



21 April 2022

CHANGES TO CHAIRMAN'S REMUNERATION PACKAGE

Fluence Corporation Limited (ASX: FLC) (the "Company") advises of a change to the remuneration package of the Company's Chairman, Mr Richard Irving, retroactive to 14 March 2022.

Mr Irving assumed the additional role of the Company CEO on 13 November 2020 and received the following remuneration package in such position:

- base salary of US\$400,000 per annum;
- 1,500,000 unlisted options, exercisable at A\$0.29 (29 cents) per option, expiring on 1 March 2024 (shareholder approval was given at the Company's 2021 AGM); and
- eligibility to receive options under the Company's Employee Share Option Plans on terms decided by the Board, subject to necessary shareholder approvals.

Contemporaneously with the appointment of the Company's new CEO and Managing Director on 14 March 2022, Mr Irving assumed his previous position as the non-executive Chair of the Company. Consistent with the change in his position, his remuneration package reverted to the salary level in effect prior to his appointment as CEO.

In accordance with ASX Listing Rule 3.16.4, Mr Irving's current remuneration package has been adjusted retroactively to 14 March 2022 to:

- annual base salary of AU\$250,000 per annum (exclusive of all applicable taxes and social benefits, superannuation payable under both US and Australian jurisdictions); and
- eligibility to receive options under the Company's Employee Share Option Plans on terms decided by the Board, subject to necessary shareholder approvals.

For and on behalf of the Board of Directors and for further information please contact:

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About Fluence Corporation Limited (ASX: FLC)

Fluence is a leader in the decentralized water, wastewater and reuse treatment markets, with its preengineered, standardized Smart Products Solutions, including Aspiral™, NIROBOX™ and SUBRE. In addition to rapid delivery and commissioning of decentralized solutions to meet a broad range of needs, Fluence offers ongoing operation and maintenance support, as well as Build Own Operate Transfer (BOOT) and other recurring revenue solutions. Fluence has a broad international footprint and focuses on high growth markets including China, the Middle East, Southeast Asia, and North America. Further information can be found at <https://www.fluencecorp.com>.