

REE Automotive LTD. Health & Safety Policy

I. Purpose

REE Automotive Ltd., and its subsidiaries (collectively, “we”, “our”, the “Company”, or “REE”) is committed to providing a healthy and safe work environment. The aim of this Health & Safety Policy (the “Policy”) is to protect and safeguard the health, safety, and welfare of the Company’s workforce, as well as the general public, whilst they are at or affected by its work. We expect all employees to hold themselves responsible for observing the safety and health rules, policies, practices, laws, and regulations that apply to their job and to take precautions necessary to protect themselves, fellow employees, our extended workforce, and visitors.

II. Scope

This Policy encompasses all REE employees, including those with part-time or temporary status, facilities, and operations. This Policy is also extended to include any visitors to REE’s facilities.

III. Policy

REE is committed to providing a healthy and safe work environment to ensure the success and longevity of our business. The following are some, but not all, of REE’s principles and procedures to manage the company’s health and safety matters:

A. Prevention

To prevent and reduce the occurrence of incidents and other cases of work-related ill health, REE is committed to the following:

- Integrating health and safety priorities into our business strategy and operations
- Defining roles and responsibilities for safety throughout the organization
- Identifying hazards and risks arising from all phases of our activities and eliminating those risks, or reducing them to the lowest practical levels
- Consulting and empowering our employees to take action on health and safety matters.

B. Training

REE provides every employee with health and safety induction training on our facilities and processes, which includes necessary warnings and appropriate instructions to enable them to carry out their work safely with minimum risk. REE also provides additional training and certification opportunities to employees relating to workshop spaces, product safety, fire hazards, and first aid response.

C. Risk Assessment & Emergency Response Preparedness

REE conducts risk assessments, environmental, health & safety audits, and external provider reviews to measure, identify, analyze, and act on any issues in order to maintain safe and healthy working conditions.

REE also has a number of emergency procedures implemented, including evacuation plans in case of fire or other significant incidents. REE's facilities conduct testing on emergency procedures regularly and make updates and improvements as working habits or conditions change. All of REE's facilities meet local and national health and safety regulatory requirements.

D. Monitoring & Oversight

REE consistently monitors health and safety metrics across our operations and actively communicates preventative and corrective actions being taken by management. REE's internal safety committee, consisting of the CEO, VP of Operations and Head of Quality, receives monthly updates on the company's health and safety matters and regularly communicates activities being undertaken internally.

Overall responsibility and oversight of REE's health and safety matters reside with REE's management team, who may delegate authority to the appropriate leadership teams of operations. This Policy is reviewed annually to ensure it remains relevant and appropriate to REE, and final approval lies with our CEO.

E. Communication & Reporting

REE ensures that our corporate policies are established and documented, and that the policies are available to all interested parties via our website. Our policies are communicated to all employees at all levels throughout our organization via training, regular internal communications, and reinforcement during performance reviews. REE also provides direction for ensuring employees at all levels are consulted for input on the planning, implementation, performance evaluation and actions for improvement of REE's Healthy and Safety Programs. REE is committed to consulting with employees and additional stakeholders routinely on health and safety matters as they arise.

If you would like to report a concern or identify a potential violation of this Policy, we encourage you to speak up. No matter how small the issue is, we want to hear from you. Complaints and concerns may be reported confidentially using the following:

- <https://www.whistleblowerservices.com/REE>
- to the employee hotline at 1-844-426-0140

Effective: June 1st, 2023