

Responsible Sourcing Policy

We believe in ensuring our customers trust by acting responsibly and doing the right things for our people, our customers, and our communities and we expect the same from our suppliers.

Fluence is engaged in economic, social, and environmental practices that achieve a sustainable yet profitable business. We strive to be a thoughtful and diligent role model in our industry and for our community. Whenever possible, we seek partners who share our values and our commitment to quality.

Fluence is adopting those key principles set forth in the United Nations Global Compact (UNGC) and our responsible sourcing policy embraces and incorporates UNGC's core values of human rights, labor standards, the environment, and ethical practices.

Our responsible sourcing policy respects and incorporates relevant conventions of the International Labor Organization (ILO), the principles of the United Nations Universal Declaration of Human Rights and our commitment to the OECD Guidelines for Multinational Enterprises and the United Nations Sustainable Development Goals (SDGs).

This policy aims to communicate a clear set of requirements for our business partners and work with them to:

- Improve working conditions and workers' well-being in our supply chain, and
- Protect our corporate reputation and trust in our brand by doing the right thing.

Fluence has created a Supplier Code of Conduct to meet the above requirements, which sets forth the company's stance and expectations of our suppliers and business partners on the following:

1. Compliance with the law,
2. Fair business practices,
3. Human rights and fair labor practices,
4. Environmental protection,
5. Conflict minerals,
6. Supply chain.

We expect all our suppliers to respect and comply with the criteria set out in our supplier code of conduct and our responsible sourcing policy and we will continue to work with and support those business partners who demonstrate continual improvement and commitment to such standards and practices. We expect our business partners to follow our "Supplier Code of Conduct" and "Responsible Sourcing Playbook."

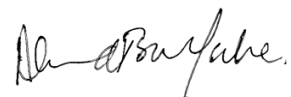
This policy applies to all Fluence business partners no matter where they operate in the world. It is complemented by our responsible sourcing program.



Julian Nebreda
President & Chief Executive
Officer



Peter Williams
SVP, Chief Supply Chain and
Manufacturing Officer



Ahmed Pasha
SVP & Chief Financial Officer

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