



International Human Rights Policy

Plug recognizes the importance of human rights and our responsibility to implement and maintain sustainable business practices. Therefore, Plug's policy defines our commitment to understand, manage, and encourage responsible, honest, and ethical behavior throughout our operations. Additionally, the policy outlines our intent to embrace and comply with several recognized international human rights standards, including those outlined by the International Bill of Human Rights (including the Universal Declaration of Human Rights) and the Fundamental International Labor Organization's Declaration on Fundamental Principles and Rights at Work, among others, and defines a minimum standard across all of our operations. However, where applicable law or regulations require a higher standard or are inconsistent with this policy, the applicable law or regulations will govern. All employees and third party business partners through whom we conduct business are required to cooperate fully, accurately, and promptly.

Furthermore, among other things, the policy makes it clear that:

- Plug is committed to respecting the rights of children and the elimination of child labor.
- Plug ensures that all employment is voluntary and will not engage in, support, or condone any form of forced, bonded, or compulsory labor.
- Plug recognizes the importance of an open dialogue between leadership and employees and their representatives (including trade and labor unions and employee forums).

Plug respects the cultures, customs, values, and laws of the communities in which we operate; Plug commits to compliance with applicable law in every country and jurisdiction in which we operate. Plug considers human rights when making decisions on our locations of operations; Plug integrates human rights criteria into the screening contracts with third parties; and Plug forbids retaliation which includes any conduct, whether or not workplace or employment-related, directed at someone because they opposed a practice in violation of this policy, made or encouraged another individual to make a good faith report, or participated in an investigation of such, which might deter a reasonable individual from making or supporting a report of a violation of this policy.