

Fluence Global Human Rights Policy

1. Human Rights Statement

Fluence Energy, Inc. is committed to respecting and supporting internationally recognized human rights, avoiding, causing, contributing to, or being complicit in adverse human rights impacts and to address such impacts if they occur. We expect our workforce to respect human rights and align with this policy.

2. International Standards and UN Global Compact Alignment

This policy is guided by internationally recognized standards, including the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, UN Sustainable Development Goals and the OECD Guidelines for Multinational Enterprises. As a signatory to the UN Global Compact ("UNGC"), Fluence supports the UNGC Ten Principles and integrates them into our policies, procedures, and business partner expectations.

3. Scope

This policy is mandatory and applies to all Fluence directors, officers, employees, contractors, and controlled entities globally. For suppliers and other external business partners, human rights expectations are further defined through Fluence's Supplier Code of Conduct, Responsible Sourcing Program, contractual requirements, and related procedures. Where the requirements of this Human Rights Policy set a higher standard than is required by applicable local laws and regulations, Fluence shall align with the requirements set forth in this Human Rights Policy to the extent not prohibited by local laws and regulations.

4. Governance and Accountability

Human rights are a shared responsibility across Fluence. Leadership is responsible for embedding this policy into relevant procedures and for providing appropriate resources. Oversight of this policy is integrated into Fluence's existing Social

Performance Team governance process established under the Company's SA8000 management system. This policy is reviewed periodically and updated as needed.

5. Core Human Rights Principles

Fluence is committed to respecting and protecting human rights in the workplace and promoting these values in our supply chain. Specifically, we recognize our responsibilities with regard to:

- No child labor and protections for young workers (as defined by ILO)
- No forced, bonded, indentured, trafficked, or involuntary prison labor; all labor must be voluntary, workers must have freedom of movement, and responsible recruitment practices shall prohibit worker-paid recruitment fees
- Providing a safe and healthy working environment
- Respecting local labor laws regarding Works Councils, collective bargaining agreements, and employee representation
- Maintaining and supporting a workplace free from discrimination, harassment, violence, and abusive treatment
- All employment decisions must be based on objective, job-related criteria
- Retaliation against individuals who raise concerns in good faith is strictly prohibited
- Being an Equal Employment Opportunity (EEO) employer and not discriminating on the basis of race, color, creed, religion, national origin, ancestry, sex, age, physical or mental disability, marital status, pregnancy, genetic information, sexual orientation, gender identity, protected veteran or military status, or any other consideration not related to the person's ability to do the job or otherwise made unlawful by federal, state or local law in the following employment practices, among others: recruiting, hiring, placement, transfer, promotion, demotion, selection for training, layoff, termination, shift assignment, determination of service, rates of pay, benefit plans, and all forms of compensation and other personnel actions
- Compliance with applicable working hours and minimum wage laws

- Fair compensation practices and will periodically assess wage levels relative to cost of living and market benchmarks where feasible
- Where legally mandated, Fluence will comply with living wage regulations
- Complying with all applicable laws relating to protection of privacy and personal information of employees and suppliers
- Respectful engagement with communities, including respect for indigenous peoples' rights where applicable

Where applicable local law and international standards differ, we strive to follow the higher standard while complying with applicable local law.

6. Human Rights Due Diligence

Fluence implements a risk-based human rights due diligence approach across its own operations, workforce, and value chain to identify, prevent, mitigate, and account for how it addresses potential and actual adverse human rights impacts. This includes:

- Periodic risk assessments across regions and functions
- Pre-transaction and onboarding assessments
- Supplier risk identification and due diligence
- High-risk operations and suppliers may be subject to enhanced monitoring, audits, and corrective action requirements.

Within our own operations, due diligence is integrated into relevant management systems and functions, including human resources, recruitment, health and safety, legal and compliance, and ethics. This includes measures related to responsible recruitment, fair employment practices, working conditions, non-discrimination, and the prevention of harassment, forced labor, and other labor related human rights risks.

Within our value chain, due diligence may include risk assessments, supplier screening, contractual expectations, audits or assessments (including third-party social audits where appropriate), corrective action plans, and the use of leverage—

individually or collaboratively—to prevent and address adverse human rights impacts.

7. Grievance Mechanisms, Non-Retaliation, and Remedy

We provide channels for employees and external stakeholders to raise concerns confidentially and without fear of retaliation. Fluence investigates concerns and, where we have caused or contributed to an adverse impact, we work to provide or enable remedy. We also expect suppliers and business partners to maintain accessible grievance channels for workers and affected stakeholders. All reported concerns will be reviewed promptly, investigated in accordance with defined procedures, and resolved within established timelines where feasible. No employee shall suffer retaliation for raising concerns in good faith. Violations of non-retaliation protections will result in disciplinary action.

8. Transparency and Reporting

We communicate our human rights approach through public disclosures and stakeholder engagement where appropriate.

9. Training and Awareness Building

Human rights related topics, including human trafficking and modern slavery, are incorporated into relevant onboarding and awareness building training for new hires, existing employees, and suppliers, including through learning modules in our online learning management system. Various trainings are rolled out periodically to both internal teams and external suppliers. Our training content is refreshed as needed to reflect industry expectations as well as Company standards and the needs of our supplier relationships.

10. Related Policies and Updates

This policy is supported by related Fluence policies and standards, including: Code of Conduct & Ethics, Code of Conduct for Business Partners and Third-Party Intermediaries, Responsible Sourcing program requirements, Fluence’s Modern Slavery Statement, and the Fluence internal SA8000 management system policy. This policy will be reviewed at least annually. We can expect updates to reflect changes in applicable legal requirements, industry standards, and from identified risks through our due diligence processes.