2025 Sustainability Report

Transforming the way we power our world

FLUENCE®

A Siemens and AES Company

Contents

Throughout this report, we identify topics where our work aligns with the UN SDGs using icons like this. Read more on page 62.

About this Report

This report presents the annual sustainability strategies, objectives, progress, and data for Fluence Energy, Inc. The content in this report reflects activities from our 2025 fiscal year, October 1, 2024 to September 30, 2025, unless otherwise stated. We measure and report on activities within our operational control, including leased offices and laboratories, customer sites where we manage engineering, procurement, and construction (EPC), and core-only sites where Fluence provides equipment and supports its functionality.

This report was prepared in alignment with globally recognized sustainability frameworks, including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDGs). This report also is used for our annual obligation to submit a Communication on Progress (CoP) to the UN Global Compact (UNGC), of which we have been a signatory since 2023. Our greenhouse gas (GHG) Scope 1 and 2 emissions were verified in conformance with ISO 14064-3: 2019, by SCS Global Services to a limited level of assurance. Our disclosures to the aforementioned frameworks, as well as our GHG verification statement, can be found in the Appendix of this report. We separately contribute disclosures via CDP and EcoVadis which can be accessed via their respective portals.

Questions or feedback about this report are welcome and can be shared with our ESG team at esg@fluenceenergy.com.

Introduction

Message from the CEO

Fiscal year 2025 marked a period of profound evolution for the global energy landscape.

As markets shifted and policies continued to evolve, organizations around the world were challenged to balance immediate pressures with long-term priorities. At Fluence, our response to this volatility was straightforward: we stayed the course. Sustainability is not a set of initiatives we pursue only when conditions are favorable; it is the core of our business model and the reason we exist.

Our mission—to transform the way we power our world—has never been more urgent. Across the globe, energy systems are becoming increasingly complex as electricity demand rises to meet the needs of a modern, data-driven economy. From the integration of renewable energy to the surging power requirements of the digital infrastructure supporting artificial intelligence, the need for reliable, flexible, and resilient grids grows stronger every day. Energy storage is important to meeting this need, and Fluence is proud to play a critical role in enabling it.

Over the past year, we remained focused on strengthening our fundamentals so that we can meet this growing demand with speed and scale. We sharpened our operations, enhanced the efficiency of our products, and deepened our global partnerships. Together, these efforts have made us a more agile and resilient company—one that is better positioned than ever to capture the immense opportunities of the energy transition and deliver our technology more sustainably.

This commitment is also reflected in the significant progress we made within our own sustainability program. Highlights from our work in fiscal year 2025 include:

- **Deepened our climate accountability** by establishing our first baseline for Scope 1 and 2 greenhouse gas (GHG) emissions, creating a clear metric for our own operational progress.
- **Increased our transparency on climate strategy** by completing our second report aligned with the Task Force on Climate-related Financial Disclosures (TCFD), offering stakeholders greater insight into our long-term resilience.
- **Gained industry recognition for our growing sustainability program** in our first EcoVadis assessment, where we earned a Commitment Badge for our demonstrated progress and transparency.
- **Saw our global impact validated at the highest level** by Corporate Knights, which honored Fluence as the #1 most sustainable corporation in the U.S. and ranked us #4 worldwide in recognition of the momentum and scale of our work.

These accomplishments are the direct result of collective effort. Our employees bring ingenuity to every challenge, our customers trust us with some of the world's most critical infrastructure, and our suppliers collaborate with us to raise standards across the entire industry.

Looking ahead, our sustainability roadmap, outlined in this report, provides a clear direction for continued progress. We remain focused on strengthening transparency, improving environmental performance across our value chain, and advancing responsible and resilient business practices.

I am deeply proud of what we accomplished in 2025, a year that tested the resolve of our entire industry. More importantly, I have never been more confident in the foundation we have built or in the direction we are headed.

Thank you for being part of this journey.

– Julian Nebreda
President and Chief Executive Officer, Fluence

About Fluence

Fluence is a global market leader delivering intelligent energy storage systems, services, and asset optimization software.

Our solutions and operational services are helping to create a more resilient grid and unlock the full potential of renewable portfolios. With gigawatts of projects successfully contracted, deployed, and under management across nearly 50 markets, we are transforming the way we power our world for a more sustainable future. Fluence is a publicly-listed company on the Nasdaq stock exchange under ticker symbol FLNC and is headquartered in Arlington, Virginia, USA.

Our Mission

Our mission is to transform the way we power our world for a more sustainable future. Through our advanced energy storage ecosystem, we provide the flexibility not only to meet today's rising energy demands but also to modernize power grids for the challenges of tomorrow. By seamlessly integrating renewables at scale and optimizing a diverse range of energy assets, we help ensure that power is reliable, accessible, and secure. With a proven legacy of successful deployments across the globe, our commitment to innovation delivers enduring value and propels the global transition to a cleaner, more abundant energy landscape for generations to come.

"Sustainability shapes how Fluence operates and grows. It brings discipline to our decision-making, supports effective risk management, and positions us to build a company focused on long-term value creation."

– Ahmed Pasha
Chief Financial Officer, Fluence

Our Values

Leading
We are pioneers, driven to accelerate the modernization of our energy networks and help our stakeholders navigate the rapidly evolving energy landscape.

Fun
We find fulfillment in transforming a fundamental part of society and use our creativity and diversity to effect change.

Agile
We adapt and learn continuously from the market, our customers, and each other.

Responsible
Safety, honesty, and integrity are paramount in everything we do and we conduct ourselves accordingly.

Our Stats

46 GWh
of energy storage

273
energy storage projects

48
markets

34 GW
of AI-optimized renewables and storage

$2.3 B
revenue

Our Fiscal Year 2025 Highlights & Recognitions

Australian Clean Energy Council Award

Recognized for equity, inclusion, and diversity at the Liddell Battery Project.

Energy Storage Awards

Honored with System Integrator of the Year, Product of the Year, and other top industry awards.

S&P Global Tier 1 Cleantech Company

Named a Tier 1 energy storage supplier for market presence, scale, and financial performance.

Newsweek's America's Greatest Companies

Included in the 2025 ranking for excellence in financial strength and innovation.

Fortune 1000

Named to the 2025 list, ranking the largest U.S. companies by annual revenue.

Corporate Knights Global 100

Ranked #1 in the U.S. and #4 globally on the 2026 list of most sustainable corporations.

EcoVadis Commitment Badge

Completed first assessment and was awarded for our demonstrated commitment to sustainability achievements.

GHG Emissions Baseline

Established Scope 1 & 2 emissions to transparently track and reduce our carbon footprint.

CDP Disclosure Score

Improved our score by a full letter grade, enhancing transparency on climate issues.

Climate-Related Financial Disclosures

Completed a TCFD-aligned report on our climate strategy and risk management.

Our Sustainability Strategy

Sustainability is in Fluence's DNA.

As a leading provider of battery energy storage systems, our product and service portfolio supports a more reliable, resilient, and sustainable energy system by enabling the integration of renewables, strengthening grid stability, and helping meet rising electricity demand. Our solutions provide critical flexibility across the power system, supporting all types of generation while advancing the transition to a lower-carbon future.

Nonetheless, we recognize the impact our business and operations have on the environment and people—from the materials used in our products to the communities where they are installed. We take seriously our efforts to mitigate potential negative impacts, while continuing to innovate products and services to transform global energy systems. Our vision is to lead the energy storage industry in accountability and transparency through sustainability action.

Our approach to sustainability is grounded in data-driven accountability and transparency. Alongside our materiality assessment, data about our impact enables us to evaluate our business holistically and prioritize sustainable practices across every aspect of our operations—from the engineering of our energy storage solutions to supply chain management. We work proactively to identify and act on opportunities to reduce adverse impacts across key material areas. We have organized these opportunities into three key pillars and one cross-cutting theme:

Our Fiscal Year 2025 Sustainability Pillars

Responsible Sourcing

Our products require materials that are globally sourced which has environmental and social implications. To address these impacts, we have a robust supplier compliance and auditing program in place which helps us manage risks and monitor conditions.

Sustainability

From how our materials are sourced to protecting communities where our products are installed, we seek to safeguard our employees, local residents, and biodiversity in the areas where we operate.

Product Longevity & Circularity

Extending the lifespan of our products reduces the need to extract virgin resources, improves customer experience, and can reduce overall costs.

Data-Driven Improvement

We aim to base our interventions on data. We have our approaches validated by third-party experts.
We regularly assess our approaches and endeavor to expand our data collection and transparency efforts.

Our Sustainability Roadmap

While we have made significant strides over the last four years, we view our sustainability commitment as an evolving journey. Our multi-year plan, detailed to the right, outlines the steps we plan on taking to continue advancing a more sustainable energy storage industry, across our strategic pillars. We intend to set sustainability goals, including an emissions reduction target, by the end of fiscal year 2028.

From seeking to reduce emissions and enhance resource efficiency to promoting circular economy principles, every initiative we undertake reflects our vision of a sustainable energy future. This future is one where innovation in energy storage not only transforms the grid but also defines new standards for environmental responsibility.

Pillar	Achievements to date	Fiscal year 2026 – fiscal year 2027	Fiscal year 2028 – fiscal year 2029	Target (by end of fiscal year 2030)
Sustainability	• Executed TCFD-aligned climate risk assessment • Disclosed to CDP and EcoVadis • Conducted double materiality assessment • Joined UNGC • Assessed biodiversity risk at operations and EPC sites using WWF Risk Filter tool	• Develop and evolve decarbonization strategy • Expand ISO 14001-certified EMS • Assess water risk at operations and EPC sites using WWF Risk Filter tool	• Report in accordance with CSRD for relevant portions of the business • Set emissions reduction targets and other sustainability goals • Expand biodiversity & water risk assessments to include supply chain	• Report on emission reductions progress
Responsible sourcing	• Responsible sourcing framework developed and implemented for key strategic suppliers • Expanded list of conflict minerals audited	• Explore ways to reduce embodied carbon, water, and waste in products and packaging	• Prioritize and initiate actions to reduce embodied carbon, water, and waste in products and packaging	• Reduce embodied carbon water, and waste, in products and packaging
Product longevity & circularity	• Completed Fluence's first product life cycle assessment (LCA) and product carbon footprint (PCF) of Gridstack Pro 5000 • Issued global Battery Recycling Policy	• Develop carbon footprint declarations • Develop environmental product declarations (EPD) for Gridstack Pro 5000 and Smartstack	• Lead industry on circular economy for energy storage	

Our Material Topics

We completed our first company-wide materiality assessment in Fiscal Year 2022. To deepen our understanding, we conducted a double materiality assessment in 2025 of our German operations, Fluence Energy GmbH (see matrix in Appendix). Double materiality considers both our company's impact on the environment and society, as well as the impact of the environment and society on our company's financial wellbeing. As such, the assessment differs from that used under other standards and regulatory regimes. For more information, refer Forward-Looking Statements & Disclaimers.

Our materiality assessment identified the following five topics as key impact areas for Fluence Energy GmbH:

- Biodiversity loss and ecosystem impacts
- Climate change mitigation
- Air pollution
- Sustainable sourcing
- Working conditions and worker rights

The actions we are taking to address each of these issues, as well as other key sustainability topics for our company and industry, are discussed in the pages of this report.

We aim to reassess this list of topics and expand its scope to include Fluence's global operations in the next two to three years to support the accuracy of our sustainability efforts.

Our Products and Solutions

Our Portfolio

Fluence's energy storage solutions and asset optimization software play a critical role in decarbonizing the grid and delivering the reliability that modern power systems require.

Our integrated ecosystem of products, services, and optimization software delivers comprehensive solutions across a diverse range of energy storage and renewable energy applications. By providing a reliable, flexible bridge between supply and demand, our storage technology modernizes the power grid, delivering a resilient and stable system capable of navigating extreme weather and increasing operational complexity. Furthermore, these systems play a pivotal role in buffering the intermittency of solar and wind power, which facilitates the seamless integration of renewable generation into the global energy mix.

We offer a range of factory-built, configurable systems—from our latest innovation, **Smartstack™**, to our **Gridstack Pro™**. These solutions feature advanced safety systems and integrated controls designed to meet the world's most rigorous grid requirements. As a uniquely flexible asset with no minimum load requirements and zero direct emissions, our storage solutions can be deployed nearly anywhere to improve generator efficiency and overall project economics.

Central to every deployment is **Fluence OS**, a fully integrated controls system proven by millions of operating hours across our global fleet. This adaptive platform maximizes profitability and eliminates redundant software costs through secure, plug-and-play integration with our broader digital suite. By offering a diverse range of market dispatch applications—such as frequency regulation, voltage support, and peak shaving—Fluence OS allows operators to streamline market participation and maximize revenue across a variety of grid services.

To further enhance financial and operational outcomes, our AI-powered optimization tools, **Nispera™** and **Mosaic™**, provide sophisticated asset management and automated trading capabilities. Nispera improves the value of solar, wind, hydro, and storage portfolios from any provider by moving beyond traditional monitoring into AI-driven performance optimization. Complementing this, Mosaic utilizes machine learning to automate bidding and trading strategies, empowering users to deploy more clean energy while increasing ROI and reducing risk within complex energy markets.

Innovation Milestone

Smartstack: Intelligence-Driven Infrastructure for a Resilient Grid

The global energy sector is in the midst of unprecedented transformation. With surging electrification, aging infrastructure, and the record demand from energy-intensive technologies like artificial intelligence, the need for advanced energy solutions has never been greater. Energy storage stands as the linchpin of this transition, and to meet the moment, these solutions must continuously evolve in scale, density, and flexibility.

Launched in February 2025, Fluence Smartstack represents a breakthrough in energy storage technology, designed specifically for this new era. Featuring a patent-pending architecture that increases energy density by approximately 30% compared to traditional AC configurations, Smartstack enables greater capacity within existing project footprints and unlocks previously constrained sites for development. This modular design not only enhances fleet performance and long-term operational efficiency but also reduces project execution complexity.

Smartstack embodies a bold new direction for energy storage—one that is compact, flexible, and built to scale with the future of the grid. Paired with Smart Service Plans and industry-leading safety and cybersecurity measures, it is engineered for exceptional reliability. Designed with future-proofing in mind, including support for multiple battery chemistries, Smartstack is poised to lead the global shift toward clean, reliable power—anytime and anywhere it is needed.

Case Study

Delivering Power During Wartime

In Ukraine, energy is more than a utility; it is a matter of national survival. As the country endures ongoing conflict and repeated attacks on its infrastructure, maintaining the power grid has become a profound act of resilience. Because homes, hospitals, and schools depend on a stable power supply amid daily threats, the strength of the grid has become directly synonymous with the strength of the nation.

To address this critical need, DTEK Group, Ukraine's largest private energy provider, partnered with Fluence. Together, we developed a nationwide portfolio of battery energy storage systems designed to reinforce and stabilize the electricity network. Completed in September 2025, the project delivers 200 MW / 400 MWh of storage capacity, making it the largest energy storage deployment in the country at the time of its commissioning.

Launched under DTEK's #FightForLight campaign, the entire portfolio was built in just six months. This aggressive timeline ensured the systems were online before the onset of winter—a feat that would be ambitious in peacetime and is exceptional during war. By utilizing an innovative remote commissioning model and providing specialized training for local engineers, the project not only met urgent deadlines but also built lasting technical expertise within Ukraine. These systems are now capable of providing backup power to approximately 600,000 homes—roughly half the households near Kyiv—helping to prevent blackouts and significantly reducing restoration times after grid disruptions.

The DTEK-Fluence portfolio demonstrates how international cooperation and cutting-edge technology can create a decentralized, sustainable, and resilient energy future to serve humanitarian needs, even under the most challenging circumstances imaginable.

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Services

As energy storage fleets scale and asset technology grows increasingly sophisticated, the service needs of these systems must evolve in parallel. Shifting regulatory environments and dynamic grid service requirements demand more than routine maintenance; they call for comprehensive fleet management, intelligent operations, and proactive controls and software updates to enable market compliance throughout an asset's full lifecycle. Alongside these operational needs, tailored capacity management plans are essential to reducing market risk and navigating technological uncertainty in alignment with each customer's broader strategy.

Fluence addresses this full spectrum of service needs by combining over a decade of energy sector expertise with flexible, right-sized service plans—including Smart Service Plans for Smartstack, which carry industry-leading performance guarantees, and Fluence Service Plans for all other solutions—delivered by skilled technicians dedicated to maximizing the performance, reliability, and safety of every asset we support.

What Fluence services bring to energy storage assets:

Guarantees

Safeguard asset revenue potential over project life with degradation, capacity, and availability guarantees.

Spare Parts

Support system availability by storing operating spare parts onsite or subscribe to parts in regional warehouses.

Warranties

Limit your exposure to unforeseen O&M costs of your system and receive extensive claims support.

Optimization Services

Maintain equipment in optimal operating condition with various maintenance and remote diagnostic services.

Professional Services

Provide comprehensive training delivered by experienced service representatives online or in-person.

Recycling & Decommissioning

Facilitate sustainable, end-of-life management of energy storage systems with certified recycling, safe disposal, and site restoration.

Product Safety

Safety is the foundation of everything we build.

Our approach to safety focuses on two essential goals: being a responsible neighbor to the communities that host our projects and building the most reliable, secure systems possible for our customers.

We design our energy storage solutions are engineered as fully integrated systems with safety as a core principle, embedded across every layer of hardware and controls. Each system is equipped with 24/7 remote monitoring and control capabilities to maintain constant oversight and enable a rapid response. To meet and exceed industry standards, we design our systems to comply with UL and IEC requirements at all levels, including UL1973, UL9540A, IEC62619, IEC61508, and NFPA 855. We reinforce this commitment through rigorous qualification and certification processes across hardware components and subsystems, working alongside leading suppliers to uphold the highest standards of quality.

Fire Safety

As a pioneer in deflagration and large-scale fire tests that have helped define safety standards since 2022, Fluence is committed to advancing fire safety. We conduct rigorous testing to provide the highest level of protection for our systems and stakeholders.

Our systems integrate advanced safety features, including incipient gas detection, fault detection, and deflagration panels, which work together to prevent, detect, and contain thermal events. In the unlikely event of an incident, these measures are designed to minimize impact, reduce potential damage, and shorten downtime. In fiscal year 2025, we continued this benchmark-setting work by completing fire testing for our Gridstack Pro 5000 solution.

In addition to validating fire containment, Fluence has taken the lead to exceed industry standards by collecting gas data during large-scale fire testing and conducting product-level plume modeling. This analysis is used to better understand the composition and dispersion of smoke and gases generated during such events. The results help inform safety guidelines for permitting authorities and first responders , with the goal of aligning emergency response measures with real-world conditions.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Cybersecurity

Our battery energy storage solutions are designed and evolved with cybersecurity as a core principle. We integrate cybersecurity across the product lifecycle, including risk-based supply chain assessments, secure development practices, and controlled deployment and operations. Cybersecurity risks are continuously assessed and managed throughout development and operations to ensure our systems remain stable, recover quickly, and operate safely. In addition, our team is actively integrating a cyber-informed engineering approach into product development, so digital failures cannot escalate into safety, grid reliability, or environmental impacts. In summary, we continue to improve cybersecurity practices to enable reliable, resilient energy infrastructure over decades of operation.

Community Safety

We recognize the broader relation with the communities directly and indirectly impacted by our energy storage systems. We offer no-cost first responder training programs to equip emergency personnel with the knowledge required to handle lithium-ion battery storage systems effectively. This comprehensive training covers system design, potential failure modes, hazard mitigation, and post-alarm clearing procedures to instruct how to safely approach assets. In fiscal year 2025, we trained first responders across seven U.S. states.

Our instructor-led program is accessible both virtually and in-person, ensuring inclusivity for emergency response departments across all regions where we operate. Upon completing the training, first responders gain enhanced abilities to identify potential system failures, assess hazards, and mitigate safety concerns. In 2025, we also began working with communities to develop site-specific emergency action and response plans to further prepare local fire departments and emergency workers to respond in a crisis.

Additionally, we collaborate closely with local communities to streamline permitting processes, addressing concerns and supporting alignment with local safety standards.

Educating First Responders

Across two days in August 2025, we presented to over 40 county personnel specializing in Emergency Medical Services (EMS) and hazardous materials in San Diego County, CA. As part of Fire Safety Day, we provided training on system plume analysis for Gridstack Pro 2000 and 5000 models, helping local emergency workers understand our technology and be better prepared to act in a crisis.

11 SUSTAINABLE CITIES AND COMMUNITIES

Product Sustainability

While our energy storage systems are designed for a 20-year-plus operating life, we are taking proactive steps to enhance their sustainability from design through end-of-life.

Remote Monitoring Reduces Physical Maintenance Trips

Historically, routine maintenance or system repairs required dispatching a service team to a project site. Now, with expanded remote monitoring capabilities, many issues can be assessed digitally, reducing the need for site visits. These tools allow teams to evaluate equipment performance remotely, determine whether an alert requires on-site intervention, and prioritize physical visits only when necessary. As a result, remote monitoring can help reduce travel-related logistics and associated greenhouse gas emissions by avoiding trips, including those driven by false or non-critical alerts.

Efficiency is integral to this objective. Our energy storage systems work to deliver superior performance, optimizing energy usage and reducing waste across diverse applications, such as frequency regulation, peak capacity management, and renewable integration. We completed our first-ever product lifecycle assessment (LCA) on Gridstack Pro 5000 and plan to publish an environmental product declaration (EPD) once finalized.

The majority of our energy storage products have a round-trip efficiency rating of at least 94%. The lithium batteries within them are also 100% recyclable by commercial facilities.

Looking ahead, we plan to launch a Product Passport that will track the environmental and social footprint of our products, from the raw materials used to end-of-life management.

Battery Recycling

Eventually, all batteries are rendered unusable, whether by reaching their conventional end-of-life or by becoming damaged. In line with our Battery Recycling Policy, we work with battery recyclers and decommissioning partners around the world—a network we continuously expand—to take these batteries from our sites and customer sites and process them into their raw and reusable elements at end of life. In areas where recycling infrastructure is lacking, we work to coordinate shipment of batteries to where they can be recycled.

Looking ahead, we also see the potential for second-life applications, where our systems could continue providing value even after their primary use. Read more about our approach to circular economy in Environment.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Environment

Environmental Stewardship

We recognize that advancing energy storage alone is not enough. We also strive to minimize our own environmental footprint across our facilities, projects, and products.

This is why we examine our impact across the lifecycle—from product design and material sourcing to operational management and end of life. We pursue excellence by following ISO 14001 guidelines for our Environmental Management System (EMS). Our Testfield in Erlangen, Germany has been ISO 14001 certified since 2019. We intend to complete certification for our other sites in the coming years.

We also maintain a robust set of environmental policies to promote responsible operations and promote high standards of performance. These policies are revisited from time to time to reflect their application in the real world. All Fluence employees receive training on our entire environmental program, including our ISO 14001 certification and policy portfolio, during onboarding and regularly through refresher trainings. Fluence employees are also trained on environmental topics during our monthly all-hands safety meeting.

Our Environmental Policies

Battery Recycling Policy – promotes responsible end-of-life management for battery modules across all Fluence-managed and customer-authorized sites throughout the world.

Biodiversity Management Policy – promotes environmental stewardship along landscapes at/adjacent to Fluence-managed locations, including large-scale battery energy storage system installations, in order to protect biodiversity.

Dust Abatement Policy – outlines standards and procedures to minimize dust generation from construction operations that may otherwise harm site personnel, nearby communities, and the surrounding environment.

Global Environmental Policy – establishes our commitment to ISO 14001 environmental stewardship standards across our operations and value chain.

Invasive Plant Species Management Policy – outlines strategies to prevent and manage the introduction of invasive plant species at Fluence locations in order to protect the biodiversity of their surrounding landscapes.

Noise Pollution Policy – presents procedures to mitigate construction noise pollution that can impact the health and welfare of people and the natural environment, consistent with the EU Environmental Noise Directive and the U.S. Noise Control Act.

Spill Prevention & Response Policy – consistent with standards from the U.S. Occupational Safety and Health Administration and the EU Agency for Safety and Health at work, this policy indicates required prevention and response procedures in the event of the spill or release of a hazardous material.

Stormwater Pollution Prevention Policy – in accordance with standards from the EU Water Framework Directive and the U.S. National Pollutant Discharge Elimination System, this policy describes best management practices to prevent pollution, sedimentation, and erosion that may result from stormwater runoff.

Waste Management Policy – outlines comprehensive procedures for the responsible disposal and management of waste and recycling across all Fluence locations and operations globally.

Wildlife Management Policy – establishes expectations for safe and responsible practices regarding wildlife encounters at Fluence locations.

Blue policies = new in fiscal year 2025

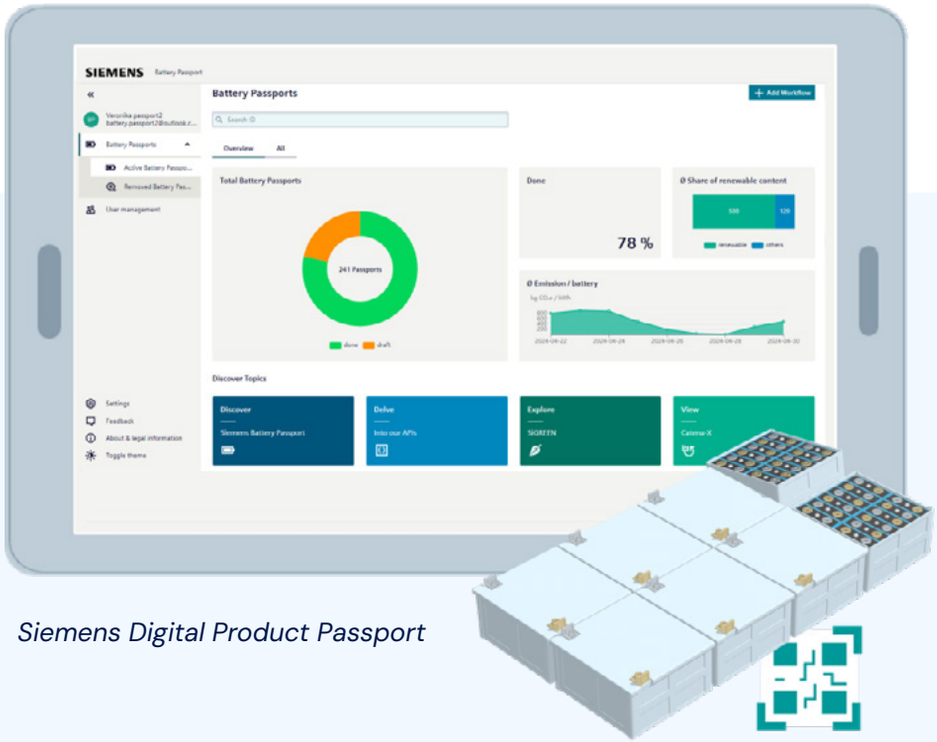
Our environmental stewardship approach extends across all Fluence operations. It encompasses our offices and laboratories, as well as customer sites where we manage an array of services ranging from engineering, procurement, and construction (EPC) to product delivery and ongoing product support after projects are completed, as standard elements of our long-term service offerings.

Fluence's entire operational footprint is leased, which limits the amount of control we have over the utility vendors we work with, services we can procure, and primary data we can source. Nonetheless, we manage our environmental impact to the extent possible. For example, we work with our property managers to acquire utility data for our electricity and water usage and waste generation. These efforts improve the accuracy of our GHG accounting and enable us to identify opportunities for reductions. In fiscal year 2025, we occupied 26 facility locations, of which 18 shared primary utility data.

With our EPC projects, we have greater control over how waste and water are managed. We prioritize recycling construction materials, as well as tracking and responsibly discharging water.

With our products, we are working with Siemens, to develop a Digital Product Passport that will track environmental impact across the entire product lifecycle. Read more about this in Products & Solutions.

Just as with health and safety matters, when there is an environmental incident at a Fluence-managed location, site personnel must submit a Corrective and Preventative Action (CAPA) report within 12 hours of the incident. The CAPA process at Fluence follows the industry standard 8D methodology for creating a team, identifying causes and actions, and preventing recurrence.



Siemens Digital Product Passport

8D Methodology

Developed by the Ford Motor Company in the 1980s, the 8D Methodology is now an industry standard approach to identify and correct recurring problems in operations. The process supports continuous improvement by pinpointing and eliminating root causes of inefficiencies.

D1. Establish a team

D2. Define problem
Define what, where, when, how many; include chronology of events/timeline

D3. Containment actions
Implement immediate actions to contain and control the problem

D4. Root Cause Analysis
Identify the causes that explain why the problem occurred

D5. Corrective Actions
Define corrective actions to eliminate the root cause

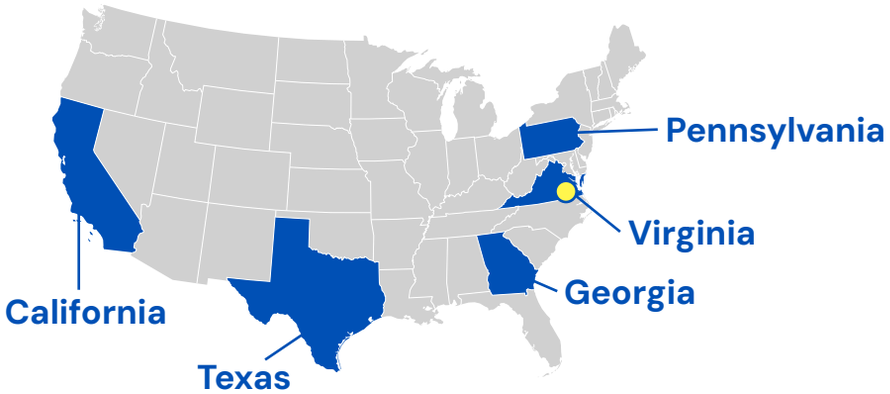
D6. Verify Effectiveness
Define verification actions to validate corrective actions effectiveness

D7. Systemic Preventive Actions
Define actions to prevent recurrence

D8. Team Recognition
Recognize the collective effort of the team

Our Facilities

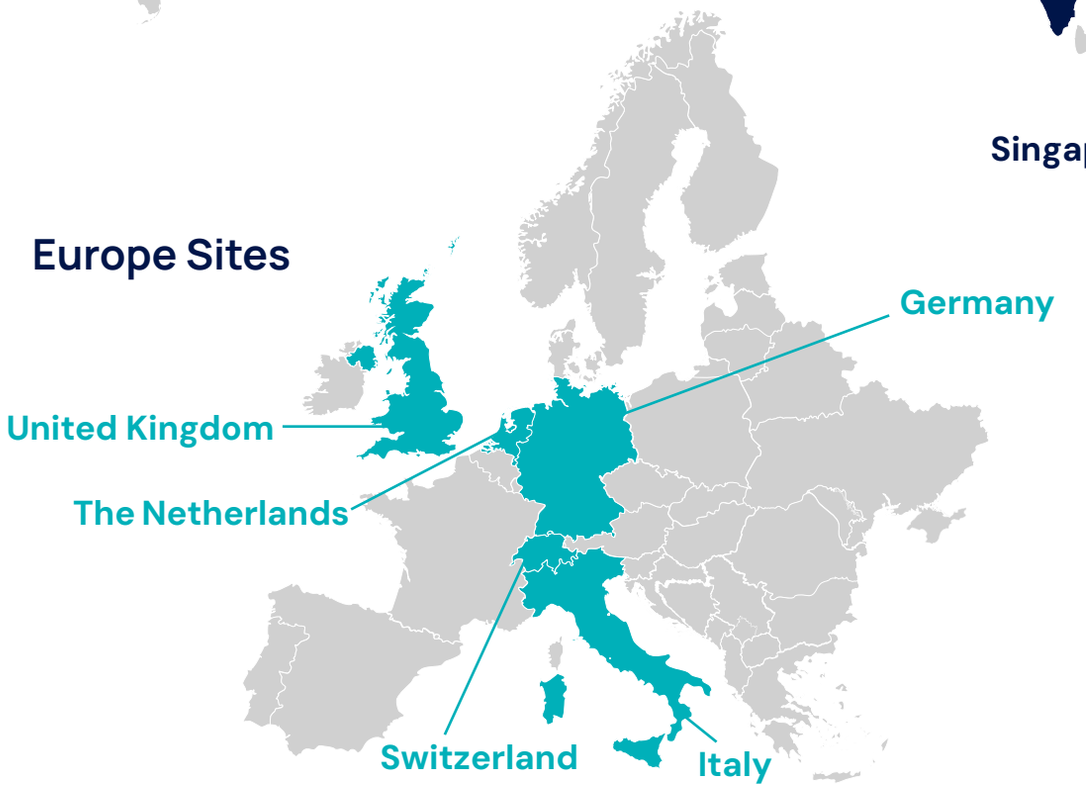
U.S. Sites



Headquarters –
Arlington, Virgina

Asia Pacific Sites

Europe Sites



Climate & Energy

As a company committed to supporting the global transition to low-emissions energy sources, it is important to us to also measure and continuously mitigate the emissions from our own operations.

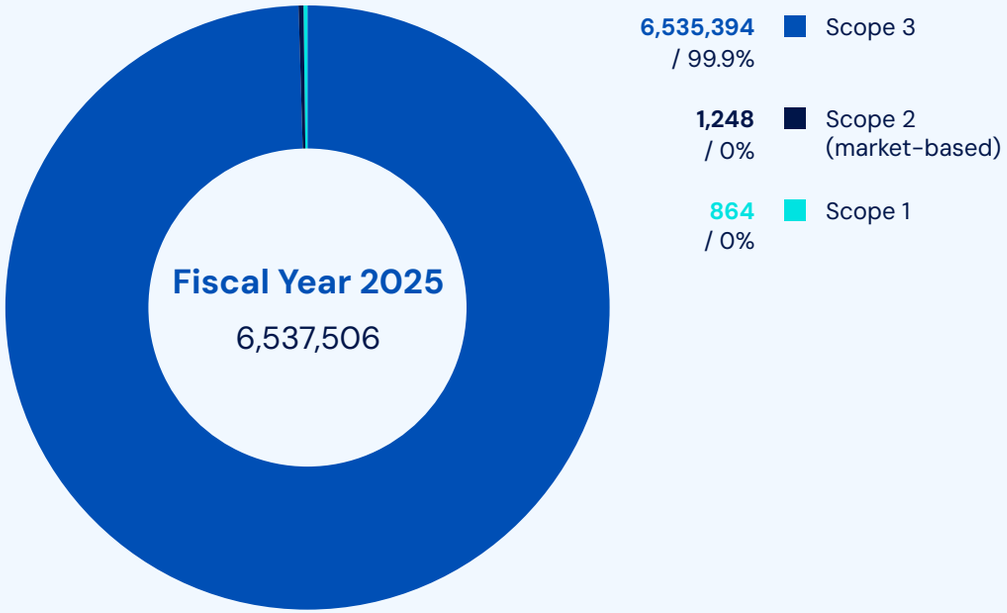
We carry out an annual inventory of our Scope 1, 2, and 3 Greenhouse Gas (GHG) emissions. Scopes 1 and 2 are validated by a specialist third-party firm to a limited level of assurance. Our full GHG accounting methodology can be found in the Appendix to this report.

Our main focus to date has been to improve our primary data collection to formulate a sufficiently clear and accurate picture of our overall emissions. As noted, we have been working closely with our property managers to collect more granular utility data for our offices and labs. As a result of these efforts, we have decided to establish fiscal year 2025 as our Scope 1 and 2 baseline emissions year. Our next steps will be to set reduction targets and identify emissions mitigation actions we can take.

For fiscal year 2025, Fluence's total greenhouse gas (GHG) footprint was primarily driven by Scope 3 emissions, which reflect upstream and downstream value-chain activities outside of Fluence's direct operational control. Scope 1 and Scope 2 emissions represent a comparatively small portion of Fluence's total footprint and are primarily attributable to energy use at offices, laboratories, EPC activities, and a limited fleet of leased vehicles.

For fiscal year 2025, Fluence made a charitable donation to Climate Vault, Inc., a non-profit organization, which was used to purchase and permanently vault carbon market allowances equivalent to approximately 500 metric tons of CO_2e, helping address a portion of Fluence's Scope 1 and Scope 2 emissions.

Fluence GHG Emissions (t CO2e / % of total[1])



	Fiscal Year 2023 (partial)	Fiscal Year 2024 (partial)	Fiscal Year 2025 (comprehensive)
Scope 1	19 / 0%	20 / 0%	864 / 0%
Scope 2 (location-based)	2,091 / –	1,044 / –	1,370 / –
Scope 2 (market-based)	2,662 / 0.5%	1,204 / 0.2%	1,248 / 0%
Scope 3[3]	543,745 / 99.5%	692,850 / 99.8%	6,535,394/ 99.9%
Total[2]	546,426	694,073	6,537,506

1 Totals may not add to 100 due to rounding.

2 Scope 2 location-based data is provided for transparency but calculations of total emissions use Scope 2 market-based figure.

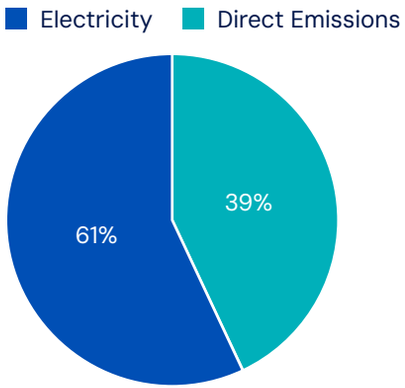
3 Our Scope 3 GHG figures have increased year over year primarily due to the inclusion of additional categories in our calculations. In 2024, we began including Category 12 and, in 2025, Category 11.

Scopes 1 & 2

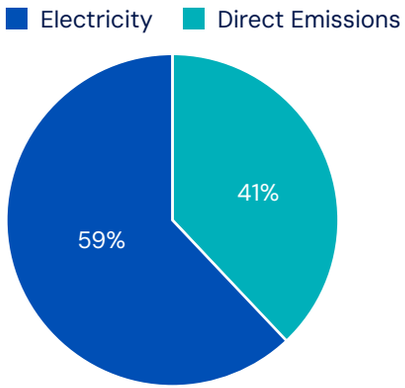
Scope 1 and 2 emissions stem from on-site fuel use, electricity use at our facilities, offices, and EPC sites and a fleet of 39 leased vehicles, including eight electric vehicles. Overall, these contribute a small portion of our overall GHG footprint, but they nonetheless remain important to us to address. When selecting a leased space, we prioritize sites with high environmental standards, including LEED, Energy Star, WELL, and other such certifications.

Where possible, we work with our property managers to source renewable electricity for our sites. Our facility in Erlangen, Germany sources 100% through the purchase of Renewable Energy Certificates (RECs). Our office in London, U.K., sources renewable energy through its local utility, which covers 100% of its electricity usage annually.

Scope 1 & 2 Emissions (Location-Based)



Scope 1 & 2 Emissions (Market-Based)



Scope 3

The majority of our GHG emissions come from Scope 3—activities that take place outside of our direct control, either upstream in our supply chain or downstream during the use phase through end of life. Over the past four years, as our GHG accounting has matured, we have included more categories in our calculation, causing our overall reported Scope 3 figure to increase over time. In fiscal year 2025, this included adding Category 11, or the product use phase, into our calculation. We achieved this by carrying out our first-ever product lifecycle analysis (LCA), on Gridstack Pro 5000. The results of the LCA provided valuable, tangible data to inform a more accurate Scope 3 calculation. Having greater clarity around which categories contribute the most to our Scope 3 emissions will enable us to target reduction actions more effectively going forward.

Supplier GHG Emissions

We work closely with our suppliers to support their transition to renewable energy and help them measure their energy and water use, and waste generation. Additionally, we are working with Tier 1 suppliers to provide Environmental Product Declarations (EPDs) to increase transparency regarding the environmental impact and carbon footprint of Fluence products. Moving forward, we will expand EPD requests across a broader supplier network. Read more about supplier partnerships in Responsible Sourcing.

Logistics

We have worked with our logistics providers to collect detailed emissions data in order to identify reduction opportunities. We aim to transition to 100% EPA SmartWay Trucks by fiscal year 2028.

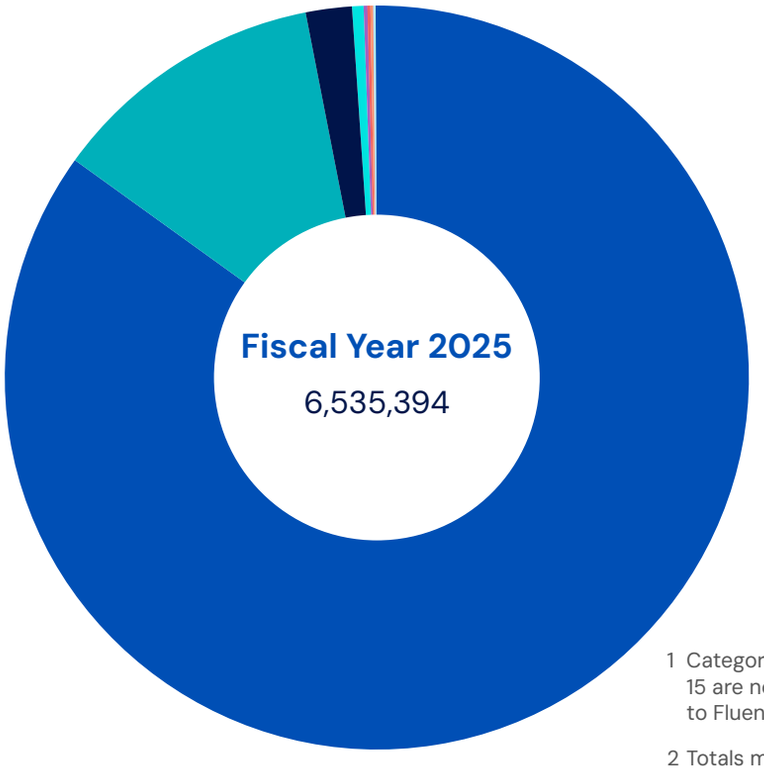
Employee Travel

We leverage data from our travel partners that build carbon reporting directly into their platforms to help us track and reduce our impact from business-related employee travel. For other business travel, we use the estimations described in our GHG methodology.

Fluorinated Gases

Energy storage products depend on refrigeration systems to enable optimal system life. These systems typically depend on fluorinated gases, which can have a significant environmental impact. We have committed to using product refrigeration systems that cool more sustainably without impacting performance. Since fiscal year 2024, we have cut the per-unit global warming potential (GWP) of our HVAC and chiller refrigerants by more than 66%.

Fluence Scope 3 Emissions by Category[1] (t CO2e / % of Total[2])



1 Categories 8, 9, 10, 13, 14, and 15 are not deemed relevant to Fluence's business.

2 Totals may not add to 100 due to rounding.

Category	Emissions (t CO_2e)	% of Total
11. Use of sold products	5,570,976	85%
1. Purchased goods and services	820,954	12%
12. End-of-life	130,980	2%
4. Logistics	30,381	0.5%
6. Business travel	7,636	0.12%
7. Commuting	2,292	0.04%
2. Capital goods	2,448	0.04%
3. Fuel	542	0.01%
5. Waste	131	0.002%

Waste

We aim to reduce waste generation and divert waste created to recycling or composting, rather than landfill, whenever possible.

Our Waste Management Policy and Battery Recycling Policy guide responsible handling, management, and recycling of waste by category according to stringent standards from the EU Environment Agency's Waste and Recycling Program as well as the U.S. EPA's Waste Management Program and Recycling System.

We track waste data for half of our laboratories and all of our EPC sites globally on a monthly basis. We provide access to recycling at all of our EPC sites.

Some of our laboratories and EPC sites generate hazardous waste as a byproduct of their operations. Fluence manages hazardous waste through a highly structured, globally consistent framework designed to protect human health, the environment, and facilitate regulatory compliance. These wastes are strictly segregated, properly labeled and stored according to UN standards and with secondary containment in designated, barricaded storage areas.

To meet stringent regulatory standards, Fluence limits onsite storage of hazardous and universal waste to a maximum of 90 days and prohibits the comingling of liquid hazardous wastes under any circumstances. Waste is transported exclusively by accredited and licensed hazardous waste haulers and disposed of at certified treatment facilities, with manifests collected and retained as formal compliance records. As with all of our policies and procedures, whenever local regulations may differ from Fluence policy requirements, the more stringent always applies.

We also manage waste related to land-clearing activities that take place at EPC sites.

Circular Economy

We aim to design our energy storage systems with circularity in mind. Our circular economy framework optimizes product longevity, streamlined access to end-of-life solutions, and enhanced visibility into supply chain and lifecycle performance. This includes exploring ways to incorporate recycled materials, extend system lifetimes, and manage materials sustainably at product end-of-life.

We consider the longevity of our products during the design stage. Since Gridstack Pro, our products have been modular, meaning owners can swap individual parts out, instead of replacing entire enclosures. This includes providing room to grow; enclosures contain headroom so customers can add additional capacity as needed. Continuous remote monitoring with AI/ML technology not only reduces stranded capacity, allowing for greater utilization, but also enables predictive maintenance, reducing downtime and wear and tear. A third-party assessment showed that Gridstack Pro platforms can safely and reliably operate for up to 25 years.

Another key part of our circular economy approach is our material recycling strategy. In fiscal year 2025, we formalized a new Battery Recycling Policy which mandates recycling in alignment with the most stringent regulations and promotes responsible end-of-life management for battery modules across all Fluence-managed and customer-authorized sites. See Products and Solutions for more about how we connect customers to battery recycling options.

Waste By EPC Site

Site Name	Landfill-Bound Waste (in metric tons)	Recycling (in metric tons)
Indiana Project Site	72.6	0
Germany Project Site	18.3	4419.2
U.K. Project Site	6	41.2

Our Circular Economy Framework in Action

Design, Usage, and Digitization

Digitization

Using software and data analysis enables us to streamline compliance and become more predictive and proactive.

Compliance Tracking | Predictive Replacement(s) | Predictive Upgrade(s)

Responsive Design

Incorporating circular design principles into our products to empower greater responsibility and lasting value.

Recycled Content | Longer Service Life | Recycling Deconstruction

Material Recycling

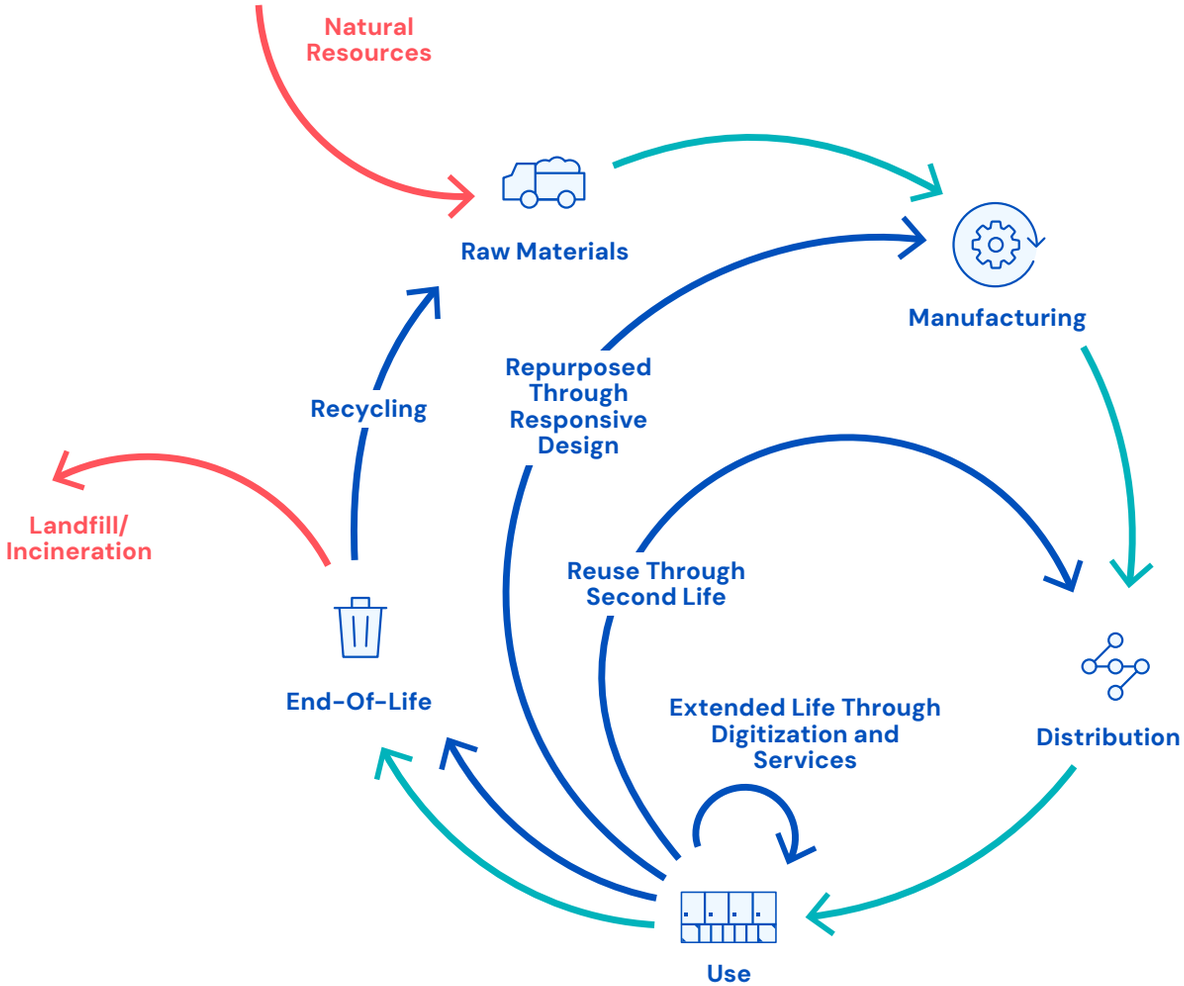
Many materials in our products can be recycled when they become unusable.

Pre-Customer Turnover | During Lifecycle | Project Decommissioning

Second Life

Our systems are designed with stringent performance parameters but that does not limit their ability to be useful in other applications.

Whole Enclosure | Partial System(s) | Modular



Our concept of the circular economy for battery-based energy storage

Water

Fluence facilities and EPC sites are not major users of water. However, we seek to reduce our water usage and prioritize using recycled water at EPC sites where appropriate. Our Dust Abatement Policy requires that EPC sites utilize greywater or reclaimed water when applying water to control dust.

We also screen our EPC sites for water basin risk[1] using the World Wildlife Fund's (WWF) open-source Water Risk Filter tool. Our most recent analysis of water basin risk found that none of our fiscal year 2025 EPC sites were in locations at high physical, regulatory, or reputational aggregate risk levels.

Biodiversity & Land Use

Biodiversity is essential to ecosystem resilience and climate stability, making its protection critical to sustainable energy development. We aim to protect biodiversity in and around the sites where we operate by proactively managing risk, complying with regulation, and engaging local communities. Our approach is informed by the Taskforce on Nature-related Financial Disclosures (TNFD) framework and outlined in our corporate Biodiversity Management Policy.

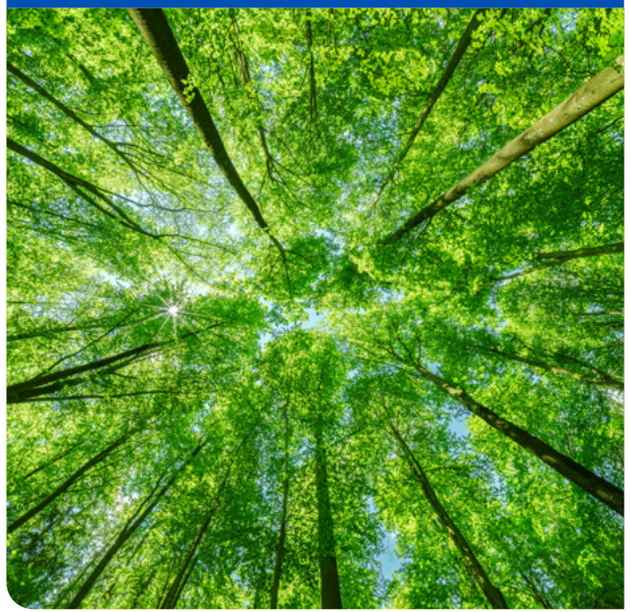
We analyze biodiversity risk at all our EPC sites and facilities using WWF's Biodiversity Risk Filter tool, a free online tool that enables companies and financial institutions to inform, explore, and assess biodiversity risks. In fiscal year 2025, none of our EPC sites or facilities were at a high landscape risk level.[2] For new facilities, we will not lease space in a high scape risk zone if an equivalent space in a low or medium scape risk zone is available.

In fiscal year 2026, we began providing EPC site customers with an analysis of biodiversity risk for their project site and a list of recommended measures to mitigate high risks, such as installing vegetation buffers, organic soil erosion mats, protective fencing, and others.

This policy is complemented by Fluence's other biodiversity-related policies including our Invasive Plant Species Management Policy—to prevent and manage invasive plants at Fluence sites—and Wildlife Management Policy—to safely and responsibly behave in the event of a wildlife encounter onsite.

Ecosystem Restoration in Canada

In fiscal year 2025, Fluence partnered with veritree to help restore ecosystems impacted by wildfires in Canada. Using the WWF Biodiversity Risk Filter, Fluence identified Canada as presenting a meaningful reforestation opportunity and, based on that insight, funded the planting of 2,000 verified trees in British Columbia through veritree's Direct program. This collaboration strengthens our biodiversity strategy and transparency commitments



1 Basin Risk Results: Risk scores are provided for all Water Risk Filter aggregated risk layers, i.e. risk types (Physical, Regulatory, Reputational), and risk categories (1. Water Availability, 2. Drought, 3. Drought, 4. Water Quality, 5. Ecosystem Services Status, 6. Enabling Environment, 7. Institutions & Governance, 8. Management Instruments, 9. WASH Infrastructure, 10. Environmental Factors, 11. Socioeconomic Factors, and 12. Additional Reputational Factors), as well as indicators. Aggregated risk layers are computed based on specific industry of each site. For more details, please refer to the Water Risk Filter Methodology.

2 Scape Risk Results: Risk scores are provided for all Biodiversity Risk Filter aggregated risk layers, i.e. risk types (Physical, Reputational), risk categories (1. Provisioning Services, 2. Regulating & Supporting Services - Enabling, 3. Regulating Services - Mitigating, 4. Cultural Services, 5. Pressures on Biodiversity, 6. Environmental Factors, 7. Socioeconomic Factors, 8. Additional Reputational Factors), as well as indicators. Aggregated risk layers are computed based on specific industry of each site. For more details, please refer to the Biodiversity Risk Filter Methodology.

Social

Our Culture

Fluence's culture is rooted in our values, which guide how we show up to work, treat each other, and make decisions.

We bolster this foundation with four cultural beliefs that are designed to be adaptable to meet the needs of the moment.

These beliefs are:

- I **create the impossible** to deliver a bright future.
- I deliver unmatched value that exceeds the **customer expectation**.
- I relentlessly pursue opportunities to fuel **fast growth**.
- I have a duty to **speak up**, listen, and act.

Together, our values and beliefs create a culture that is both enduring and dynamic—grounded in who we are, while continually evolving to deliver what our customers and business need most.

Bringing Everyone Along

Adoption of our culture by employees helps create a workplace where teams collaborate effectively and individuals can solve problems together. Employees are trained in our culture through required courses in our learning management system (LMS).

To help embed our culture across our global organization, we appoint Culture Influencers who model our culture in practice and surface feedback from their teams. These individuals, who can be found across levels and locations within Fluence, drive shared ownership of our culture throughout the company. Executive leaders also model culture-aligned behavior and participate in training and roadshow sessions to reinforce that adopting our culture is a leadership commitment. Through our Culture Awards we recognize employees who demonstrate exceptional dedication to living our culture at our Monthly Business Review meetings.

In fiscal year 2025, we took our culture directly to teams through a company-wide roadshow and training program, where employees could directly engage with our human resources team through sessions on how we lead, collaborate, and make decisions in line with our culture.

Health & Safety

At Fluence, keeping our people, communities, and customers safe is central to upholding our value of responsibility.

We design our safety policies and programs with the guidance of leading global frameworks and regulations, like ISO 45001, and employ rigorous risk analysis and auditing to maintain high standards. All employees receive regular training on our policies and standards.

We promote a safety culture that is built on openness and accountability. We encourage all employees to report safety concerns and observations without hesitation. This ethos is documented in our Code of Conduct and Ethics, which empowers team members to raise questions, voice concerns, and suggest improvements without fear of retaliation.

Health & Safety Oversight

Health and safety oversight is supported by our Safety and Social Performance Committee, which is composed of a broad group of team members, from management to employees in the field. This broad membership serves a dual bottom-up and top-down function. It enables the committee to address health and safety issues at all levels, mitigate risks, improve our safety culture, and help ensure that new information and decisions are quickly cascaded across the organization. The team meets monthly to discuss ISO certification, the status of non-conformance closures, and revisions to procedures and policies, among other topics.

We employ various processes to monitor and reduce our personnel exposure to health and safety hazards. We utilize an ISO-certified Health, Safety, and Environment (HSE) management system to collect health and safety data and monitor progress. Designated leaders conduct annual reviews to evaluate the status and adequacy of the system and associated processes. Any changes in objectives and requirements due to performance are identified, with corrective and preventive measures implemented.

We consistently evaluate possible exposures to risk for our projects. These processes apply to personnel across job sites, including project sites, labs, and corporate offices. As part of continual improvement, our risk assessment process and training curriculum are updated periodically to effectively identify and address workplace risks.

8 DECENT WORK AND ECONOMIC GROWTH

Our Standards

As a company with a global footprint, it is important for us to maintain unified safety management standards by implementing global policies across our company, regardless of geography. We require all our business entities to adhere to the most stringent health and safety policies at our global locations. Regional safety managers in each of our areas—the Americas, Asia Pacific (APAC), and Europe, the Middle East and Africa (EMEA)—monitor and update policies as local regulations evolve. These managers meet with our global health and safety lead on a weekly basis to discuss trends and suggest changes.

In addition to legal compliance, our standards are also informed by guidance from the U.S. Bureau of Labor Statistics, ISO 45001, and OHSAS 18001.

We pursue ISO 45001 Occupational Health and Safety certification as a strategy to drive high standards. As of the end of fiscal year 2025, the following facilities had achieved or maintained ISO 45001 certification: Arlington, Virginia, U.S.; London, U.K.; Amsterdam, Netherlands; Erlangen, Germany; and Melbourne, Australia.

Safety Training & Communication

All employees are provided with training during their onboarding. This includes 18 courses on safety. Training is provided through our learning management system (LMS), a platform with virtual, self-guided courses. Through the LMS, employees are also provided with specialized training that is tailored to the responsibilities, equipment, and sites specific to their role.

All Fluence employees are also required to attend a monthly all-hands safety meeting covering a variety of safety-related topics. For example, in fiscal year 2025, topics included ISO standards, near miss reporting, disposal of waste by type, our safety culture, heat and work-related stress, and more. Reflecting our company-wide prioritization of safety, we exceeded our fiscal year 2025 goal, achieving a yearly average assigned training meeting completion rate of 95%.

Fiscal Year 2025 Training Participation Metrics

New Hire and Refresher Safety Trainings

- **5,343.03** Hours
- **10,313** Assignments
- **86.23%** Completion

Monthly All-Hands Safety Training

- **3,439.75** Hours
- **18,813** Assignments
- **96.45%** Completion

Enhancing Customer Safety Through Fluence Academy

The safety of our customers is as important to us as the safety of our team. We have distilled our many years of experience into Fluence Academy, a proprietary platform where we provide customers with five different on-demand training packages targeted towards different stakeholders. We currently offer packages for first responders, operators, certified technician maintenance associates and professionals, and for project orientation. Topics cover energy storage safety, core and array components, electrical layouts, and more. Customers who complete higher level courses can also receive certification after additional on-site training.

Safety Programs

We have adopted a rigorous system of safety programs to keep our people safe. We regularly update these programs to reflect feedback and changes in best practice.

Safety Walks

Safety leaders regularly conduct safety walks in which they pass through work zones unannounced, observing and taking note of safe and unsafe behaviors. Safety walks are intended to provide positive feedback when workers are exhibiting safe work practices and otherwise corrective feedback as necessary. We have a target number of monthly safety walks, which increases each year. In fiscal year 2025, this goal was 350 walks per month, an increase over fiscal year 2024's 250 walks per month goal. We achieved this goal in fiscal years 2024 and 2025. In fiscal year 2026, our goal is to complete 400 walks per month.

Audits

Internal audits are performed by our independent Internal Audit team. In fiscal year 2026, we will continue performing audits and reviews using a risk-based audit plan. In fiscal year 2024, an independent third-party auditor, under the oversight of the Internal Audit team, conducted a safety compliance audit that included three site visits in the Americas and a review of the Global Safety Program. Management developed action plans to address all identified nonconformances.

Additional internal compliance audits of the safety program and internal processes are conducted by the Global Environmental, Health, and Safety team and the Corporate Quality team, respectively.

We also complete OSHA, ISO recertification, and other required regulatory audits.

Other Programs

We create new programs regularly to respond to business needs as they arise. In fiscal year 2025, this included:

- **Emergency alerts –** With extreme weather events on the rise, we partnered with AlertMedia to provide each of our sites and employees with real-time notifications about natural disasters or other threats in their area.
- **Expanded safety walk scope –** Our inventory is highly sensitive and valuable. To keep it safe, we have extended safety walks to also take place in our storage facilities to protect our assets.
- **Site-specific safety plans –** We have developed safety plans that are specific to offices, laboratories, and EPC sites to enhance safety for all employees.

For information on health-related safety programs, see Our People.

Safety Data

We collect and analyze safety data across our organization to identify trends and make improvements to enhance safety. Below we disclose our Total Recordable Injuries Rate (TRIR), Days Away, Restricted, or Transferred (DART) rate for the U.S., near misses[1], workplace hazards[2], and fatalities.

Through the programs discussed above, we endeavor to continuously improve our safety rates compared to U.S. Bureau of Labor Statistics (BLS) TRIR benchmarks for our industry and our own performance, year over year.

Fluence Health & Safety Data[3]

	Fiscal Year 2023		Fiscal Year 2024		Fiscal Year 2025	
	U.S.	Global	U.S.	Global	U.S.	Global
TRIR	0	0.10	0	0	0	0
DART	0	0	0	0	0	0
Near Misses	20	32	21	35	51	75
Workplace Hazards	0	2	4	17	24	38
Fatalities	0	0	0	0	0	0

Total rate of recordable injuries
0

Rate of days away, restricted or transferred
0

Fatalities
0

1 Fluence defines a Near Miss as a Fluence recordable incident under human safety that was unintended, unplanned, and unexpected and caused by an unsafe condition or action. It includes a trigger event that had the potential to cause injury or occupational illness, but did not.

2 Fluence defines a Workplace Hazard as a safety issue without a trigger event—meaning nothing actually happened but an unsafe condition or behavior could lead to an incident if not corrected.

3 Near Miss and Workplace Hazard data includes Fluence employees and subcontractors at service sites. TRIR, DART, and fatalities include only Fluence employees.

Our People

Our employees are the lifeblood of our company, working tirelessly around the globe in pursuit of our mission to transform the way we power our world.

As a company in a rapidly growing, technologically complex industry, we strive to recruit, engage, and develop top talent who can deliver today and evolve with us. This requires building a workforce with a wide range of skills, industry experience, backgrounds, and unique characteristics—equity and inclusion are essential to achieving our mission. We strive to become a leading employer by continuing to create jobs in a future-fit industry, where employees are empowered to freely share their voice and fulfill their potential.

Inclusive Hiring & Retention

We seek to fill open roles by both identifying promising external candidates from a variety of hiring pools and by hiring from within. We post opportunities both internally, on our intranet jobs page, as well as externally on our website. We also attend university and regional job fairs for our India sites and encourage employee referrals through an incentive program.

We provide employees globally with an appealing benefits package, which may vary by location to reflect local laws and market practices, to support career growth at Fluence. This includes market-competitive compensation plans, performance bonuses, paid time off, health benefits, additional market-based benefits, and dedicated learning and development opportunities.

In fiscal year 2025, we experienced higher global monthly turnover as our industry grappled with short-term geopolitical uncertainty, including tariffs and new U.S. legislation. We are hopeful this rate will improve in the years ahead as U.S. legislation has now been enacted, and we believe markets have stabilized.

Fluence Global Turnover Rate[1] – Fiscal Year 2025

Voluntary	Involuntary	Total
13%	12%	25%

1 Total exits divided by average monthly headcount of regular employee types only.

Fiscal Year 2025 Metrics

New Hires and Employee Turnover by Region

	Americas	APAC	EMEA
New hires (#)	174	261	89
New hires (%)	33	50	17
Turnover (#)	105	91	25
Turnover (%)	15	15	7

New Hires and Employee Turnover by Age

	Under 30	30-50	Over 50
New hires (#)	148	323	53
New hires (%)	28	62	10
Turnover (#)	37	153	31
Turnover (%)	14	13	15

New Hires and Employee Turnover by Gender

	Male	Female	Non-binary/ Not disclosed
New hires (#)	356	124	44
New hires (%)	68	24	8
Turnover (#)	166	53	0
Turnover (%)	14	12	0

Employee Demographics by Gender

	Male	Female	Non-binary/ Not disclosed
Senior leadership	83%	17%	0%
Employees	71%	28%	0.1%

Employee Demographics by Age

	Under 30	30-50	Over 50
Senior leadership	0%	42%	58%
Employees	15%	72%	12%

Employee Demographics by Race/Ethnicity (U.S. only)

	Senior Leadership	Employees
White	50%	51%
Asian	8%	22%
Hispanic or Latino	17%	9%
Black or African American	8%	7%
Two or more races	N/A	4%
Did not answer	N/A	3%
American Indian or Alaska Native	N/A	1%
Not disclosed	N/A	2%
Blank (non-US ELT)	17%	N/A

Number of Employees Entitled to Parental Leave, by Gender (U.S. only)

Male	561
Female	270
Non-binary	1
Did not disclose	1

Continuous Learning & Development

Our continuous learning approach is designed with safety, regulatory compliance, and performance in mind. We aim to equip our workforce with the technical, leadership, and professional skills needed to drive business growth without compromising safety or integrity.

All full-time employees receive an annual performance review with their manager to discuss successes, areas for improvement, set goals, and develop a career roadmap.

Mandatory and Voluntary Training

Beginning with their onboarding, employees across role types and regions receive training from day one. Fluence onboarding includes in-person and virtual training, through our internal learning management system (LMS) covering cross-cutting topics such as safety, data privacy and security, our Code of Conduct and ethics, responsible sourcing, our product portfolio, employee benefits, and compensation. Additionally, each employee receives job-specific technical or systems training. For example, in fiscal year 2025, we rolled out a new training for engineers on root cause analysis of issues on our SAP platform.

All full-time employees are required to complete annual refresher training on our Code of Conduct and Ethics, Health, Safety, and Environment (HSE), compliance, data privacy and security, sustainability, and role-specific safety and technical training. A number of mandatory trainings, such as our Code of Conduct and Ethics training, are also completed by part-time employees.

All employees also have access to LinkedIn Learning, an online platform with courses on in-demand skills led by expert instructors. It has over 25,000 online courses, practical applications, and certification options.

Leadership Development

Our team members look to our leadership for guidance, support, and direction. We work to build leadership capabilities of managers and senior executives across our organization through different role-focused programs.

Through our Monthly Manager Series, Manager Essentials training, and mPower Leadership Program, we provide people managers with the communication, budgeting, and team oversight skills to effectively lead their teams to deliver results. Managers also have access to self-paced learning through the Skillsoft platform where users can practice new skills through AI-driven simulations.

In fiscal year 2025, we launched our Leadership at the Edge series, a five-month training program on leading through disruption, change, and uncertainty that was open to all leaders. The program included monthly interactive discussions with peers, practical tools and frameworks, and private one-on-one sessions with an executive coach.

Looking ahead, we intend to roll out additional focused trainings, including an AI Fluency course and comprehensive sales training.

Employee Engagement

As part of our cultural belief of speaking up, acting, and listening, we aim to foster an environment where employees feel comfortable communicating openly. We employ a multifaceted approach of formal and informal processes to proactively gather employee feedback and create welcoming spaces for peer-to-peer discussion and collaboration.

Employees are encouraged to maintain an open line of communication with their manager throughout the year. During their annual performance review, they are also provided with a structured opportunity to provide feedback on their manager's performance.

In fiscal year 2025, we achieved a completion rate of 84% on our annual survey and more than four of five employees rated being proud to work at Fluence.

Employee Surveys

We carry out both an annual employee survey and regular, shorter pulse surveys to check in with employees and receive feedback on their experience working at Fluence. Our annual survey covers a wide range of topics from our company culture to compensation and benefits, and overall job satisfaction. The results help inform long-term strategic planning and policy development. Pulse surveys help us quickly gauge employee sentiment on specific topics to identify and quickly address concerns or successes. In fiscal year 2025, we achieved a completion rate of 84% on our annual survey and more than four of five employees rated being proud to work at Fluence.

Employee Resource Groups

We are dedicated to fostering an inclusive workplace culture where our employees can connect with other individuals in a supportive setting to create impact within Fluence. Our employee resource groups (ERGs) are championed by internal leaders and play a pivotal role in cultivating an environment that celebrates differences and promotes equity and inclusion.

Led by employees and sponsored by an executive leader, each ERG provides spaces for networking, mentorship, and the exchange of ideas, fostering a stronger sense of community, empowerment, and belonging for their respective members. Membership in ERGs is open and voluntary to all employees, regardless of how they personally identify. We are committed to growing these initiatives across our global workforce, breaking down barriers, and fostering a true sense of belonging for all employees.

Our ERGs regularly hold special events, host career-building activities, and cultivate awareness of the importance of inclusion in the workplace. In fiscal year 2025, our ERGs grew even stronger and more collaborative, co-hosting events that drove greater participation and deeper connection across our communities.

Our six current ERGs are:

Global Black Professionals of Fluence ERG is dedicated to empowering and uplifting Black and African employees.

Emerging Professionals ERG encourages and empowers young professionals at Fluence by creating a space to network, build relationships, and develop careers.

Energía ERG advances the growth, visibility, and impact of Hispanic and Latino employees and culture.

Pride ERG provides a space for members of the LGBTQIA+ community and Pride allies at Fluence to connect and support each other.

Veterans ERG provides support, networking, and resources for veterans in the workplace.

Women@Fluence ERG provides a global community that supports, empowers, and inspires women and their allies, to advance professionally and personally.

5 GENDER EQUALITY

Total Rewards

Fluence takes a total rewards approach to employee compensation and benefits, designed to support employees' financial security, health and wellbeing, and professional growth. Our total rewards framework encompasses base pay, performance-based incentives, health and wellness benefits, retirement programs, paid time off, and development opportunities.

Our approach is guided by six core principles: fairness, market competitiveness, internal equity, fiscal responsibility, transparency, and alignment with business performance. Together, these principles help ensure that our rewards programs are designed to attract, motivate, and retain talent across diverse markets while supporting long-term organizational sustainability.

Compensation and Pay Equity

Compensation at Fluence is established at the country level, informed by local market data, regulatory requirements, and cost considerations. We use external benchmark data to set competitive pay ranges by job type and job level across the organization.

Individual compensation decisions consider role scope, experience, skills, knowledge, and performance, supporting equitable pay for comparable work and alignment with our total rewards philosophy and internal framework.

To reinforce our commitment to pay equity, we conduct annual pay equity analyses by country using both external market data and internal compensation information. Results are reviewed to identify potential disparities, and corrective actions are taken when warranted to address any unexplained differences.

Employees are eligible for annual merit increases based on individual performance. In addition to base pay, eligible employees may participate in performance-based incentive programs, including annual bonuses tied to company and individual objectives. Long-term incentive awards, such as equity-based compensation, are provided to select roles to recognize sustained contributions and align employee interests with long-term company performance.

Health and Wellness Benefits

Supporting employee health and wellbeing is a core component of our total rewards strategy. Fluence offers health, wellness, and retirement benefits that are tailored to local market practices and statutory requirements.

Mental health is a critical element of overall wellbeing. Employees in the United States have access to confidential counseling services through our Employee Assistance Program (EAP), which provides a defined number of no-cost counseling sessions per year. Our U.S. medical plans also include coverage for behavioral health services, including psychiatry and psychotherapy.

Fluence offers paid time off programs designed to support work-life balance, rest, and recovery. Paid time off, parental leave, and other leave benefits vary by location in accordance with local laws and market norms.

To further support employee wellbeing and productivity, Fluence offers flexible and hybrid working arrangements where feasible and appropriate. Employees may also access ergonomic support and workplace accommodations designed to promote safety and comfort.

Fluence Global Benefits

United States

- Medical, dental, and vision coverage
- Optional pre-tax health savings plan
- 401(k) retirement plan and up to a 5% company matching contribution
- Paid parental leave after one year of tenure

Europe, Middle East, and Africa (EMEA)

- Healthcare coverage
- Retirement savings match or pension contributions in accordance with local regulations
- Accident insurance and survivors' benefits

Asia Pacific (APAC)

- Healthcare and life insurance coverage
- Retirement and pension contributions in accordance with local regulations
- Paid parental leave

Community Impact

As a mission-driven company, it is no surprise that our employees are also committed to giving back to their communities. Through local volunteering and ERG-led efforts, our employees around the world are encouraged to support their neighbors and communities by donating their time and money.

Here are a few ways our employees gave back in fiscal year 2025:

- Our Emerging Professionals of Fluence ERG hosted an employee event at our Arlington, Virginia office building care packages on behalf of Sasha Bruce Youthwork, a local organization that supports at-risk and homeless youth.
- We donated to EcoAction Arlington, an environmental non-profit in Northern Virginia, that promotes the sustainability of their community through energy efficiency education, tree planting, and more.
- Employees in our Philippines office raised funds to support the family of a team member who passed away unexpectedly during fiscal year 2025. Fluence supported this cause with a corporate donation.

Fluence in the Community

Fluence's Global Innovation Center in India is a sponsor of ABLE, a non-profit organization promoting equality for people with disabilities through affordable prosthetics and orthotics and mobility support. In 2025, a group of Fluence employees visited ABLE's center, where prosthetic aids are designed, custom made, and fitted for patients. Through Fluence's support, ABLE has been able to fit 23 individuals, including children, with prosthetic devices, enabling their mobility.

Responsible Sourcing

We view our suppliers as key partners in our quest to transform the way we power our world.

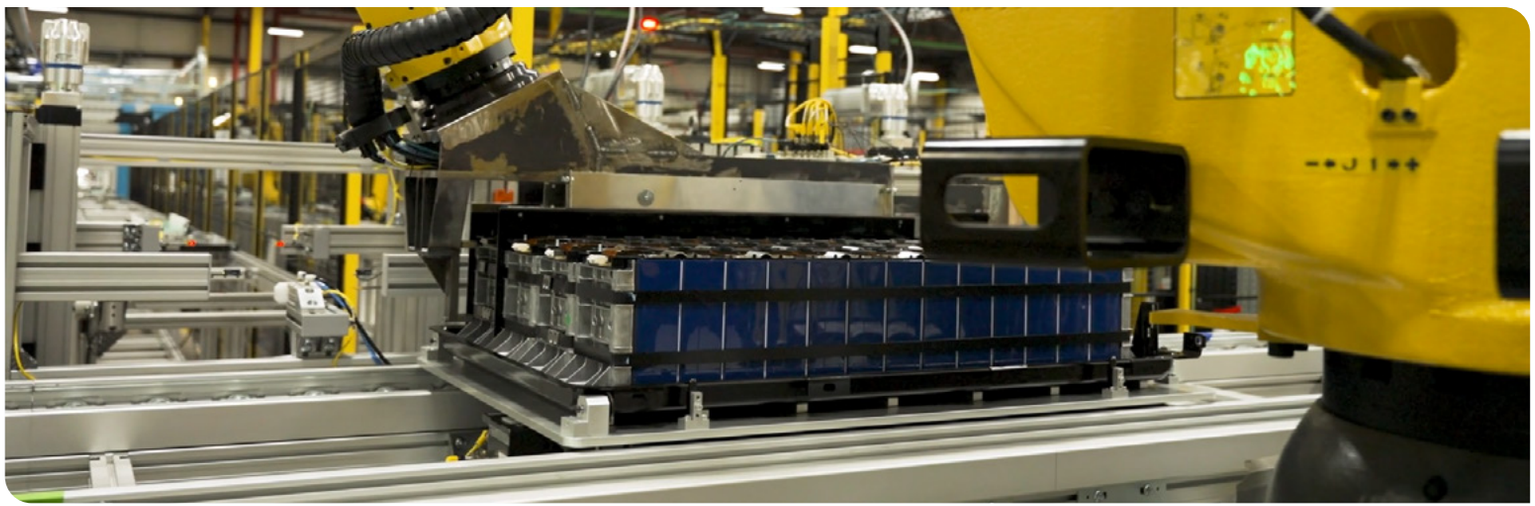
We are cognizant, however, that the global nature of our supply chain, as well as the sensitivity of the materials we source, bring social and environmental risks. We take these risks seriously, in particular any harm posed to workers and communities. Our approach to responsible sourcing is designed to identify, measure, and mitigate these risks through a robust program of supplier support, monitoring, and enforcement. This business imperative helps safeguard the integrity of our supply base while protecting the workers, communities, and ecosystems linked to it.

Our approach is supported by executive leadership and aligned with internationally recognized frameworks, including the ILO Declaration on Fundamental Principles and Rights at Work and associated conventions, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct, OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, the UNGC Principles, and the UN SDGs.

In fiscal year 2025, we matured our program by becoming more granular in our approach. We introduced two additional supplier self-assessment questionnaires, targeted towards different industry segments, which enabled us to more than double the number of suppliers that completed a self-assessment. We also grew our supplier engagement event year-over-year by expanding the Fluence teams that participated and increasing the number of supplier participants from 64 to 96.

Our responsible sourcing strategy focuses on four key pillars:

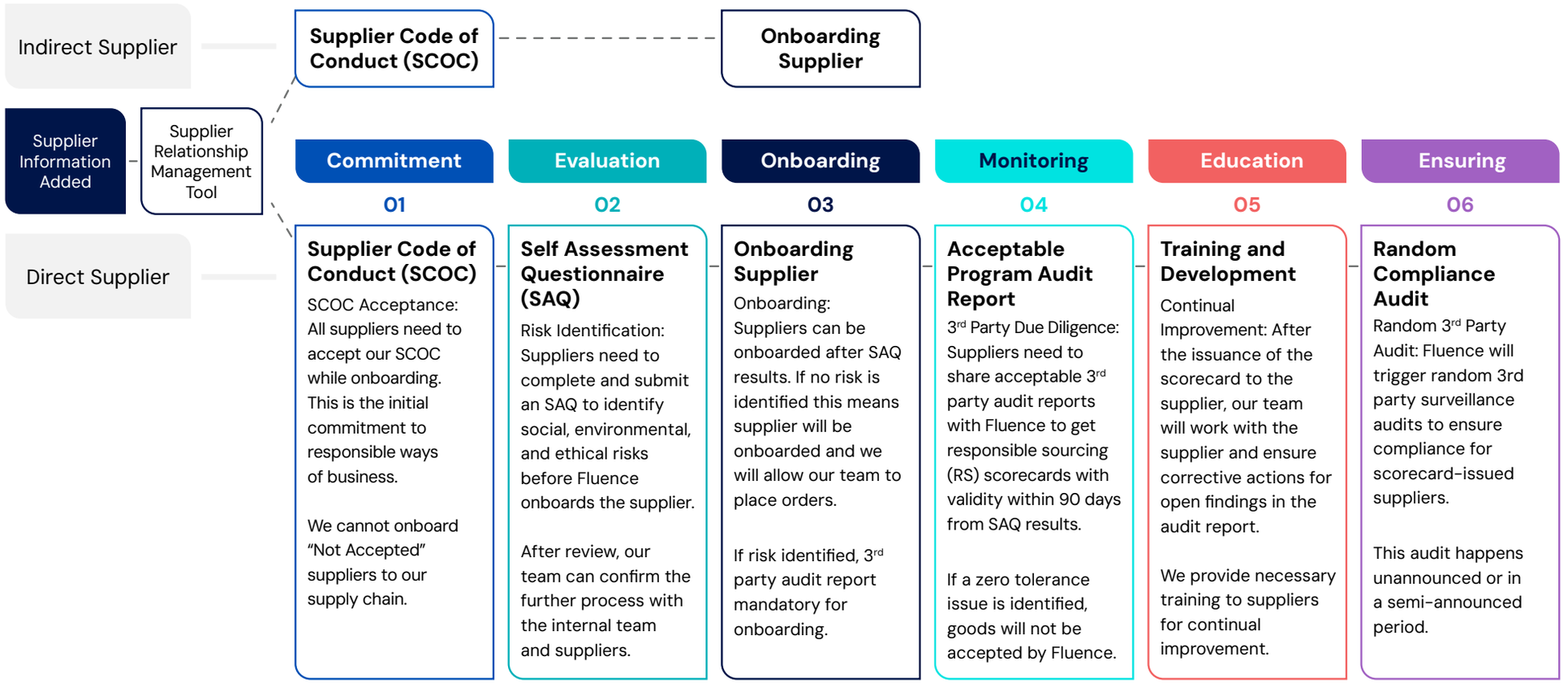
- **Legal regulations –** Staying abreast of, and compliant with, evolving regulation in the countries where our suppliers operate
- **Human rights practices –** Preventing human rights violations in our supply chain
- **Environmental compliance –** Conformance with environmental regulations in the area where suppliers operate
- **Conflict minerals –** Keeping conflict minerals out of our supply chain



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our Responsible Sourcing Framework

We take a rigorous, multi-step approach to assessing and validating potential suppliers[1] prior to their onboarding. This approach is outlined in the graphic below which depicts our Responsible Sourcing Framework.



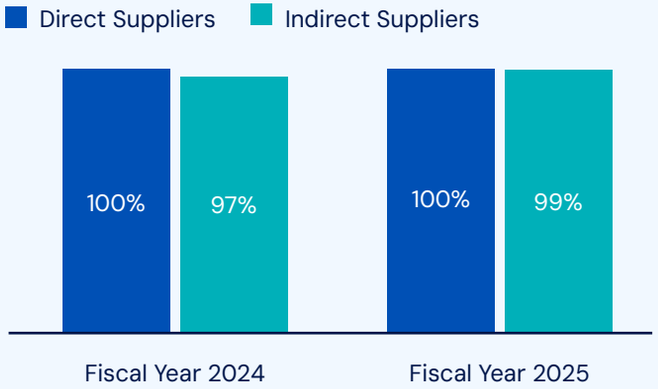
1 We categorize suppliers as either direct or indirect. Direct suppliers provide critical materials, project components, and logistics. Indirect suppliers provide services.

Our Policies

We hold suppliers to high standards of legal and ethical behavior through our policies, rigorous onboarding self-assessment, and ongoing audits. As we set out in our Responsible Sourcing Policy, as a baseline, our suppliers are required to adhere to all local, regional, and national laws and regulations where they operate. Since standards can vary by region, suppliers are expected to meet the highest applicable standard, whether regulatory or imposed by Fluence. Our senior executive leadership has underscored this expectation by signing a Forced Labor Commitment Letter, emphasizing our zero-tolerance policy towards forced labor and human trafficking. In addition to the legal baseline, all suppliers must accept the following Fluence policies:

- **Responsible Sourcing Policy** – Our Responsible Sourcing Policy sets out our high-level expectations of all suppliers, regardless of where they operate, and includes our SCOC.
- **Supplier Code of Conduct (SCOC)** – Our SCOC defines our expectations of suppliers concerning their responsibilities towards their respective stakeholders and the environment. It covers topics such as human rights and fair labor practices, environmental compliance, anti-corruption, conflict mineral avoidance, and more. The SCOC is available in seven languages and must be signed by all new direct suppliers. It is optional, but encouraged, for indirect suppliers. Whenever the SCOC is updated, existing suppliers are asked to re-sign the new version. In fiscal year 2025, 100% of direct suppliers and 99% of indirect suppliers signed the SCOC.
- **Conflict Minerals Policy** – Our Conflict Minerals Policy requires suppliers to source raw materials from legitimate, conflict-free mines around the world.
- **Responsible Sourcing Playbook** – Our Responsible Sourcing Playbook provides a one-stop shop for suppliers, detailing all Fluence policies that might apply to them, from our SCOC to fair labor practices, environmental protection, cybersecurity, and more.

Supplier Code of Conduct Acceptance



Supplier Onboarding

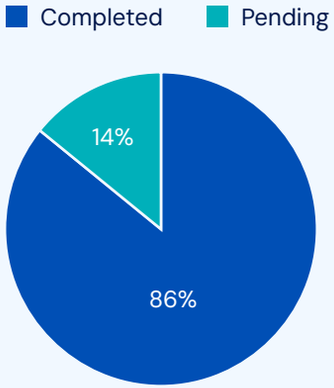
Supplier Self-Assessment Questionnaire

To complete onboarding, suppliers are required to respond to a detailed self-assessment questionnaire (SAQ) covering human rights, business practices, and environmental topics, in alignment with topics in our SCOC. In fiscal year 2025, we rolled out two updated SAQs for logistics providers and EPC contractors tailored to those industries' specific risks. The Fluence Responsible Sourcing Team analyzes each SAQ and if no critical risks are identified, the supplier will be onboarded, enabling orders to be placed.

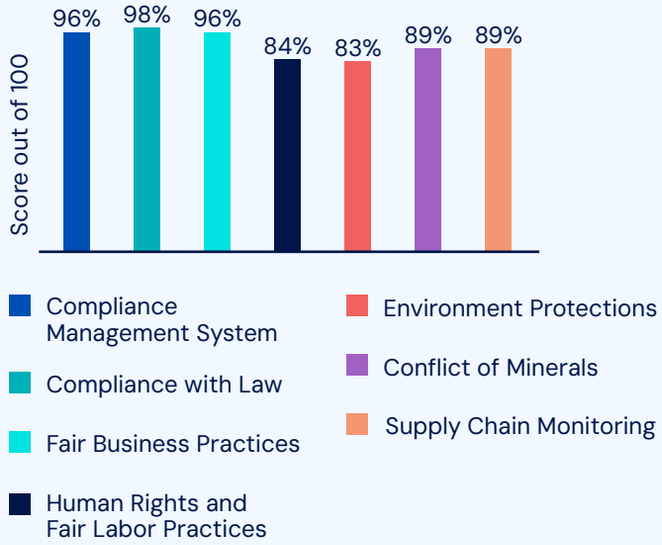
If risks are identified, the supplier must submit an acceptable third-party audit report within 90 days of completing their SAQ. We allow suppliers to work with any of the top five internationally recognized standards and Association of Professional Social Compliance Auditors (APSCA)-approved third-party auditor, such as Social Accountability (SA8000), Responsible Business Alliance (RBA), Responsible Labor Initiative (RLI), Amfori Business Social Compliance Initiative (BSCI), and Sedex Members Ethical Trade Audit (SMETA). This choice is intentional. Suppliers face increasing demands to demonstrate responsible behavior. To support this important process without contributing to audit fatigue, we accept industry-standard audits that suppliers can share with other customers.

SAQ Completion – Procurement

SAQ Completion – Overall (Fiscal Year 2025)

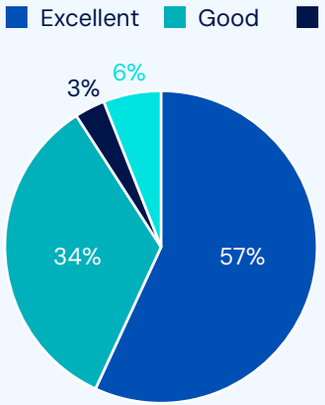


SAQ Section Results (Fiscal Year 2025)



The above chart shows the percentage of suppliers in compliance performance for each section of the self-assessment questionnaire

SAQ Results – Overall (Fiscal Year 2025)



Risk Identified reasons:

- Shared facility
- Involuntary overtime
- Lack of due diligence on business partners

Responsible Sourcing Supplier Scorecard

We provide suppliers and factories that have completed a third-party audit with a Responsible Sourcing Scorecard that rates their social and environmental performance and identifies areas of improvement. We use an internally developed grading matrix that assigns points based on the number and types of risks identified during their audit. Receiving the scorecard and making corresponding improvements is a requirement to remain an active supplier. Our approach is intended to help prevent and mitigate potential adverse impacts on human rights and the environment across Fluence product manufacturing locations.

Based on their grading, we assign suppliers a score of Platinum, Gold, Silver, Not Acceptable, High Risk, or Zero Tolerance. We do not do business with suppliers that receive a Zero Tolerance score until the issues have been reasonably remediated. Each scorecard has a validity period, with higher scores being valid for longer. After this time has elapsed, a renewed audit must be completed.

Alongside the scorecard, suppliers with non-conformances receive a Corrective Action Plan Report (CAPR) identifying their findings and a time frame to remedy them, based on severity. We log and track these findings using our internal CAPR management tool.

Suppliers must remedy the issue and provide documentary proof of having corrected it by the deadline specified in the CAPR. If non-conformances requiring onsite verification remain, additional audits may be required.

Our approach is intended to help prevent and mitigate potential adverse impacts on human rights and the environment across Fluence product manufacturing locations.

Our grading matrix

Compliance	• 100% adherence to the below points • Local & regional laws • Industry requirements • Fluence COC & Playbook
Minor Concern	• Non-systemic issues • Low risk to employees/environment • Insignificant workers' rights violations • Considered acceptable by Fluence
Major Concern	• Intermediate/moderate risk • Risk to employees/ environment/community • No permanent injury or health loss • Significant violation of workers' rights
Critical Concern	• High risk to employees/ environment/community • Potential permanent injury or health damage • Risk to life • Severe violation of workers' rights
Restricted List	• Factories/suppliers banned from Fluence supply chain • Fraud, embezzlement, criminal acts • Severe transparency issues or lying • Extreme concerns, no remediation commitment

Zero Tolerance Violations

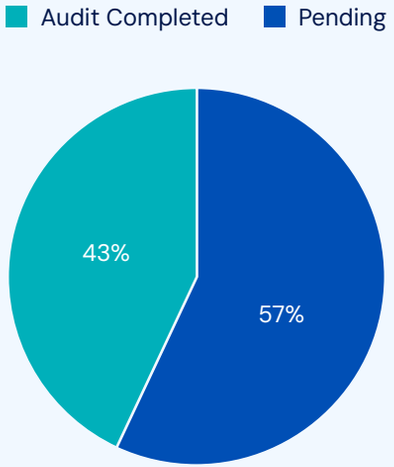
At Fluence, we define a zero-tolerance violation as a critical concern—an issue which poses a high-risk to employees, the community, or the environment, including permanent damage—brought about by a deliberate action, inaction, or omission on the part of the factory owner or management. Zero tolerance violations include:

- use of child or forced labor
- non-payment of wages
- unsafe working conditions
- lack of significant legal permits
- uncontrolled discharge of hazardous waste or chemicals
- failure to remediate critical issues in a timely fashion
- denial of access to auditors
- bribery, dishonesty, or other unethical business practices

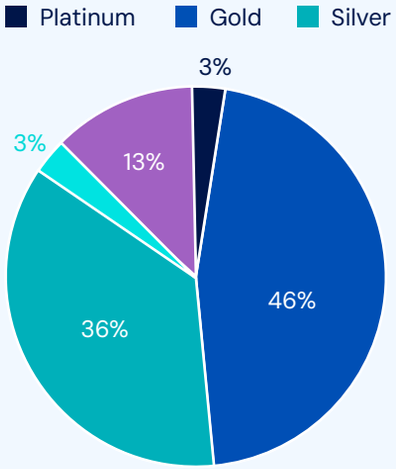
We require all zero tolerance violations to be assessed and confirmed by the Responsible Sourcing team. Suppliers with confirmed zero tolerance violations are placed on our restricted list and prohibited from working with Fluence.

In fiscal year 2025, 85% of the factories[1] which received a scorecard achieved a rating of Platinum, Gold, or Silver. For the remainder, which received a Not Acceptable or High Risk score, the primary reasons for their lower score related to working hours and rest days, occupational or building health and safety, regulatory compliance systems, general working conditions, and minimum wage or social benefits. No non-conformances were related to critical human rights violations and no suppliers received a Zero Tolerance score.

Audit Completion Rate (Fiscal Year 2025)



Responsible Sourcing Factory Scorecard Results (Fiscal Year 2025)



High Risk reasons:

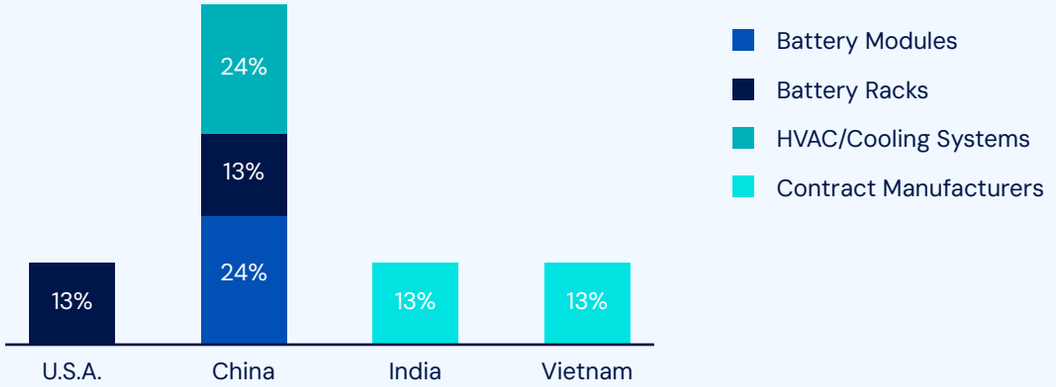
- Occupational Health, Safety & Building Safety
- Working Hours and Rest Days
- Minimum Wages and Other Social Benefits
- Compliance with Law

1 Some factories manufacture for multiple Fluence suppliers. In these cases, we only count the factory once.

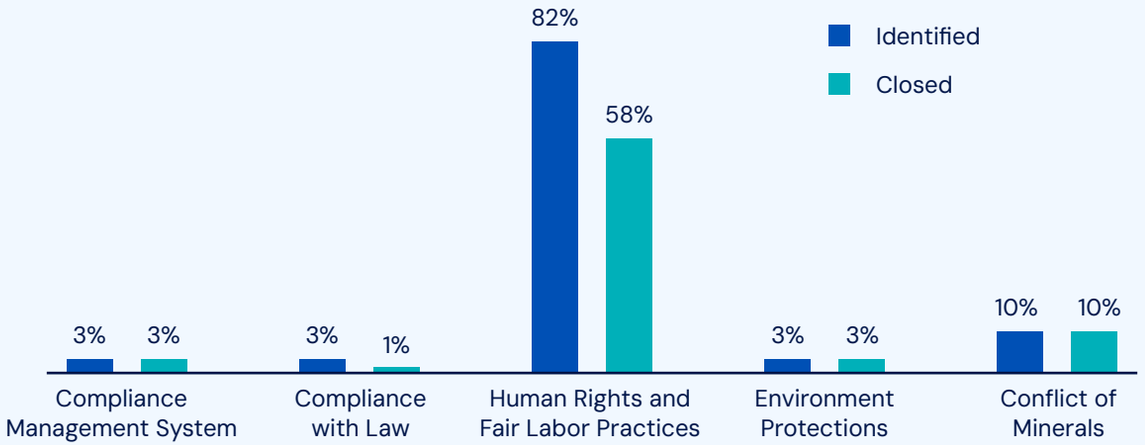
Maintaining Compliance

Maintaining ongoing compliance with our standards is an important part of our Responsible Sourcing program. For suppliers who have received a scorecard, we conduct random compliance audits on an unannounced or semi-announced basis, covering the requirements of our Supplier Code of Conduct and Responsible Sourcing Playbook. These audits are designed to independently verify ongoing compliance and assess the effectiveness of implemented controls. The Fluence Responsible Sourcing team identifies the suppliers to be audited then commissions a third-party auditor to conduct the audit against Fluence's internal audit checklist, which includes interviews with workers. In fiscal year 2025, we conducted eight random compliance audits on supplier factories in China, India, Vietnam, and the United States. The majority of non-conformances found related to labor rights. Suppliers with non-conformances created Corrective Action Plans to remediate any violations. The majority of these were satisfactorily addressed in fiscal year 2025, with the remainder being addressed in fiscal year 2026.

Random Compliance Audit Performed by Country and Category (Fiscal Year 2025)



Random Compliance Audit Findings – Identified vs. Closed (Fiscal Year 2025)



Supplier Engagement

We strive to develop trusting, long-term relationships with our suppliers rooted in collaboration. Through our Responsible Sourcing Scorecard, training programs, and engagement events, we work with suppliers to provide regular education, feedback, and support to enable them to continue meeting our high standards.

Supplier Training

We provide training on topics related to responsible sourcing to suppliers through Fluence Academy and to Fluence employees through our company's internal learning management system (LMS). We intend to develop the course library in the coming years.

We also provide live workshops during our annual supplier engagement event, discussed to the right. Through our trainings, we aim to equip both suppliers and Fluence employees with a more thorough understanding of the importance of responsible sourcing to our business success.

Feedback and Grievance Mechanisms

We provide suppliers with feedback through our Responsible Sourcing Scorecard and regular virtual check-in meetings, and we also welcome feedback from our suppliers. The Responsible Sourcing team makes itself available to suppliers by offering the opportunity to book a dedicated call to discuss and resolve issues they may experience.

We also provide suppliers with access to an anonymous, third-party reporting hotline through EthicsPoint where they can report grievances or instances of violations of the Supplier Code of Conduct.

Grievances are investigated using a structured process aligned with the UN Guiding Principles, followed by Corrective Action and Preventive Action Reports, evidence verification, and follow-up audits. Zero-tolerance issues result in immediate supplier disqualification.

To prevent recurrence, Fluence invests heavily in supplier capacity-building through continuous training, our Responsible Sourcing Scorecard, regular check-ins, SAQ assessments, random compliance audits, and governance strengthening. Suppliers are supported in establishing their own grievance mechanisms and non-retaliation systems. This combined approach ensures ongoing improvement and long-term supply chain resilience.

Bringing Suppliers Together

We host a virtual supplier engagement event every year to bring together key strategic and other suppliers from across geographies for a half-day of workshops and presentations from different Fluence teams. The objective of this event is to enhance supplier understanding of Fluence's corporate priorities and goals and build connections to facilitate our working relationship.

In fiscal year 2025, participants from 96 suppliers attended the event and Fluence participation grew to include employees from our Quality and Cybersecurity teams. Topics covered our supply chain approach, sustainability at Fluence, supplier quality, cybersecurity, and third-party risk management, among others.

Following the event, we experienced enhanced closure of non-conformities, increased clarity about our scorecard validity and renewal requirements, and, overall, increased supplier engagement and communication prior to and following the event.

Minerals Due Diligence

At Fluence, responsibility is a core value. As such, we do not tolerate the use of minerals associated with conflict or human rights abuses in our supply chain and require our suppliers to acquire these minerals when needed from legitimate, conflict-free sources. These efforts are rooted in our Conflict Minerals Due Diligence (CMDD) program, a structured initiative designed to identify, track, and assess the use, sourcing, and origin of potential conflict minerals within our supply chain. The program's approach aligns with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and reflect best practices for companies operating downstream in the supply chain.

Conflict minerals efforts are typically focused on tin, tantalum, tungsten, and gold (also referred to as 3TG). However, due to the range of minerals associated with renewable energy technologies—and the potential for social impacts in those supply chains—we have expanded our efforts to include: cobalt, lithium, graphite, manganese, chromium, zirconium, silver, tellurium, nickel, and copper.

Fluence's operations are several tiers removed from smelters and refiners associated with these minerals. We do not, therefore, directly purchase raw ore, unrefined minerals, or materials from these suppliers. Our efforts are instead focused on preventing our supply chain's use of minerals linked to conflict or human rights violations.

We have adopted several policies, including our Supplier Code and Conflict Minerals Policy, to communicate our expectations to our suppliers. Fluence has also implemented a multi-step due diligence process to identify and root out potentially problematic sources of covered minerals in our supply chain. This process is based on OECD guidance and leverages tools from the Responsible Minerals Initiative.

Further details regarding our CMDD program are available in our Form SD and Conflict Minerals Report submitted to the U.S. Securities and Exchange Commission, which disclosures are also publicly available on our website.

Due to the longer history of engagement, our CMDD efforts are currently most robust for 3TG. Looking ahead, we intend to continue working with our targeted suppliers to provide full and complete responses to our due diligence inquiries and associated minerals reporting templates, as part of our efforts to promote and increase our supply chain transparency.

Next Steps

Since our founding in 2018, we have been building our responsible sourcing program step by step, developing and deepening the program every year. Our focus to date has been on creating robust policies and processes to ensure our high standards are met and can be validated. We intend to continue this work by exploring software tools to help us map our supply chain down to the raw material level. In addition to helping us more granularly identify hotspots in our supply chain, this type of tool would support our ability to adhere to future regulations, including the EU Batteries Legislation.

Given the unique sustainability risks faced by our industry, our subject matter focus thus far has been on preventing human rights and labor violations in our supply chain. Looking ahead, we plan to expand this approach to encompass a broader set of environmental criteria, beyond what is considered standard by regulatory authorities and third-party auditors. We began this work in fiscal year 2025 through a pilot project to collect energy use, water use, and waste generation data from Tier 1 and 2 direct material suppliers.

Governance

Our Board of Directors

Our business decisions are underpinned by our belief that sound corporate governance practices promote long-term value for internal and external stakeholders.

Accountability begins with our Board of Directors and cascades across our organization to our employees. Our Board of Directors is responsible for monitoring the management's performance, promoting accountability, and upholding the interests of our stakeholders.

During fiscal year 2025, our Board comprised 12 directors, of whom four were independent, including our Board Chair. Our Chief Executive Officer is a member of the Board. The Board of Directors believes a range of background, skillsets, experiences, and perspectives, among other things, are important to the objective of assembling a Board that can best perpetuate the success of the business and represent stockholder interests through the exercise of sound judgment.

Elected annually by our stockholders, the Board meets regularly both at the full board level, as well as through committee meetings. Our Board has four standing committees: the Audit Committee, the Nominating and Corporate Governance Committee, the Compensation and Human Resources Committee, and the Finance and Investment Committee. Each committee functions under a comprehensive written charter which outlines its responsibilities and is available on our website.

Fluence Fiscal Year 2025 Board of Directors

Name	Gender	Age	Race/Ethnicity	Year Joined	Independent	Committee Membership	Skills
Herman Bulls	Male	69	African American	2021	Yes	Audit Nomination & Governance Finance & Investment	C-suite leader, operational experience, financial expertise, Corporate governance, Board experience
Julian Nebrada	Male	59	Hispanic	2021	No	Finance & Investment	Public company business leader, c-suite leader, disruptive technology, global citizenship, operational experience, financial expertise, corporate governance, board experience
Elizabeth Fessenden	Female	70	White	2021	Yes	Audit Compensation & Human Resources	Public company business leader, c-suite leader, operational experience, financial expertise, corporate governance, board experience
Cynthia Arnold	Female	67	White	2021	Yes	Audit Compensation & Human Resources Nomination & Governance	Public company business leader, c-suite leader, disruptive technology, global citizenship, operational experience, financial expertise, corporate governance, board experience
Harald von Heynitz	Male	65	White	2021	Yes	Audit Compensation & Human Resources Nomination & Governance	Global citizenship, operational experience, financial expertise, corporate governance, board experience
Axel Meier	Male	62	White	2021	No	Nomination & Governance Finance & Investment	C-suite leader, global citizenship, operational experience, financial expertise, corporate governance
Tish Mendoza	Female	49	Hispanic	2022	No	Compensation & Human Resources Nomination & Governance	C-suite leader, disruptive technology, global citizenship, operational experience, financial expertise, corporate governance, board experience
Peter Chi-Shun Luk	Male	41	Asian	2025	No	None	C-suite leader, global citizenship, operational experience, financial expertise
Chris Shelton	Male	54	White	2021	No	None	C-suite leader, disruptive technology, operational experience, financial expertise, corporate governance, board experience
Simon James Smith	Male	51	White	2021	No	Finance & Investment	Disruptive technology, global citizenship, financial expertise, corporate governance, board experience
Ricardo Falú	Male	46	Hispanic	2022	No	Finance & Investment	Public company business leader, c-suite leader, disruptive technology, global citizenship, operational experience, financial expertise, corporate governance, board experience
Ruth Gratzke	Female	54	White	2025	No	Compensation & Human Resources	Public company business leader, c-suite leader, global citizenship, operational experience, financial expertise, corporate governance, board experience

ESG Oversight

The Nominating and Corporate Governance Committee of the Board maintains oversight on our ESG strategy, initiatives, and policies. The Board's Audit Committee oversees audit and assurance processes relating to ESG reporting within applicable financial reporting frameworks. Our full Board reviews and approves our annual sustainability report. Finally, the Compensation and Human Resources Committee of the Board oversees Fluence's executive and non-executive workforce programs, including talent management, recruitment, retention, training and development, employee engagement, and pay equity.

Our Vice President of Investor Relations and Sustainability reports at least quarterly to the Nominating and Corporate Governance Committee of the Board. The committee provides oversight and guidance and reports to the full Board of Directors on relevant developments relating to ESG and sustainability.

Our Vice President of Investor Relations and Sustainability reports directly to our Chief Financial Officer, and our ESG and sustainability team is empowered by our executive leaders to enable quick and efficient program implementation. We believe that this direct reporting structure to the executive leadership team strengthens our ability to drive long-term, positive change while aligning sustainability with our broader strategic and financial objectives.

Stakeholder Engagement

We regularly communicate with both internal and external stakeholders to gauge their thoughts about Fluence and to identify opportunities to engage with them more productively. This includes through:

- Quarterly presentations given to our investors
- Our annual supplier engagement event, supplier trainings, and open line of communication between suppliers and our Responsible Sourcing team
- Our annual and pulse surveys conducted on our employee population to understand their experience working at Fluence
- Our internal and supplier grievance hotlines for stakeholders to report issues
- Sales discussions, trainings, and customer support provided to Fluence customers
- Safety trainings provided to product users through Fluence Academy

Ethics & Compliance

Ethical conduct at Fluence is squarely rooted in our corporate value of responsibility.

We take seriously the role we play in shaping the lives and environments we touch as a global company.

We lay out our expectations of conduct for all directors, officers, and employees of Fluence and all our subsidiaries in our Code of Conduct and Ethics (Code), which is found on our website, and updated regularly. The Code covers topics such as respectful workplace behavior, anti-corruption and anti-money laundering, gifts, lobbying, conflicts of interest, confidential information, and more.

We conduct mandatory compliance training on our Code and related policies. Fluence employees are required to acknowledge and accept the Code at onboarding and complete yearly refresher training. Other relevant training modules are also assigned throughout the year (live, in-person country training; seasonal gifts and entertainment training, etc.). In fiscal year 2025, 98% of employees completed training on our Code.

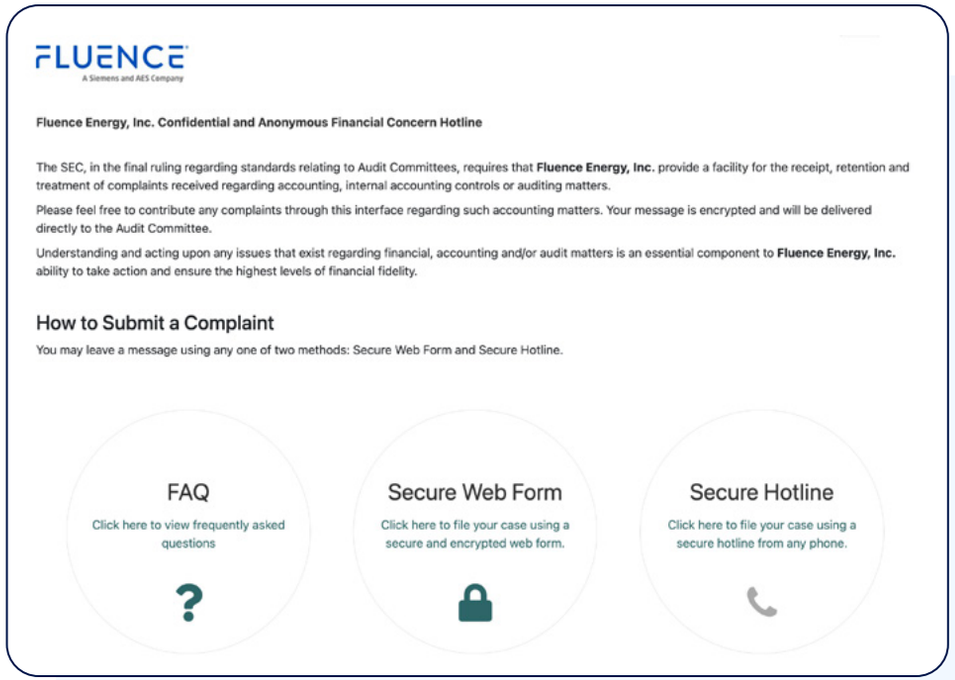
We also expect suppliers to adhere to a strict set of ethics rules, laid out in our Supplier Code of Conduct, Responsible Sourcing, Conflict Minerals Policy, and others, also found on our website. We discuss these topics in detail in Responsible Sourcing.

Reporting Mechanisms

Fluence team members who have concerns about potential violations of our Code can report their concerns to their manager, a member of the Fluence Ethics & Compliance Department, or to another appropriate Fluence leader. We prohibit retaliation against any team member for raising questions or concerns or making a good faith report of possible improper behavior.

Nonetheless, in cases where an employee feels uncomfortable reporting directly to another Fluence team member, they can report to an anonymous third-party hotline operated by EthicsPoint by phone or web. Additionally, we maintain a second anonymous, third-party hotline, the Accounting Hotline, specifically for matters relating to auditing or internal accounting, also available by phone or web.

We validate all complaints and grievances and thoroughly investigate any claims deemed to be legitimate.



The Fluence Accounting Hotline landing page.

Political Advocacy & Lobbying

As a relatively new industry in a sector with strong connotations for energy and national security, it is important for legislators and regulatory bodies to have a clear understanding of Fluence's work and impact. Political advocacy and lobbying play an important part in our efforts to inform the government about regulatory and legal matters that affect our business.

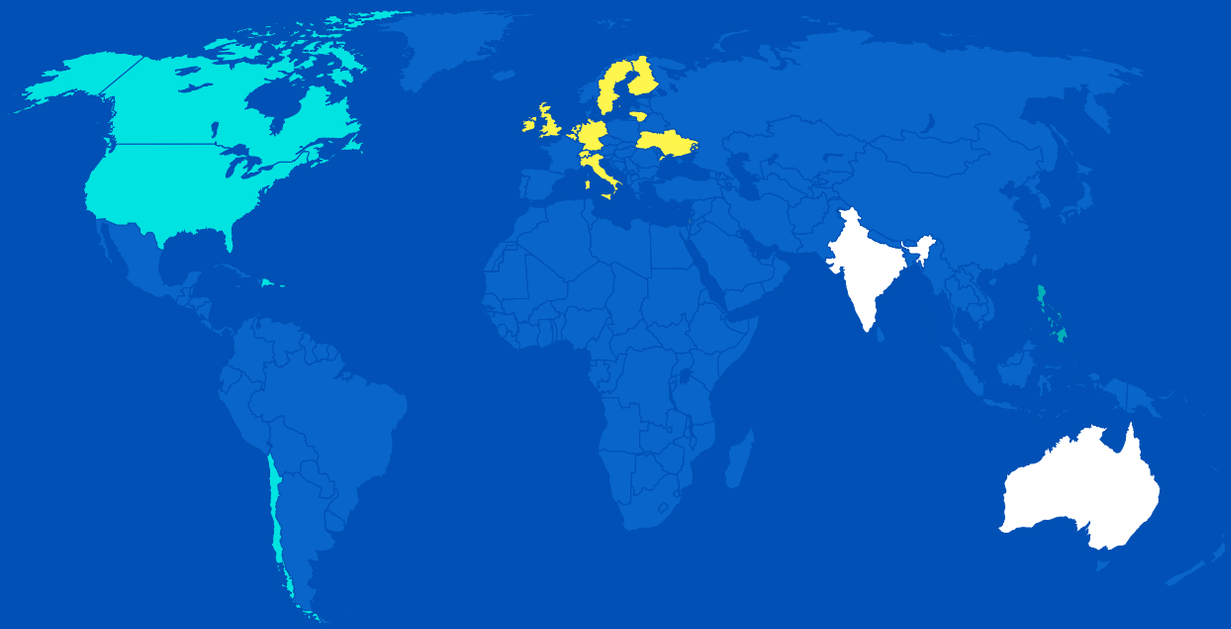
Our Code of Conduct and Ethics outlines clear guidelines and requirements governing the types of engagements, payments, or contributions that are acceptable for company representatives to undertake, as well as the disclosures needed for each. These policies are regularly updated.

This includes legal donations totaling $11,500 that were made by Fluence to the re-election campaigns of several legislators in California. These donations were approved beforehand by our Ethics & Compliance Department and our CEO or a CEO-approved delegate—as required by our Code—and disclosed in mandatory state compliance reporting. No political contributions were made in our APAC or EMEA regions.

Fluence also sponsors a Political Action Committee (PAC) that is a separate legal entity with its own independent board. The PAC is funded solely through voluntary contributions from eligible employees, board members, and their immediate family members, and no corporate treasury funds support the PAC's activities.

In the U.S., Fluence works with several third-party firms that undertake government relations and lobbying on our behalf, at the federal and state levels, to influence pro-energy storage laws and regulations. In fiscal year 2025, we spent a total of $300,000 on lobbying (not including advocacy organizations). In the APAC and EMEA regions, Fluence employees engage with policymakers and government officials through registered third-party advocacy groups or industry associations.

We are members of a number of advocacy organizations in the U.S. and our other markets including:



North America

- American Clean Power
- Energy Storage Canada
- California Energy Storage Alliance
- Lone Star Energy Storage Alliance
- Energy Storage Coalition
- American Clean Power-California
- Renewable Northwest
- Clean Grid Alliance
- Mid-Atlantic Renewable Energy Coalition

EMEA

- American Chamber of Commerce EU
- Energy Storage Europe (formerly European Association for Storage of Energy)
- Bundesverband Energiespeicher Systeme e.V. (Germany)
- Bundesverband Neue Energiewirtschaft e.V. (Germany)
- Energy Storage Network (UK)
- Energy Storage Ireland
- Spanish Battery Energy Storage Association
- PIME (Poland)
- Association for production, storage and trading of electricity (Bulgaria)

APAC

- Australian Clean Energy Council
- Smart Energy Council Australia
- American Chamber of Commerce Philippines
- Philippine Solar Storage Energy Alliance
- American Chamber of Commerce Taiwan
- Taiwan Photovoltaic
- Taiwan Photovoltaic Industry Sustainable Development Association (TPISA)
- Sustainable Energy Association of Singapore

Corporate Taxation

We believe that taxation plays an important role in contributing to the economic health and vibrancy of the communities we operate in and serve. Our approach to taxation is grounded in our values—we endeavor to fully comply with our tax obligations and engage honestly with tax authorities.

Likewise, we do not permit employees or other affiliates to make payments to governments outside of legally required annual taxes, sales and use taxes, customs duties, import/export fees, permits, payroll contributions, and other lawful payments. Fluence's Anti-Corruption and Anti-Money Laundering policy within our Code of Conduct and Ethics prohibits facilitation or improper payments.

Finally, Fluence does not receive financial assistance from any countries aside from that provided through legal government programs such as investment or manufacturing incentives like R&D tax credits. We disclose material programs in our annual audited financial statements.

Cybersecurity & Data Privacy

Fluence products and services are highly advanced technologies and many of our customers are major energy providers in their regions.

The strength and resilience of our cybersecurity and data privacy approaches have direct implications for energy security. Fluence has established a well-rounded strategy towards cybersecurity and data privacy that is grounded in risk management, overseen by senior leaders, and aligned with industry leading frameworks.

Our cybersecurity program and system are governed by our Cybersecurity Steering Committee which is chaired by our Chief Information Security Officer (CISO) and includes leaders from various departments, including, but not limited to finance, supply chain, product, IT, and legal. The committee convenes quarterly to review and govern the cybersecurity strategy and priorities, oversee material risks, review and monitor key performance indicators, address significant issues, and support regulatory and compliance obligations. Additionally, the Audit Committee receives quarterly updates from the CISO, and other leaders, and the Audit Committee will report updates regarding cybersecurity to the Board, as it deems appropriate.

Fiscal Year 2025 Cybersecurity Program Highlights

- ISO 27001 certified
- Zero material data breaches
- 98% completion rate on mandatory cybersecurity training
- All Fluence software customers provided with security attestation letter
- Implemented secure software development processes
- Adopted cyber-informed engineering practices for building resilient system
- Introduced third-party security risk management program for hardware and software suppliers

Our program is built with guidance from the U.S. National Institute of Standards and Technology's (NIST) Cybersecurity Framework with a focus on implementing controls to manage cyber risks to our systems. The framework provides a systematic approach to creating a strategy, identifying risks, implementing safeguards, detecting threats, responding to incidents, and restoring operations. We integrate this guidance into our cybersecurity roadmap we maintain and regularly update.

In fiscal year 2025, we successfully completed ISO 27001 recertification. Looking ahead, we are preparing to be fully compliant with the EU's Cyber Resilience Act by the time obligations apply in December 2027. We are also in the process of obtaining certification at Maturity Level 2 for ISA/IEC 62443-2-4.

We have established an incident response plan which outlines how we manage potential breaches from detection of the breach to closure of the incident after it has been addressed. The plan identifies which parties must be notified based on the type of data that has been affected and what steps must be taken to remedy the breach. As part of our approach towards third parties, in fiscal year 2025, we extended our cybersecurity assessment program to include our key suppliers. We hold quarterly business reviews with these teams about cybersecurity risk management. In fiscal year 2025, we experienced zero material data breaches.

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In fiscal year 2025, we experienced zero material data breaches.

Training and Testing

We believe cybersecurity vigilance is a responsibility of all Fluence employees. We maintain a training and awareness plan that is updated annually that assigns specific cybersecurity training modules to different employee groups based on their role.

We conduct a broad mandatory training of all employees on an annual basis and have an internal goal to achieve at least a 95% completion rate on that training. In fiscal year 2025, we achieved a 98% completion rate. We assign additional specialized, role-based training to software developers, our IT help desk team, and others.

To test the robustness of our program and approach, we regularly undertake simulated cyberattacks. We conduct phishing simulations on employees on a periodic basis and partner with a third-party expert to conduct penetration testing annually. We also conduct an annual tabletop simulation of an attack on one of our critical business applications to verify the readiness of our stakeholders to act and to test the relevance of our incident response plan. In fiscal year 2025, this testing was conducted on our cloud infrastructure.

The results of these tests inform improvements to our roadmap, incident response plan, and training. In recent years, we have focused on increasing the adoption of cybersecurity principles across our product pipeline. In fiscal year 2025, this included embedding cybersecurity specialists into our engineering teams to assess the integration of security features into our consumer products. We achieved full visibility and governance coverage of all identified "crown-jewel" assets—our most critical assets, including source code repositories.

In fiscal year 2025, we provided security attestation letters to all of our customers using our software tools, Mosaic, Nispera, and Fluence OS.

Data Privacy

We are committed to handling personal data in accordance with applicable data protection and privacy laws in the jurisdictions where we operate and provide services. We have programs in place to address regional and national laws governing the protection and use of personal identifiable information, including, among others, the EU General Data Protection Regulation (GDPR), the UK GDPR, the revised Swiss Federal Act on Data Protection (nFADP), the California Consumer Privacy Act (CCPA), as amended by the California Privacy Rights Act (CPRA), other applicable U.S. state privacy laws, Singapore's Personal Data Protection Act (PDPA), Australia's Privacy Act 1988, Japan's Act on the Protection of Personal Information (APPI), India's Digital Personal Data Protection Act (DPDP-Act), and the Philippines' Data Privacy Act of 2012.

Fluence has established a centralized Data Privacy Office led by a Global Data Protection Officer (DPO). The function is responsible for defining and maintaining global privacy governance standards, policies, and procedures, and for overseeing implementation across regions. The Data Privacy Office works in coordination with Legal, Compliance, Cybersecurity, HR, and IT functions to comply with privacy requirements across our entities and business operations.

In addition, Fluence maintains a structured data privacy governance framework led by the Global Data Protection Officer. Our approach includes ongoing monitoring of applicable privacy laws in the jurisdictions where we operate, regular risk assessments, and defined incident response procedures aligned with regulatory notification requirements. We maintain a documented privacy incident management process that includes identification, escalation, containment, root cause analysis, remediation, and, where required, regulatory or customer notification. In fiscal year 2025, Fluence did not experience any material data breaches.

Our privacy program includes documented governance structures, policies and procedures, data inventory and mapping, risk-based privacy assessments, and contractual data protection controls. We continue to enhance our program maturity through ongoing awareness initiatives, training, monitoring, and alignment with evolving regulatory expectations. This structured approach supports responsible data handling and strengthens stakeholder trust across our global footprint.

In fiscal year 2025, security attestation letters were provided to all Mosaic, Nispera, and Fluence OS software customers.

Looking Ahead

Over the past several years, we have strived to build a strong and credible foundation for sustainability at Fluence. Our approach is grounded in a simple belief: meaningful commitments require reliable data. From measuring greenhouse gas emissions to increasing visibility across our supply chain, our focus has remained on developing a baseline that is both accurate and actionable across our global operations.

One such effort during fiscal year 2025 was the introduction of biodiversity and water risk assessments. By utilizing the WWF Risk Filter tool across our operations and EPC sites, we enhanced our visibility into our environmental footprint. This broader perspective has given us increased clarity to see where risks may exist and, more importantly, where we may have the greatest opportunity to drive tangible improvement.

Building on a growing understanding of our impacts and processes, we are beginning to shift from calculating our footprint to actively reducing it. Looking ahead to fiscal year 2026 and beyond, we continue to demonstrate how we turn these insights into a lasting impact.

Thank you for your interest in Fluence's sustainability journey. We welcome your feedback and questions at esg@fluenceenergy.com.

Chris Shelton

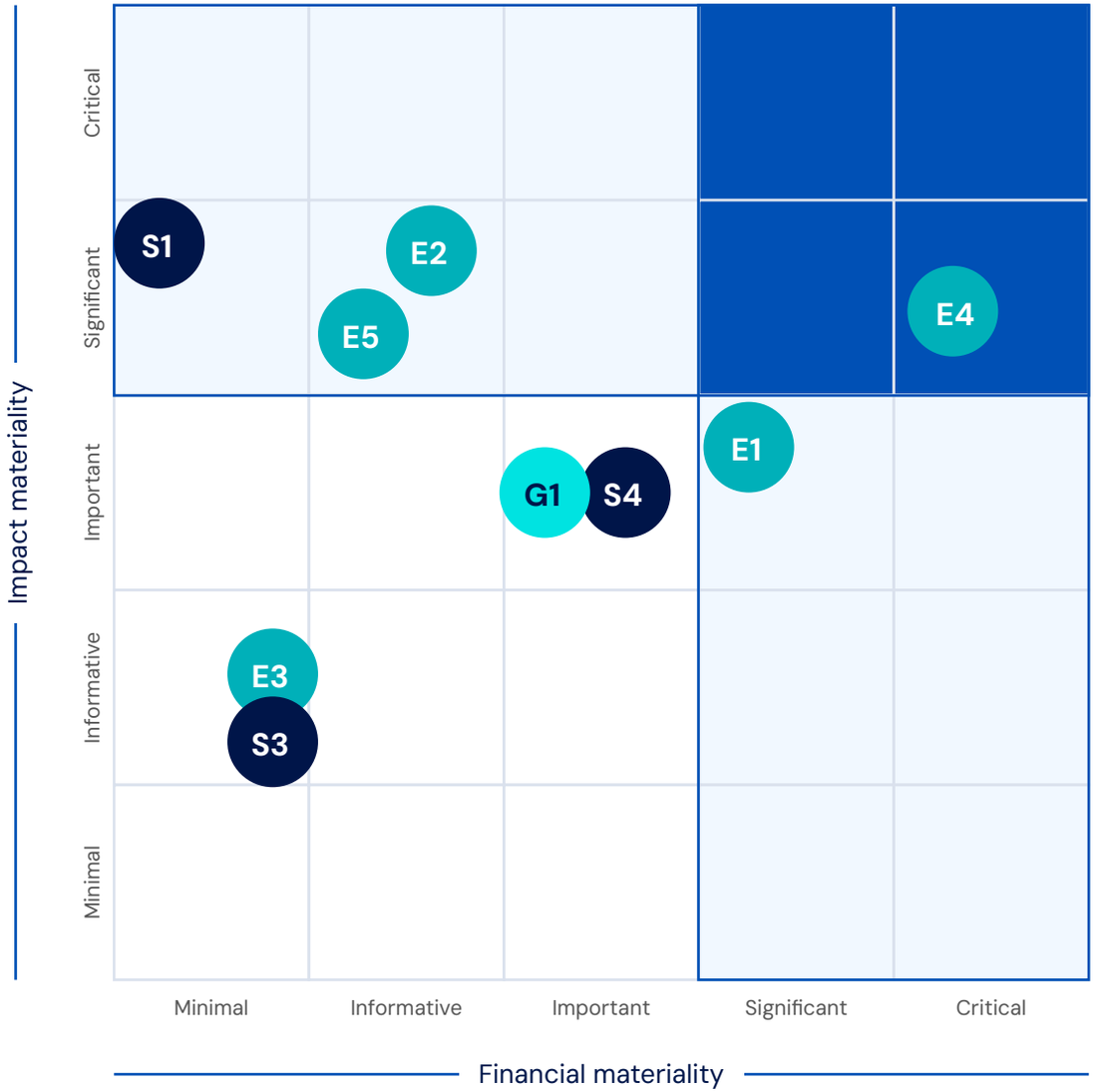
VP of Investor Relations and Sustainability, Fluence

Scott R. Miller

Director of Environmental, Social, and Governance, Fluence

Appendix

Double Materiality Matrix



Environment

E1 Climate change
1. Climate change adaptation
2. Climate change mitigation
3. Energy

E2 Pollution
1. Pollution of air
2. Pollution of water
3. Pollution of soil
4. Pollution of living organisms and food resources
5. Substances of concern
6. Substances of very high concern
7. Microplast

E3 Vatten och marina resurser
1. Water
2. Marine resources

E4 Biodiversity and ecosystems
1. Direct impact drivers of biodiversity loss
2. Impacts on the state of species – data missing
3. Impacts on the extent and condition of ecosystems
4. Impacts and dependencies on ecosystem services

E5 Circular economy
1. Resources inflows, incl. resource use
2. Resource outflows related to products and servicesAVfall
3. Waste

Social

S1 Own workforce
1. Working conditions
2. Equal treatment and opportunities for all
3. Other work-related rights

S3 Affected communities
1. Communities' economic, social & cultural rights
2. Communities' civil & political rights
3. Rights of indigenous peoples

S4 Consumers and end-users
1. Information-related impacts for consumers and/or end-users
2. Personal safety of consumers and/or end-users
3. Social inclusion of consumers and/or end-users

Governance

G1 Business conduct
1. Corporate culture
2. Protection of whistle-blowers
3. Animal welfare
4. Political engagement and lobbying activities
5. Management of relationships with suppliers including payment
6. Corruptions and bribery

UN SDG Alignment

The success of the UN Sustainable Development Goals (SDGs) relies on the collective efforts of governments, nongovernmental organizations, the private sector, and other stakeholders. As a global leader in energy storage, we embrace this shared effort, aligning our expertise with initiatives that drive meaningful impact.

Since publicly committing to the SDGs in fiscal year 2023, we have worked to integrate these principles into our ESG strategy. Our focus remains on key areas where our strengths can create the greatest value: gender equality, affordable and clean energy, industry innovation and infrastructure, and climate action. These particular priorities reflect our commitment to not only advancing sustainable business practices but also contributing to a more resilient and equitable energy future.

Our commitment to advancing the UN SDGs is guided by our focus to lead the energy storage industry in sustainable business practices. We are dedicated to applying our knowledge, concepts, and innovation to help advance initiatives aimed at achieving those SDGs where our particular concentration of strengths may contribute to long-lasting and scalable effect. We believe we are well positioned to bring together science, people, technology, and the ideas necessary to profoundly shape the trajectory of energy storage.

Gender Equality
Fluence strives to have a fair and equitable work culture where all candidates and employees are evaluated on their merit and can succeed. Through our inclusive hiring, pay equity program, Women@Fluence Employee Resource Group, and health and wellness benefits, we are creating a working environment that treats everyone equally.

Affordable and Clean Energy
We provide an ecosystem of offerings to help drive the clean energy transition—modular and scalable energy storage products, comprehensive service offerings, and software products for managing and optimizing renewables and storage from any provider.

Decent Work and Economic Growth
Fluence is a global company in a growth industry, offering competitive compensation and benefits packages for our employees. We believe that creating fair, equitable jobs in a collaborative, value-based culture creates a foundation for long-term success for our company and team members.

Industry, Innovation, and Infrastructure
Clean energy technologies promote sustainable, inclusive industrialization with a negligible carbon footprint. Energy storage infrastructure is a prerequisite for clean energy's wide-scale uptake. Fluence technologies facilitate the expansion of renewable energy installations globally.

Sustainable Cities and Communities
As urbanization accelerates, cities' energy demands will increase. Fluence systems support the deployment and scaling of clean energy installations, enabling access for all urban residents to affordable, abundant energy.

Responsible Consumption and Production
Our Circular Economy strategy is designed to identify opportunities to reduce, reuse, and recycle waste within our product lifecycle. Our Battery Recycling Policy and network of battery recycling partners globally help us address a key waste stream at product end-of-life. We also extend the useful life of products through thoughtful design, including modularity and remote monitoring. In our supply chain, we work closely with suppliers to reduce any negative environmental and social impacts of our sourcing.

Climate Action
Our portfolio of products, services, and cloud-based software for energy storage is a key enabler to a low-carbon future. Our solutions are part of a sector integral to the energy transition and the global effort to combat climate change through the modernization of our clean energy networks. Our products have a long service life and help to accelerate the adoption of clean energy. We continuously look for opportunities to improve the efficiency, resource conservation, and performance of our products to reduce their environmental impact.

GRI Crosswalk

Statement of use: Fluence Energy, Inc. has reported the information cited in this GRI content index for the period October 1, 2024 - September 30, 2025 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Disclosure	Location of Information
GRI 2: General Disclosures 2021	
2-1 Organizational details	Page 5
2-2 Entities included in the organization's sustainability reporting	Page 2
2-3 Reporting period, frequency and contact point	Page 2
2-4 Restatements of information	No material restatements identified.
2-5 External assurance	Page 79
2-6 Activities, value chain and other business relationships	Pages 5, 21, and 40
2-7 Employees	Page 34
2-9 Governance structure and composition	Pages 50-52
2-10 Nomination and selection of the highest governance body	Fluence Fiscal Year 2025 Proxy Statement
2-11 Chair of the highest governance body	Fluence Fiscal Year 2025 Proxy Statement
2-12 Role of the highest governance body in overseeing the management of impacts	Pages 50-52
2-13 Delegation of responsibility for managing impacts	Page 52
2-14 Role of the highest governance body in sustainability reporting	Fluence's Board of Directors reviews and approves this report prior to publication.
2-16 Communication of critical concerns	Page 53
2-17 Collective knowledge of the highest governance body	Page 51
2-22 Statement on sustainable development strategy	Pages 7-8

2-23 Policy commitments	Page 42
2-24 Embedding policy commitments	Pages 40-48
2-25 Processes to remediate negative impacts	Pages 47
2-27 Compliance with laws and regulations	Page 53
2-28 Membership associations	Page 54
2-29 Approach to stakeholder engagement	Page 52
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Page 9
3-2 List of material topics	Page 61
Economic Disclosures	
GRI 201: Economic Performance 2016	
201-1 Direct economic value generated and distributed	Fluence Fiscal Year 2025 Form 10-K
201-2 Financial implications and other risks and opportunities due to climate change	Pages 71-77
201-3 Defined benefit plan obligations and other retirement plans	Fluence Fiscal Year 2025 Form 10-K
201-4 Financial assistance received from government	Pages 54-55
GRI 205: Anti-corruption 2016	
205-2 Communication and training about anti-corruption policies and procedures	Page 53
GRI 207: Tax 2019	
207-1 Approach to tax	Page 55
207-2 Tax governance, control, and risk management	Page 55
Environmental disclosures	
GRI 101: Biodiversity 2024	
101-1 Policies to halt and reverse biodiversity loss	Page 27

101-2 Management of biodiversity impacts	Page 27
GRI 102: Climate Change 2025	
102-5 Scope 1 GHG emissions	Pages 22-23
102-6 Scope 2 GHG emissions	Pages 22-23
102-7 Scope 3 GHG emissions	Pages 22 and 24
GRI 103: Energy 2025	
103-1 Energy policies and commitments	Pages 19-20, 22-23
103-2 Energy consumption and self-generation within the organization	Pages 23
103-5 Reduction in energy consumption	Pages 23
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Page 27
GRI 306: Waste 2020	
306-2 Management of significant waste-related impacts	Page 25
306-3 Waste generated	Page 25
306-4 Waste diverted from disposal	Page 25
306-5 Waste directed to disposal	Page 25
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	Pages 43-48
Social disclosures	
GRI 401: Emlployment 2016	
401-1 New employee hires and employee turnover	Pages 33-34
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 38
401-3 Parental leave	Page 38

GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Page 30
403-2 Hazard identification, risk assessment, and incident investigation	Pages 30 and 32
403-3 Occupational health services	Page 38
403-5 Worker training on occupational health and safety	Page 31
403-6 Promotion of worker health	Page 38
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 15-16 and page 47
403-9 Work-related injuries	Page 32
403-10 Work-related ill health	Page 32
GRI 404: Training and Education 2016	
404-2 Programs for upgrading employee skills and transition assistance programs	Page 35
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Page 34
GRI 408: Child Labor 2016	
408-1 Operations and suppliers at significant risk for incidents of child labor	Page 48
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 48
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments, and development programs	Page 39
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	Pages 43-48
414-2 Negative social impacts in the supply chain and actions taken	Pages 43-48

GRI 415: Public Policy 2016	
415-1 Political contributions	Pages 54
GRI 416: Customer Health and Safety 2016	
416-1 Assessment of the health and safety impacts of product and service categories	Pages 15-16
GRI 418: Customer Privacy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 58

SASB Crosswalk

Fuel Cells & Industrial Batteries Industry Standard Version 2023-12

Disclosure	Code	Location of Information
Energy Management		
(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	RR-FC-130a.1	Page 22
Workforce Health & Safety		
(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	RR-FC-320a.1	Page 31
Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	RR-FC-320a.2	Pages 29-31
Product Efficiency		
Average storage capacity of batteries, by product application and technology type	RR-FC-410a.1	Page 11
Average energy efficiency of fuel cells as (1) electrical efficiency and (2) thermal efficiency, by product application and technology type	RR-FC-410a.2	Not applicable
Average battery efficiency as coulombic efficiency, by product application and technology type	RR-FC-410a.3	Coulombic efficiency is amp hours out/amp hours in. For Li-ion batteries this is essentially 100%. Energy efficiency is Watt hours out/Watt hours in. The actual efficiency depends on the charge, discharge rate and operational energy window, but the bulk of our products have an energy efficiency of around 94-95%.
Average operating lifetime of fuel cells, by product application and technology type	RR-FC-410a.4	Not applicable
Average operating lifetime of batteries, by product application and technology type	RR-FC-410a.5	Page 11. Stationary, Lithium-based, 8,000 to 11,000 cycles to 60% state-of health (SoH). Cycle life to 20% degradation is not a relevant measure in stationary storage.

Product End-of-Life Management		
Percentage of products sold that are recyclable or reusable	RR-FC-410b.1	Pages 24-25
(1) Weight of end-of-life material recovered, (2) percentage recycled	RR-FC-410b.2	438.27 MT
Description of approach to manage use, reclamation, and disposal of hazardous materials	RR-FC-410b.3	Page 24
Materials Sourcing		
Description of the management of risks associated with the use of critical materials	RR-FC-440a.1	Page 47
Activity Metrics		
Number of units sold	RR-FC-000.A	Page 5
Total storage capacity of batteries sold	RR-FC-000.B	11.7 GWh
Total energy production capacity of fuel cells sold	RR-FC-000.C	Not applicable

TCFD Disclosure

This report has been prepared by Fluence Energy, Inc. ("Fluence" or "the Company") to align with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Fluence recognizes the importance of assessing and disclosing climate-related risks and opportunities to support long-term resilience and transparency for stakeholders. The following sections present Fluence's current disclosures across the TCFD core elements of Governance, Strategy, Risk Management, and Metrics and Targets, reflecting information on each of the 11 recommended disclosures within the TCFD framework and the Company's approach to evaluating climate-related risks and opportunities based on information and processes available at the time of reporting.

Governance

Describe the board's oversight of climate-related risks and opportunities.

Risk assessment and oversight are integral components of Fluence's governance and management processes. The Board of Directors has overall responsibility for overseeing the Company's risk management framework, including climate-related risks and opportunities that may affect Fluence's strategy, operations, and long-term performance. The Board focuses on general risk management policies and strategy, the most significant risks facing the Company, and the oversight of management's implementation of risk mitigation strategies.

While the full Board retains overall responsibility for risk oversight, it is supported in this role by its standing committees, to the extent deemed relevant to their roles. Oversight of environmental, social, and governance (ESG) matters, including climate-related strategy, initiatives, and policies, is supported by the Nominating and Corporate Governance Committee. Management provides regular updates to this Committee on ESG-related topics, including climate-related risks and opportunities, including actions to comply with growing environmental regulations around the world. These discussions inform Committee oversight and, where appropriate, broader Board-level consideration of climate-related matters.

The Audit Committee plays a central role in overseeing the Company's enterprise risk management (ERM) program and is specifically tasked with oversight of policies related to risk assessment and risk management. The Audit Committee receives regular updates on the Company's risk profile and meets quarterly to review risk-related matters, including with management, the Company's Internal Audit function, and independent external advisors as appropriate. Through committee reporting and Board-level discussions, the Board receives ongoing visibility into the identification, assessment, and management of key risks, including those with climate-related drivers.

Describe management's role in assessing and managing climate-related risks and opportunities.

Management is responsible for addressing the day-to-day risks facing the Company, including assessing and managing climate-related risks and opportunities within Fluence's operations and strategic planning processes. Management evaluates how climate-related drivers, such as regulatory developments, market dynamics, supply chain conditions, and physical operating environments may affect the Company over short-, medium-, and long-term time horizons.

Climate-related risks are assessed through Fluence's ERM processes and integrated into broader risk identification, assessment, and prioritization activities. Climate-related factors are evaluated alongside other strategic, operational, financial, and compliance risks where they influence the Company's overall risk profile, rather than through a standalone climate governance structure. This approach reflects management's view that climate-related risks are often embedded within existing enterprise risks relevant to Fluence's business model.

Responsibility for managing individual risks is assigned to designated members of management, who monitor risk drivers, implement mitigation actions, and escalate risks as needed. Management regularly informs the Board and its committees of risk management matters as deemed appropriate and provides periodic operating performance and risk reviews that include discussion of key risks, exposures, mitigation strategies, and developments that could affect the Company's risk profile over time.

Management is supported in these activities by the Internal Audit committee, which assists in identifying and evaluating risk management controls and methodologies, and by Legal and Compliance leadership, which provides oversight of regulatory and compliance-related risks. These processes support informed Board oversight and ongoing management of climate-related risks and opportunities as part of Fluence's broader governance framework.

Strategy

Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

Fluence has identified a set of climate-related risks and opportunities that may affect the Company over the short, medium, and long term, based on its business model as a provider of battery energy storage systems and related services. These risks and opportunities arise from both transition drivers, including policy, regulatory, market, and technological changes associated with the global energy transition, and physical drivers, including acute and chronic changes in climate conditions that may affect system deployment, performance, and long-term functionality in the field.

In assessing climate-related risks and opportunities, Fluence considers how climate-related drivers may influence its operations, contractual obligations, supply chain, technology performance, and market positioning across different time horizons.

The primary climate-related risks and opportunities identified through our assessment are summarized below. These risks and opportunities are discussed in further detail in the sections that follow, including their potential impacts and the actions Fluence takes to manage and mitigate them. While we have identified timeframes in which we believe these risks are most likely to occur, such predictions are inherently uncertain due to the various factors involved, and such risks may manifest on other time horizons.

Table 1: Summary of risks and opportunities

Risk	Type and Timeframe
R1: Government Policy Dependency	Transition Risk; Near – Long-term
R2: Battery Product Regulatory Compliance	Transition Risk; Near – Medium-term
R3: Competitors with Structural Advantages	Transition Risk; Near – Long-term
R4: Customer Demand Sensitivity to Climate Incentives	Transition Risk; Near – Long-term
R5: Supply Chain Transparency and Disclosure	Transition risk; Near – Medium-term
R6: Raw Material Supply and Price Volatility	Transition Risk; Near – Long-term
R7: Reputation and Industry Perception	Transition/Physical Risk; Near – Long-term
R8: Extreme Weather Events	Physical Risk; Near – Long-term
R9: Chronic Environmental Changes	Physical Risk; Medium – Long-term
Opportunity	**Timeframe**
O1: Growing Demand for Energy Storage Solutions	Near – Long-term
O2: Policy and Incentive Driven Market Expansion	Near – Medium-term
O3: Grid Resilience and Energy Security Solutions	Near – Long-term

Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

Transition Risk (R1): Government Policy Dependency

Our business and customer demand for our offerings depends in part on government incentives and/or regulations relating to or mandating the use of renewable energy and/or energy storage. The range and duration of these incentives and regulations varies widely by jurisdiction and type of asset involved. Our customers typically use our energy storage solutions for grid-connected applications wherein power is sold under a power purchase agreement or into an organized electric market. Such government incentives and/or regulations may expire on a particular date, end when the allocated funding is exhausted or be reduced or terminated as renewable energy adoption rates increase or as a result of legal challenges, changing policies or priorities, the adoption of new statutes or regulations or changes to existing regulations, new regulatory guidance, or the passage of time. Reductions, modification, terminations, or determination of inapplicability of government incentives and/or regulations may occur without warning. Such policies, regulations, and incentives may not continue to exist in current form, or at all. For example, in 2025, the U.S. Congress modified certain tax credits, including to establish new prohibited foreign entity (PFE) restrictions that restrict availability of such credits in certain instances.

Impact

The reduction, elimination, modification, expiration, or determination of inapplicability of government incentives or regulations related to mandating or encouraging the use of grid-connected renewable electricity and/or energy

storage—or the potential for any such changes—has, and may in the future, negatively affect the competitiveness of our offerings, the growth of our industry, and our business. Such events have also impacted and may in future impact customer demand for our offerings, may lead to a loss of customers and potential customer projects, and has and may in the future harm our business, operating results, and cash flows.

Mitigation

Fluence manages this risk through active monitoring of climate, energy, trade, and industrial policy developments in key markets and by maintaining flexibility in sourcing, manufacturing, and system design strategies. The Company seeks to preserve optionality within its contract manufacturing model and supplier base to enable adjustment as policy conditions evolve.

Fluence also evaluates policy developments as part of strategic planning and market prioritization processes. This risk is assessed and monitored through Fluence's enterprise risk management framework, with oversight by management and the Board as part of broader review of strategic, regulatory, and competitive risks. Ongoing policy analysis supports informed decision-making related to supplier configuration, market participation, and long-term growth strategy.

Transition Risk (R2): Battery Product Regulatory Compliance

Fluence operates in jurisdictions where battery related sustainability, safety, and disclosure requirements are evolving rapidly as part of broader climate and energy policy objectives. Most existing environmental laws and regulations preceded the introduction of energy storage technology. These laws therefore do not necessarily reflect the realities of new technologies, and as policymakers work to adapt or establish regulatory frameworks or standards that apply to energy storage, we may be subject to various challenges. We also expect there will likely be increasing levels of regulations disclosure-related and otherwise, with respect to ESG matters (including climate) in certain jurisdictions.

Impact

In the nearer term, evolving battery product regulations may increase compliance and reporting requirements associated with selling and deploying energy storage systems in regulated markets. However, these requirements and policy decisions are not uniform, which can increase the cost and complexity of compliance and associated risks.

While we expect to continue to be subject to various environmental, health, and safety and other sustainability laws, we expect that associated compliance risks will become less pronounced over the long-term as energy storage technologies become more commonly integrated into the energy grid.

Mitigation

Regulatory requirements related to battery products are addressed through integration of compliance considerations into product development, supplier coordination, and project delivery processes. Fluence monitors emerging battery regulations and adjusts internal practices to align with evolving sustainability, disclosure, and due diligence expectations.

Transition Risk (R3): Competitors with Structural Advantages

We face strong competition for our energy storage solutions, services, and digital application offerings from both established and new competitors. We have seen an increase in competition since the time of our inception and continue to expect competition in the energy storage industry to increase primarily due to increased demand from customers and recent regulatory changes and incentives, both domestically and internationally, geared towards encouraging the adoption of increased renewable energy assets as well as energy storage solutions, including as a result of the Inflation Reduction Act (IRA) and the One Big Beautiful Bill Act (OBBBA) and their currently anticipated impacts in the United States. There are also several competing alternatives for battery energy storage solutions, as well as non-intermittent energy generation that does not require storage, including but not limited to, pumped hydro, hydrogen, biofuels, thermal, and generation paired with carbon sequestration.

Some competitors, particularly in China, may have lower operating expenses due to greater vertical integration and supportive regulatory frameworks, allowing them to operate with minimal or even negative margins over time. This has hindered and may in the future hinder our ability to compete in certain markets, which may lead to reduced net sales and negatively impact our operating results.

Impact

If we are unable to convince potential customers of the benefits and superiority of our offerings, effectively differentiate our offerings from our competitors, or if potential or existing customers prefer the offerings of our competitors, we may not be able to effectively implement our growth strategy, which in turn may adversely impact our business.

Additionally, in response to various competitive pressures, we may also choose to adjust our pricing strategy in certain markets or reduce our margin expectations, which could further affect our financial performance.

Mitigation

Fluence manages this risk by maintaining a diversified supplier base and actively monitoring global battery

manufacturing trends, cost drivers, and policy developments. The Company seeks to preserve flexibility in sourcing strategies and supplier relationships to avoid overreliance on any single manufacturing region or cost structure.

Transition Risk (R4): Customer Demand Sensitivity to Climate Incentives

Our business and customer demand for our offerings depends in part on government incentives and/or regulations relating to or mandating the use of renewable energy and/or energy storage, including policy priorities of different political administrations at the international, federal, state, and local level, including the scope of governmental regulations regarding renewable energy generation as well as government regulations regarding oil, coal and natural gas, and the availability or effectiveness of government subsidies and incentives, including from the IRA and OBBBA.

Impact

If we are unable to provide energy storage solutions that qualify our customers for the Investment Tax Credit (ITC) (with or without the domestic content bonus credit) under the OBBBA on the timeline and in such quantities that we currently anticipate, then there may be negative impacts to our reputation, ability to compete in the market, demand from our customers, and our financial condition.

Mitigation

Fluence maintains close engagement with customers to understand how incentive programs influence project decisions and adjusts commercial approaches to reflect changing policy conditions. Market monitoring supports proactive planning in regions where incentive structures or policy durability may shift.

Transition Risk (R5): Supply Chain Transparency and Disclosure

There are expectations in various jurisdictions and by customers that companies monitor the environmental and social performance of their suppliers and otherwise consider a wider range of potential environmental and social matters for their products and value chain, including through regulations such as the European Union's Batteries Regulation. Many of our customers and suppliers are subject to similar ESG expectations, which may augment or create additional risks, including risks that may not be known to us.

Impact

Compliance with such laws, as well as any responsive measures by customers, impacted jurisdictions, other policymakers or otherwise, may have other effects on the global supply chain, the price and availability of traceable minerals or other materials of focus, and could lead to increases in our cost of goods sold, which could have an adverse effect on our business, financial condition, and operating results.

Mitigation

To respond to increasing value chain expectations, Fluence engages suppliers in data availability and disclosure practices and continues to strengthen internal processes for managing supplier information. These efforts support more consistent responses to customer, regulatory, and stakeholder information requests.

Transition Risk (R6): Raw Material Supply and Price Volatility

The deployment of battery energy storage systems relies on the availability of critical raw materials, including lithium, nickel, and other inputs used in battery manufacturing. These raw materials form an essential and integral part of our energy storage products. Pricing and availability for these materials is governed in large part by market conditions and fluctuate due to various factors outside of our control, such as global supply and demand imbalances, changes in interest rates, speculative market activities, tariffs, import/export controls, and other geopolitical uncertainty.

Impact

Our revenue growth is directly tied to the continued adoption of energy storage products by our customers, which are affected by fluctuations in the pricing of battery related raw materials and components. Significant price changes or reduced availability for raw materials underlying our energy storage solutions and components that are comprised of such raw materials have a deleterious effect on supply chain certainty with potential knock-on effects for reduced operating margin, and in turn, could materially harm our business, financial condition, and results of operations.

Mitigation

Exposure to raw material supply and pricing variability is reduced through diversified supplier relationships and evolving supplier sourcing and management practices. Procurement and supplier engagement activities incorporate awareness of upstream market conditions and availability risks.

Transition/Physical Risk (R7): Reputation and Industry Perception

Maintaining and enhancing our reputation and brand recognition is critical in a competitive energy storage market. If we are not able to maintain and strengthen our reputation and brand recognition, our business and results of operations may be harmed. Our ability to maintain and strengthen the Fluence brand depends heavily on our ability to provide quality offerings to our customers and to continue to meet our performance commitments in our underlying contracts with both suppliers and customers.

Impact

If we do not successfully maintain and strengthen our reputation and brand recognition, our business may not grow as we expect, if at all, and we could lose our relationships with existing customers. This would harm our business, results of operations, and financial condition. Any factor that diminishes our reputation or that of our management, including failing to meet the expectations of or provide quality products and services to our customers on a timely basis, or any adverse publicity, litigation, or regulatory proceeding, has in the past and could in the future make it more difficult for us to attract new customers and to maintain our existing customers.

Mitigation

We manage our reputation by aiming to develop reliable, quality products that are deployed on a timely basis. System reliability, safety, and product quality risks are addressed through design standards, quality controls, and operational practices related to commissioning, monitoring, and maintenance. As applicable, Fluence demonstrates publicly the safety of its products. Fluence also emphasizes coordination with customers and partners to support safe operation and effective response to field issues.

Physical Risk (R8): Extreme Weather Events

Fluence's operations, as well as those of our customers and suppliers, may be exposed to acute physical risks arising from extreme weather events such as tornadoes, tsunamis, tropical storms (including hurricanes and typhoons), earthquakes, windstorms, hailstorms, heat waves, floods, droughts, severe thunderstorms, wildfires, and other fires, which could cause operating results to vary significantly from one period to the next. For example, one of our contract manufacturers' facilities is located in Vietnam and their ability to timely ship out of port is impacted at times by the occurrence of typhoons or other tropical types of storms.

The incidence and severity of severe weather conditions and other natural disasters are inherently unpredictable. However, climate change is increasing and is expected to continue to increase the frequency and severity of certain such natural events.

Impact

Such events have the potential to disrupt our business, the business of our suppliers and the business of our customers, and may cause us to experience higher attrition, losses and additional costs to maintain or resume operations. Additionally, climate change may adversely impact the demand, price, and availability of insurance that may be available to us, our suppliers, and to our customers at project sites. Any actions we may take to mitigate our business risks associated with climate change, may require us to incur substantial costs and may not be successful, due to, among other things, the uncertainty associated with the longer-term projections associated with managing climate risks.

Mitigation

Weather related disruption risk is managed through project planning, coordination with customers and contractors, and consideration of regional and site-specific conditions during execution. Contingency planning and operational flexibility support continuity when extreme weather affects facilities, projects, or the broader value chain.

Physical Risk (R9): Chronic Environmental Changes

Climate change may also result in chronic physical changes, such as changes to temperature or precipitation patterns or rising sea levels that may also adversely impact the suitability of certain project sites, disrupt our supply chain and operations, or otherwise adversely impact our business.

Mitigation

Fluence aims to manage such risks through similar techniques as acute physical risks.

Opportunity (O1): Growing Demand for Energy Storage Solutions

The ongoing surge in demand for electricity, driven by factors such as the rise of data centers and AI, increases the need for energy storage systems to ensure grid stability, manage peak loads and provide reliability to power grids, especially during periods of elevated use.

Additionally, the ongoing transition from fossil to renewable generation is expected to continue to require significant increases in energy storage capacity to both offset potential grid instability caused by intermittent renewable resources and enable the use of power from renewable generation assets at times when natural resources may be unavailable. Energy storage will be essential in managing variations in renewable electricity output.

Opportunity (O2): Policy and Incentive Driven Market Expansion

Governments across the globe have announced legislation, policies, and initiatives that are supportive of the transition from fossil fuels to low-carbon forms of energy and support specifically energy storage deployment and development. Such government policies, regulations, legislation, and programs have become increasingly instrumental in stimulating adoption of energy storage solutions across different markets through a variety of methods, including by providing financial support and incentives, including tax incentives, facilitating grid integration, supporting research and development, and establishing favorable regulatory regimes.

Opportunity (O3): Grid Resilience and Energy Security Solutions

Growing capacity constraints on existing power grids that were not designed to support distributed and renewable generation infrastructure or technologies, such as electric vehicles, position energy storage assets as a key solution.

Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

Fluence evaluates the resilience of its strategy by considering how climate-related risks and opportunities may evolve across a range of plausible climate and energy transition pathways. Scenario analysis is used as a qualitative tool to support strategic decision making under uncertainty, recognizing that future outcomes will be shaped by the interaction of policy ambition, technology deployment, market dynamics, and physical climate impacts. This approach allows Fluence to assess strategic robustness without relying on a single forecast of future conditions.

To inform this assessment, Fluence considers multiple climate-related scenarios that reflect both transition and physical risk drivers. Transition risks are evaluated using scenarios aligned with those developed by the Network for Greening the Financial System (NGFS), which explore different pathways for policy action, decarbonization, and economic transformation, including pathways consistent with limiting global temperature rise to 2°C or lower. Physical risks are evaluated using Representative Concentration Pathway (RCP)-aligned climate scenarios, which provide insight into how acute physical hazards, such as extreme weather events, may evolve under different levels of global warming.

Scenarios consistent with a 2°C or lower outcome assume accelerated deployment of renewable energy, electrification, and grid modernization. In these pathways, demand for energy storage is expected to increase as power systems require greater flexibility and resilience. These conditions support Fluence's strategic positioning while also increasing regulatory, disclosure, and supply chain expectations that may add operational complexity. Strategic resilience in these pathways depends on Fluence's ability to adapt to evolving policy frameworks, manage supply chain requirements, and align offerings with customer needs in a rapidly transitioning energy system.

Scenarios characterized by delayed, fragmented, or less coordinated climate policy suggest more uneven market development and greater variability in demand across regions. In these pathways, uncertainty around incentive durability, regulatory consistency, and investment timing may influence customer decision making and project pipelines. At the same time, higher levels of physical climate risk under RCP-aligned pathways may increase exposure to extreme weather disruptions affecting projects and the broader value chain. Across this range of potential futures, Fluence's strategy emphasizes flexibility, diversification, and integration of climate-related considerations into enterprise risk management and strategic planning to support adaptability as conditions evolve.

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks.

Climate-related risks are integrated into Fluence's ERM framework and are managed through the same structures, processes, and governance channels used for other enterprise-level risks. Identification, assessment, and management of climate-related risks follow established ERM practices, allowing these risks to be evaluated consistently alongside strategic, operational, regulatory, and market risks.

Within this framework, climate-related risks are initially assessed on an inherent basis and are subject to management actions designed to reduce their likelihood and or impact. Management recognizes that mitigation actions reduce, but do not eliminate, exposure, particularly where risks are influenced by external factors such as policy uncertainty, market dynamics, supplier behavior, or physical climate conditions. The remaining exposure following mitigation is understood and managed as residual risk within the ERM process.

Residual risk is monitored through ongoing management review and periodic reassessment as part of Fluence's risk oversight processes. Where residual risk remains elevated or changes due to evolving external conditions, risks may be escalated through established governance channels for further consideration, adjustment of mitigation actions, or strategic response. This integrated approach ensures that climate-related risks remain visible within Fluence's overall risk profile and supports informed decision making as conditions evolve.

Describe the organization's processes for managing climate-related risks.

Fluence manages climate-related risks by assigning responsibility for risk response to management within relevant business functions through its ERM framework. Management develops and implements actions to address identified risks in a manner deemed proportionate to their potential impact and aligned with Fluence's operational and strategic objectives.

Risk management actions may include adjustments to sourcing and supplier engagement, commercial and market strategies, product design considerations, operational planning, or customer coordination, depending on the nature of the risk. Where risks involve external dependencies, such as policy environments, suppliers, or partners, management emphasizes flexibility and optionality to reduce exposure to uncertainty and maintain resilience.

Climate-related risks that are assessed as higher priority or strategically significant are monitored on an ongoing basis. Management reviews risk status and response effectiveness as part of established risk oversight processes, allowing actions to be refined as conditions change and as new information becomes available.

Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

Climate-related risks are integrated into Fluence's overall enterprise risk management framework rather than managed through a separate or parallel process. Identification, assessment, and management of climate-related risks follow the same governance structure, evaluation criteria, and escalation pathways used for other enterprise-level risks.

This integrated approach supports the consideration of climate-related risks within the context of Fluence's broader risk profile, strategic priorities, and risk tolerance. Climate risks are documented within the Company's risk registry and reviewed alongside other strategic, operational, regulatory, and market risks, enabling consistent comparison and prioritization.

Integration within ERM also facilitates coordination between climate-related considerations and decision-making processes related to strategy, capital allocation, operations, and customer engagement. Board and management oversight of enterprise risks therefore includes visibility into climate-related risks, supporting informed decision making as climate-related conditions, policies, and market dynamics evolve.

Metrics and Targets

Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.

Fluence has completed greenhouse gas (GHG) inventories covering Scope 1, Scope 2, and Scope 3 emissions to provide a comprehensive view of its carbon footprint.

Additionally, Fluence is calculating an LCA for its major Gridstack and Smartstack product lines.

Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.

See "Metrics & Targets A" above for our discussion regarding GHG emissions disclosures.

Disclose the targets used by the organization to manage climate-related risks and opportunities and performance against targets.

Fluence has not currently set any specific climate-related targets. We plan to develop targets and a decarbonization strategy in 2026-2028. Our main focus to date has been to improve our primary data collection in order to formulate a sufficiently clear and accurate picture of our overall emissions. As noted, we have been working closely with our property managers to collect more granular utility data for our offices and labs. As a result of these efforts, we have decided to establish fiscal year 2025 as our Scope 1 and 2 baseline emissions year. Our next steps will be to set reduction targets and identify emissions mitigation actions we can take.

Greenhouse Gas Inventory Methodology (Fiscal Year 2025)

Reporting Standards and Frameworks

Fluence's Fiscal Year 2025 GHG inventory was prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The inventory supports disclosures aligned with GRI 305 (Emissions) and applicable SASB standards for the energy storage and electrical equipment sector.

Guiding Principles

The GHG inventory was developed consistent with the Greenhouse Gas Protocol principles of relevance, completeness, consistency, transparency, and accuracy. These principles informed boundary setting, source identification, category relevance assessments, and calculation approaches.

Organizational Boundary

Fluence applied the operational control approach to define the organizational boundary of the GHG inventory. Under this approach, Fluence accounts for emissions from operations and activities over which it has operational control, consistent with Greenhouse Gas Protocol guidance.

Reporting Period

The GHG inventory covers Fluence's Fiscal Year 2025, defined as October 1, 2024 through September 30, 2025.

Scope Coverage

The FY2025 GHG inventory includes Scope 1 (direct) emissions, Scope 2 (indirect) emissions from purchased electricity, and selected Scope 3 (other indirect) emissions across the value chain. Scope 2 emissions are reported using both location-based and market-based methodologies.

Scope 1 Emissions

Scope 1 emissions include direct emissions from stationary combustion sources, such as fuels used for space heating and onsite equipment, as well as mobile combustion sources including company-operated vehicles and select project-related machinery. Where primary consumption data were unavailable, conservative estimation approaches were applied.

Scope 2 Emissions

Scope 2 emissions include indirect emissions from purchased electricity consumed at Fluence offices, laboratories, and other facilities, including electricity used to charge electric vehicles. Location-based emissions reflect regional grid-average emission factors, while market-based emissions reflect available residual mix datasets and contractual instruments, where applicable.

Scope 3 Emissions

Fluence evaluated all fifteen Scope 3 categories defined by the Greenhouse Gas Protocol. Categories identified as relevant for Fiscal Year 2025 include Purchased Goods and Services, Capital Goods, Fuel- and Energy-Related Activities, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, Use of Sold Products, and End-of-Life Treatment of Sold Products. Categories assessed as not relevant were excluded from calculation and disclosed as such.

Calculation Approach

Emissions were calculated using activity-based, energy-based, and spend-based approaches, depending on scope, category characteristics, and data availability. Where primary data were unavailable, conservative proxy data and industry-average assumptions were applied. All emissions are reported in metric tons of carbon dioxide equivalent (tCO_2e), using 100-year global warming potential values.

Product-Related Emissions

For selected Scope 3 product-related categories, including components of Purchased Goods and Services, Use of Sold Products, and End-of-Life Treatment, Fluence applied product carbon footprint data developed for its Gridstack Pro 5000 system as the most representative available proxy. This proxy was applied consistently to support estimation and comparability. Use-phase emissions reflect estimated lifetime emissions and do not represent emissions occurring solely within the reporting year.

Emission Factors and Data Sources

Emission factors were sourced from publicly available, industry-recognized datasets, including those published by the U.S. Environmental Protection Agency, the UK Department for Energy Security and Net Zero, the Global Logistics Emissions Council, the International Energy Agency, and national electricity authorities, as applicable by scope and category.

Estimates, Assumptions, and Limitations

Certain emissions calculations rely on estimates, assumptions, and secondary data due to limitations in data availability across global operations and value-chain activities. Estimation uncertainty has not been quantitatively assessed. Reported emissions should be interpreted as reasonable estimates intended to support transparency and comparability rather than precise measurements or guarantees of performance.

Methodological Consistency

Fluence intends to apply consistent methodologies across reporting periods where practicable to enable meaningful comparison over time. Methodological refinements may occur as data quality, availability, and industry practices evolve.

The SCS Greenhouse Gas Footprint Verification Program has conducted a verification of GHG emissions based upon the following Scope, Objectives, and Criteria:

Verification Scope

Fluence Energy, LLC

4601 Fairfax Drive, Suite 600
Arlington, Virginia22203
United States

Reporting Period: FY2025 (October 1, 2024 - September 30, 2025)
Geographic Boundary: Global

Facilities, physical infrastructure, activities, technologies, and processes:
26 offices and testing laboratories, fleet, estimations for several sites in the inventory

GHG Sources, Sinks, and/or Reservoirs:
Scope 1 - Natural gas, diesel, motor gasoline, refrigerants
Scope 2 - Electricity, EV

Boundary Method: Operational Control

GHG Gases: CO_2, CH_4, N_2O, HFCs

Level of Assurance: Limited

Materiality: +/-5% quantitative threshold separately applied to GHG inventory scopes or other specified verification indicator total (if applicable), qualitative based upon requirements specified within referenced criteria

Verification Objectives

- Evaluate the organization's GHG inventory for material discrepancies based upon the specified level of assurance
- Evaluate the organization's GHG inventory is in conformance with the specified verification criteria

Verification Criteria

- World Resources Institute/World Business Council for Sustainable Development's "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)" dated March 2004
- World Resources Institute/World Business Council for Sustainable Development's "Scope 2 Guidance Document: An Amendment to the GHG Protocol Corporate Standard" dated 2015
- CDP Investor Information Request
- ISO 14064-3: 2019 Specification with guidance for the validation and verification of GHG assertions
- CA SB253 (Final requirements from CARB still pending)

Verification Opinion

This Verification Statement documents that SCS Global Services has conducted verification activities in conformance with ISO 14064-3: 2019, Specification with guidance for the validation and verification of greenhouse gas assertions. Based upon the reporting scope, criteria, objectives, and agreed upon level of assurance, SCS has issued the following verification opinion:

☒ Positive Verification (Limited Assurance) – No evidence was found that the GHG assertion was not prepared in all material respects with the reporting criteria

Verification Qualifications

– None

Verified Emissions

Scope	Total (tCO_2e)
Scope 1	864
Scope 2 - Location	1,370
Scope 2 - Market	1,248

Lead Verifier

DATE: 05-29-2026

Melodie Chen-Glasser, Verification Scientist II
GHG Footprint Verification Program
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

Independent Reviewer

DATE: 6/5/2026

Penlyn Crawford, Program Manager, *GHG Footprint Verification Program*
Environmental Certification Services
SCS Global Services, 2000 Powell Street, Suite 600,
Emeryville, CA 94608 USA

Note on Forward-Looking Statements & Disclosures

This Sustainability Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. The forward-looking statements can be also identified by terminology such as "may," "will," "should," "aims," "might," "future," "can," "expects," "plans," "anticipates," "could," "seeks," "intends," "targets," "projects," "contemplates," "grows," "believes," "estimates," "predicts," "potential", "commits", or "continue" or the negative of these terms or other similar expressions. Forward-looking statements contained herein include, but are not limited to, statements regarding: (a) our strategic plans and goals; (b) potential disruptions to our operations and supply chain; (c) anticipated product expansion and our expectations regarding potential innovative design and impacts to sustainability of our products; (d) our plans, goals, commitments, expectations, prospects, emissions, and other environmental targets as well as external ESG commitments, including, but not limited to, any timeline for the setting of targets or such targets' completion, (e) Fluence's Sustainability Roadmap, and (f) expectations for the growth of our programs and any expected outcomes. In addition, the quotations from management in this Sustainability Report and information relating to the Company's operations and business outlook contain forward-looking statements. These forward-looking statements are based on our current assumptions, expectations and beliefs and involve substantial risks and uncertainties that may cause results, performance, or achievement to materially differ from those expressed or implied by these forward-looking statements.

Such forward-looking statements are subject to a number of assumptions, risks, and uncertainties, including those described under the heading "Risk Factors" in Fluence's most recent Annual Report on Form 10-K and in other filings Fluence makes with the Securities and Exchange Commission. New factors emerge from time to time, and it is not possible for us to predict all such factors. Further, we cannot assess the impact of each such factor on our results of operations or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements. Any forward-looking statement speaks only as of the date on which it is made, and, except as otherwise required by law, we do not undertake any obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise.

The standards of measurement and performance contained in the Sustainability Report are developing and based on assumptions, estimates, methodologies, or third-party information and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this Report can or will be achieved. While certain information in this report may be used for compliance with various legal obligations, including for Section 38533 of the California Health and Safety Code, neither we nor our affiliates concede any specific item is required or applicable under any specific legal obligation nor any particular interpretation of such legal requirements. Moreover, in some circumstances, information reported may differ due to distinctions in methodologies or applicable standards, including for regulatory requirements or other factors that may be out of our control. Additionally, our discussion of environmental, social and governance ("ESG") assessments, goals, and relevant issues herein are informed by various ESG standards and frameworks (including standards for the measurement of underlying data) and the interests of various stakeholders. Any references to "materiality" in the context of such discussions and any related assessment of ESG "materiality" may differ from the definition of "materiality" under various legal regimes, including the federal securities laws for Securities and Exchange Commission reporting purposes. Furthermore, much of this information is subject to assumptions, estimates, methodologies, or third-party information that is still evolving and subject to change. While these are based on expectations and assumptions believed to be reasonable at the time of preparation, they should not be considered guarantees and in many cases such information and methodologies have not necessarily been verified by us or any third-party, unless otherwise specified. Moreover, there can be no assurance of—and language of "alignment," "compliance," or similar terminology should not be taken to mean—absolute alignment with any particular framework, methodology, or particular interpretations thereof. Our approach to such matters may evolve due to changes in data availability/quality, regulatory requirements, business policy, or other factors which may be in or out of our control. Similarly, various aspects of this Sustainability Report are based on policies and procedures that the Company believe apply appropriate levels of support for various issues discussed herein and, while these statements may use words such as "ensure", "prevent", or similar, such terms should not be considered to mean, as there can be no assurance, that such efforts will be successful in all situations. As a final note, while we take our efforts to engage with our stakeholders and maintain good stakeholder relations seriously, any language of "responsibility" or similar is not intended to indicate, and we hereby expressly disclaim, the undertaking of any duty associated with our sustainability efforts beyond that expressly provided for by law.