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## *Quality, Environmental, and Occupational Health & Safety Policy*

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As a designer and manufacturer of battery-electric and hydrogen-electric vehicles, electric vehicle drivetrains, vehicle components, energy storage systems, and hydrogen station infrastructure, Nikola is driven to revolutionize the economic and environmental impact of commerce as we know it today. Our commitment to safety, quality, the environment, and to the continual improvement of everything we do is the key to our organization and is evident in our mission and core values.

We aim to implement this policy by adopting the following principles and practices:

- Keep everyone safe by reducing and eliminating workplace hazards and establishing guidelines to reduce health and safety risks for our workforce and all our stakeholders.
- Delivering high quality products to our customers as expected, when expected.
- Understanding and adhering to the laws, regulations, and requirements of our stakeholders.
- Communicating our safety, quality, and environmental expectations to the Nikola workforce and our stakeholders.
- Establishing metrics that measure and monitor the effectiveness of Nikola's integrated management system and serve as a foundation for continual improvement.
- Creating a workplace environment where employees are empowered and encouraged to act as owners of the organization, to foster behaviors that drive efficient processes, continual improvement, and positive attitudes toward safety, quality, and the environment.
- Advocating that our supply base and customers adopt values and principles that support responsible safety, quality, and environmental practices.
- Establishing guidelines for the sustainable use of resources and to reduce and prevent environmental pollution during all phases of product and process design, development, manufacturing, and general business operations.
- Establish accountability forums to regularly report and review our performance against our metric objectives as we work to transform the transportation industry, improve lives, and leave the world a better place.

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## *Drive Forward, Move Fast, Work Outward, Act as Owners*

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DocuSigned by:  
*Mark Russell*  
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Mark Russell – Chief Executive Officer