



### **Reasonable Accommodations Policy:**

Reasonable Accommodations. The Company is committed to complying with the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act, and all applicable laws providing for nondiscrimination in employment against and reasonable accommodations for qualified individuals with disabilities (including employees with pregnancy-related conditions), and due to sincerely held religious beliefs. Reasonable accommodation will be provided to individuals with a known physical or mental disability (including pregnancy-related conditions) or with a sincerely held religious belief, practice, or observance if such accommodation would not impose an undue hardship on the Company, and would enable the individual to apply for, or perform, the essential functions of the position in question.

Any applicant or employee who requires an accommodation during the application process or to perform the essential functions of the job should contact Human Resources and request an accommodation. The Company will work with the employee to identify possible accommodations, if any, that will help to eliminate the limitation or barrier. If an accommodation is reasonable and will not impose an undue hardship, the Company will make the accommodation. The individual is required to fully cooperate with the Company in seeking and evaluating alternatives and accommodations. The Company may require medical verification or other documentation outlining the need for accommodation. All information concerning Employees' disabilities, religious beliefs and requests for accommodation will be considered confidential and will be released only in accordance with applicable law.

### **Reasonable Accommodations Contact Information:**

Plug Power Inc. has appointed the following individual as the official responsible for processing requests for reasonable accommodation from applicants and employees with disabilities:

Name	Justin Baldassare
Title	Director, Global HR Business Partner and Employee Relations
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