



Individuals with Disabilities and Pregnancy-Related Conditions

It is the policy of Plug Power to comply with all applicable laws and regulations governing the employment of persons with disabilities including the Americans with Disabilities Act (ADA) and the New York Human Rights Law. The Company will not discriminate against qualified individuals with disabilities with regard to any terms and conditions of employment including application procedures, hiring, advancement/promotion, discharge, compensation, training or other terms, conditions and privileges of employment.

Consistent with this policy of non-discrimination, Plug Power will provide reasonable accommodations to qualified individuals with a disability and employees with pregnancy-related conditions to allow them to engage in the interview/selection process or to perform the essential functions of their position, provided that such accommodation does not constitute an undue hardship to the Company.

Employees with a disability or pregnancy-related condition who believe they need a reasonable accommodation during the application/hiring process or to perform the essential functions of their job should contact Human Resources. Upon doing so, Human Resources may ask the employee for input about the type of accommodation that may be necessary and/or about the functional limitations caused by the employee's disability. Plug Power reserves the right to request reasonable medical information and documentation in the course of responding to the accommodation request. All information received from a healthcare provider or other medical/rehabilitation professional is confidential and will be managed as such by the Human Resources department. The Human Resources department may only share this confidential medical information with the need to know parties who are part of determining the Company's response to the accommodation request. Plug Power retains the right to select which accommodations, if any, will be granted.