



EXECUTIVE OFFICER AND DIRECTOR STOCK OWNERSHIP GUIDELINES ARRAY TECHNOLOGIES, INC.

PURPOSE

The Board of Directors (the "Board") of Array Technologies, Inc. (the "Company") has adopted these stock ownership guidelines (these "Guidelines") to further align the interests of the Company's executive officers and directors with the interests of its stockholders and promote sound corporate governance. These Guidelines will be administered, interpreted and construed by the Human Capital Committee of the Board (the "Committee").

PERSONS SUBJECT TO THESE GUIDELINES

For the purposes of these Guidelines, (i) the term "Executive Officer" shall refer to any "officer" of the Company for purposes of Section 16 of the Securities Exchange Act of 1934, as amended, as determined from time to time by the Board, and (ii) the term "Outside Director" shall refer to any non-employee director of the Company.

STOCK OWNERSHIP GUIDELINES FOR EXECUTIVE OFFICERS

The Guidelines for Executive Officers are determined as a multiple of the Executive Officer's base salary. The Company's Chief Executive Officer is required to hold shares of the Company's common stock ("Common Shares") with a value equal to at least six times his or her annual base salary. Each other Executive Officer is required to hold Common Shares with a value equal to three times his or her annual base salary. Executive Officers are required to achieve the applicable level of ownership within five years of the later of (i) the date these Guidelines were adopted and (ii) the date such individual was initially designated an Executive Officer of the Company.

STOCK OWNERSHIP GUIDELINES FOR OUTSIDE DIRECTORS

Outside Directors are required to hold Common Shares with a value equal to five times the amount of the annual cash retainer paid to Outside Directors for service on the Board (excluding additional chair or lead director, committee or committee chair retainers, if any). Outside Directors are required to achieve the applicable level of ownership by the later of (i) the 2025 annual meeting of stockholders and (ii) five years from the date such individual first became a director of the Company.

DETERMINING SHARES OWNED AND VALUATION

Common Shares that count towards satisfaction of these Guidelines include: (i) Common Shares owned outright by the Executive Officer or Outside Director or a member of his or her immediate family residing in the same household, (ii) Common Shares held in trust for the benefit of the Executive Officer or Outside Director or a member of his or her immediate family residing in the same household, (iii) Common Shares held or credited under the Company's 401(k) or deferred compensation retirement plans and (iv) Common Shares underlying restricted stock unit awards (whether vested or unvested) and any deferred shares or share

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units (whether vested or unvested). Unexercised stock options and unearned performance-based equity awards do not count towards satisfaction of these Guidelines.

The value of a Common Share shall be the average month-end closing price over the twelve (12) months preceding and including the month in which the calculation occurs. Determination of compliance shall be tested annually on the last business day of the year and will be determined based on each Executive Officer's base salary then in effect and the annual retainer then in effect for Outside Directors.

NONCOMPLIANCE

Failure to comply with these Guidelines will (among other things, as may be determined by the Committee) require Executive Officers and Outside Directors to retain at least 50% of the Common Shares, net of applicable tax withholding and the payment of any exercise or purchase price (if applicable), received upon the vesting or settlement of equity awards or the exercise of stock options. Once the requisite level has been achieved, ownership of the guideline amount must be maintained for as long as the individual is subject to these Guidelines.

In the event there is a significant decline in the Company's stock price that causes an Executive Officer's or Outside Director's holdings to fall below the applicable threshold, such Executive Officer or Outside Director will not be required to purchase additional Common Shares to meet the threshold, but such individual shall not sell or transfer any Common Shares until the threshold has again been achieved.

EXCEPTIONS

The Committee reserves the right to modify or amend these Guidelines at any time. The Committee will evaluate whether exceptions should be made for any Executive Officer or Outside Director based on such factors as it determines in its discretion, including, without limitation, for significant stock price fluctuations, Company performance-based circumstances or events, severe personal financial hardships, domestic relations orders and other circumstances or events. If an exemption is granted in whole or in part, the Committee will, in consultation with the affected Executive Officer or Outside Director, develop an alternative stock ownership guideline for such individual that reflects both the intention of these Guidelines and such individual's particular circumstances.

MODIFICATION

The Committee has authority to review, modify and waive these Guidelines on a case-by-case basis, to the extent it deems appropriate in its discretion.

