

NEXTRACKER HUMAN RIGHTS STATEMENT

Our Commitment to Human Rights

Nextracker (i.e., the entire Nextracker group of affiliates) recognizes that companies can play a positive role in the communities where they do business. Our commitment to playing a positive role begins with our commitment to treating everyone with dignity and respect. This Nextracker Human Rights Statement ("Statement") is a commitment that is embodied in our Code of Business Conduct and Ethics ("NXT Code") and in our policies, practices, and mission.

Our approach to human rights is influenced and inspired by internationally recognized human rights as described in the United Nation's Declaration of Human Rights and the United Nation's Guiding Principles on Business and Human Rights.

Implementation

Nextracker is committed to integrating respect for human rights into our value chain throughout the world. We:

- Comply with applicable laws and regulations intended to protect and promote human rights;
- Strictly prohibit and will not tolerate the use of child labor, forced labor, modern slavery, or human trafficking;
- Treat all our personnel with respect and dignity and promote diversity in the workplace;
- Recognize the rights of our employees to free association and collective bargaining, and this includes the right to form and join or refrain from joining trade unions or other worker organizations;
- Are committed to a safe and healthy workplace and comply with applicable regulatory requirements where we do business;
- Protect our employees and assets and provide a secure environment for business operations;
- Ensure the protection of data privacy and security of our personnel, suppliers, and customers;
- Promote lawful and ethical business practices;
- Collaborate with our suppliers and other third parties we do business with to support our values and implement similar policies and practices;
- Support responsible sourcing of materials and services in our value chain;
- Undertake initiatives to promote environmental responsibility and sustainability; and
- Recognize that clean, fresh water is becoming increasingly scarce and are committed to respecting water as a fundamental human right.

We reinforce our commitment to respecting human rights through training. Our NXT Code, which includes human rights, is a key part of the onboarding of new personnel. Personnel are required annually to complete the NXT Code training. The training addresses key policies as well as procedures for raising concerns.

Nextracker's Board of Directors has adopted this Policy and is responsible for overseeing and periodically reviewing this Statement. Nextracker's Chief Ethics & Compliance Officer oversees the implementation of this Statement and reports to the Board and its committees on its respective progress and status.

Stakeholder Involvement

Nextracker is committed to being an active proponent for human rights in the communities where we operate. We believe in engaging with relevant stakeholders, both internal and external, and welcome input into the development, implementation, and evaluation of our approach to upholding human rights.

Speaking Up

If an employee or a third party, such as a supplier or customer, has any questions about this Statement, how to handle a particular situation that doesn't seem right, or suspects that a Nextracker employee has violated this Statement, our NXT Code, our policies, or applicable law, they may reach out to any of the following resources:

- An NXT supervisor or manager (as long as the supervisor or manager are not suspected of wrongdoing);
- The NXT Human Resources Department (HR@nextracker.com);
- The NXT Legal Department (legal@nextracker.com);
- NXT's General Counsel & Chief Compliance Officer (compliancecounts@nextracker.com or via standard mail at 6200 Paseo Padre Parkway, Fremont, California 94555);
- By sending a letter via standard mail to NXT's Audit Committee at 6200 Paseo Padre Parkway, Fremont, California 94555; or
- The NXT Ethics Hotline (http: <http://nextracker.ethicspoint.com> or via telephone:
 - If in the United States, call: +1 844 626 6569 (United States); or
 - If outside the U.S.A., the toll-free number for a respective location is listed on the Hotline, at <http://nextracker.ethicspoint.com>.

The Ethics Hotline is managed by EthicsPoint, a third-party provider and it is available 24/7 with language translation services. Reports may be made anonymously, subject to local legal restrictions. The laws of some countries, especially those in Europe, restrict Helpline reports to specific subjects. Should a reporter wish to make a report on an issue arising in a country that the Helpline may not lawfully accept, the operators will provide an alternative reporting option.

Additional Resources

Our commitment to human rights is reflected in several policies and practices, as well as our participation in industry initiatives such as:

- Code of Business Conduct and Ethics
- Responsible Procurement Principles
- California Transparency in Supply Chain Disclosure
- Modern Slavery Statement (Australia)
- Responsible Minerals Statement
- Diversity, Equity, and Inclusion Policy
- Environmental Policy
- Global Privacy Policy & Rules
- Employee/Contractor Data Privacy Notice
- Online Privacy Policy

Industry Collaboration

Solar Energies Industries Association