRIFY AMERICA



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Our Approach to Corporate Social Responsibility

Building a responsible business has always been at the core of Electrify America’s mission. Our corporate social responsibility (CSR) strategy is centered around accelerating electric vehicle (EV) adoption for everyone across the U.S., and we’re doing that by developing a convenient, reliable, customer-centric network of electric vehicle chargers nationwide.

Our education and outreach in communities aims to help everyone understand that an electric lifestyle is possible, and we hope our investments in sustainability are raising the bar for the entire EV charging industry.

Looking back, 2022 was a breakthrough year for our company in many ways. We continued to rapidly build out our nationwide Hyper-Fast charging network as well as expand commercial and home charging solutions. We introduced industry-leading sustainable innovations while putting the building blocks in place to put diversity, equity and inclusion (DEI) front in center for our employees, suppliers and partners.

This CSR update highlights several of these key efforts and milestones from the past year. As we look ahead to 2023 and beyond, corporate social responsibility will remain a top priority for our company, with more investments that will strengthen our business and empower our stakeholders to help build a more sustainable and equitable world. Additional details on our near-term business strategy, investments and plans can be found at WWW.ELECTRIFYAMERICA.COM/OUR-PLAN.

Electrify America’s corporate social responsibility strategy is rooted in four key pillars, with updates around each in the content of this report:



Environmental Sustainability



Empowering Communities



Equity and Diversity



Enabling Electric Transportation



Environmental Sustainability

Accelerating EV Adoption with a Network Backed by 100% Renewable Energy





A Network Backed by 100% Renewable Energy



In 2022 Electrify America’s commitment to a net zero energy carbon footprint took a big step forward with the announcement of Electrify America Solar Glow™ 1, which is expected to be complete in the summer of 2023. This new 75 megawatt (MW) solar photovoltaic renewable energy generation project, located in San Bernardino County, is expected to produce 225,000 megawatt hours (MWh) of 100% renewable energy annually, the equivalent energy usage of more than 20,000 average American homes. But Electrify America customers and

stakeholders won’t need to wait until the solar farm is complete to feel good about charging more sustainably.

We’re already ensuring every single charge is backed by 100% renewable energy through the purchase of environmental certificates from existing renewable generation to offset the energy currently used from charging on our network.

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Solar Glow™ 1: Our Virtual Power Purchase Agreement, Explained

Solar Glow™ 1 is the result of a Virtual Power Purchase Agreement (VPPA) between Electrify America and a developer. A VPPA supports the sustainability goal of “additionality,” meaning that this arrangement would result in new, additional renewable energy generation. We’re purchasing and retiring all bundled environmental certificates associated with the new solar project over a 15-year period instead of buying environmental certificates from existing plants on an unbundled basis, which does less to support additional renewable energy generation. This significant investment sets us apart from competitors and reinforces the company’s commitment to charging responsibly.





Supporting the Grid: Expanding Battery Energy Storage Systems and Capability Throughout the U.S.

In 2022 Electrify America continued to grow the number of onsite, behind-the-meter battery energy storage systems to more than 150 total, supplementing the grid at peak times when electricity use is usually at its highest, helping stabilize energy availability and pricing for our customers. These systems in total have more than 30 megawatts (MW) of energy storage capacity, representing the largest roll-out of onsite behind-the-meter battery energy storage coupled with Hyper-Fast DC chargers across the U.S.

In October, we unveiled our first application of a megawatt-level battery energy storage system for select EV charging stations. Adding a solar canopy at some of our stations goes a step further in managing energy costs and reducing stress on the grid. This acts as a buffer to supplement power to charging stations when local utilities limit the amount of power a station can draw from the grid. This enables more chargers to come online sooner or where it may not have been feasible otherwise.

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Expanding Our Onsite Solar Canopies



Westfield Valley Fair Shopping Center in Santa Clara

Electrify America is currently adding solar awnings to up to 500 individual chargers at 100 charging stations across the country. In addition to providing shelter from the sun and weather elements, the energy captured by the solar awnings will be utilized to help power the station's lighting. The company has already installed solar canopies at its flagship charging stations in Baker and Santa Clara, CA. The solar energy from these solar canopies is also routed to the onsite battery energy storage systems onsite, capturing energy to help charge electric vehicles.

100% Solar-Powered Level 2 Charging Stations

In rural California, Electrify America has invested \$2 million in 30 solar-powered EV charging stations that supply free access to EV charging stations. These stand-alone stations aren't tied to the electrical grid and are strategically located throughout the Central Valley and inland areas of Southern California, intended to provide greater access to EV charging for drivers in rural parts of the state.



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Empowering Communities

Accelerating EV Adoption By Improving Equity and Access in All Communities



Empowering Communities



Investing in EV Education, Awareness and Accessibility Programs in Disadvantaged, Low-income and Rural Areas Across the United States

Since 2018, Electrify America has invested over **\$10.5 million in 13 community-based and local organizations** across the United States. By implementing programs in local communities focused on science, technology, engineering and math (STEM), workforce development and EV awareness and adoption, these organizations are expanding access to all aspects of the electric mobility lifestyle to their broad and diverse, but often overlooked, networks. The approach of working with trusted community partners who are highly involved in their communities has been pivotal to the success of this program. To continue the momentum, build on past results and reach untouched populations, Electrify America recently announced its latest California community-based investments. Additionally, Electrify America is in the process of engaging with a new group of STEM and workforce development-focused organizations to further this important work.

Investments Over the Years

- **2023**
\$1.6 million investment in development for STEM and Workforce Development Programs
- **2022**
\$3 million in four California Community-Based Organizations (CBOs)
- **2021**
\$1.6 million in four STEM and Workforce Development Programs
- **2020 - 2021**
\$3 million in six California CBOs
- **2018 - 2019**
\$2.7 million in six California CBOs

In Focus: Reaching More California Communities through Important Local Investments





Case Studies in Success



Los Angeles Cleantech Incubator

Educating and training the next generation of EV maintenance technicians through STEM education programs and workforce development initiatives. Specific program activities included partnering with local technical higher education institutions and providing hands-on access to facilities as well as a portfolio of company employers.

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47 Technical Bootcamp participants engaged from low-to-moderate income communities

83% of participants completed the program



50% placement of participants in internships



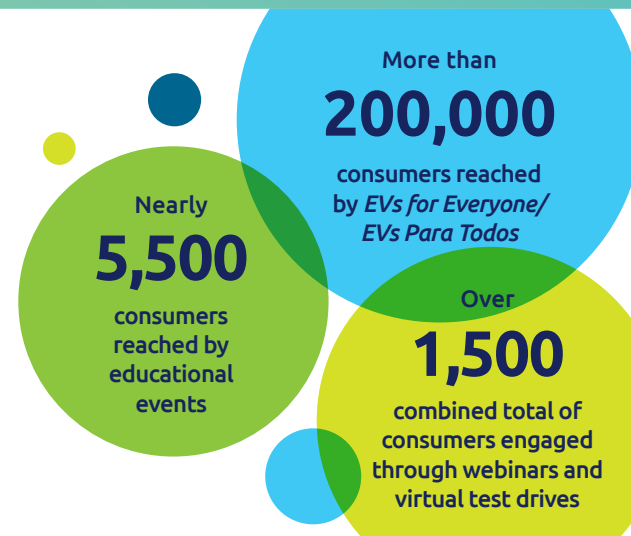
73% participants employed or pursuing post-secondary education



Ecology Action

Expanding EV access and awareness along California's Central Coast by collaborating with trusted community partners to implement their programs and get the necessary resources into the right hands. Specific program activities included hosting in-the-community events such as ZEV "ride and drives" and display showcases, individualized ZEV purchase guidance through bilingual EV Ambassadors, and implementing a targeted digital marketing and community outreach campaign in both English and Spanish.

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Valley Clean Air Now

Bringing cleaner air and economic development to California's San Joaquin Valley through targeted EV community outreach and educational campaigns, and partnerships with local higher education institutions and ZEV dealerships to train and employ this ever growing and in-demand workforce of skilled EV technicians. Specific program activities included in-the-community events providing awareness and access to all aspects of the EV purchasing experience, from test drives to help with qualifying and applying for EV incentives. Additionally, through the support of Electrify America, VCAN partners with local community colleges to develop and implement a series of ZEV maintenance and repair courses and provides job placement assistance after completion.

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5,000+ residents reached at Clean Cars 4 All clinics held in every San Joaquin Valley community

2,500 EV funding application submissions facilitated

74% 74% of car buyers VCAN engaged with chose an EV for their next vehicle

Full enrollment in both introductory and expanded ZEV maintenance community college courses

14 students attended summer course

16 students attended expanded fall course

Empowering Communities



Celebrating National Drive Electric Week by Getting People Behind the Wheel of an EV

For the fourth year in a row, Electrify America's brand-neutral campaign "Normal Now" sponsored Plug-in America's Annual National Drive Electric Week (NDEW), specifically **30 in-person and virtual ride-and-drive events** around the country engaging with nearly 20,000 registered attendees. These events give prospective drivers firsthand experience with an EV and the opportunity to speak directly with other EV drivers in their community about the perks of switching to electric.

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Electrify America's NDEW Sponsorship Impact Over the Years

- 2022**
30 in-person and virtual ride-and-drive events
- 2021**
30 in-person and virtual ride-and-drive events
- 2020**
24 virtual ride-and-drive events
- 2019**
10 in-person ride-and-drive events

Green City Initiative

Launched in 2017, Electrify America's Green City initiative is a significant part of the company's broader ongoing investments in ZEV infrastructure and education programs in California, specifically aimed at accelerating freight and transit electrification.

2022

Announcement of plans to install **30 dedicated chargers at the Port of Long Beach** to support electric trucks conducting drayage operations in Southern California.

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2021

\$25 million invested in Long Beach and the Wilmington neighborhood of Los Angeles to install Hyper-Fast EV charging infrastructure.

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Announcement of plans to **build 34 Hyper-Fast DC chargers to support the deployment of 60 electric freight trucks** serving the Ports of Los Angeles and Long Beach.

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2018

\$44 million invested in Sacramento for zero-emissions car sharing programs, zero-emissions shuttle bus routes and electric vehicle charging infrastructure.

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Empowering Communities



Making a Big Impact Through Collaboration and Sponsorships

Making smart and strategic investments in both personnel and financial support to organizations and events can have a significant impact, which is why Electrify America's marketing and sponsorship program supported nearly **45 groups/events for a total of nearly \$1.4 million** in 2022. These organizations spanned the United States in terms of geography and represented a diverse range of audience size and makeup, and EV-related interest areas. Electrify America recognizes expanding EV awareness and access in all communities requires an all-of-the-above approach. Sponsoring organizations and participating in events promoting the EV message and driving EV adoption is an important aspect of our outreach and engagement portfolio.

2022 Sponsorships by the Numbers

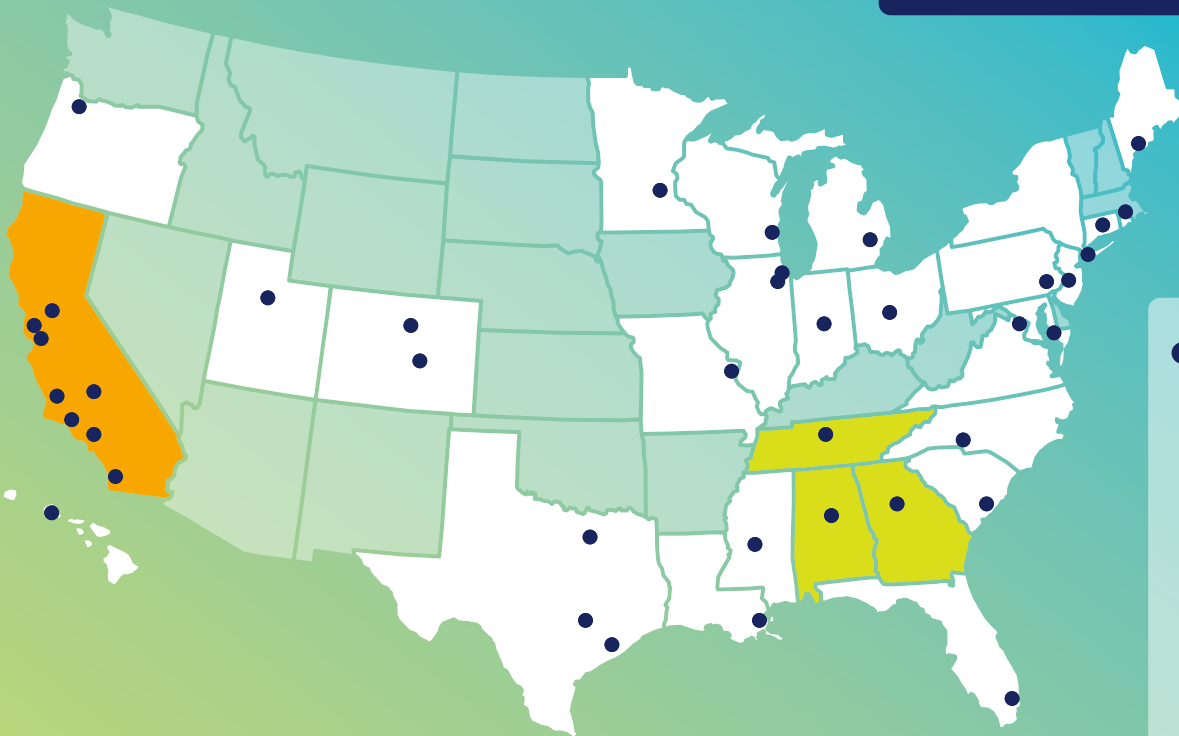
42 EV Education Events

\$1,390,504

Have an idea to collaborate with Electrify America?

[SUBMIT HERE](#)

Sponsorship Spotlights



- Denotes speaking engagement, event / program sponsorship, study sponsorship, leadership group, or membership

**This is a sampling of events and not a complete list as some were virtual or took place in multiple locations*

Plug In America: California Drive Electric Earth Day

Plug In America hosted six in-person events across California during their April Drive Electric Earth Day campaign to raise public awareness of EVs, increase community engagement with EV-knowledgeable dealerships and provide safe test drives or rides. Each event offered attendees the opportunity to test drive and ride in an EV, talk to EV owners and ask questions about their experience, and obtain EV 101 information and materials. Electrify America also sponsored several other Drive Electric Earth Day events around the country.

Alabama Clean Fuels Coalition: Alabama, Georgia, Tennessee Statewide Public Education Partnership

ZEV brand-neutral public education campaign geared towards boosting ZEV adoption. Campaign tactics included deploying existing and state-specific TV, radio and digital assets to target markets in Alabama, Georgia, and Tennessee, and supporting National Drive Electric Week events in each state through dedicated personnel.



Equity & Diversity

Accelerating EV Adoption By Building a Diverse and Responsible Business





Electrify America Employees Make a Difference

Volunteer and Donation Match Policies

Giving back to the community – both in our own backyards and as global citizens – is embedded in the Electrify America ethos. Beyond talking the talk, the company has formal practices that encourage and support employees making a difference through a donation of time or money, as outlined in the volunteerism and donation match policies. Specifically, every Electrify America employee is given two fully paid days a year for any type of volunteer activity. And the company will match donations made to an organization or cause of an employee's choosing, up to \$5,000. Understanding the opportunity and responsibility to enact positive change through collective action is a driving force behind who Electrify America is as a company and ongoing efforts to evolve in this space.



Volunteer Spotlight: Serving the Community While Building Community

In December 2022, 150 Electrify America employees joined together to participate in a [GENEROSITY FEEDS](#) event, preparing and packing 5,000 meals for low income/underserved children in the state of Virginia. Generosity Feeds is a national movement with local impact, feeding food-insecure children in every county across America. Spending a day outside the office with co-workers serving the local community exemplifies the type of company culture Electrify America strives to embody, where making a difference through direct action is not only encouraged but organized and celebrated.



It Starts With an IDEA: Employee Engagement Around Diversity

Electrify America steadfastly believes in diversity, equity and inclusion (DEI) in the workplace. To bring that mission to life in everything we do, the company formed the IDEA (Inclusion, Diversity, Equality, Awareness) Committee, an internal working group focused on the support and advocacy for better and equal outcomes for all areas of diversity and inclusion, including gender, race, sexual orientation, religion, and age. Specific committee focus areas include DEI employee education, inclusive culture, supplier diversity, corporate philanthropy and employee volunteering.





Supplier Diversity Survey

Supplier diversity has and continues to remain a top priority for Electrify America. To boost the company's ongoing commitment to engage with suppliers and contractors that reflect diversity across the board and promote inclusivity, Electrify America includes a survey as part of the onboarding package for any new company we are working with. The intent of the survey is to gather more detailed information related to diversity and inclusivity metrics from the expansive list of companies Electrify America does business with. The information gathered is used to inform and refine future outreach efforts and activities to potential new diverse suppliers and contractors about Request for Proposal opportunities and encourage greater participation by underrepresented groups, including certified veteran-, women-, and minority-owned businesses.

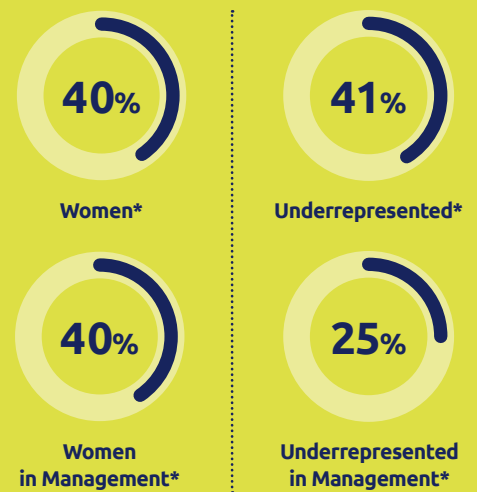
Inclusive Recruiting Efforts and Practices

To promote a more diverse workforce, Electrify America has developed and implemented a set of recruiting practices that promote career openings to traditionally underrepresented groups including women, racial minorities and members of the LGBTQ+ community. And beyond talent acquisition, Electrify America engages in retention and cultivation efforts to bring up the next generation of diverse managers and leaders across our business units.

As Electrify America continues to evolve in this space, setting meaningful and realistic hiring targets, evolving tracking mechanisms and employing additional practices to recruit and retain diverse and specialized talent will remain a top priority. By maintaining accountability and striving to exceed industry standards, Electrify America's workforce will continue to be more reflective of the talent pool, only serving to boost the company with the richness and experience of these diverse candidates.

Employee Metrics

Electrify America is committed to a diverse and inclusive workplace, which starts and ends with the people who put in the work on a daily basis. Through extensive, real-time workforce tracking and benchmarking practices, we constantly have our finger on the pulse of where we are and can make necessary adjustments to get us closer to where we want to be. While there is work to do, in 2022 Electrify America's breakdown of several key employee categories, specifically women and underrepresented groups, provides an important baseline as we expand our efforts to increase representation among these groups:



* in current full-time workforce

Responsible Marketing and Sponsorships

Marketing Diversity Guidelines

To ensure our marketing campaigns and materials reflect the rich and diverse characteristics of our audiences, Electrify America has developed a set of marketing diversity guidelines. Specific items include:

Working closely with talent agencies to secure diverse representation in race, gender, age, disability, etc.

Conducting sensitivity testing on advertising campaigns

Striving to use sustainably sourced material wherever possible

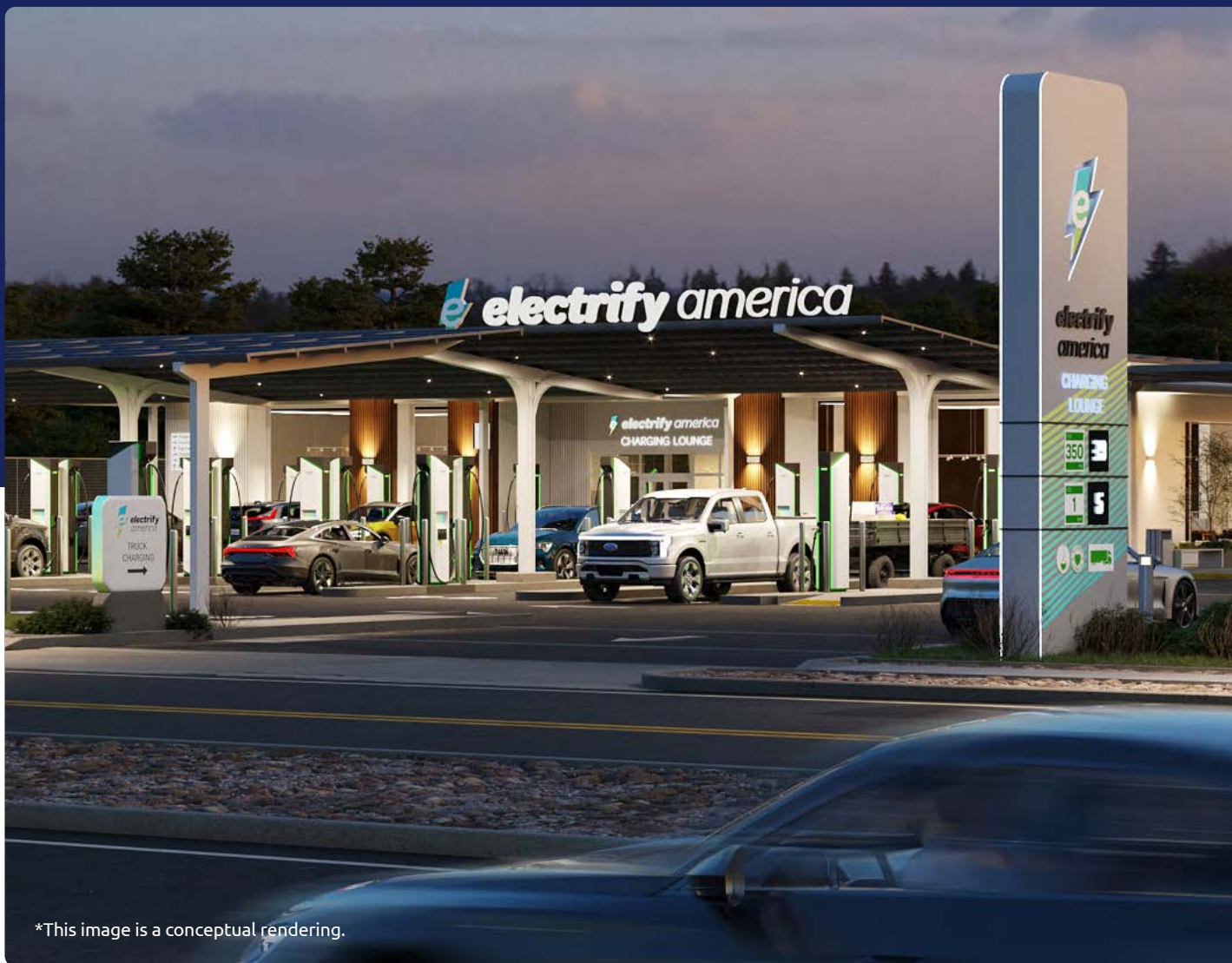
Sensitivity Study Spotlight: As Seen on EV Campaign

In October 2022, Electrify America launched a brand neutral educational marketing campaign "**AS SEEN ON EV**," to promote EV education and awareness among prospective new car buyers. To ensure the campaign reached a broad and diverse audience, all of the creative elements underwent sensitivity and effectiveness testing. Electrify America plans to incorporate this type of testing to inform future campaigns and meet the wide range of potential consumers where they are.



Enabling Electric Transportation

Accelerating EV Adoption By Rapidly Expanding America's Largest, Open Hyper-Fast Charging Network



*This image is a conceptual rendering.

Enabling Electric Transportation



Growing Our Business to Support Electric Vehicle Adoption and Access

Every day we continue to make progress against our commitment to more than double Electrify America's charging infrastructure to 1,800 sites and 10,000 Ultra-Fast chargers in the U.S. and Canada by 2026. We're not only investing in network growth, but also in new, game-changing technologies that will improve the charging experience for our customers. 2022 was a big year in bringing our vision of future charging stations to life. We shared designs for our vision of the 'charging station of the future,' that will transform the EV charging experience. These flagship stations will strive to create a customer oasis with Ultra-Fast charging that add design and comfort elements such as solar canopies and awnings, customer waiting areas and other customer-focused services at select locations. Additionally, we introduced our next generation charger already being installed across the U.S. with functional design updates to improve the hands-on charging experience for the customer. We can't wait to share more updates in the near-future as we continue to grow and better serve EV drivers across the U.S.

Boosting Our Footprint with Outside Investment

This year Electrify America announced a significant equity investment from global technology and electrification leader Siemens, as well as additional funding from Volkswagen Group. This marked the first external investment since the company was founded with Volkswagen Group's original commitment of \$2 billion through 2026. The \$450 million total new investment will further Electrify America's strategy and accelerate the growth of its Ultra-Fast coast-to-coast charging network, and these new equity investments provide Electrify America with a valuation of \$2.45 billion.

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Electrify America By The Numbers

Largest open DC fast charging network in the U.S. with charger speeds of up to **150 kW**, or **350 kW** for capable vehicles

More than **800 charging stations** with more than **3,500 chargers**

More than **320 charging stations** across California including 150 in low-income and disadvantaged communities

Charging agreements with **17 electric vehicle manufacturers**

Multiple cross-country charging routes and **several north to south charging routes** along the coasts and throughout the middle of the country, in addition to many other interstate options

Continues to grow the number of onsite, behind-the-meter battery energy storage systems to **more than 150 total**

Simplifying the Charging Experience with New Labels, Terminology and Design

Earlier this year, Electrify America took a big step forward in simplifying the charging experience for our customers, and the industry. The world of EV charging is full of a lot of unique, and often technical terminology to EV newcomers and existing customers alike. To make the charging experience more accessible and simplified for customers across the charging spectrum, we established two new power names – **Hyper-Fast for 350 kilowatt (kW) chargers** and **Ultra-Fast for 150 kilowatt chargers** – that will be made available to all charging providers to help set a universal standard. Usability testing and EV driver input led us to further improve the experience for customers, we are also adding more intuitive labels to guide use of the key features as well as QR codes to access information on EV charging and best practices.

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Enabling Electric Transportation



Supporting Growth through Electrify Commercial

Many experts believe that the next big opportunity in supporting emissions reductions in electric transportation is electrifying medium and heavy-duty trucks and commercial fleets, which is a major focus of the company through our Electrify Commercial division. In the last two years, Electrify Commercial has announced several large-scale projects with both public and private entities, including:

IKEA collaboration for Ultra-Fast public and fleet charging at over 25 retail locations

The Port of Long Beach and **4 Gen Logistics** to install electric vehicle charging stations with battery energy storage to serve electric drayage trucks

New York Power Authority and **Arizona Public Service** to build statewide charging infrastructure

NFI Industries on the nation's largest heavy-duty electric truck charging infrastructure project

Travel Centers of America to provide more than 200 charging stations with over 1,000 chargers



*This image is a conceptual rendering.



Making At-Home Charging Easy with Electrify Home

While a significant focus of Electrify America's mission has been around public charging, home charging continues to be how most EV drivers regularly charge their vehicles. Over the last two years we have launched and grown Electrify Home, offering home charging solutions such as the all-new Level 2 HomeStation™. The app-controlled, WiFi-enabled, ENERGY STAR-certified HomeStation™ offers up to 6.8x faster charging than Level 1 chargers, with 9.6 kW of available power at 40 amps. As we build out the Electrify Home business unit we will continue to offer solutions for home charging that will make the experience simple and convenient for our customers.



Enabling Electric Transportation



Center of Excellence Test Lab

Focus on Our Customers: Doubling Down on Network Quality and Reliability

Thousands of EV owners have come to rely on successful Hyper-Fast charging experiences at Electrify America charging stations across our network. Behind the scenes, Hyper-Fast EV charging is a very complex technological process. We work diligently daily to ensure a positive, reliable experience with every charge, but in our fast growth we know we haven't always been perfect. We are expanding rapidly to meet the needs of the growing EV driver population and e-mobility future, but quality and customer satisfaction today remain our top priority, and constantly improving our customer experience is something we are working on every single day. Some of those efforts include:

The Center of Excellence Test Lab: Many advances in EV charging technology were pioneered at our Center of Excellence (COE), where our technology team works to optimize the latest charging technology, build network updates, diagnose and solve issues and provide updates on the U.S. and Canada networks. The COE tests the charging capabilities of pre-production and prototype electric vehicles before their launch. The test lab is at the heart of our efforts to enhance the customer experience and anticipate the needs of the electric mobility future through innovation.

Roaming EV Test Fleet: The company deploys nine teams of inspectors who complete a full checklist to ensure our chargers will provide a quality experience to our customers. The inspectors utilize a fleet of electric vehicles to perform charging tests. In addition, they inspect the stations to ensure all equipment and aesthetics are in top working order, including the chargers themselves, power cabinets, transformers, lighting, EV charging parking stencil signage, and more. Our commitment to testing chargers through the roaming test fleet will continue and expand in 2023 to continuously test and support chargers throughout our coast-to-coast network.

Our 24/7 Network Operations Center: In addition to working to innovate future EV charging experiences, our Network Operations Center (NOC) has a team of engineers and software specialists keeping their fingers on what's happening today. This "mission control" operates around the clock, 365 days a year, monitoring U.S. and Canada network performance and addressing concerns in real-time.

The Customer Contact Center: Our focus on customer satisfaction can be found throughout our live operations, 24 hours a day. The Customer Contact Center is designed to address simple questions and more technical challenges to ensure our customers get what they need in real-time. Our contact center has linguists available to respond in 240 languages and dialects.



A Look Ahead

As we move forward in 2023 and beyond, we are confident and optimistic for continued EV industry growth and increased education and access to electric mobility for all. We are laser-focused on creating positive impact for all our stakeholders, rooted in our corporate social responsibility mission and investments.

As our company grows and evolves, so must our CSR strategy. We will continue to focus and expand work within our four CSR pillars, but will bring a new ESG (environmental, social, governance) focus to Electrify America’s planning, investing and reporting. This means more transparency, clear commitments and goals and increased rigor around corporate policies.

In addition to updates on our ongoing CSR efforts, specific actions to be included in future reporting and communications will include:

Electrify America’s alignment with the UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS:

Reporting progress and efforts across the five identified as most relevant to our business:

- #7 Affordable and clean energy
- #9 Industry innovation and infrastructure
- #11 Sustainable cities and communities
- #13 Climate action
- #17 Partnerships for the goals

A stronger emphasis on Board and management diversity: Increased prioritization of overall corporate diversity, equity and inclusion hiring and employee engagement best practices.

Measurement of our local economic impact: Showcasing the positive economic and social impact and job creation our business brings to states, municipalities and local communities



2022 Electrify America Corporate Social Responsibility Report

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