

2020



NASDAQ: PLUG
ESG REPORT 2020

PLUG
POWER
GENFUEL



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FORWARD-LOOKING STATEMENTS

All financial numbers in this report are based on U.S. Generally Accepted Accounting Principles. This report contains forward-looking statements within the meaning of the United States federal securities laws. These forward-looking statements do not constitute guarantees of future performance.

These forward-looking statements are based on current information and expectations, are subject to uncertainties and changes in circumstances, and involve a number

of factors that could cause actual results to differ materially from those anticipated by these forward-looking statements, including risks described in the company's most recent annual report on Form 10-K, and other filings with the Securities and Exchange Commission.

Plug Power assumes no obligation to update any forward-looking information contained in this report or with respect to the information described herein.

CEO LETTER

In 2020, we celebrated many accomplishments on the road to reducing the carbon footprint of the world we not only do business in, but in the world we continually strive to improve on a daily basis. We are managing our company for the long-term and understand the importance of having a sound strategy to address climate change and support sustainable development.

Our Stance: Plug Power will only support activity that promotes the green hydrogen economy.

The global transition to a net-zero carbon economy is certainly accelerating, and we at Plug Power are committed to leading the way toward a sustainable future through our comprehensive green hydrogen solutions. Our focus is to do more, be more and help more than simply supplying the hydrogen ecosystem. We are being proactive to grow a company as good citizens at a global scale – addressing everything from product end of life to employee diversity to maintaining responsibility for our own environmental impact.

More than any year prior, 2020 showed the importance of how a company handles employee health and welfare given the dynamics of COVID-19. Amid the global changes brought upon by the virus, Plug Power was deemed an essential business on March 19, 2020 due to our role within the global food supply chain. In fact, Plug Power products are moving 30% of the retail food and groceries through the United States during the pandemic. Employee safety remains a top priority for the Company. The Company initiated four key priorities: (1) maintain employee and employee family safety; (2) provide customer support to those providing essential services; (3) provide local support and (4) continue to remain focused on the long-term strategic objectives of the Company.

We truly believe that better days are ahead of us, and that the value of hydrogen and fuel cell technology on growing a sustainable future has never been clearer. In fact, we believe companies and customers will forever be changed, as they look for ways to harness sustainable solutions for the long term. In 2020, industry stimulation enabled Plug Power to increase green jobs by 427, a 49.7% increase year over year. Most importantly, zero jobs were eliminated due to COVID-19. Plug Power's dynamic work in 2020 has laid the building blocks to become the industry leader in the \$10T hydrogen economy. This work includes:

- 1) Establishing the foundation to be a major player in the green hydrogen economy by executing strategic acquisitions to accelerate vertical integration in green hydrogen production
- 2) Driving adoption in core, on-road and stationary power markets
- 3) Investing in capabilities to expand industry and geographic footprints through joint ventures (JVs) and partnerships with industry leaders including Renault and SK Group
- 4) Growing a strong balance sheet

And the Company is using this solidified global leadership position to address key focus areas in 2021, measured by:

- Accelerating expansion in the green hydrogen generation business
- Successfully launching and executing on the JVs with Renault and SK Group providing a global footprint
- Continuing to expand via partnerships, joint ventures and acquisitions in the hydrogen ecosystem
- Expanding customer relationships across all businesses to achieve \$750M in gross billings in 2022

Our employees form the foundation of everything we do. As a result, maintaining a safe workplace is a top priority at Plug Power. We take tremendous pride in being an Equal Opportunity/Affirmative Action Employer and actively seek to increase the racial, gender, and ethnic diversity of our company. We also are honored to be a preferred employer for a 137 person veteran workforce. The green-collar jobs Plug Power provides, specifically on our service team, complement the training and discipline learned in the US military. While we have been delivering on our purpose – building the green hydrogen economy – for over two decades, our approach to ESG (environmental, social and governance) is still developing. In 2020 we contracted a third party to help us determine which ESG topics are most critical for our company. This process allowed us to identify priority topics and areas which will help guide our focus in the coming years as we continue to build out our approach to managing ESG issues.

Thank you for your interest in this ESG Report and in Plug Power's continued path to lead the world's sustainable energy future. We will continue down this path, not only ensuring a bright future for the global environmental and energy needs, but ensuring an even brighter future for our employees, and the customers, investors and communities we serve.



Andy Marsh
Chief Executive Officer



About Plug Power & Company Overview

Plug Power is building the green hydrogen economy as the leading provider of comprehensive hydrogen and fuel cell turnkey solutions. The Company's innovative technology powers electric motors with hydrogen fuel cells amid an ongoing paradigm shift in the power, energy, and transportation industries to address climate change and energy security, while meeting sustainability goals. From the generation of green hydrogen to developing fuel cell stations, Plug Power's vertically-integrated solution is enabling the green hydrogen economy.

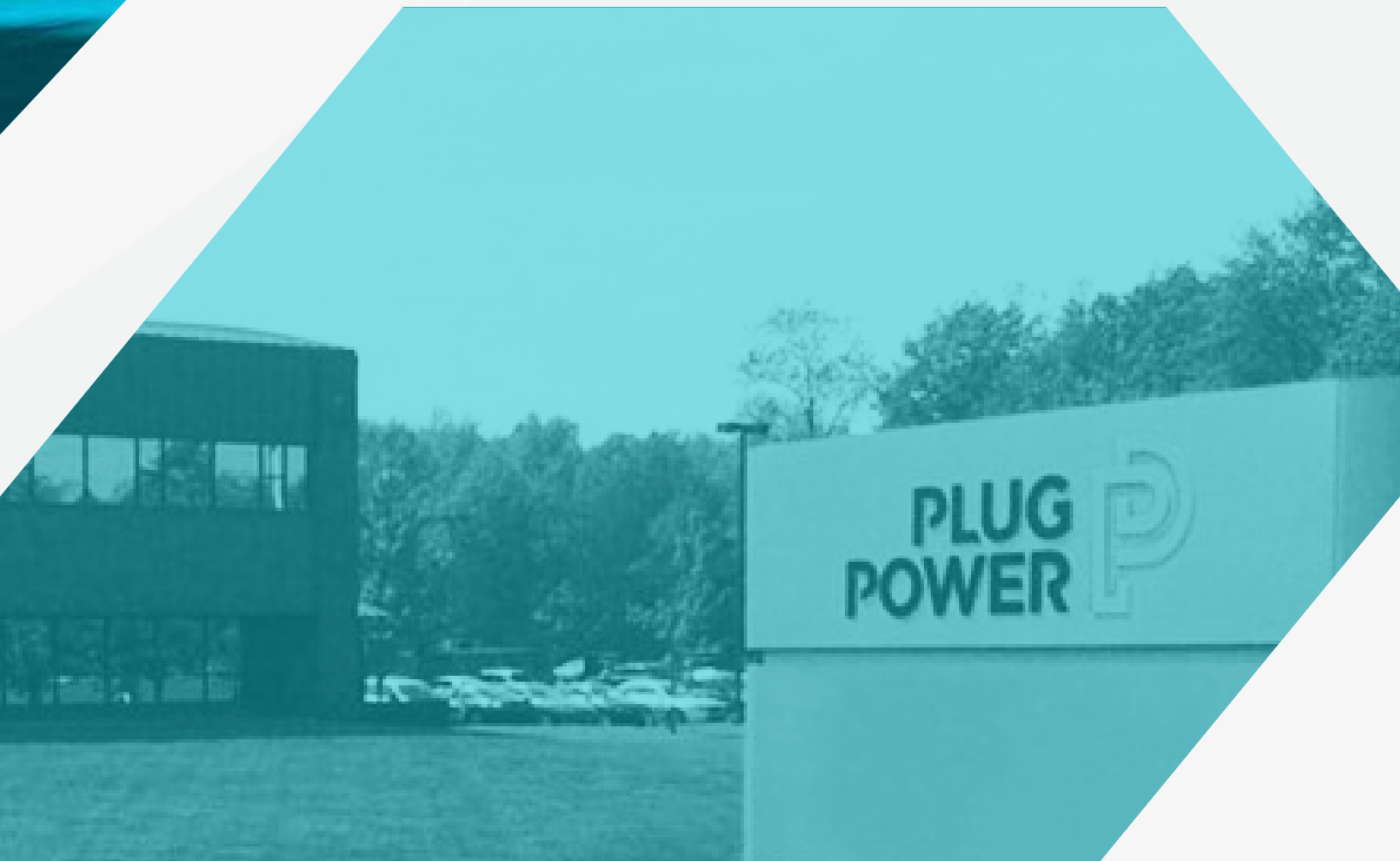
Plug Power created the first commercially-viable market for hydrogen fuel cell (HFC) technology and as a result, the company has deployed over 40,000 fuel cell systems for e-mobility – more than anyone else in the world. The company has become the largest buyer of liquid hydrogen, having built and operated a hydrogen highway across North America. Plug Power delivers a significant value proposition to end-customers, including meaningful environmental benefits, efficiency gains, fast fueling, and lower operational costs.

Plug Power's vertically-integrated GenKey solution ties together all critical elements to power, fuel, and provide service to customers such as Amazon, BMW, The Southern Company, Carrefour, and Walmart. The Company is now leveraging its know-how, modular product architecture and foundational customers to rapidly expand into other key markets including zero-emission on-road vehicles, robotics, and data centers. Hydrogen power allows for longer run times, faster refueling and more space for commercial goods, saving time and money over

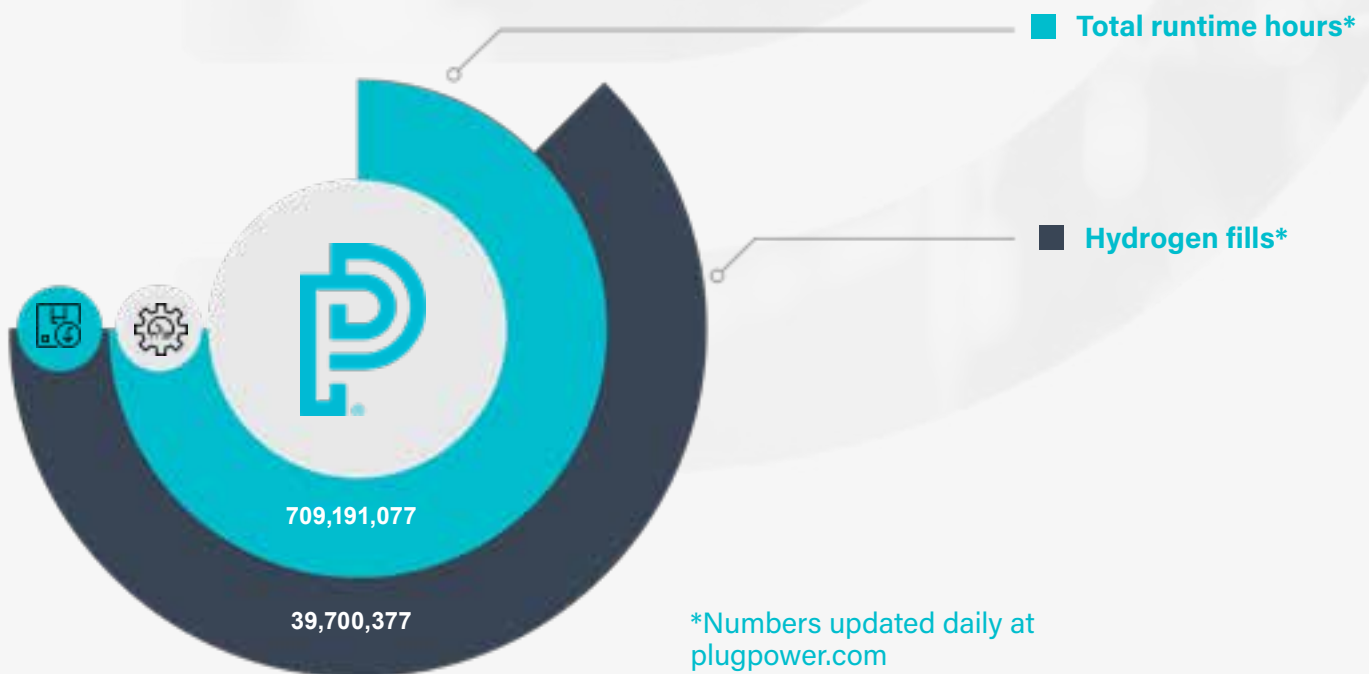
incumbent solutions. Since its inception in 1997, Plug Power has worked mainly to commercialize fuel cells built on a platform-based systems architecture using Proton Exchange Membrane (PEM) and related fuel-processing and system-management technologies. PEM fuel cells can vary their output quickly to meet shifts in power demand, and they are well suited for applications requiring quick startup - in our case mobility applications where Plug Power has offered the world's first commercially-viable turnkey hydrogen and fuel cell solutions. As an established leader in the hydrogen fuel cell industry, Plug Power also maintains a large portfolio of intellectual property with 350 patents issued or pending worldwide.

The company is headquartered in Latham, New York. It also has offices in Rochester, NY (PEM Gigafactory); Clifton Park, NY; Spokane, WA (manufacturing and engineering); Dayton, OH (service center); Romeoville, IL (service center); Boston, MA (electrolyzer development); Charleston, TN (liquid hydrogen plant), and France (European headquarters). Plug Power employed 1,286 people at the end of 2020.

The Latham facility houses executive, sales and administrative offices as well as research laboratories and a 50,000 square-foot manufacturing facility with dedicated production and production test facilities based on lean manufacturing principles. Plug Power's current form 10-K is available at <https://www.ir.plugpower.com/Financial-Information/SEC-Filings/default.aspx>.



2020 Highlights



New Strategic Announcements

Green Hydrogen Generation Activity
Renewable Energy Partners

Brookfield Renewable Energy

First Green Hydrogen
plant powered by hydro
Working on additional locations
and ways to work together

10+ tons per day

Room to expand

Apex Clean Energy

Powered by large wind farm
Exploring multiple locations / areas to develop
hydrogen plants

30+ tons per day

Room to expand



Continued Expansion and Collaboration: Linde

We share a common vision of decarbonized future

01

Decarbonizing Hydrogen Supply Chain

Linde working to decarbonize their hydrogen production and delivery; looking to support Plug Power's goal of over 50% Green Hydrogen by 2024

02

Decarbonizing Transportation Class 6, Class 8

Use Plug Power's fuel cell tech in Class 6 and 8 vehicles

2021

Fuel cell vehicle pilot program

Product Commercialization

We deliver a significant value proposition to our customers, including meaningful environmental benefits, efficiency gains, fast fueling, and lower operational costs. Our vertically-integrated GenKey solution ties together all critical elements to power, fuel, and provide service to customers such as Amazon, BMW, The Southern Company, Carrefour, and Walmart. We have leveraged our know-how, modular product architecture, and foundational customers to rapidly expand into other key markets, including zero-emission on-road vehicles, robotics, and data centers. Plug Power commits to excellence, providing customers the ability to seamlessly and simply adopt fuel cell and hydrogen solutions, enabling customers with an end-to-end solution that will power, fuel, and provide service for their applications needs, regardless of the customer's market. Our ultimate goal is to design truly sustainable products. We believe that this work will negate the impact we have on the environment, reduce operating costs and improve our ability to meet business objectives. Plug Power's

hydrogen solutions and fuel cell products can be viewed on our overview page here: www.plugpower.com/fuel-cell-power



GenDrive:

GenDrive fuel cells displace lead acid batteries in logistics and material handling applications.



GenSure:

GenSure fuel cells provide backup power in both low-power (telecommunications) and high-power (data centers) applications.



GenFuel liquid stations:

GenFuel liquid hydrogen stations hold 15,000 to 18,000 gallons of liquid hydrogen at -432 degrees F. Hydrogen fuel is compressed and pumped to dispense.



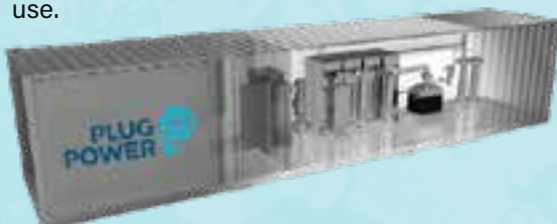
ProGen Engine:

ProGen is Plug Power's fuel cell engine used in on-road vehicle and stationary power applications.



Plug Power PEM electrolyzers:

Plug Power's electrolyzers generate clean hydrogen by splitting water into hydrogen and oxygen; a process called electrolysis. Green hydrogen has zero CO₂ emissions at the point of use.



Our Approach to ESG

In 2020, we conducted a materiality assessment to identify the topics most important to our company and priority stakeholder groups (customers, employees, investors, and ESG raters).

This materiality assessment uncovered the following topics for focus:

Managing our environmental impacts:

- Energy management
- Development of low/no carbon solutions
- Product end of life management
- Product efficiency

Social:

- Employee health and safety
- Diversity & inclusion
- Community investment

Governance:

- Supply chain management
- Board and executive compensation management

In the near future, we will work further to improve the required policies, processes and programs to more effectively manage our impact on each of these topic areas. In addition, we plan to advance our ESG data collection processes; enhancing our ability to collect the required insights to manage our ESG risks, capitalize on opportunities and enhance our external reporting.

Our commitment to sustainability is deeply rooted in our products, mission, core values and people. We acknowledge the significant challenge presented by climate change, and see our transformational work in developing cost-effective, clean, renewable green hydrogen and fuel cell energy as part of the solution. To drive towards our ultimate goal of designing truly sustainable products, we plan to integrate sustainability concepts and life-cycle management into all product-development activities.

While Plug Power is dedicated to sustainability, we are not alone in this effort. Plug Power's customers also believe in making change and are dedicated to sustainability so we will work together to create lower carbon solutions that will be commercially adopted. We have an established foundation to be a major player in the green hydrogen economy – needing not only the fuel cell systems but the ability to generate green hydrogen. Plug Power's green hydrogen generation plants will be

one of the first green hydrogen generation networks in North America, with plans to expand globally. Plug Power increased its target for green hydrogen in 2021.

Plug Power plans to build out the first nationwide green hydrogen network, producing 50 tons by the end of 2022, 500 tons by 2025 and 1,000 tons per day by 2028, with a mix of about 30 percent outside the United States. We'll not do this alone but with partners, including traditional players and some novel partners. This not only builds our green hydrogen business but also our fuel cell business.

A strong global hydrogen economy can create 30 million jobs by 2025. The green hydrogen industry is well positioned in President Biden's 'Build Back Better' policy agenda. Ensuring access to a supply of cost-effective green hydrogen power in the US will help us decarbonize the economy and make the US a world leader in combating climate change. We are firm believers that our fuel cell and hydrogen solutions along with our green

hydrogen strategy will play a significant role in helping to get to the scale needed to help stop the substantial damage that may otherwise occur due to the future risks of climate change. Given the global nature of climate change, we all share the responsibility of developing or supporting new methods for generating and using energy that will curb or offset greenhouse gas emissions.

Hydrogen and fuel cell products are integral parts of a comprehensive, sustainable energy and climate mitigation strategy to achieve the needed reduction in emissions. Our goal is to integrate sustainability concepts and life-cycle management into product design. There are several ways at Plug Power that we look to integrate sustainability into the fabric of our company:



Environmental Footprint

Strive to reduce the environmental footprint of our activities and operations.



Enabling the Whole

Integrate a strategy to improve employee retention and satisfaction, strengthen culture and enable everyone in the organization to practice sustainability principles in and out of the workplace.



Community

Strengthen our communities through our philanthropic and educational initiatives, community outreach and external stakeholder relationships, and strive to integrate sustainability into these efforts.



Beyond Compliance

Continuously improve our environmental, health and safety (EHS) program to reach beyond regulatory requirements. In all actions that we take towards improving the overall ESG nature of Plug Power we do so with full transparency in establishing measurements that reflect our commitment to sustainability and report our progress.

Managing our Environmental Impacts

Plug Power is enabling the paradigm shift to an electrified world by innovating clean hydrogen and fuel cell solutions. We build cutting-edge technology; our hydrogen fuel cells allow devices with electric motors to run cleanly and efficiently; from forklifts and electric vehicles to small robotics and UAVs, and everything in between. Hydrogen fuel cells will be applicable and scalable to any electric technology moving people and things. Hydrogen-powered engines are more powerful and consistently more efficient than other energy sources. Zero-emission fuel cell electric vehicles, including trucks, forklifts, and other machinery can run longer, while also taking less time to fuel, saving both time and money when compared to batteries. Businesses are able to package and ship more commercial goods through the run-time and charging efficiency gains via hydrogen fuel cells.

A hydrogen fuel cell combines hydrogen and oxygen to produce electricity, with water and heat as the only by-products. Plug Power's unique, state-of-the-art technology allows for zero-emission, light-weight solutions that are more powerful and operationally efficient than incumbent technologies, allowing for enhanced reliability and wide applicability. Hydrogen fuel cells serve many practical applications in high-asset utilization growth markets within the supply chain and logistics, on-road electric vehicles, and stationary power industries. Using its latest metal stack technology, Plug Power's hydrogen fuel cell engines are reaching deeper into logistics industries, providing a sustainable, efficient solution for a range of solutions, from AGVs and aerial applications to drones and long haul trucking.

This technology was created to provide reliable and sustainable energy solutions to change the way the world is powered and how people and things move. We at Plug Power view ourselves as a leader in product efficiency and one who looks to continually strive for contentious improvement. We routinely evaluate our software and hardware capabilities to improve the overall efficiency of all products.

Plug Power has developed sophisticated systems, including the NextGen Service Portal and GenCare Inventory Management systems, which allow us to monitor product efficiencies in near real-time. Efficiency data is collected each time a fuel cell refuels. At this point in time, nearly 100 statistics are collected which allows engineers to evaluate electrical and thermal efficiencies.

Plug Power then reviews data through weekly and monthly operational dashboards and assesses this progress against historic performance and design intent. When we have new components, software tests, or mechanical inspections onsite, we have a team of technicians and engineers that perform these tests and monitor the results.

We have a policy to design, build, and monitor our systems with the goal to continually improve our customer experience. This experience can be strengthened through improved efficiency, communication, and reliability. Specifically, Plug Power is currently evolving our data transfer process, through LRA (low frequency radio wave), which is expected to go live in 2021. LRA will transform the way efficiency data is being collected, allowing for wireless connection between the fuel cell and the lab in real time.

Our goals and targets are assessed with the help of our internal engineering groups, with assistance from our suppliers / original equipment manufacturers. We view our responsibility to the customer, environment, and sustainability targets set by local, national, and global leaders as a core part of our organization. As we grow, we will continue to review our internal process, results, goals, and resources across our spectrum of products so that we can continually improve our dedication to overall product efficiency.



Green hydrogen strategy

One of the keys to growing the future hydrogen economy is the ability to cost-effectively provide large-scale, zero-carbon “green” hydrogen. Hydrogen can be produced by renewable sources like wind and solar energy. In early 2021, Plug Power increased green hydrogen generation targets to produce 500 tons per day by 2025 and 1,000 tons per day before 2028. Plug Power expects to build the first green hydrogen generation network across the US, targeting multiple green hydrogen plants in the country by 2022. Through global partnerships, we support global expansion of green hydrogen solutions in Europe and Asia-Pacific.

Driven by the transportation industry, liquid hydrogen demand is projected to see 10x growth in 10 years. Currently in Tennessee, Plug Power’s Hydrogen Group’s liquid hydrogen plant, acquired in June 2020, has the capacity to produce 6.4 tons of hydrogen each day. Plug Power plans to increase that capacity to 10 tons daily in the near future. United Hydrogen was one of the largest privately held merchant hydrogen producers in North America, and the first independent company to offer a full suite of capabilities in liquid hydrogen production, distribution and logistics. Plug Power acquired United Hydrogen in June, 2020. United Hydrogen is one of the largest privately held merchant hydrogen producers in North America a liquid hydrogen plant in Tennessee from United Hydrogen.

The concept of green hydrogen has been around for a long time, but it’s only in the past few years that the technology for green hydrogen production has become both practical and cost-effective. Today, the most efficient green hydrogen production techniques involve electrolysis, which is the process of using electricity to split water into hydrogen and oxygen. This chemical reaction takes place inside of an appliance called an electrolyzer, which is essentially a fuel cell operating in reverse.

Recent advances in polymer electrolyte membrane (PEM) electrolysis have made the process of electrolysis significantly more efficient in terms of both energy usage and operational costs. This, in turn, has made it much easier to couple electrolyzer systems with dynamic renewable energy sources like wind and solar. As a result, news outlets like Bloomberg New Energy Finance are now projecting that the cost of green hydrogen will decline by over 50% by 2030, and that electrolysis will soon reach parity with traditional hydrogen production techniques still in use today.

Plug Power acquired Giner ELX in 2020. Giner ELX includes one of the most experienced teams in the world in PEM electrolysis. The company’s offerings include one of the world’s largest, most efficient and cost-effective PEM electrolyzers; grid-level renewable energy storage solutions, and on-site hydrogen generation systems for fuel cell vehicle refueling stations and industrial uses. Through this acquisition, Plug Power has dramatically increased its overall green hydrogen supply capabilities to serve the global market for electrolyzers.

GREEN HYDROGEN

WHY DOES IT MATTER?



GREEN HYDROGEN PRODUCED USING RENEWABLE RESOURCES

Green hydrogen is hydrogen produced using renewable resources. An example of this would be a solar-powered electrolyzer which strips hydrogen from water.

Investing in green hydrogen manufacturing will provide significant carbon reductions to our customers. A typical passenger vehicle emits 4.6 metric tons of carbon dioxide each year (according to Morgan Stanley Research). A 30 ton per day hydrogen plant will produce enough hydrogen to power 40,000 light duty vehicles that drive approximately 13,000 miles per year.

Plug Power has intentions to build a network of over 100 tons per day by 2024. As renewable electricity costs continue to come down, our generating costs for hydrogen will follow.



RENEWABLE ENERGY THE KEY TO A GREEN FUTURE

Renewable energy is energy that comes from natural resources or processes that are completely replenished. Using renewable energy sources slows global warming and also improves human and wildlife health by eliminating greenhouse gasses.

WHY SHOULD WE CARE? PLUG CAN LEAD THE GREEN HYDROGEN MOVEMENT

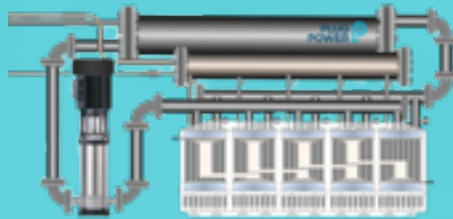
This is important to our company and customers. Firstly, because our customers are working to become sustainable. Secondly, U.S. and European policies are pushing for an increase in green hydrogen usage. Plug has committed to using 50% green hydrogen by the year 2024.



Leveraging Clean Renewables and Plug Power Electrolyzers to produce Green Hydrogen

01

Electricity
& Water



02

Gaseous
Hydrogen



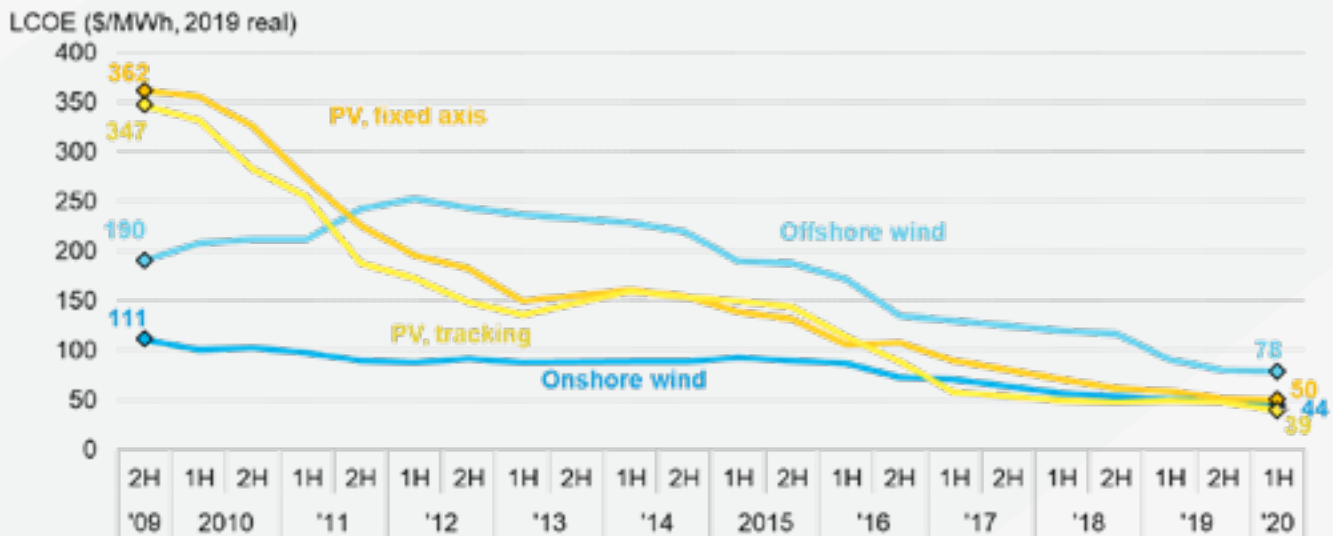
03

Liquid
Hydrogen





BNEF benchmark LCOEs for onshore wind and PV are now below \$50/MWh



Source: BloombergNEF

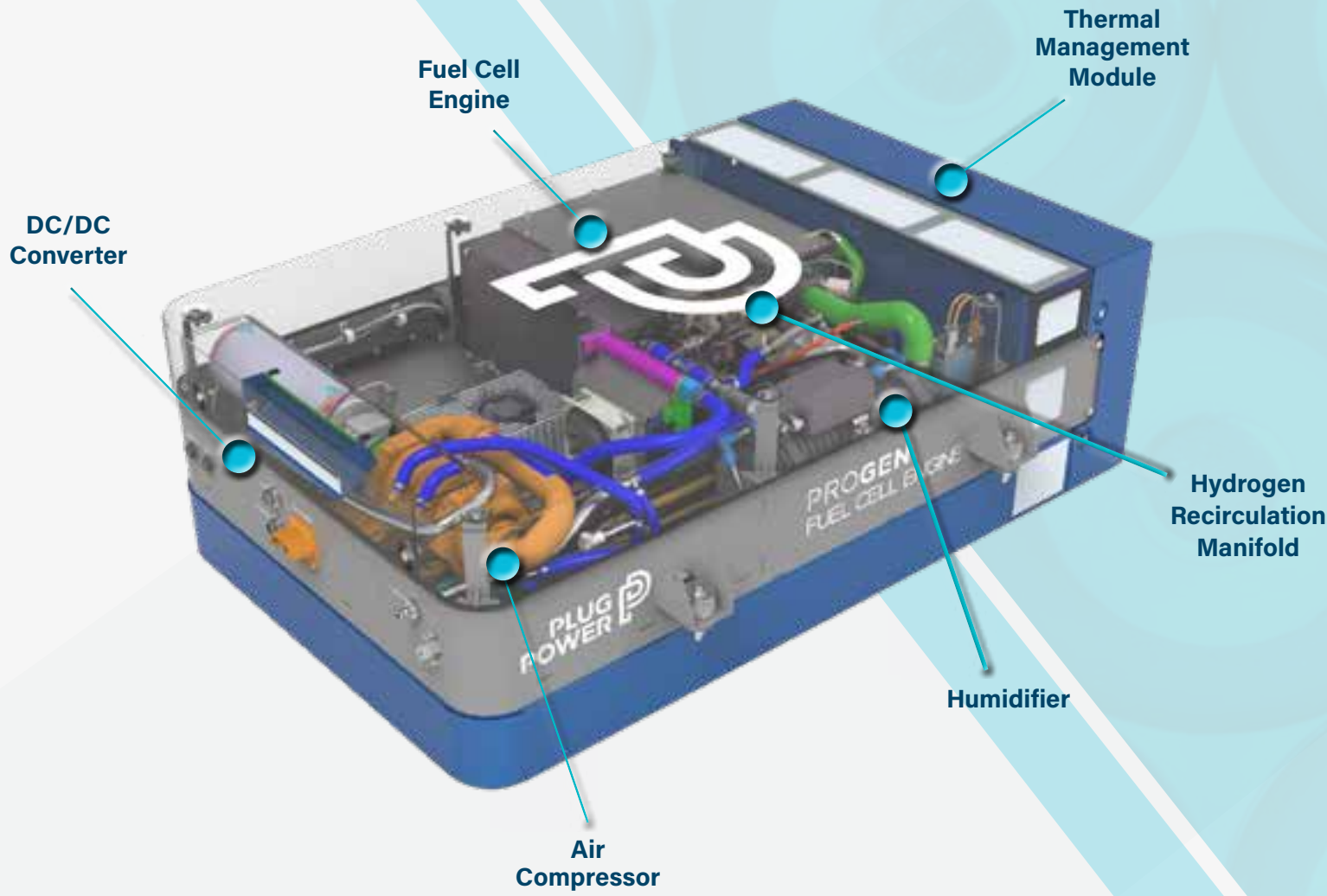
PEM Fuel Cell Process

A fuel cell is an electrochemical energy conversion device which converts chemical energy from a fuel directly into electricity and heat. When operated on hydrogen, the fuel cell produces this energy with clean water as the only by-product. Unlike a battery, which is limited to the stored energy within, a fuel cell is capable of generating power as long as fuel is supplied.

A single fuel cell consists of an electrolyte sandwiched between two electrodes, the anode and the cathode. In the proton exchange membrane (PEM) fuel cells that Plug Power develops, hydrogen gas flows through the channels of the fuel cell plate to the MEA. The MEA, or membrane electrode assembly, is the heart of the fuel cell. There, a catalyst causes the hydrogen molecules to separate into protons and electrons.

The MEA only allows the protons to pass through it while the negatively charged electrons follow an external circuit to the cathode. This flow of electrons produces electricity. On the other side of the fuel cell, oxygen gas is drawn into the channels to the cathode. When the electrons return from generating electricity, they react with the oxygen and the hydrogen protons to form water.

This reaction generates heat that can be captured and used outside of the fuel cell. The fuel cell requires hydrogen and oxygen to mix at the right temperature and pressure in order to make electricity efficiently. In order to have hydrogen and oxygen flow at the correct temperature, pressure, and humidity, requires a sophisticated balance of plant including electronic boards, blowers, thermal management systems, power conversions, humidification systems, and air compression.



Managing Our Own Environmental Impacts

Plug Power reviews data through daily, weekly and monthly operational dashboards and assesses this progress against historic performance and design intent. When we have new components, software tests, or mechanical inspections onsite, we have a team of technicians and engineers that perform these tests and monitor the results.

We have a policy to design, build, and monitor our systems with the goal to continually improve our customer experience. This experience can be improved through improved efficiency, communication, and reliability. Our goals and targets are assessed with the help of our internal engineering groups, with assistance from our suppliers.

We view our responsibility to the customer, environment, and sustainability targets set by local, national, and global leaders as a core part of our organization. As we grow, we will continue to review our internal process, results, goals, and resources across our spectrum of products so that we can continually improve our dedication to overall product efficiency.

We generated approximately 76,944 kilowatt hours of electricity at our Clifton Park facility in 2020 using our own fuel cell systems.

Recycle or Reuse

At Plug Power we are proud of the fact that our products are 100% recyclable and/or reusable. We monitor products reaching end of life and arrange for the disposition of these products. Customers return the assets to us and we arrange for the product to be dispositioned through the following **four end-of-life processes**.

1) Rental Program: Plug Power provides the use of legacy products to meet high demand during our customers' peak seasons.

2) Component Reclamation: Plug reclaims used fuel cell components.

3) Internal Use: Plug utilizes legacy products for internal engineering and testing. If products are unable to be dispositioned through the previous three processes, they are broken down and recycled to the extent possible.

4) Refurbish and Recycle: Once products are unable to be used through the previous product end of life streams, they are broken and recycled to the extent possible.

We established a pilot recycling program with ELEMET to develop a streamlined recycling solution for Plug Power's production by-products and end of life GenKey products. This program has allowed us to deliver on our commitment to environmental stewardship and sustainability, while producing economical solutions. This pilot processed 252 units to understand the potential for recycling the product. The final result was 0.13% by weight of landfill disposal.

Key program metrics:

- 228 program run days
- 252 GenDrive units
- 524,181 pounds diverted
- 2467.35 man hours
- \$0.0776 overall average, per lb. cost of initial breakdown
- Getting consistently around the \$0.02 per lb mark
- 0.13% to landfill

The ELEMET program provided insights to establish an ongoing initiative and we are exploring opportunities to expand to other products in the near future. We will continue to run samples against the four-product end of life streams to determine the most effective pathway.

Supply Chain Responsibilities

We are a leading provider of hydrogen engines and fueling solutions enabling e-mobility. Plug Power's vertically integrated GenKey solution ties together all critical elements to power, fuel, and provide service to customers. The Company is now leveraging its know-how, modular product architecture and foundational customers to rapidly expand into other key markets including zero-emission on-road vehicles, robotics, and data centers. Our critical materials are steel, sheet metal, electronic boards, rubber hoses, graphite plates, and MEAs that contain small amounts of platinum. Plug Power's supply chain is responsible for sourcing these materials. Supply chain, finance, and engineering departments are responsible for goals in this area.

Plug Power works with organizations around the globe to ensure our policies are in line with industry standards. Plug Power continually evaluates our commitments, goals, and targets to ensure we are sourcing raw materials in a responsible fashion. Plug Power is a people-first company for employees, customers, shareholders, and the community, working together to build the clean hydrogen economy. We are committed to excellence, providing our customers with the ability to seamlessly adopt end-to-end fuel cell and hydrogen solutions to power, fuel, and provide service for their application needs, regardless of market.

Plug Power is committed to conducting business ethically and in compliance with the law. We expect our business partners, contractors, vendors, suppliers and any entity we do business with to obey and be in compliance with laws and regulations and any agreed upon contract. Accordingly, Plug requests our suppliers adhere to this Supplier Code of Conduct which provides guidance for doing business with Plug Power. We are committed to continually work to improve our operations and expect our business partners to promote ethical and law-abiding principles throughout their supply chain. We demand and continually monitor twelve principles and by-laws for our suppliers. These mandates for our suppliers consist of the following:



Freely Chosen Employment:

Suppliers shall not use forced, bonded or indentured labor. Suppliers shall not support, promote or engage in the practice of slavery or human trafficking.



No Child Labor and Young Workers:

Suppliers shall not illegally use child labor. The employment of workers below the age of majority as defined and where permitted by applicable local law shall only occur as per the parameters established under such applicable laws and in non-hazardous work conditions.



Freedom of Association:

Suppliers shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions or workers' councils and to seek representation.



Wages, Benefits and Working Hours:

Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. Work hours shall be in compliance with applicable laws.



Anti-Corruption and Business Integrity:

All forms of corruption are prohibited. Suppliers shall not offer, pay, promise or accept bribes or participate in other illegal inducements in business or government relationships.



Environmental Health and Safety (“EH&S”):

Suppliers shall comply with all applicable EH&S laws and regulations. All required EH&S permits, licenses and registrations shall be obtained and their operations and reporting requirements restrictions followed.



Business Continuity:

Suppliers shall comply with all applicable laws and regulations.



Legal Requirements:

Suppliers shall comply with all applicable laws and regulations.



Conflict of Interest:

Suppliers shall comply with all applicable EH&S laws and regulations. All required EH&S permits, licenses and registrations shall be obtained and their operations and reporting requirements restrictions followed.



Compliance Assessment:

Suppliers are expected to monitor their own compliance with this Supplier Code. Plug Power reserves the right to assess suppliers' compliance with this Supplier Code through use of Plug Power personnel or third parties.



Fair Competition:

Suppliers shall conduct their business consistent with applicable competition laws.

Corporate and Social Responsibilities

At Plug Power, we put great efforts to manage and reduce our carbon footprint and its subsequent impact on the environment. We will continue to drive the shift toward electrification and clean energy sources. Our mission is to build the clean hydrogen economy – green hydrogen solutions that lower carbon footprints, increase productivity, and lower operating costs. Green hydrogen provides lowest GHG emission from a wheels perspective. Much of these efforts would be negated if we were not dedicated to achieving a high level of diversity within our company, caring for the health and welfare of our employees and our communities, and ensuring the protection of the end users, our customers.

Plug Power's corporate social responsibility strategy goes beyond addressing the major interests of just our investors and potential stakeholders. This strategy recognizes the importance of corporate social responsibility, corporate citizenship, and investor management, as described by such individuals as Archie B. Carroll.

At Plug Power, our hydrogen solutions and fuel cell products directly and indirectly affect concerned investors. For example, Plug Power affects stakeholders through the nature and design of our hydrogen solutions be it in material handling, on road mobility, stand-by generators, or liquid green hydrogen production- all of which address the ecological concerns of investors.

We see it as essential for Plug Power to maintain a high corporate social responsibility strategy to ensure minimal negative impact on and optimal benefit to all investors. With a growing international brand, Plug Power has significant opportunities to show the world what a major global firm's corporate social responsibility efforts can do to satisfy the interests of stakeholders and contribute to the global community. Plug Power is committed to environmental, responsible and sustainable business practices for our people, community and society at large.

Plug Power's practices and policies support this commitment as follows:



Fair Treatment



Employee Health & Safety



Education & Training



Code of Conduct & Culture



Communities & Philanthropy

Cultural Competencies and Our Code of Conduct

Plug Power's culture has always been what defines us, our drive, our innovation, our creativity. We have always encouraged a culture of open communication for all employees. Plug Power operates under a Code of Conduct which identifies our values and principles, and demonstrates our commitment to ethical conduct. The Code applies to all individuals working with and/or performing services for Plug Power, including our employees, directors, contractors, and consultants. Our personnel receive training on and acknowledge compliance with the Code of Conduct.

Plug Power has been named one of the Best Places to Work in the New York Capital Region by the Albany Business Review six times. In order for us to receive this recognition, employees complete confidential surveys and answer questions regarding how they view our culture, work environment, benefits package, leadership team and other important factors of their employment.

Culture is a keystone of any organization – not only attracting employees to the workplace, but enabling them to stay. When asked to sum up the company's culture in one word, a majority of Plug Power employees answered – "Honest". We understand that if we approach every situation with honesty, each of our strengths can come together to make really impactful change. Winning this award is always a great depiction of how our employees view the Company.

Our Code of Conduct is framed around the cultural competencies established for the organization. The cultural competencies of our organization are not only meant to help lead the business to prosperity, but also serve to ensure we attain success in a manner that we can all be proud of. As such, each item addressed within the Code of Conduct policy has been guided by the themes within one or more of our cultural competencies.



Reliable:

Be there for your colleagues and our customers, give them your best effort and act in accordance with their best interest; establish your reputation for consistently strong performance



Responsive:

React with urgency and commitment to business needs; embrace challenges and commit to being the solution



Fearless:

Embrace new opportunities and challenge yourself to undertake new areas of responsibility; give your best effort and keep raising the bar for yourself and the business



True:

Act with integrity and deliver upon your commitments; treat our customers and colleagues as you would wish to be treated; take ownership over your role with energy and enthusiasm



Drive:

Strive to win and sustain Plug Power as the industry leader while constantly working to improve our business

International Human Rights Policy

Purpose and Scope of Policy

Plug Power recognizes the importance of human rights and its responsibility to implement and maintain sustainable business practices. To that end, this policy defines Plug Power's commitment to understand, manage, and encourage responsible, honest, and ethical behavior throughout the Company's operations. Additionally, this policy outlines the Company's 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 Labour Organization Conventions detailed in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, among others. This policy is intended to define a minimum standard across all the Company's operations. However, where applicable law or regulations require a higher standard or are inconsistent with this policy, the applicable law or regulations will govern.

Child Labor

Plug Power is committed to respecting the rights of children and the elimination of child labor. The Company will not engage in or support the employment of children under the applicable legal age of majority (eighteen (18) years old in most jurisdictions), provided, however, that children age fifteen (15) and older may be permitted opportunities to work where professional experience is part of their educational path and will not negatively impact their physical, mental, or moral health and safety.

Forced, Bonded, and Compulsory Labor

The Company ensures that all employment is voluntary and will not engage in, support, or condone any form of forced, bonded, or compulsory labor. For purposes of this policy, forced, bonded, and compulsory labor includes, but is not limited to, human trafficking, slavery, debt bondage, indentured servitude, and withholding or threatened withholding of necessities such as food, land, wages, identification documents, etc. Plug Power will also make every effort to refrain from working with business partners who engage in any form of forced, bonded, or compulsory labor.

Freedom of Association and Collective Bargaining Rights

Plug Power recognizes the importance of an open dialogue between the Company and its employees and their representatives (including trade and labor unions and employee forums). For that purpose, Plug Power recognizes that employees shall have the freedom to associate and engage in collective bargaining through lawfully elected representatives, in accordance with applicable law.

Local Laws and Communities

Plug Power respects the cultures, customs, values, and laws of the communities in which it operates. The Company commits to compliance with applicable law in every country and jurisdiction in which it operates. Human rights are considered when making decisions on the Company's locations of operations, and the rights of indigenous peoples to free, prior, and informed consent in certain matters affecting them are respected. Plug Power avoids activities and decisions that infringe on the rights of indigenous peoples, including the right to retain their own customs and institutions, the right to self-determination, and the right to occupy and use their lands or territories.

These protections apply equally to those who hold formal title to their land and to those who hold or use land pursuant to informal or customary rights. Plug Power respects the right of indigenous peoples to redress in cases where their lands or resources have been occupied or damaged without their free, prior, and informed consent. The Company does not knowingly engage in activities that result in the relocation of indigenous peoples without such consent. Furthermore, Plug Power will contribute to the economic development of communities in which it operates through fair, equal and respectful treatment of local citizens, and support for local social and charitable causes. Any employee who engages in conduct that infringes upon the culture, customs, values, and laws of the community in which they work may be subject to discipline up to and including termination of employment. Violation of applicable law may also result in criminal prosecution of responsible individuals.

Third-Party Relationships

Plug Power integrates human rights criteria into the screening process for new business partners and includes human rights criteria in performance requirements in its contracts with third parties. Before engaging in such a relationship, Plug Power assesses the potential for the Company to be associated with, or be complicit in, human rights abuse. As part of such assessment, the

Company identifies operations and suppliers considered to have significant risk for incidents of human rights violations in terms of (i) type of operation and business organization, and (ii) countries or geographic areas with operations and suppliers considered at risk.

Investigations and Audits

Plug Power will perform investigations and audits to verify that all business is conducted in compliance with this policy. All Company employees and third-party business partners through whom Plug Power conducts business are required to cooperate fully, accurately, and promptly.

Prohibition of Retaliation

The Company will not in any way retaliate and forbids retaliation. Retaliation includes any conduct, whether or not workplace or employment-related, directed at someone because they opposed a practice in violation of this policy, made a good faith report or encouraged another individual to make a report of a violation of this policy or participated in an investigation of such, which might deter a reasonable worker from making or supporting a report of a violation of this policy. Examples of retaliatory conduct include, but are not limited to, termination, demotion, loss of compensation, discipline, and any other unfavorable treatment.

Anyone found to have engaged in a retaliatory act will be subject to disciplinary action up to and including termination. Anyone who believes they have been subjected to retaliation or who is aware of retaliation is expected to report such utilizing the reporting procedure set forth above within this policy. As soon as a member of management is made or becomes aware of such, they must immediately notify a member of the Human Resources department. In the event that the conduct involves a member of the Human Resources department, the report should be made to the Company's General Counsel.

Employee Health and Safety

Plug Power's Safety Rules ensure that our employees remain safe and injury-free while at work. Plug requires employees to report safety events to their supervisor and to their respective EHS representative within 24 hours of a safety event. Plug Power has complied with all COVID-19 restrictions and reports on all cases on a corporate wide level. Plug also has published the CDC Guidelines and other information corporate wide. In 2020, we appointed a full time Certified Safety Professional as the company's Environment, Health and Safety (EHS) Manager. The EHS Manager works closely with Facilities and Human Resources teams to provide a safe place to all employees.

We have developed many procedures that support the health and safety of our people outlined in our Q-EHS manual which provides details of how our company runs. There are also many employee-specific training programs established. These include personal protective equipment (PPE), safety reviews, hazard communication training per OSHA requirements, a Plug Power employee manual, a new Awareness and Anticipation document, chemical training, electrical safety training, and many more. We have established an EHS Steering Committee to oversee this work at the highest level. In addition, we have site specific safety committees at each of our fixed locations. For our Field Service employees, there is a dedicated Training and Safety Manager, as well as a Program Director for Services.

We track all "safety events"- injuries and near misses. We analyze every event to pinpoint both a cause and corrective measures to make sure it doesn't happen again. In addition, we have an employee developed

hazard recognition program, "Awardco Recognition System", to reward employees for reporting and containing safety-related hazards before they produce an accident or a near miss. This "Awardco Recognition System" allows managers to recognize employees for a job well done on their safety habits by awarding a monetary award which is broadcasted so the entire company can see this.

At all levels, our management team is committed to employee health and safety. Each year, we identify facility-wide safety goals, and then share with all employees. In addition, all managers regularly discuss safety with their employees by providing monthly safety training, investigating safety events in their areas, conducting self-inspections, and enforcing proper work practices at all times. We offer a comprehensive wellness program for our employees designed to promote active, healthy lifestyles. Employees enrolled in our medical insurance can earn up to a \$500 gift card by completing qualifying healthy activities. Our goal is to have our employees get healthy and stay healthy.

Throughout the program, employees can compete in fitness challenges or follow preventive care measures all while receiving incentives to encourage a healthy lifestyle. In addition to this, we offer a Fitness Reimbursement Program where employees can receive up to \$100 per month for healthy activities!

In 2020 Plug Power had 1.05 Total Recordable Incident rate (TRIR) for work related injuries or illnesses with the Fatality Rate for Work-Related Fatalities as zero.

Fair Treatment

Plug Power's Fair Treatment Policy is a comprehensive guideline of our company's human resources and human rights commitments. The policy highlights Plug's expectations from its business partners related to social responsibility. Business partners include suppliers and supplier manufacturing facilities, including all subcontracting, packaging, and distribution facilities. The Fair Treatment Policy applies to all individuals working with and/or performing services for Plug, including our employees, directors, contractors, and

consultants. The policy includes a link to anonymously report and a hotline to call in harassment violations to the appropriate supervisor, senior manager or Human Resources team member. Plug Power's Fair Treatment Policy ensures ethical behavior and respect for our stakeholders' human rights, including the prohibition of discrimination, child labor, human trafficking, and slavery practice throughout our business and supply chain partnerships. Plug supports the Universal Declaration of Human Rights, which informs our efforts.

Education and Training

Education and training are key parts of our EHS program. Rigorous safety training gives employees knowledge and understanding of workplace hazards. We engage employees in developing and delivering safety training, which results in practical, accurate, job-specific education.

We use a comprehensive training matrix and web-based learning to make sure we meet both regulatory requirements and our own standards. Besides job-specific safety training, we offer personal-development training on many topics, including sustainability, wellness, and free on-site CPR/AED certification training for employees and family members.

At Plug Power, we also offer a tuition reimbursement program, where employees are provided support for continuing their education. Additionally, we have an internal Step Pay Program which provides our Field Service Technicians an outlined career path of training for eight separate levels to grow their skills and compensation all at once.

We have over 270 technicians in this program today! We also have recently partnered with LinkedIn Learning to provide all of our employees with access to their library of video courses taught by industry experts in such areas as software, creative and business skills to broaden their knowledge and skills on a variety of topics.

Communities and Philanthropy

"During tough times, it is important to remember that we are one community,"

Andy Marsh, CEO, Plug Power. We recognize the importance of supporting our local communities as we continue to grow as an organization. Our efforts not only provide value back to our community members but enables our employees to give back, helping them to meet their own values.

COVID-19 support

At the outset of the pandemic, Plug Power initiated four key priorities:

1. Maintain employee and employee family safety.
2. Provide customer support to those providing essential services.
3. Provide local support.
4. Continue to remain focused on the long-term strategic objectives of the Company.

Plug Power management has maintained regular and meaningful full-company communication through 2020 and into 2021. Weekly, all-employee meetings are conducted, where CEO Andy Marsh, and his extended team, address relevant safety and business topics. This has allowed our employees to better understand organizational successes, growth and change.

There is always a Q&A at the end of every meeting where employees are encouraged to ask questions regarding any topic. This meeting is a great example of our culture given the transparency and open communication.

As the pandemic hit the nation, Plug Power diverted numerous resources to design ventilators and face shields. Additionally, resources were focused on obtaining PPE to distribute to healthcare facilities. We donated thousands of face masks, gowns, gloves and face shields. We have a design ready to produce ventilators should it ever be needed in the future. We also participated in a food drive for children sponsored by SEFCU and donated \$2,500 to the cause.

Ventilator project

- Immediately redirected engineering resources to design and build a ventilator prototype.
- Successfully designed emergency ventilator and prepared with understanding of government requirements should it be needed.
- While it was not initially needed, we remain prepared to build and distribute ventilators if/as needed.

Face Shields & other PPE

- Redirected engineering, 3D printing, and Logistics staff to design and print face shields for healthcare workers.
- Utilized our Sourcing resources to acquire PPE such as gowns, masks and gloves.
- Donated PPE (donated thousands of face masks, gowns, gloves and face shields) to healthcare agencies in NYC and in the Albany, NY region.

No Neighbor Hungry

Plug Power was a community partner in SEFCU's "No Neighbor Hungry" campaign in 2020, benefiting Capital Region agencies battling hunger. One hundred percent of donations received went to the organizations and SEFCU matched the first \$100,000 raised.

The campaign has been able to distribute \$10,000 each to South End Children's Cafe, Catholic Charities of the Diocese of Albany, Feed Albany COVID-19 Relief, Boys & Girls Clubs of the Capital Area, Boys & Girls Clubs of Schenectady, Saratoga County EOC, and The Food Pantries for the Capital District for a total of \$70,000.

In December of 2020, our work with 'No Neighbor Hungry' continued. We proudly supported the "No Neighbor Hungry": Stocking the Shelves' campaign helping to stock the shelves of 30 local food pantries. Our Spokane team also engaged in its annual food drive with a new virtual donation component.

United Way

We facilitate employee donations through the United Way, supporting its four pillar objectives helping our communities:

1. Ability to meet basic needs.
2. Education leading to a good job.
3. Income providing financial security.
4. Ability to gain and maintain health.

This system enables our employees to donate money to causes they care about in their individual communities through payroll deductions.

In 2020, Plug Power was honored with the Community Impact Award. Over the course of 2020, we facilitated \$27,000 worth of donations through United Way to local communities. Honorably, more than \$50,000 has been pledged by employees for 2021. Specifically in 2020, the United Way of the Greater Capital Region was able to support 80 agencies in our New York communities. This included increasing summer meals served to local youth by 229% and filing more than 15,000 tax returns without cost to working individuals and families.

2020 List of Healthiest Employers

Plug Power was one of 30 companies honored in 2020 as the Albany Business Review's Healthiest Employers. Plug Power, along with the other honorees, spent years focusing on wellness in the office and the tangible benefits of those efforts, particularly when it comes to recruiting and retaining talent.

Virtual 5K for Mental Health Awareness

In honor of May being Mental Health Awareness month, Plug Power, in partnership with the United Way, held its first ever virtual 5K in 2020. The Company set and exceeded a goal of 50 participants to raise awareness and raised \$650 dollars for this cause.

Poll Workers

As most poll workers are older and in a high-risk category, we encouraged our workforce to help fill the potential gap by volunteering at the polls with Plug Power compensating those who chose to volunteer in such a way.



Diversity and Inclusion

We strive to be an employer of choice, and have in fact been named a “Best Place to Work” in the Albany Capital Region 6 times, 2020 being the most recent. We are committed to offering employees outstanding benefits, including competitive health and dental plans, flexible spending accounts, comprehensive life insurance (including company provided life insurance) and disability coverage.

Additional benefits include a competitive vacation and holiday package, a 401(k) retirement savings plan with up to a 5% match in Company stock, educational assistance, an employee referral program, and volunteer time. We also offer a comprehensive wellness program for employees designed to promote active, healthy lifestyles. Employees are offered a comprehensive 401(k) package. Currently, 91.5 percent of employees participate in the savings plan. We have increased the socially responsible investing options in our portfolio to reflect our values.

This plan provides diversified investment options including two socially responsible funds. We auto enroll everyone in the 401(k) plan after 60 days of employment in an effort to encourage savings. We are committed to the principles of affirmative action and equal employment opportunity for all. We seek to maintain a healthy, safe and productive workplace free from discrimination or harassment based on race, color, religion, gender, sexual orientation, age, national origin, or disability. We track diversity categories within a leadership dashboard in our human capital software, Workday. This is live, real-time and can be accessed/viewed any time in the Workday dashboard.

We collect point-in-time data for our Affirmative Action plan annually as well as any required EEO/Vets reporting. Human Resources pulls the annual data for compliance reporting as well as refreshing Affirmative Action plan data and annual goals. They then review the data and goals and share this data with the executive team annually. Human Resources, together with our Affirmative Action consultant, prepares the upcoming year’s Affirmative Action Plan including goals. Human Resources is also responsible for initiatives from recruitment to development and equitable compensation packages.

To help us institute this at Plug Power, we have established the following policies:

- Equal Employment Opportunity and Affirmative Action Policies
- Disability Policy
- Veteran Policy
- Pay Transparency
- Individuals with Disabilities and Pregnancy-Related Conditions
- Prohibition of Discrimination, Sexual and Other Workplace Harassment, and Retaliation Policy and Reporting Procedure

We conduct employee engagement surveys to understand feedback directly from the workforce. Our most recent survey is focused on Diversity, Equity and Inclusion. We are utilizing employee input from that survey to create and prioritize meaningful objectives aligned with workforce expectations.

We regularly analyze incumbency versus availability to determine whether there are opportunities of minority and/or female utilization. When the percentage of individuals with disabilities in one or more job groups is less than the utilization goal, the company takes steps to determine whether and where impediments to equal employment opportunity exist. We recently partnered with Circa, formerly known as **LocalJobNetwork**. Circa provides **OFCCP** (Office of Federal Contract Compliance Programs) compliance management and recruiting technology solutions to deliver qualified candidates on a level, equitable playing field that meet our organizations' needs to build high-performing, diverse teams.

It will provide us an improvement in how we track outreach to diverse community partners to measure which relationships are the most effective. **Circa** has access to a vast network of 15,500 diverse community partners that can support our efforts to provide an inclusive culture that engages employees and builds trust.

Some of our community partners include Veterans, LGBTQ, individuals with disabilities, minorities and women, professional and industry organizations, construction and skilled trade associations and college students.

We have also partnered with numerous universities and our diverse employees/alumni to recruit. We are in the process of introducing a Women's Affinity group and will introduce that before the end of the year. We work specifically with Veteran recruitment firms like Orion and are most proud of our efforts to hire those who have served, and may still serve our country's Armed Services.

At the end of 2020, Plug Power is proud to have 137 Veterans of the U.S. Armed Services working for the company, representing an increase of 54% from 2019.



Governance

Board of Directors

Plug Power's business is conducted under the oversight of our Board of Directors. The primary responsibility of the Board is to oversee and review senior management's performance of Plug Power's business and operations. The number of directors of the Company is presently fixed at ten (10), and the Board of Directors currently consists of ten (10) members. The Board of Directors is divided into three classes, with three (3) directors in Class I, three (3) directors in Class II, and four (4) directors in Class III. Directors in Classes I, II and III serve for three-year terms with one class of directors being elected by the Company's stockholders at each Annual Meeting of Stockholders. The positions of Chief Executive Officer and Chairman of the Board are currently separated, with Andrew J. Marsh serving as our Chief Executive Officer since 2008 and George C. McNamee serving as Chairman of the Board since 1997. Separating these positions allows our Chief Executive Officer to focus on the Company's day-to-day business operations, while allowing the Chairman to lead the Board in its fundamental role of providing advice to and independent oversight of management. (the "Board of Directors" or "Board")

The Board recognizes the time, effort and energy that the Chief Executive Officer is required to devote to his position in the current business environment, as well as the commitment required to serve as our Chairman. While our by-laws and corporate governance guidelines do not require that our Chairman and Chief Executive Officer positions be separate, the Board believes that our current leadership structure is appropriate because it provides an effective balance between strategy development and independent leadership and management oversight. If the position of Chairman is vacant, or if he or she is absent, the Chief Executive Officer will preside, when present, at meetings of stockholders and of the Board of Directors. The Board

has established three standing committees: an Audit Committee (the "Audit Committee"), a Compensation Committee (the "Compensation Committee"), and a Corporate Governance and Nominating Committee (the "Governance Committee"). Our Board of Directors plays a central role in overseeing and evaluating risk. While it is management's responsibility to identify and manage our exposure to risk on a day-to-day basis, the Board routinely discusses these risks with management and actively oversees our risk-management procedures and protocols. The Board regularly receives reports from senior management on areas of material risk to the Company, including operational, financial, legal, regulatory and strategic risks. In addition, each of the Audit Committee, the Compensation Committee and the Governance Committee exercise oversight and provide guidance relating to the particular risks within the purview of each committee, as well as making periodic reports to the full Board.

The Board and each of these Committees regularly discuss with management our major risk exposures, their potential financial impact on Plug Power and the steps we take to manage them. The Audit Committee is responsible for oversight of Company risks relating to accounting matters, financial reporting and legal and regulatory compliance, while the Governance Committee is responsible for oversight of risks relating to management and Board succession planning. The Compensation Committee is responsible for the oversight of risks related to compensation matters. The Chief Financial Officer and the General Counsel report to the Board regarding ongoing risk management activities at the regularly scheduled, quarterly Board meetings and may report on risk management activities more frequently, as appropriate. Additionally, risk management is a standing agenda item for the regularly scheduled, quarterly Audit Committee meetings.

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Organization

Data scientist

Information
Technology

Material Topic	Reporting Metric			
Energy Management	RR-FC-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable			
	Total Energy consumed (Gigajoules)		2020	
	Purchased grid electricity ¹		61,102 ²	
	Renewable energy		-	
	Biofuels or fuels ³		609	
	Natural Gas Usage ⁴		13,085 ⁵	
	Clifton Hydrogen Forklift Usage		277	
	Total energy consumption (GJ)		75,072	
	Percentage grid electricity (%)		81.39%	
	Percentage renewable		0%	
Workforce Health & Safety	RR-FC-320a.1: (1) Total recordable incident rate (TRIR) and (2) fatality rate			
		2018	2019	2020
	TRIR	2.48	0.76	1.05
	Fatality Rate	0	0	0
	RR-FC-320a.2: Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards			
	- See Employee Health & Safety on page 30			

Estimations were used for facilities with minimal missing data during the year. The methodology applied was to multiply days in the month where data was missing by the daily rate derived from actual data (i.e. total kWh / total days for data received).

Data coverage:

- 100% actual data included for: Clifton Park and Latham
- Partial year estimates (not significant) for: Romeoville, Spokane Unit 1 and Site F, and Rochester
- Full year data unavailable for: Spokane Unit 1, Dayton, and Montreal
- Facilities acquired in 2020 that are excluded: Concord and Charleston

Clifton Park facility only: includes leased vehicle and diesel consumption (actual data available for 2020 only).

For leased vehicle usage the methodology applied was to divide the total mileage by the years of use and divide that number by the average miles per gallon. Only estimations included were for facilities with minimal missing data during the year. The methodology applied was to multiply days in the month where data was missing by the daily rate derived from actual data (i.e. total Therms / total days for data received).

Data coverage:

- 100% actual data included for: Clifton Park and Latham
- Partial year estimates (not significant) for: Spokane Unit 1 and Site F, and Rochester
- Full year data unavailable for: Romeoville, Dayton
- Facilities acquired in 2020 that are excluded: Concord
- N/A for Charleston and Montreal

Estimations were used for facilities with minimal missing data during the year. The methodology applied was to multiply days in the month where data was missing by the daily rate derived from actual data (i.e. total kWh / total days for data received).

- (a) 100% actual data included for: Clifton Park and Latham
- (b) Partial year estimates (not significant) for: Romeoville, Spokane Unit 1 and Site F, and Rochester
- (c) Full year data unavailable for: Spokane Ave #A, Dayton, and Montreal
- (d) Facilities acquired in 2020 that are excluded: Concord and Charleston

Clifton Park facility only: includes leased vehicle and diesel consumption (actual data available for 2020 only). For leased vehicle usage the methodology applied was to divide the total mileage by the years of use and divide that number by the average miles per gallon.

Only estimations included were for facilities with minimal missing data during the year. The methodology applied was to multiply days in the month where data was missing by the daily rate derived from actual data (i.e. total Therms / total days for data received).

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- (c) Full year data unavailable for: Romeoville, Dayton
- (d) Facilities acquired in 2020 that are excluded: Concord
- (e) N/A for Charleston and Montreal

	<ul style="list-style-type: none">- Safety review policy/hazard risk assessment- Safety review/PPE/Engineering controls																														
Product Efficiency	RR-FC-410a.2: Average energy efficiency of fuel cells as (1) electrical efficiency and (2) thermal efficiency, by product application and technology type																														
	Plug considers this data to be sensitive information and therefore, has currently elected to omit the disclosure.																														
	RR-FC-410a.4: Average operating lifetime of fuel cells, by-product application and technology type																														
	Plug considers this data to be sensitive information and therefore, has currently elected to omit the disclosure.																														
Product End of Life Management	RR-FC-410b.1: Percentage of products sold that are recyclable or reusable																														
	During 2019 and 2020 we established a pilot recycling program with ELEMET to develop a streamlined recycling solution for Plug Power's production by-products and end of life GenKey products. As this program is in a pilot stage, we do not currently track the data for this metric. As our program continues to mature, we plan to disclose this metric in the future.																														
	RR-FC-410b.2: Weight of end-of-life material recovered; percentage recycled																														
	Please refer to the results of our pilot program as noted below. As our program continues to mature, we plan to disclose this metric for company-wide operations in the future.																														
	RR-FC-410b.3: Description of approach to manage use, reclamation, and disposal of hazardous materials																														
	As we increase our GenKey programs and more GenDrive units are removed from service, there is an increasing demand for a streamlined recycling solution. We engaged ELEMET, a third-party commodity, metal trading and recycling business to run a pilot program focused on our GenKey products. This program focused on: <ul style="list-style-type: none">▪ Refining Platinum materials▪ Selling Lithium Ion Batteries Cells into second life▪ Supporting our customers with appropriate disposal▪ Resale of structural metal We recognize there is a broader opportunity to expand this program to also include: <ul style="list-style-type: none">▪ Use battery packs as energy storage devices▪ Recycle polystyrene▪ Recycle graphite Plates▪ Reuse of parts for service support▪ Find alternative methods to get second life out of not easily recycled materials We are considering the extension of this program in 2021.																														
	The recycling program with ELEMET has allowed us to deliver on our commitment to environmental stewardship and sustainability, while producing economical solutions. The pilot program results were a success, reducing landfill to only 0.13% of product weight.																														
	<table><tr><th>Description</th><th>Total lbs.</th><th>number of units (*est on cells)</th><th>lbs. of second life</th><th>lbs. of end of life</th></tr><tr><td>Headway 38120 HP Cells</td><td>19,997</td><td>27,774</td><td>16,716</td><td>3,281</td></tr><tr><td>SPIM08HP Cells</td><td>27,600</td><td>43,533</td><td>23,596</td><td>4,004</td></tr><tr><td>Gen Drive Units</td><td>42,858</td><td>30</td><td>-</td><td>42,858</td></tr><tr><td>Scrap Metal</td><td>-</td><td>NA</td><td></td><td></td></tr><tr><td>Sum</td><td>90,455</td><td>71,337</td><td>40,312</td><td>50,143</td></tr></table>	Description	Total lbs.	number of units (*est on cells)	lbs. of second life	lbs. of end of life	Headway 38120 HP Cells	19,997	27,774	16,716	3,281	SPIM08HP Cells	27,600	43,533	23,596	4,004	Gen Drive Units	42,858	30	-	42,858	Scrap Metal	-	NA			Sum	90,455	71,337	40,312	50,143
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Sum	90,455	71,337	40,312	50,143																											

Description	Total lbs.	number of units (*est on cells)	lbs. of second life	lbs. of end of life
Headway 38120 HP Cells	21,146	28,202	17,372	3,774
SPIM08HP Cells	48,902	59,294	42,056	6,846
GenDrive Units	609,936	397	-	609,936
Scrap Metal	16,178	NA	-	16,178
Sum	696,162	87,893	59,428	636,734

Material Sourcing

RR-FC-440a.1 Description of the management of risks associated with the use of critical materials

We include language in our Terms and Conditions that instructs our suppliers to take reasonable efforts to eliminate conflict minerals from Seller's product.

We also have established ongoing plans to continue to implement and enforce the following, as part of our Supplier Quality Manual:

- Information / requirements on supplier intake forms
- Periodic reviews of supplier compliance
- In-person audits

We use a number of critical materials in our products including platinum and graphite which are utilized most heavily in our products. The other critical materials employed in our products are only used in trace amounts and we refrain from disclosing them due to confidentiality restraints that if not adhered to could lead to competitive harm.

These critical materials are crucial to our operations and require very specific supplier qualifications to be met by Engineering, Quality and Supply Chain. This presents a risk to product input supply due to market shortages and material issues.

The industry in general is working on secondary sources. We are putting Supply Agreements into place where necessary. Engineering is working on reducing material loading in our products. We are working on recovering and recycling materials, both at the supplier and with third party recovery. Design for manufacturing/recycling efforts are taking place to ensure we can recover as much as possible.

GRI 405-1 Diversity of governance bodies and employees

Governance Bodies

Gender	2018	2019	2020
Male	90%	88%	86%
Female	10%	12%	14%

Age Group	2018	2019	2020
under 30 years old (<30 yrs)	20%	20%	23%
30 - 50 years old (30-50 yrs)	53%	51%	50%
over 50 years old (>50yrs)	27%	29%	27%

Other indicators of diversity where relevant (ex 1: minority groups)	2018	2019	2020
White	82%	83%	78%
Hispanic or Latino	6%	7%	5%
Black or African American	4%	5%	6%
Asian	3%	4%	6%
American Indian or Alaska Native	1%	1%	1%
Two or More Races	2%	1%	3%
Native Hawaiian or Other Pacific Islander	1%	1%	1%

Employee

Employee Category 1 (EC1)	Individual Contributor
Employee Category 2 (EC2)	Supervisor
Employee Category 3 (EC3)	Manager
Employee Category 4 (EC4)	Director
Employee Category 5 (EC5)	Vice President / Executive

Diversity
and
Inclusion

GRI 405-1 Diversity of governance bodies and employees

Employees

Gender of Employees per Employee Category	2018					2019					2020				
	EC1	EC2	EC3	EC4	EC5	EC1	EC2	EC3	EC4	EC5	EC1	EC2	EC3	EC4	EC5
Male	78%	3%	4%	2%	2%	77%	2%	4%	2%	3%	73%	4%	4%	3%	2%
Female	9%	1%	1%	0%	0%	11%	0%	1%	0%	0%	12%	1%	1%	0%	0%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Age Group of Employees per Employee Category	2018					2019					2020				
	EC1	EC2	EC3	EC4	EC5	EC1	EC2	EC3	EC4	EC5	EC1	EC2	EC3	EC4	EC5
under 30 years old (<30 yrs)	19%	1%	0%	0%	0%	19%	0%	1%	0%	1%	22%	1%	0%	0%	0%
30-50 years old (30-50 yrs)	45%	2%	3%	2%	1%	45%	1%	2%	2%	1%	41%	2%	3%	2%	1%
Over 50 years old (>50yrs)	23%	1%	2%	0%	1%	24%	2%	1%	1%	1%	22%	2%	2%	1%	1%

Community
Investment

During the reporting year 2020, we supported our employees to donate a total of \$42,727.24 to local charities. Please see page 32 for more information on how this funding supported local causes.

GRI 405-1 Diversity of governance bodies and employees

Employees

Other Indicators of Diversity	2018					2019					2020				
	EC1	EC2	EC3	EC4	EC5	EC1	EC2	EC3	EC4	EC5	EC1	EC2	EC3	EC4	EC5
White	70%	3%	5%	2%	2%	70%	2%	4%	2%	4%	65%	4%	5%	3%	2%
Hispanic or Latino	5%	0%	0%	0%	5%	6%	0%	0%	0%	0%	5%	0%	0%	0%	0%
Black or African American	4%	0%	0%	0%	0%	5%	0%	0%	0%	0%	6%	0%	0%	0%	0%
Asian	2%	0%	0%	0%	0%	3%	0%	0%	0%	0%	5%	0%	0%	0%	0%
American Indian or Alaska Native	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%
Two or More Races	2%	0%	0%	0%	0%	1%	0%	0%	0%	0%	3%	0%	0%	0%	0%
Native Hawaiian or Other Pacific Islander	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%	0%	0%

Diversity and Inclusion



