

ENERGY VAULT POLICY

SAFETY STATEMENT AND GOALS

Energy Vault recognizes the safety and health of our employees, including contractors and other individuals working under our supervision, is one of our most important business considerations. Energy Vault believes that no task is so urgent that it must be performed in a dangerous manner. No Energy Vault employee will be required to do a job that they consider unsafe. The company complies with all statutory, regulatory, and industry workplace safety and health requirements and maintains occupational safety and health standards that equal or exceed the best practices in the industry.

Energy Vault values different perspectives. A safety committee consisting of management and employee representatives will be established to identify hazards and unsafe work practices, remove obstacles to accident prevention, and help evaluate the company's effort to achieve an accident-and-injury-free workplace.

Energy Vault pledges to do the following:

- Strive to achieve the goal of zero accidents and injuries.
- Provide mechanical and physical safeguards wherever they are appropriate.
- Conduct routine safety and health inspections to find and eliminate unsafe working conditions, control health hazards, and comply with all applicable safety and health requirements.
- Provide initial and recurring training to all employees in safe work practices and procedures.
- Provide employees with necessary personal protective equipment and train them to use and care for it properly.
- Enforce company safety and health rules and require employees to follow the rules as a condition of employment.
- Investigate accidents to determine the cause and prevent similar accidents.

All employees share responsibility for a safe and healthy workplace.

- Management is responsible for preventing workplace injuries and illnesses and will consider all employee suggestions for achieving a safer, healthier workplace. Management also will keep informed about workplace safety-and-health hazards and regularly review the company's safety and health program.
- Supervisors are responsible for supervising and training workers in safe work practices.
- Supervisors must enforce company rules and ensure that employees follow safe practices while working.
- Employees are required to participate in safety and health program activities including immediately reporting hazards, unsafe work practices, and accidents to supervisors; inspecting, caring for, and correctly wearing required personal protective equipment; and participating in and supporting safety and health programs and improvement initiatives.

Some aspects of the work performed include inherent risks. It is the responsibility of Energy Vault and all of its employees to ensure risks are identified, and that supervisors and management take necessary actions to eliminate the hazard; or, if hazard elimination is not possible, that adequate engineering, administrative, or other protections are implemented to mitigate the hazards. Energy Vault will not tolerate any retaliation, ridicule, or retribution for reporting a safety hazard or stopping work someone believes to be unsafe.