GENERATING ENERGY
WITH INTEGRITY

ARRAY

2022 ESG Report

ENVIRONMENTAL | SOCIAL | GOVERNANCE

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MESSAGE FROM

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LETTER FROM THE CEO

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2022 has been a year of tremendous growth for Array and the clean energy industry. With climate action at the center of our entire business strategy, our company has grown in step with the global shift toward renewable energy. As changing customer preferences and increased economic and environmental volatility continue to threaten traditional energy sources, the use of our durable and high-quality solar trackers has never been greater. Our trackers are designed to withstand the harshest conditions on the planet, and they are increasingly important to providing consumers with consistent and secure access to power. We are well positioned to be a key player in the global march toward a clean energy future and to join the global business community in addressing some of the greatest challenges of our time.

Our goal is to provide current generations with energy sources they can depend on and reduce climate-related risks for future generations. In 2022, we addressed the current and future demand for renewable energy by focusing on international expansion and global community engagement. In addition to becoming a signatory of the UN Global Compact and endorsing the UN Global Compact CEO water mandate, we acquired Soluciones Técnicas Integrales Norland (STI Norland), making us a global leader in solar tracking technology. We invested in integrating our two strong organizations, and we used this transformational time as an opportunity to further embed sustainability into our business, advance our operational excellence, and strengthen our commitment to environmental and social responsibility.

Kevin Hostetler | Chief Executive Officer

> " Our goal is to provide current generations with energy sources they can depend on and reduce climate-related risks for future generations. In 2022, we addressed the current and future demand for renewable energy by focusing on international expansion and global community engagement. "

As we continue to expand globally, our commitment to our improved mission and values will differentiate us from our competition and guide our company culture. Our investment in aligning the organizational values of STI Norland and Array will allow us to leverage our strong global presence to advance the clean energy future that our world deserves. It has been a true pleasure to watch the company grow and evolve over the past year, and I look forward to the new opportunities for our company and this industry ahead. We have a major part to play in the energy transition and will continue to find ways to expand both our handprint and footprint to achieve a greater impact.

Kevin

LEADERSHIP

LETTER FROM ESG LEADERSHIP

This last year was pivotal for Array in so many ways. In addition to acquiring STI Norland, we worked tirelessly to operationalize our ESG strategy to further define our corporate culture and make sustainability the way we work. Following our first materiality assessment, we heard our stakeholder priorities clearly and the need to excel at ESG strategy as a key member of the renewable energy value chain. We identified several key priorities for our organization to meet stakeholder needs and formalized these as our 2025 midterm ESG goals and priorities for our internal working groups.

During the materiality process, we listened to our customers, industry partners, investors, and our board to ensure alignment with a net zero future was table stakes for a company whose products are a key enabler of decarbonization. While it can take several years to mature corporate climate strategy, we set the audacious internal goal of setting a Science-Based Target (SBTi) by the end of 2023. Having just completed a large acquisition, this was a tall order for our team. Nevertheless, our ESG working group launched into action with the help of a third-party climate specialist to engage suppliers to construct our first Scope 3 inventory and to model our corporate growth into the future to set credible Science-Based Targets. The team worked tirelessly to engage our supplier network in record time to drive momentum and to meet the pace and scale needed for decarbonization. We are in the process of finalizing our formal goals and are on track to submit later this year.

We heard from our employees and investors that we needed to make progress on board diversity. After setting a goal to improve board gender

> " ...we listened to our customers, industry partners, investors, and our board to ensure alignment with a net zero future was table stakes for a company whose products are a key enabler of decarbonization. "

representation by 2025, we were able to deliver on this promise within our first year of goal-setting with the addition of Tracy Jokinen to our board of directors. While we view this as progress, we will continue to strive for diversity in all aspects of our operations. As we develop competency in goal-setting and meeting our commitments, we plan to continually set new goals and drive strong governance around these areas to hold ourselves accountable to action.

We heard from our investors that our third-party ratings were not reflective of our sustainability performance. We worked diligently to engage each of these priority ratings groups and made significant progress across key areas, including receiving a 3-letter grade increase in our MSCI ESG score, a "Low Risk" rating from Sustainalytics, and "Prime Status" rating from ISS ESG. In just our third year as a publicly listed company on NASDAQ, we continue to expand our scope of sustainability reporting to ensure stakeholders have consistent and accurate data in the formats that are most useful to them. This builds on our working premise that as a company we can perform well financially while also positively contributing to the communities we serve.

As we move forward with our relentless bias for action, we still have much to accomplish. Our goals to improve safety, enterprise diversity, and meet our climate targets are keen priorities for our management team. We welcome continued partnership and engagement from our stakeholders to help meet our vision of sustainability. Our passion for our work is not met just with words, but also our collective actions.

OUR COMPANY

COMPANY OVERVIEW

Array is a leading American company and global provider of utility-scale solar tracker technology. Founded and headquartered in the United States, we develop high-quality solar trackers that withstand the harshest conditions on the planet and maximize energy, accelerating the adoption of cost-effective and sustainable power.

In 2020, Array became a public company. And, in 2022, we acquired Soluciones Técnicas Integrales Norland (STI Norland), making us a global leader in solar tracking technology with an established presence in the rapidly growing Brazilian solar market.

Through this acquisition and our international expansion into Europe, LATAM, and South Africa, we are meeting the rising global demand for utility-scale solar power.

Our shared commitment to creating reliable and durable products that can withstand extreme weather events, coupled with Array STI H250's ability to design solar trackers that can adapt to virtually any type of layout and terrain, allows us to effectively serve our customers, contribute to the growth and innovation of the solar industry, and light the way to a brighter, smarter future for clean energy.

Our values represent what is important to us. They show how we should behave in order for Array to be successful. As we grow ever more global, they ensure our culture is consistent wherever we operate in the world.

▶ **Putting Passion into Action:** We are passionate about the planet and proud to devote our talents each day toward forwarding sustainable energy and curbing climate change.

▶ **Respecting What's Right:** We treat our partners, our people, and our planet with respect, and we act with integrity in all that we do.

▶ **Problem-Solving through Technology and Teamwork:** We apply the power of technology and teamwork to pioneer solutions and turn obstacles into opportunities.

ARRAY'S CORE VALUES

We apply the six Array behaviors below to everything we do.

Growth and Customer Focus: Delivering world-class quality, value, and service every day to our customers and valuable stakeholders

Getting Results: Acting with dependability and accountability by taking educated risks that drive breakthrough performance

Leadership: Modeling passion, skill, courage, and respect to achieve and inspire greatness

Effective Communication: Meeting objectives by bringing order, clarity, precision, and active listening to all communications

Teamwork and Diversity: Mobilizing diverse capabilities and perspectives to capture new ideas and opportunities

Functional Excellence: Challenging ourselves and others to pursue continuous growth in our roles and understand our function's impact on financial performance

Global headquarters and manufacturing site

Albuquerque,
New Mexico

Number of Employees (FY 22)

1,040

Offices in

Albuquerque, New Mexico
Greater Phoenix, Arizona
Derby, United Kingdom
São Paulo, Brazil
Sydney, Australia
Pamplona, Spain
Port Elizabeth, South Africa

Revenue (FY 22)

$1.638B

Installations in

26 Countries

U.S., Spain, Australia, Brazil, South Africa, UK, Turkey, El Salvador, Dominican Republic, Argentina, Chile, Romania, Italy, Sri Lanka, Canada, Jordan, Botswana, Egypt, France, Israel, Mexico, Peru, Japan, Portugal, Morocco, and Senegal.

2022 ESG HI

▶ **OPERATIONS**

GLOBAL PRESENCE: NEW OPERATIONS WITH STI NORLAND

LEADERSHIP: BRAZILIAN SOLAR MARKET

▶ **ESG STRATEGY AND OVERSIGHT**

MATERIALITY ASSESSMENT

ENHANCED ESG GOVERNANCE

▶ **ESG GOALS, TARGETS, AND COMMITMENTS**

ESG GOALS

UNITED NATIONS GLOBAL COMPACT SIGNATORY

SBTI AND CLIMATE ENHANCEMENTS

▶ **ESG RATINGS AND RECOGNITIONS**

MSCI RATING IMPROVEMENT

ISS PRIME STATUS

SUSTAINALYTICS

ECOVADIS

2022 CLEANIE AWARDS

GHLIGHTS

Expanded our international footprint through the acquisition of STI Norland and strengthened our position as the global leader in solar tracking.

We became a leader in the rapidly growing Brazilian solar market with seven of the ten best-performing solar parks in Brazil using the STI H250 dual-row tracker.

We conducted a formal materiality assessment and identified priority topics, which have the greatest impact on our business and on society. Our ESG goals and strategy align with these priority topics.

Our governance structure ensures that each of our priority areas are well managed. Our ESG governance and oversight includes our:

• **Nominating and Governance Committee ESG Review Quarterly**

• **ESG Executive Steering Committee**

• **ESG Working Group**

We accomplished our governance goal by increasing board female representation to **22%** and progressed toward meeting the remaining 2025 goals.

We became a signatory of the UN Global Compact and endorsed the UN Global Compact CEO water mandate.

We improved our accounting of Scope 3 emissions to better quantify our supply chain emissions and manage climate risks. We are finalizing our modeling for a Science-Based Target (SBTi) and are on track to submit our targets by the end of 2023.

Array Technologies' ESG strategy and initiatives were recognized by award programs and ratings agencies.

MSCI recognized Array Technologies with an **A rating**, which is a three-position improvement from our previous score (B).

ISS awarded Array Technologies with **Prime Status** in recognition of our ambitious ESG performance requirements.

We received an ESG Risk Rating of **15.7** from Morningstar Sustainalytics and were assessed to be at **Low Risk** of experiencing material financial impacts from ESG factors.

We participated in EcoVadis' sustainability assessment and were recognized with a Bronze Medal and certificate, which is awarded to the top **50%** of the companies evaluated.

We were recognized as a silver winner of the 2022 Corporate Sustainability Initiative by The Cleanie Awards® for our strong ESG governance structure and strategy.

MEMBERSHIPS AND ASSOCIATIONS

ACERA – La Asociación Chilena de Energías Renovables y Almacenamiento

AEE – Advanced Energy Economy

AIN – Asociación de la Industria Navarra

Arizona Forward – Sustainability committee member

Arizona Technology Council

Asolmex – Asociación Mexicana de Energía Solar

ATEG – Asociación Técnica Española de Galvanización

CEC – Clean Energy Council

Enercluster

Fundación Industrial Navarra

GPEC – Greater Phoenix Economic Council

Out and Equal

SAPVIA – South African Photovoltaic Industry Association

SEIA – Solar Energy Industries Association

SEPA – Smart Electric Power Alliance

Solartys

UNEF – Unión Española Fotovoltaica

UNGC – United Nations Global Compact Signatory

ACERA
Asociación Chilena de Energías Renovables y Almacenamiento AG.

ADVANCED
ENERGY
ECONOMY

ArizonaForward
ESTABLISHED 1969

ARIZONA
TECHNOLOGY
COUNCIL

ASOLMEX
Asociación Mexicana de Energía Solar

CLEAN
ENERGY
COUNCIL
MEMBER

Greater Phoenix
Economic Council

OUT & EQUAL
THE BUSINESS OF BELONGING™
outandequal.org

SAPVIA

SEIA
Solar Energy
Industries
Association®

Smart Electric
Power Alliance

UNEF
Unión Española Fotovoltaica

United Nations
Global Compact
UN GLOBAL COMPACT

OUR STRATEGY

ESG STRATEGY OVERVIEW

At Array, our business strategy is designed to take climate action by helping to facilitate the global energy transition. As a company dedicated to responsibility and long-term sustainability, we recognize the Environmental, Social, and Governance (ESG) topics that pose opportunities and risks to our business. Our strategy is focused on understanding our stakeholder needs through regular engagement, managing the priority areas of ESG that pose the greatest risks and opportunities to our business, and communicating transparently on how we drive good governance into every function.

In 2022, we took several steps to enhance our approach to ESG strategy and reporting. In addition to aligning our ESG reporting with leading frameworks – including the Global Reporting Initiative (GRI), Sustainable Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDGs) – we conducted our inaugural ESG materiality assessment by engaging key stakeholders to understand areas of ESG risk and opportunity for our business and for society. We met with employees across the organization, including our new STI Norland colleagues, along with members of the board, investors, and suppliers to determine the priority areas of ESG strategy. We gathered helpful feedback from our stakeholders to understand our current performance and how we can improve in ways that are most impactful. The results of this assessment allowed us to focus our approach on topics that can have a significant impact for our business and our stakeholders.

Aligned with our priority topics, we established our first set of ESG goals with a time horizon of 2025. These topics include climate strategy, energy efficiency, safety, enterprise diversity, and board diversity. We commit to report on our progress annually and continue advancing other priority areas resulting from our materiality assessment.

MATERIALITY

DEFINING MATERIAL ESG TOPICS

In 2022, we conducted a formal materiality assessment to identify material ESG topics and build internal alignment across functions and business leaders on ESG priorities. We define material topics as those that have the greatest impact for our business and our stakeholders. We began this process by developing a list of relevant ESG topics from leading reporting frameworks and standards (GRI, SASB, and TCFD) and comparing them against peer disclosures. Then, we engaged key internal and external stakeholders to identify the topics that have the greatest impact. Our stakeholder groups are our employees (including our new STI Norland colleagues), board members, customers, suppliers, and investors. We incorporated their perspectives into the assessment and identified 18 material topics.

TIER 1. **Topics to Prioritize:** These topics are important to Array's business and to society. We are prioritizing these topics, and our ESG goals and company strategy align with them.

TIER 2. **Topics to Manage:** These topics are important to Array's business and to society respectively, and we are committed to regularly reporting on our management of these key areas.

TIER 3. **Topics to Monitor:** We are committed to ensuring compliance and overall good practice around our tier-three topics as they are relevant to our business and our stakeholders.

	TIER 1	TIER 2	TIER 3
▼ **ENVIRONMENTAL**	Greenhouse Gas Emissions and Climate Risks and Opportunities Product Safety and Quality Water Management	Energy Management Protection of Natural Resources, Biodiversity, and Land Use	Waste Management
▼ **SOCIAL**	Human Capital Management Diversity, Equity, and Inclusion Supply Chain Management and Responsible Sourcing Employee Health and Safety	Employee Engagement and Well-being Solar Justice/Energy Affordability Community Engagement	Product Marketing
▼ **GOVERNANCE**	Industrial Cybersecurity and Data Privacy Lobbying and Advocacy	Board Diversity and Independence Ethical and Transparent Business Practices	N/A

ESG GOALS AND

Our ESG goals and company strategy align with the priority topics that we identified in our materiality assessment, and they represent a step forward in our ESG journey. While we are on track to accomplish these goals by year-end 2025, we intend to continue to add and enhance our ESG goals in alignment with our ambition for sustainability. The table below reflects our progress on each of these goals, and we welcome engagement and partnerships to help us achieve our ambition.

ESG THEME	ESG TOPIC	PERFORMANCE METRIC	2021 BASELINE METRIC	2025 GOAL
ENVIRONMENTAL	Solar Energy Deployment	Gigawatt Solar Energy Sold (GW)	0 GW	Sell an additional 90 GW of solar power by year-end 2025
	Climate Action	Direct (Scope 1 + 2) Greenhouse Gas Emissions Intensity (MT CO2e/$MM Revenue)	3.2 MT CO2e/ $MM Revenue	Reduce direct emissions intensity 30% from baseline year 2021 by year-end 2025.
	Energy Management	Percent Renewable Energy in Operations (%)	22-26%	Source 50% of our direct energy consumption from renewable energy sources by year-end 2025.
SOCIAL	Employee Health and Safety	Total Recordable Incident Rate (TRIR)	2.18	Achieve TRIR of <1.5 by year-end 2025.
	Diversity, Equity, and Inclusion	Total Workforce Female Representation (%)	28%	Increase total workforce female representation by 10% from baseline year 2021 by year-end 2025.
	Diversity, Equity, and Inclusion	U.S. Non-Executive Management Racial and Ethnic Minority Representation (%)	31%	Increase non-executive management racial and ethnic minority representation 10% from baseline year 2021 by year-end 2025.
GOVERNANCE	Board Composition	Board Female Representation (%)	11%	Increase board female representation 22% from baseline year 2021 by year-end 2025.

PROGRESS

2022 PERFORMANCE	STATUS
2022 Deployment: 15 GW	**In Progress:** In the past two years, Array has deployed **over 24GW** of clean energy producing single axis solar trackers, including nearly **15 GW** in 2022. We measure sales and shipments of solar power on a quarterly basis and will continue to track our progress through the end of 2025.
0.63 MT CO2e/ $MM Revenue (80% reduction from baseline)	**Ahead:** We are ahead of our goal of reducing our emissions intensity from our baseline year. In 2022, we realized an intensity of **0.63**, which is significantly lower than our baseline intensity of **3.2**. This was achieved through a combination of greater detail to emissions accounting and significantly growing our revenue from baseline year. We will work to maintain this performance, continually improve our intensity, and set longer-term targets aligned with science-based methods for decarbonization.
22-26% (no change)	**In Progress:** In 2022, we prioritized enhancements to reduce energy consumption. These included converting to LED lights in our Albuquerque facility, upgrading evaporating coolers, and utilizing more efficient saw equipment. We currently produce **2.5 – 4.0%** of our electricity from our rooftop solar and, combined with our renewable energy mix from our utility Power New Mexico (PNM), our overall renewable energy consumption ranges between **22-26%** on average. A key priority moving forward is to improve accuracy for renewable energy data reporting. Additionally, we plan to conduct an energy study in 2023 to identify opportunities for future enhancements.
3.95 (+1.77)	**In Progress:** In 2022, our final TRIR was **3.95**. This is an increase from our 2021 TRIR of 2.18, which we attribute to improved measurement and data collection and increased visibility into reportable incidents. While this metric has gone up, we are committed to process improvement and have implemented several safety measures to meet our goal and create a safe work environment. Specifically, we hired a Health, Safety, and Environmental (HSE) Manager to drive safety improvements, and we identified several opportunities for safety enhancements. To further create a safe and productive work environment for our employees, we focused our trainings on high-occurrence issues and maintained an open line of communication with those working in our facilities. Further details can be found in the Safety section of this report.
20% (-8%)	**In Progress:** In 2022, we observed a decrease in our female workforce representation and are committed to enhance our programs to meet our stated goal. In 2022, we were successful in increasing female representation within our leadership team, increasing from 25% in 2021 to **27%** in 2022. We believe this progress will have an impact on our long-term ability to attract and retain women and support our progress toward our 2025 goal. Please note that we attribute the reduction in female representation to the addition of the STI Norland workforce. We will be identifying opportunities to establish new combined total workforce female representation goals based on our new combined Array and STI Norland 2022 Baseline.
34% (+3%)	**In Progress:** At Array, we recognize the value of diverse perspectives and believe that amplifying underrepresented voices is critical to strengthening our organization. We hired a Director of Human Resources who is responsible for developing programs and initiatives to create a diverse workforce and recruit from diverse talent. Our investment in creating managerial responsibility for launching and advancing these initiatives will allow us to make meaningful progress toward our goal, and we look forward to reporting on our progress.
22% (+11%)	**Complete:** We advanced board gender diversity, having welcomed Tracy Jokinen to our board in November of 2022. We will continue to prioritize advancing our board nomination practices and ensuring diversity of background and thought to strengthen good governance.

OUR PRODUCTS

From our early days patenting the industry's first commercial solar tracker, to our recent acquisition of STI Norland, our focus on engineered simplicity has reduced customer risk and increased reliability. As solar demand grows and installations reach every corner of the world, we are building products that can endure the most challenging conditions, from desert heat to arctic cold, and adapt to virtually any type of layout, terrain, and budgetary needs. With an eye toward the future, we're researching new ways for our products to enable next-generation energy production and storage—lighting the way to a brighter, smarter future.

PRODUCT SUSTAINABILITY

Sustainability is embedded into each phase of our product lifecycle, from our partnerships with suppliers to our manufacturing practices. Array's product lifecycle includes four distinct phases:

1. **Sourcing:** We source our materials from suppliers that share our commitment to sustainability. We prefer to use recycled aluminum or recycled steel whenever possible to reduce our overall impact, and we identify opportunities to source components that are highly recyclable at the end of their useful life.

2. **Manufacturing:** In our manufacturing, we seek to minimize waste, enhance the sustainability of our operations, and ensure that our products are made responsibly. For example, we collect the aluminum shavings from our manufacturing operations to form condensed pucks of aluminum for more efficient recycling. Please see the **environmental section** for more information about how we incorporate sustainable practices into our manufacturing process.

3. **Installation:** During the installation phase, we offer training to customers on product installation to help ensure the quality and durability of our systems.

4. **End of Life:** In our installation manual, we provide our customers with guidance on proper disposal of the tracker system at the end of its 30-year lifecycle. Our customers have not retired any sites to date, but we will have more robust data about the rates of recyclability of our products when they reach the end of their useful life.

ENGINEERED S HELP POWER T

DuraTrack®

Efficient, adaptable, and durable design makes it easier to go big on solar.

LEADING POWER DENSITY

More ground coverage = more power

LEADING TERRAIN ADAPTABILITY

Reduced need for site grading = easier installation

FEWER COMPONENTS

Easier and faster installation, greater reliability

LINKED-ROW, MOTOR-DRIVEN DESIGN

One motor drives 32+ linked rows with over 100 modules vs. multiple motors/battery packs

Array STI H250

Dual-Row Solar Tracker

ARRAY STI H250 IS DESIGNED FOR A FAVORABLE LEVELIZED COST OF ENERGY (LCOE).

SITE ADAPTABILITY

Ideally suited for sites with irregular boundaries, highly angled blocks, or fragmented project areas

IMPLICITY TO THE WORLD

HIGHLY RELIABLE WIND MITIGATION

Fully mechanical, passive system = fewer failure points

MODULE AGNOSTIC

Flexible design adaptable to different modules

ZERO SCHEDULED MAINTENANCE

Maintenance-free motors and gears = less downtime, less cost

OPTIMIZED CONFIGURATION

Dual-row structure with approximately 60 photovoltaic modules per row in a vertical position (1V)

SINGLE MOTOR

Single motor moves up to 120 modules

HIGH STANDARDS

Reliable and durable

▼

We follow a thorough supplier vetting process that helps ensure compliance with all applicable laws. This process leads suppliers through several stages to evaluate their approach to capacity, strategic sourcing, supplier selection, procurement, inventory, engineering, and capability. Each step provides an opportunity for incremental reviews.

Our sourcing team is dedicated to ensuring that our products are sourced responsibly, and that our suppliers meet our environmental and social standards. As part of our ESG due diligence and supplier vetting process, our team requires suppliers to provide representations and warranties in the applicable supply agreements that they will adhere to the environmental, social, and regulatory standards outlined in our Supplier Code of Conduct and related policies, including compliance with applicable laws and regulations around anti-money laundering, anti-bribery and anti-corruption, business with sanctioned parties, conflict minerals, forced labor, human rights, equal opportunity, and financial ethics.

This process is designed to address critical issues in supply chain management and reflects our risk-based approach to ensuring that our suppliers comply with our quality, environmental, and social standards. Our environmental standards include evaluating environmental performances of their activities, ensuring efficient use of water and energy, and working to reduce hazardous waste and emissions. Our social standards include respecting human rights and providing a safe, secure, and healthy workspace for all employees.

To increase supplier transparency, our supplier quality engineers conduct regular supplier audits to ensure that suppliers are adhering to the Supplier Quality Manual, which includes ISO 9001, 14001, and 45001 standards.

Furthermore, we are continually working to expand the recycled content of our products to ensure that we are sourcing responsibly and improving the environmental profile of our systems. Through strategic partnerships with suppliers like Nucor, we are working to increase the supply of green steel used in our trackers, which not only lowers the embedded energy, carbon, and water impacts of our sourcing, but also improves the recyclability of our products at the end of life.

SUPPLIER FEATURE: NUCOR®

At Array, we are committed to driving environmental sustainability and circularity into the design and composition of our trackers. We are proud to partner with Nucor, the largest recycler of steel in the United States, to produce key components of our solar trackers with environmental sustainability as a key value. Nucor's long-standing commitment to recycling, coupled with their investment in solar and other renewable energy sources to sustainably power the production process, directly aligns with our mission and values.

This partnership was established in 2020 and has played an increasingly important role in supporting the transition toward renewable energy given the recent passage of the Inflation Reduction Act (IRA). While the IRA includes large subsidies across the entire solar supply chain, solar projects that use U.S. products are especially well positioned to receive the full subsidy and support this transition. As a U.S. company and a leading supplier for our products, Nucor allows us to effectively support our customers' efforts to receive the full benefits of the IRA subsidies.

Our partnership with Nucor exemplifies our commitment to working with mission-consistent suppliers, ensuring that our products are made with sustainably sourced materials, and facilitating the clean energy transition in an environmentally responsible manner.

> "Array Technologies values Nucor's commitment to sustainability and how it complements our overall mission of 'generating energy with integrity for a sustainable world.' Nucor has world-leading processes for generating 'green steel' that aligns with our environmental goals and the expectations of our customers."
>
> — Gary Bennett, Chief Procurement Officer at Array Technologies

We look forward to continuing our partnership with Nucor as we continue to grow.

PRODUCT SAFETY AND QUALITY

In 2022, Array established new programs for Manufacturing Engineering and Packaging Engineering to drive product quality outcome improvements. We are underway with a layout transformation of our Albuquerque facility that includes the purchase of new, more energy-efficient saws for production and major refurbishment of existing equipment to improve process control of our production processes.

We planned a Lean transformation of our manufacturing operations to reduce waste and streamline our work processes. We have engaged all our employees in training programs with expert consultants to drive cultural transformation. Lean projects will drive improvements in safety by reducing strain and improvement in ergonomics of the production processes.

Quality Array maintained its status as an **ISO 9001:2015** certified organization, passing its external audit without any non-conformities. Our Quality Management System includes design, supply, manufacture, and commission of Array solar tracker systems. Key processes with our Quality Management System include:

1. **Vendor Approval Process:** Utilize robust auditing practices to qualify potential suppliers and ensure existing suppliers maintain our quality standards.

2. **Production Part Approval Process:** Verify each supplier has effective and sustainable manufacturing practices for each part they produce for Array.

3. **Corrective Action Process:** Capture issues to investigate root causes to prevent occurrence and recurrence in similar situations.

Our quality objectives focus on risk reduction, opportunity enhancement, and ensuring effective process control to prevent defects.

Array's Field Service team has expanded in 2022. The team added a Director of Training and Development to provide product and installation training to customers for more efficient, accurate, and safe installation of the Array trackers. Our service team conducts daily safety assessments for each day they are on a customer site to ensure awareness of site hazards and conditions.
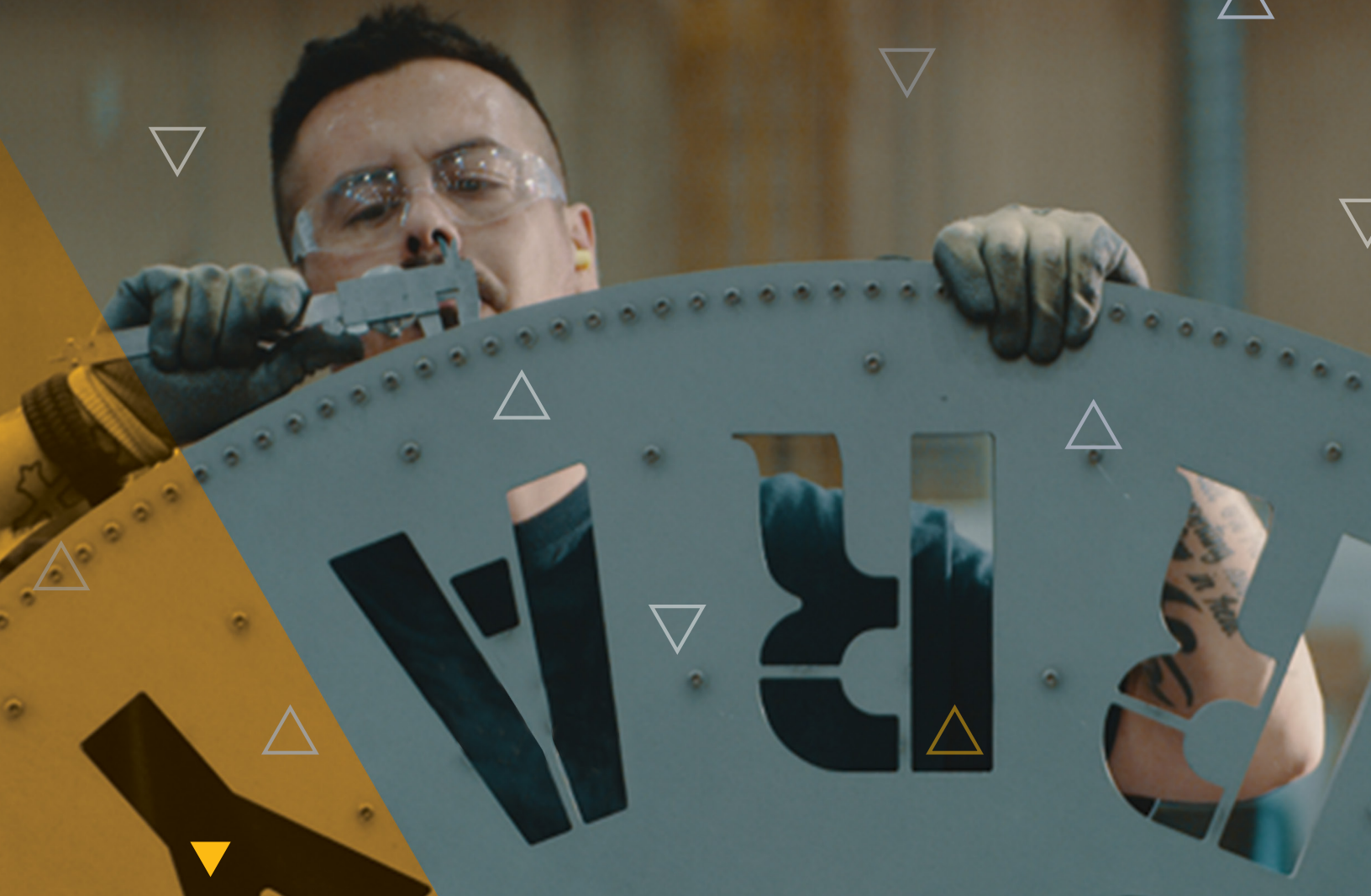
In addition to maintaining our status as an **ISO 9001:2015** certified organization, we invested in product safety and quality by establishing the Array Tech Research Center and hiring a Manufacturing Engineer and a Packaging Engineer. We are also members of the Asociación Técnica Española de Galvanización (ATEG).

▶ **The Array Tech Research Center:** We established the Array Tech Research Center in Phoenix, Arizona, to accelerate tracker innovation, strengthen customer collaboration, and create a space dedicated to researching, developing, and field testing advanced solar tracker technology. This allows us to constantly improve our products and create solar trackers that are highly durable with a fully passive, failure-free wind-load mitigation system that do not rely on sensors or electricity.

▶ **ATEG Membership:** To further ensure that our trackers can endure extreme weather events, and to prevent the metal components of our solar trackers from functionally deteriorating over time through corrosion, we are members of Asociación Técnica Española de Galvanización (ATEG). This organization promotes technical research and the improvement of the environmental management of the anti-corrosion treatment process, which allows us to provide the highest confidence of quality.

The high quality and adaptability of Array's products contributes to the success of many projects, including a hybrid power plant that we helped develop in Brazil. The Serra do Mato solar project is a hybrid power plant that features both solar modules and wind turbines.

CASE STUDY

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Located in northwestern Brazil on the coast of the state of Ceará, this hybrid site was engineered within a fully operating wind site. Given the challenging landscape, this site required a solar layout that could operate around the shadow effects caused by the wind tower blades with solar trackers that could adapt to the highly specific soil and underground conditions.

Due to the high quality and adaptability of Array's solar trackers, coupled with our guaranteed technical support, Array was well positioned to contribute to the success of this project. As the Array project manager notes, Array won the contract because its dual-row model tracker is one of the most adaptable trackers in the Brazilian market.

Array provided 1,980 Array STI H250 dual-row trackers for the site's 230,000 solar modules, along with engineering and logistics support, and on-site assembly instructions. Power from the utility-scale project will supply Brazil's National Interconnected System of electrical transmission. In addition to optimizing the project space, this site reduces negative environmental impacts and concentrates two projects providing renewable energy in the same space.

SERRA DO MATO SOLAR PROJECT

PRODUCT MARKETING

At Array, we understand the importance of educating consumers about our products and their impacts. Transparency is a key component of our marketing practices, and we are committed to providing consumers with accurate and reliable information about our products and their impacts. We believe that our approach to transparency and engagement will allow consumers to make the most informed decisions and accelerate the transition toward renewable energy. Additionally, we proactively identify opportunities to verify our business practices and product quality through third-party certifications. Specifically, our products and manufacturing process are certified through UL Solutions, which qualifies that the design of Array's DuraTrack Solar Tracker and STI H250 comply with IEC62817 necessary regulations and standards. Our products are also certified by RINA to verify their quality and compliance with all necessary regulations and standards.

OUR ENVIRONMENTAL IMPACTS

At Array, we are building products that advance the future of clean energy. Our utility-scale solar tracker technology can endure the most challenging conditions, from desert heat to arctic cold, and adapt to virtually any type of layout, terrain, and budgetary needs. By delivering the most durable, reliable, and flexible tracking systems under the sun, we are expanding the reach of clean energy. Historically, Array has deployed nearly **60 GW** of clean energy-producing single-axis solar trackers, including nearly **15 GW in 2022**.

With climate action at the center of our business strategy, sustainability is at the forefront of our business decisions. We prioritize efficiency because it drives our positive environmental impact by generating clean power faster. Additionally, we manufacture our systems using recycled steel where possible, and have integrated sustainable product sourcing by ensuring that a portion of their components can be recycled at the end of their usable life.

Today, we are a global leader in advancing the proliferation and productivity of solar technology, but we are also conscious of our own operational impact on the planet. Our focus on operational excellence includes a relentless dedication to environmental management, and we remain committed to tracking our key environmental metrics to manage our impact.

Array's Environmental Policy

Array's Environmental Policy reflects our commitment to demonstrating continuous improvement in meeting our environmental objectives. Additionally, Array commits to adhering to all applicable governmental and industry regulations and to protecting the environment through the prevention of pollution in air, waste, and water.

CLIMATE ACTION

As a global leader in solar tracking technology, we believe it is vital to be a leader in climate action for the solar industry and to ensure we continually drive our business toward a net-zero future. While Array has only had a formal approach to climate strategy for a couple of years now, our determination to be a leader has catalyzed deep commitment, engagement, and action from across our entire team. From just starting our ESG reporting in 2020 with a partial Scope 1 and 2 inventory, we have been hard at work the last three years implementing internal systems and goals to be among the growing number of businesses firmly declaring the need to achieve net zero and laying out a credible path to do so.

As part of our Environmental Policy and ESG reporting, we commit to calculate and publish our corporate greenhouse gas inventory annually in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting Standards. In 2022, we enhanced our climate strategy by constructing our first Scope 3 or value chain inventory, allowing us to more accurately assess the emissions across relevant segments of our supply chain. Our full GHG inventory also enables us to set credible Science-Based Targets, manage climate-related risks to our business, and strengthen our approach to managing water use and waste generation. **We are in the process of developing Science-Based Targets, and we are on track to submit our formal SBTi by the end of 2023.**

GREENHOUSE GAS INVENTORY ANALYSIS

The results of our Greenhouse Gas (GHG) inventory analysis revealed that our upstream and downstream activities (Scope 3) are responsible for an overwhelming majority (over 99%) of our total emissions. Comparably, activities from our own operations (Scope 1) and from purchased or acquired energy to facilitate our operations (Scope 2) account for 0.1% of our total emissions. Specifically, we identified Purchased Goods and Services (Scope 3, Category 1) and Upstream Transportation and Distribution (Scope 3, Category 4) as significant contributors to our overall footprint and our most material categories. With this information, we developed a targeted strategy to reduce our footprint effectively and efficiently.

Greenhouse Gas Inventory Parameters and Methodology

Parameters: Our Greenhouse Gas (GHG) inventory captures Array's footprint for the full year 2022 (January 1 – December 31, 2022) and is consolidated using the **operational control** approach. This inventory reflects all Scope 1 and 2 emissions and all relevant Scope 3 emission sources. The Scope 2 emissions include both location-based and market-based data, and exclusively reflect sites that are owned and operated by Array. The carbon footprint is calculated in accordance with the **Greenhouse Gas (GHG) Protocol**.

Methodology: Our ESG working group and leadership team worked directly with a third-party climate specialist to engage our network of suppliers and develop a complete GHG inventory. We worked together to identify the material Scope 3 categories and provide the primary data required to accurately calculate our emissions. When primary data was not available, emissions metrics were calculated with estimates from expense data.

Scope 1 and 2: Emissions Breakdown

While Scope 1 and 2 are only responsible for 0.1% of Array's total emissions, we recognize the importance of managing our direct operations. Through our analysis, we identified **electricity usage** as the leading source of emissions, contributing approximately 72% of emissions within Scope 1 and 2. Our analysis also revealed that the United States is primarily responsible for Scope 1 and 2 emissions, which provides Array with an opportunity to reduce emissions by increasing our use of renewable energy in our U.S. operations. The second leading contributor to Scope 1 and 2 emissions is gasoline consumed in entity operated vehicles, followed by natural gas.

Scope 3: Emissions Breakdown

Scope 3 is responsible for 99.9% of Array's overall emissions. Specifically, Purchased Goods and Services (Category 1) and Upstream Transportation and Distribution (Category 4) represent over 90% of Greenhouse Gas Emissions within Scope 3.

Category 1: Purchased Goods and Services

Purchased Goods and Services are responsible for most of Array's footprint, as this category contributes approximately 83% to Array's total emissions. Within this category, supplier raw materials account for 72% of emissions and prove to be a highly material topic. The emissions associated with extracting, producing, and transporting raw materials from suppliers has a significant environmental footprint, accounting for 60% of total Scope 1, 2, and 3 emissions. We plan to strengthen our engagement with our suppliers as part of our enhanced climate strategy.

SCOPE 3
CATEGORY 1:

▶ **PURCHASED GOODS AND SERVICES**
83%
OF TOTAL EMISSIONS

▶ **SUPPLIER RAW MATERIALS**
72%
OF TOTAL EMISSIONS
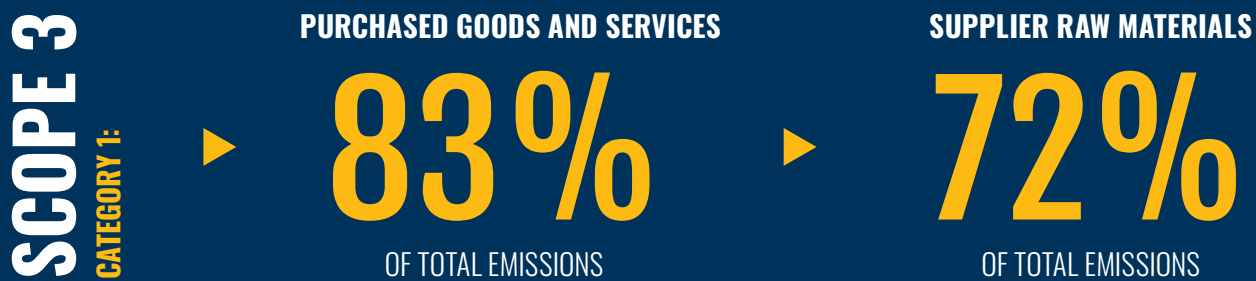
Category 4: Upstream Transportation and Distribution

Upstream Transportation and Distribution is the second-most material category as it represents approximately 14% of Array's total emissions. Since Array has a large network of international suppliers, this finding aligns with our expectation. Within this category, 41% of emissions are associated with road transportation.

NEXT STEPS

Our strategy is built around opportunities to reduce emissions throughout our supply chain. Our analysis of Scope 1 and 2 underscored the importance of leveraging renewable energy sources to reduce emissions from electricity consumption. As part of our 2025 ESG goals and our work to set a Science-Based Target, we are actively working to identify additional renewable energy sources for our direct operations to drive decarbonization.
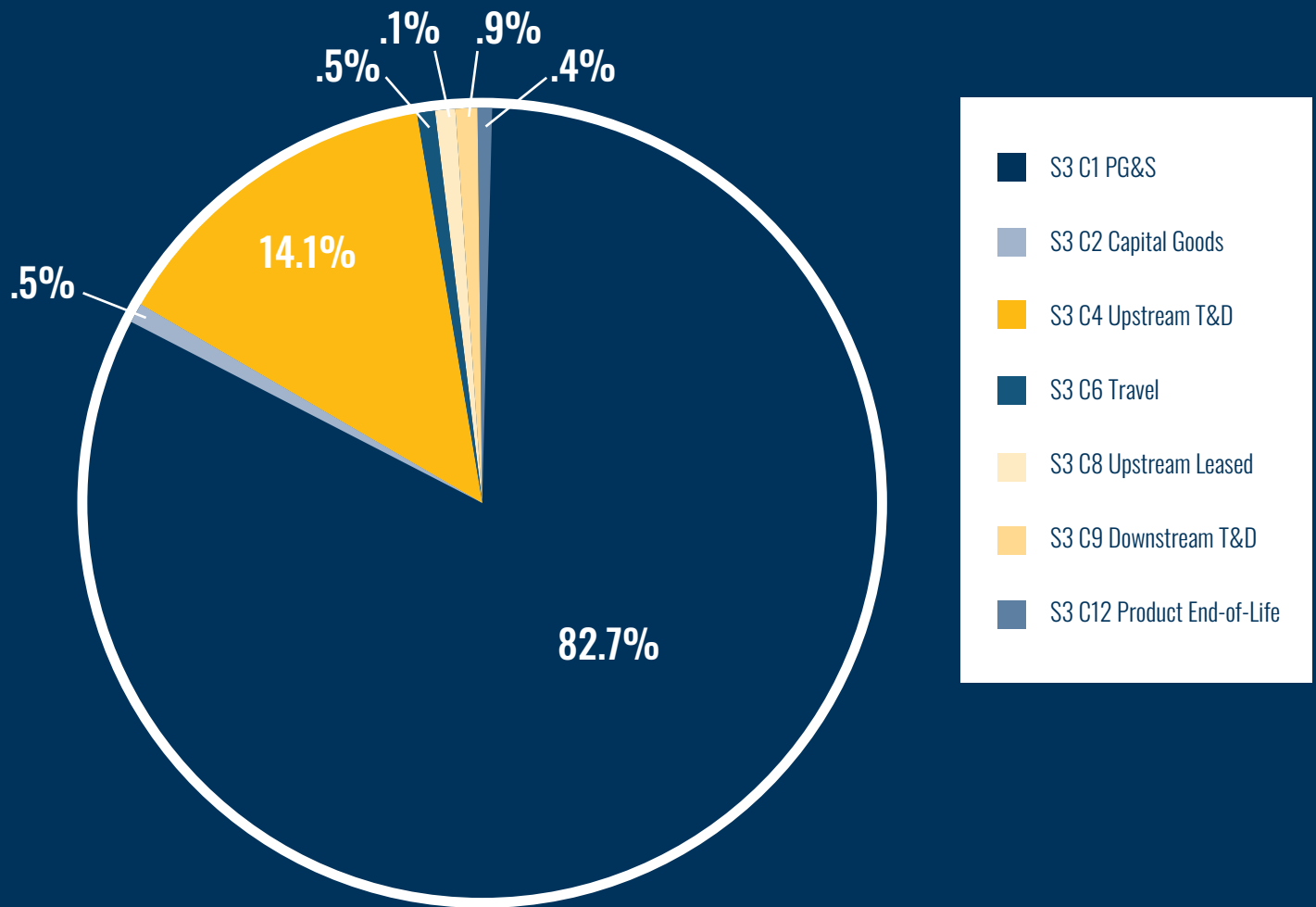
Our analysis also underscored the importance of engaging our suppliers in our enhanced climate strategy. Recognizing the emissions associated with supplier raw materials and the transportation and distribution of those materials, we plan to strengthen our relationships with our suppliers and work with them in tandem to identify climate solutions.

Our complete GHG Inventory provides us with the data needed to develop credible and achievable Science-Based Targets through the Science Based Targets Initiative (SBTi). With a stronger understanding of our supply chain emissions, we are prepared to establish separate targets for Scope 1, 2, and 3, and leverage our resources and capabilities to reduce our total emissions.

Greenhouse Gas Inventory

Scope Category	Emissions (tCO2e)	% Total Market-Based
Scope 1	**287**	**<0.1%**
Scope 2 (location-based)	920	—
Scope 2 (market-based)	**737**	**0.1%**
Scope 3	**1,067,934**	**99.9%**
Category 1: Purchased goods and services	883,495	82.7%
Category 2: Capital goods	5,043	0.5%
Category 3: Fuel-and energy-related activities	301	<0.1%
Category 4: Upstream transportation and distribution	150,473	14.1%
Category 5: Waste generated in operations	60	0.0%
Category 6: Business travel	5,734	0.5%
Category 7: Employee commuting	1,307	0.1%
Category 8: Upstream leased assets	9,584	0.9%
Category 9: Downstream transportation and distribution	7,628	0.7%
Category 12: End-of-life treatment of sold products	4,309	0.4%
Total Direct Emissions (Scope 1 and 2) Market Based	1,024	—
Total Direct Emissions Intensity (tCO2e/$MM Revenue)	0.63	—
Total Emissions (Scope 1, 2, and 3) Market Based	1,068,958	—

PERCENT OF TOTAL SCOPE 1, 2, & 3 MARKET BASED

Legend:
- S3 C1 PG&S
- S3 C2 Capital Goods
- S3 C4 Upstream T&D
- S3 C6 Travel
- S3 C8 Upstream Leased
- S3 C9 Downstream T&D
- S3 C12 Product End-of-Life

Pie chart values: .5%, .1%, .9%, .4%, .5%, 14.1%, 82.7%

ARRAY'S OPERATIONAL BOUNDARY FOR DIRECT ENVIRONMENTAL DATA

The scope of direct operational control for environmental data disclosures (ex. Scope 1 and 2 emissions) represents facilities that Array owns and over which we have operational control. Specifically, the Scope 1 and 2 calculations include our owned locations in New Mexico and Spain. Excluded from this operational boundary are several leased office facilities where we do not have operational control. These represent a relatively small percentage of total facilities. In the future we will work to continue enhancing environmental data collection to increase the scope of our reporting.

ENERGY, WATER, AND WASTE MANAGEMENT

Our focus on operational excellence includes a relentless dedication to environmental management. For the past two years, we have monitored our use of energy and water in manufacturing and minimized waste through the use of recyclable materials in product sourcing and manufacturing. We believe this is not only our responsibility for environmental stewardship but also a way to drive down costs wherever possible. As we continue to drive alignment with leading environmental standards, we commit to report our progress on key environmental metrics and show progress managing these important areas of operational efficiency.

ENERGY MANAGEMENT

In 2022, we took several steps to improve our renewable energy use and reduce consumption. We converted to LED lights in our Albuquerque facility, upgraded our evaporating coolers, and leveraged more efficient saw equipment. We also continued purchasing renewable power from Power New Mexico (PNM). We currently get between **2.5 – 4.0%** of our electricity from our rooftop solar and, combined with our renewable energy mix from our utility (PNM), our overall renewable energy consumption ranges between 22-26% on average.

A key priority moving forward is to improve accuracy for renewable energy data reporting. We are also planning to conduct an energy study in 2023 to identify opportunities for future enhancements and improve these metrics over time in alignment with our ESG Goals.

Metric	2022	2021	2020
Electricity Consumption (kWh)	2,513,000	2,090,000	1,712,000
Percent Energy Consumption from Renewable Sources	22-26%	22-26%	Data Not Available

MANAGEMENT

WATER MANAGEMENT

While water consumption from our operations is relatively low, we recognize that our geographical area of operations is prone to high water stress and risk. Using tools like the World Resources Water Risk Atlas, we monitor our sites for water-related risks, including physical quantity risks, physical quality risks, and regulatory risks. Currently, our Albuquerque site is designated a Medium-High (2-3) overall water risk from the Water Risk Atlas.

With the U.S. government declaring a water shortage for the Colorado River and other water scarcity challenges in the American Southwest, we have implemented programs around water circularity, water use, and water disposal to manage extreme water risk. We also identify opportunities to partner with utilities and other organizations to ensure that we are using this finite resource in a responsible and sustainable manner. We will continue to monitor these risks and develop strategies to manage our water risk exposure in a responsible and transparent way. The data below exclusively reflects water consumption from the Albuquerque facility. We are planning to provide information around water consumption from facilities in Spain in the next report.

Metric	2022	2021	2020
Water Consumption (gallons)	1,168,000	1,174,000	1,352,000

WASTE MANAGEMENT

We are continually expanding our network of strategic partnerships with suppliers and customers to ensure that we are sourcing responsibly and reducing the environmental impacts of our systems throughout the production process and at the end of their useful life.

To manage waste during production, we collect the aluminum shavings from our manufacturing operations to form condensed pucks of aluminum for more efficient recycling. To reduce the waste from our products at the end of their useful life, Array provides customers with end-of-life recycling guidance in the installation manual.

Waste Type	Treatment Type	Recorded Waste Weight (kg)
Wood	Recycled	133,000
Aluminum	Recycled	1,760,000
Cardboard	Recycled	67,000
Steel	Recycled	307,000
Plastic	Recycled	1,060
Hazardous	Recycled	175

We will have more robust data about the rates of recyclability of our products when they reach the end of their useful life.

NATURAL RESOURCES, BIODIVERSITY, AND LAND USE

At Array, the protection of our natural resources and the preservation of biodiversity and land is at the forefront of our business decisions, and we actively look for opportunities to work with organizations that share this mission. As we continue to enhance our strategy to protect biodiversity, we are considering ways to align with the **Taskforce on Nature-Related Financial Disclosures (TNFD) framework** to better understand and preserve the natural resources upon which we rely in our business.

THE OLMEDILLA

PROJECT

CASE STUDY

▼

We recognize the environmental impacts associated with the development of solar power plants. The construction process has potential to damage the land, disrupt the existing ecosystem, and negatively impact wildlife.

To mitigate these risks, we support projects that take a mindful approach to developing solar power plants. The Olmedilla Project is a solar power plant that was developed by Iberdrola, a renewable energy company, and utilizes our STI H250 trackers. This project has obtained the **Seal of Excellence for UNEF Unión Española Fotovoltaica** sustainability, which recognizes the social and environmental integration of solar power plants. These initiatives encourage local economic activity and are complemented by primary sector activities such as the installation of beehives and access to land for grazing.

In addition to mitigating the risk of land and ecosystem disruption, this project's approach included planting **13,500 native plants** to reduce the landscape impact and building ecological communities to protect insects and other fauna species in the area.

CASE STUDY

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In 2022, we partnered with Primergy Solar on the Gemini Solar Project to expand the reach of solar power while protecting biodiversity. The Gemini Solar Project is informed by the Gemini Model, which was created by Primergy to provide a balanced approach to protecting our ecosystem as solar panels are installed. They approach this by:

▶ Leveraging the "latest research and design considerations to minimize the footprint of Gemini"

▶ Ensuring that "local flora and fauna will continue to thrive" throughout the construction phase

▶ Partnering with the Moapa Band of Paiutes, landowners and experts who advise on "construction and infrastructure improvements"

In Nevada, demand for energy is especially high during peak afternoon and evening hours in the summer, but the supply of energy available to communities in this region is low.

To provide all communities in Nevada with consistent and reliable access to energy, we partnered with Primergy on the Gemini Project. The project will be located on Bureau of Land Management (BLM) land in Overton, NV, 30 miles northeast of Las Vegas, and will supply power to Nevada Energy, a public utility which generates, transmits, and distributes electric service in northern and southern Nevada. We are providing nearly **1 GW of DuraTrack® single-axis solar trackers** for this project.

The Gemini Project, which will be the largest operational solar and storage site in the U.S. upon completion in 2023, is designed to produce **690 MWac solar** and **380 MW battery energy storage**. This project will also expand the reach of clean energy as it has potential to provide **400,000 homes** with power during peak hours when supply is low.

SOCIAL

OUR PEOPLE AND COMMUNITIES

Array recognizes that our people are our most critical resource, and we value them not only as employees but also as human beings with vital roles in their families and communities. To support them in their work and personal lives, we offer competitive pay, benefits for eligible employees, and a variety of training and professional development opportunities, all in a safe, healthy, and respectful work environment.

ENGAGING OUR EMPLOYEES – FOSTERING A GREAT WORK ENVIRONMENT

Since we believe the time we spend in the office can and should be just as satisfying and enjoyable as life off the clock, we plan events and panel discussions to create meaningful engagement opportunities for our employees.

INTERNATIONAL WOMEN'S DAY

For International Women's Day, we moderated a panel discussion focused on women in the workforce and the experiences and contributions they bring to the world every day.

FAMILY DAY IN PAMPLONA

When we opened the doors of our office in Pamplona, we hosted a Family Day to welcome our new team members and their loved ones to our office! This event included a cookie customization workshop, and we served chocolate in our personalized cups.

AWARENESS OF EQUALITY

In recognition of the International Day of the Mujer, we partnered with Fundación Koine-Aequalitas to host a workshop on awareness of equality at our office in Pamplona. Throughout the workshop, we discussed the origins of International Day of the Mujer, the gender inequalities that still exist, and the sexual division of labor.

We also enjoyed bringing the Array and STI Norland teams together for team-building events to further integrate our organizations. A priority for us this year was enhancing intercultural understanding and ensuring good communications across languages and time zones. We worked to ensure translation services for all major internal communications, and to create opportunities for employees to understand the customs, cultures, and traditions of our growing organization.

COMMUNITY ENGAGEMENT

We believe that Array has potential to make a tremendous impact in the community. To increase our engagement with local, mission-consistent organizations in Pamplona, we began working with **The Osasuna Foundation**. This nonprofit organization was created to promote the "integral education of children and youth and the social inclusion of the most vulnerable" and shares many of our values.

Part of the Osasuna Foundation's mission is to promote companionship, respect, equality, and cooperation. At Array, these values align with our culture and inform our daily interactions and projects. We share values like passion when it comes to developing our projects, allowing us to create a productive and supportive work environment.

One of the latest and most interesting initiatives of the Osasuna Foundation is the promotion of women's sport with the creation of the Women's Football School this season. The Foundation also has an educational project for children in collaboration with schools in the Navarre region, with the aim of sharing the Foundation's knowledge through drawing, language, and sport.

The Osasuna Foundation also focuses on people with disabilities. It organizes sports and health safety days, with training in cardiopulmonary resuscitation and the use of semi-automatic defibrillators.

In addition, the Foundation's work goes beyond the local level, with a social project in Nicaragua that offers sports and social care to almost 300 children, where they can have a space to practice sports activities, with a soccer school and a social dining room.

We are proud to sponsor this Foundation and direct our shared values, passion, and bravery into bringing innovations to the market that make our world a more sustainable place.

▼

Our people are the key to our long-term success, from exceeding customer expectations to advancing the boundaries of what is possible in solar technology. By embracing diversity and inclusion, we are expanding the definition of success, creating a space where each of us can bring our true selves to the game and work together to fuel opportunities across the board: for our people, company, customers, suppliers, and communities.

We recognize the value of diverse perspectives and believe that amplifying underrepresented voices is critical to strengthening our organization. To ensure that we are developing programs and initiatives that effectively support a diverse workforce and recruit from diverse talent, we hired a **Director of Human Resources**. Our investment in creating managerial responsibility for launching and advancing these initiatives will allow us to make meaningful progress toward our goal to increase non-executive management racial and ethnic minority representation 10% from baseline year 2021 by year-end 2025.

OUR DIRECTOR OF HUMAN RESOURCES WILL ALSO OVERSEE OUR MULTI-YEAR PLAN THAT IS DESIGNED TO CREATE MEANINGFUL AND MEASURABLE PROGRESS TO ADVANCE DIVERSITY, EQUITY, AND INCLUSION ACROSS ARRAY AND BEYOND. WE ARE COMMITTED TO:

▶ Identifying and instituting deeper talent inclusion initiatives

▶ Expanding learning resources to achieve diverse workforce metrics

▶ Addressing economic equality in our supply chain by evaluating and analyzing our supplier relationships

▶ Listening to employee feedback, amplifying underrepresented voices, and taking action to meet our teams' needs

Our Employee Handbook lays out our commitment to being an equal opportunity employer in recruitment, hiring, placement, promotion, transfers, training, compensation, benefits, employee activities and general treatment during employment. The handbook also contains statements and guidance on our anti-harassment and anti-discrimination policies, which covers employees, management, clients, customers, vendors and other third parties, both in the workplace and in work-related settings. Procedures for reporting infractions are detailed, including phone/online reporting to our anonymous, third party-managed ethics hotline. All new hires must complete anti-harassment, discrimination, and code of conduct training, with yearly refresher training mandated for all employees.

Looking ahead, we plan to establish a formal **Employee Resource Group (ERG)** program to provide our team with networking opportunities and support. In 2022, we made progress toward establishing an ERG program by sending a survey to all employees, including our STI Norland colleagues, that requested information about which identities would be meaningful to have a forum for engagement, support and allyship at Array. More than half of the people who took the survey said they would be interested in leading one of these ERGs or would like to join an Array ERG.

The results of this survey provided us with meaningful information about which groups our employees are most interested in and revealed key trends that will inform the development of this program.

WORKFORCE DEMOGRAPHICS

The 2022 data below includes STI Norland. The 2021 data below exclusively reflects Legacy Array and excludes STI Norland.

Workforce Demographics

	2022	2021
Total Number of Employees	1,040	471
REGIONAL BREAKDOWN OF EMPLOYEES (%)		
United States	53%	96%
Europe	24%	4%
South America	23%	—

Gender Representation
All data below includes STI Norland

OVERALL WORKFORCE	2022	2021
Male	80%	72%
Female	20%	28%
Non-Binary	—	—
Chose Not to State	—	—

LEADERSHIP (ALL PEOPLE LEADERS)	2022	2021
Male	72%	71%
Female	28%	29%
Non-Binary	—	—
Chose Not to State	—	—

NON-EXECUTIVE LEADERSHIP	2022	2021
Male	73%	75%
Female	27%	25%
Non-Binary	—	—
Chose Not to State	—	—

U.S. Race/Ethnic Diversity
The data below does not include STI Norland

U.S. WORKFORCE	2022	2021
White	39%	40%
Asian	8%	8%
Hispanic/Latino	31%	31%
Black or African American	7%	6%
Native American or Alaska Native	10%	10%
Native Hawaiian or Pacific Islander	8%	0%
Two or More Races	4%	4%
Not Specified	1%	1%

U.S. LEADERSHIP	2022	2021
White	67%	69%
Asian	8%	8%
Hispanic/Latino	16%	14%
Black or African American	4%	5%
Native American or Alaska Native	0%	0%
Native Hawaiian or Pacific Islander	0%	0%
Two or More Races	5%	4%

NON-EXECUTIVE LEADERSHIP	2022	2021
White	66%	69%
Asian	7%	7%
Hispanic/Latino	20%	15%
Black or African American	2%	5%
Native American or Alaska Native	0%	0%
Native Hawaiian or Pacific Islander	0%	0%
Two or More Races	4%	5%

In 2022, 56% of Array's U.S. workforce identified as Hispanic/Latino, Indigenous, Black, Asian, or other People of Color.

Age Diversity

The global workforce data below includes STI Norland

GLOBAL WORKFORCE	2022	2021
< 30 Years	33%	18%
30 - 50 Years	55%	57%
> 50 Years	12%	25%

The leadership and non-executive leadership data below does not include STI Norland.

LEADERSHIP (ALL PEOPLE LEADERS)	2022	2021
< 30 Years	1%	1%
30 - 50 Years	67%	69%
> 50 Years	32%	30%

NON-EXECUTIVE LEADERSHIP	2022	2021
< 30 Years	18%	5%
30 - 50 Years	57%	58%
> 50 Years	25%	37%

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TALENT DEVELOPMENT

Attracting and developing employees with the right skills and aptitudes remains a constant priority for our organization. We believe that to meet our business goals, we must continue to attract and retain the most talented people through continuous learning and performance reward programs.

Our talent development strategy is based on building leadership capabilities, creating a responsible management culture, and recognizing and rewarding performance.

Our performance and talent management program focuses on three performance development pillars:

1. ▲

Results-Based Goals: We establish and manage aggressive goals that align with business objectives.

2. ▲

Array Behaviors: We apply the six Array behaviors in everything we do. They focus not only on achieving results, but how those goals are achieved.

3. ▲

Individual Development Plans: We work with our employees to align their aspirations with business needs. Through these plans, we support employee career growth initiatives consistent with organizational objectives. We also provide a generous education reimbursement policy, third-party training and certification programs, and on-the-job training. We offer progressive compensation packages, comprised of a balance between fixed and variable remuneration programs, and competitive savings and benefits programs.

Metric	2022	2021
Total Annual Employee Turnover	43%*	26%
Bureau of Labor Statistics Industry Annual Employee Turnover Benchmark	40%	39%
Voluntary Turnover	14%	—

*The total annual turnover rate for 2022 is not reflective of our management and salaried workforce and can be attributed to STI Norland's reduction in direct labor workforce, following the completion of several large projects

EMPLOYEE HEAL

Array recognizes that our people drive our business, and we are committed to safeguarding our employees, protecting their health, and creating a safe work environment. By integrating health, safety, and environmental considerations into all aspects of our business, we are protecting our employees and the environment, driving compliance with all applicable regulations, accelerating productivity, and achieving sustainable growth.

In 2022, we carefully evaluated our existing employee health and safety programs and proactively identified opportunities to strengthen them. To create an environment that protects the health, safety, and well-being of our employees, we:

1. **Hired a Health, Safety, and Environmental (HSE) Manager:** Our HSE manager is responsible for identifying and implementing safety enhancements throughout our manufacturing facilities.

2. **Continued Monthly Injury Analyses:** In accordance with our Safety Management Manual, we conduct a monthly analysis of all recordable employee injuries to identify and implement prevention mechanisms. We carefully evaluate the types of recurring injuries, the nature of those injuries, and where they occurred. This approach allows us to create targeted trainings to prevent future incidents.

3. **Created Specific Safety Training Programs:** Our safety trainings focus on high-occurrence issues, which we identify through our monthly analysis of all recordable injuries. Our safety trainings are also informed by operator leads and supervisors who investigate the incidents that occur and report them to management.

4. ▲

Maintained Strong Employee Engagement Practices: Our Safety Committees meet monthly to provide a platform for employee engagement and gather input directly from those working in our manufacturing facility. These committee members serve as safety captains on the production floor and are offered additional emergency response training, which includes first aid, CPR, risk assessment, and safety procedures.

5. ▲

Added a Nurse Advice Line: We added a 24-hour Nurse Advice Line to our overall Safety Management Program, allowing us to ensure that employees who experience an incident immediately receive the appropriate level of medical attention. The Nurse Advice Line helps our team determine the severity of incidents that occur and allows them to virtually meet with a doctor if needed.

ARRAY'S OCCUPATIONAL HEALTH AND SAFETY POLICY

Employees shall report any unsafe work practices or safety hazards encountered on the job. Array follows strict compliance to all applicable federal, state, local, and company policies and procedures. We make every reasonable effort to provide a safe and healthful workplace free from any recognized or known potential hazards.

Additionally, employee engagement and continuous training are the foundation of creating a positive, safe, and secure workplace. Our employees receive safety training appropriate to their duties, and we provide robust training programs for each of Array's critical processes. This includes risk assessment, reviews of Safety Data Sheets (SDS), machine operation, and part specification and quality. We also seek employee feedback to improve the workplace for everyone.

Array's safety program also includes regular monthly safety audits of our facilities and follows a thorough corrective action process to address issues, incidents, and accidents.

OUR COMMITM

All accidents are preventable through the implementation of effective safety and health control policies and programs, supported by employees reporting any unsafe work practices or safety hazards encountered on the job. All accidents/incidents are to be immediately reported to the supervisor on duty.

Safety and health controls are a major part of our work every day.

Accident prevention is good business. It minimizes human suffering, promotes better working conditions for everyone, deepens customers' regard for our company, and increases productivity. Therefore, Array complies with all safety and health regulations that apply to the course and scope of our operations, and why we require our employees to comply with all applicable federal, state, local, and company policies and procedures. Compliance failures may result in disciplinary action.

Management is committed to providing the safest possible workplace for our employees, and to allocating and providing all resources needed to promote and effectively implement our safety policies.

Employees are responsible for following safe work practices and company rules for preventing accidents and injuries. Management maintains lines of communication to solicit and receive comments, information, suggestions, and assistance from employees regarding safety and health matters.

Management and supervisors of Array are required to model exemplary attitudes and a strong commitment to safety and health in the workplace. Toward this end, management monitors company safety and health performance, working environment and working conditions to ensure the achievement of program objectives.

Our safety program applies to all employees and persons affected by or associated in any way with the scope of our business, and all work conducted by Array employees will consider the intent of our safety and health policies.

SOLAR JUSTICE
ENERGY A

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As a leading American company and global provider of utility-scale solar tracker technology, we believe it is our responsibility to increase access to clean sources of energy for all communities. This includes identifying and addressing energy challenges for historically marginalized and low-income communities.

THE BLACK BEAR SOLAR PROJECT

Lightsource BP and the Alabama Municipal Electric Authority (AMEA) share our commitment to expanding the reach of renewable energy. In 2022, we contributed to the success of Black Bear Solar – one of Alabama's largest solar farms – by manufacturing the solar trackers used for the project.

Lightsource BP and AMEA recognized that the price volatility associated with natural gas often hinders the equitable distribution of energy, and low-income communities are especially impacted by extreme price changes.

To support AMEA's efforts to diversify their fuel resources, increase access to clean energy, and protect low-income communities from the negative effects of price volatility, we welcomed the opportunity to manufacture the solar trackers for this project. Black Bear Solar was built using more than 280,000 ultra-low-carbon solar panels from First Solar and will deliver solar energy to AMEA under a 20-year power sales agreement from Lightsource BP.

AND
FFORDABILITY

Our contribution helps diversify Alabama's energy resources, allowing AMEA to provide dependable clean energy to 11 member municipal utilities. This project offsets more than 173,252 metric tons of carbon emissions each year and powers 20,000 homes in Alabama. The economic benefits of this project include generating $7 million in property tax revenue for county schools over the project's lifecycle.

173,252 Metric Tons
of Carbon Emission Offset

20,000 Homes
Powered Each Year

$7,000,000
in Property Taxes

As communities struggle to consistently access affordable energy, we will continue to identify opportunities to effectively address these disparities.

GOVERNANCE

OUR GOVERNANCE AND INTEGRITY

Array's success begins with our people, who we expect to act with integrity in all their interactions. Acting with integrity is our competitive advantage, and we can all take pride in our commitment to accomplishing results the right way, in compliance with our Code of Conduct, our company policies, and all applicable laws and regulations.

BOARD DIVERSITY AND INDEPENDENCE

Diversity and inclusion are a priority at Array. Recognizing the value of diverse perspectives, we committed to increasing board female representation to 22% from baseline year 2021 by year-end 2025. In 2022, we accomplished this goal and advanced board gender diversity by welcoming Tracy Jokinen to our board. We will continue to prioritize advancing our board nomination practices and ensuring diversity of background, thought, and experiences to strengthen good governance and promote inclusion at Array.

Total Number of Directors		
PART I: GENDER IDENTITY	**FEMALE**	**MALE**
Directors	2	7
PART II: DEMOGRAPHIC BACKGROUND	**FEMALE**	**MALE**
African American or Black	—	1
Alaskan Native or Native American	—	—
Asian	1	1
Hispanic or Latinx	—	—
Native Hawaiian or Pacific Islander	—	—
White	—	5
Two or More Races or Ethnicities	—	—
LGBTQ+	—	—
Did Not Disclose	1	—
PART III: INDEPENDENCE	**FEMALE**	**MALE**
Independent Directors	2	6

No one listed "Non-Binary" or "Did Not Disclose Gender."

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At the Board level, our Nominating and Corporate Governance Committee reviews and monitors the development and implementation of the company's evolving ESG goals and provides guidance to the Board on such matters. Array (ARRY) is listed on NASDAQ-GM and fulfills the exchange's board diversity rule, which is designed to encourage a minimum board diversity objective for companies and provide stakeholders with consistent, comparable disclosures regarding a company's current board composition. To learn more about our governance structure, please see our 2023 Proxy Statement and our **Governance Site**.

ESG GOVERNANCE AND OVERSIGHT

In 2022, we strengthened ESG oversight at Array by establishing a new governance structure, which includes an ESG Executive Steering Committee and an ESG Working Group.

▼ ESG EXECUTIVE STEERING COMMITTEE

Our **ESG Executive Steering Committee** meets **quarterly** and is responsible for:

▶ Defining ESG priorities, objectives, and strategy with the goal of further integrating sustainability into the Company's strategy and operations

▶ Assisting the Nominating and Governance Committee of Board of Directors in fulfilling oversight responsibilities with respect to the Company's ESG efforts

▶ Delegating responsibilities to implement ESG strategy to appropriate members of their team

▶ Regularly reviewing the company's ESG performance and providing recommendations for improvement

▼ ESG WORKING GROUP

Nicole Stewart,
Senior Director of Government Relations & ESG

Our **ESG Working Group** meets **regularly** and is responsible for:

▶ Overseeing key programs or initiatives as directed by the ESG Executive Steering Committee and the appropriate executive sponsor

▶ Developing action plans to achieve our 2025 ESG goals

▶ Maintaining metrics, systems, and procedures, as deemed necessary and appropriate, to monitor and track ESG matters

This ESG Governance and Oversight structure allows us to consistently refine our internal operating standards, ensuring that they align with Array's overall ESG strategy and reflect our corporate values. In 2022, the ESG Working Group and Executive Steering Committee strengthened the ESG components of policy documents that have a significant impact on our overall business operations.

Environmental Policy

Array's ESG Steering Committee oversees our Environmental Policy and ensures that we are demonstrating continuous improvement in meeting our environmental objectives, adhering to all applicable governmental and industry regulations, and protecting the environment through the prevention of pollution in air, waste, and water.

Supplier Code of Conduct

Our Supplier Code of Conduct ensures that all vendors comply with Array's social and environmental standards and reserves the right to monitor and audit our suppliers' compliance activities and performance. This document was strengthened in 2022 to include specific human rights and environmental requirements as part of our overall risk management strategy.

Code of Business Conduct

Our updated Code of Business Conduct describes specific programs and initiatives that allow for greater transparency and accountability around our ESG standards. This includes:

▶ The trainings we have in place to ensure that all Array employees embody the high ethical standards of the company

▶ Our approach to auditing our ethical standards

▶ Our formal whistle-blower system, which reinforces our no-retaliation policy and is designed to allow employees to safely escalate questions or concerns.

Human Rights Policy

We updated our Human Rights Policy to strengthen our commitment to protecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights, and promoting employee health, safety, and security in the workplace and throughout our supply chain. This policy underscores our commitment to ensuring that our employees, workers within our supply chain, and individuals in communities affected by our activities are treated with dignity and respect and extend that respect to each other.

To read more about our Corporate Governance Policies, please visit our **website**.

INDUSTRIAL CYB AN

Array commits to the protection of corporate assets and personally sensitive information with which it is entrusted. This is a foundational enterprise principle that governs our actions and digital activities in how we innovate and build world-class solar solutions and how we protect our customers, our company, our people, and our business partners.

In 2022, we strengthened our overall cybersecurity posture with a focus on protecting our most critical assets and preventing material breaches to our systems. These updates:

▶ Formalized the responsibility of the IT Infrastructure Team to ensure key cybersecurity practices outlined in Array's Cybersecurity Policy are enforced and followed

▶ Established policy oversight by the Chief Information Officer at Array

▶ Formalized a quarterly briefing schedule to the Audit Committee of the Board of Directors

▶ Formalized cybersecurity trainings for all employees to ensure that everyone at Array is managing confidential information appropriately, and to mitigate the risk of cybersecurity attacks, including via mock phishing attacks to assess employee readiness

▶ Engaged external firms to perform penetration testing to identify security vulnerabilities and remediated identified vulnerabilities

▶ Performed external assessments to measure progress and build an achievable roadmap to continue to strive for improvements in Array's cybersecurity maturity

▶ Performed cybersecurity tabletop exercises to test readiness and identified opportunities to improve upon existing incident response policies and procedures

▶ Obtained an information security risk insurance policy to provide Array and its customers with protection in the event of a cybersecurity breach

We believe that cybersecurity is a posture and a journey – not a destination – requiring continuous and consistent planning, strategic problem-solving, operational efficiency, and education. Our Cybersecurity Program continues to mature through calculated investments in people, process, technology, and strategic partnerships with business partners who understand our commitment to our customers, shareholders, and stakeholders. As cybersecurity threats continue to evolve and increasing digitalization of supply chains and business inter-connectivity continues to broaden the operational threat landscape for all companies, Array is committed to continuing to evolve and adapt our security architecture, resiliency, response, and recovery processes to effectively meet persistent and growing threats.

From a privacy standpoint, Array is committed to meeting the regulatory requirements in the environments Array operates. This includes the European Union's General Data Protection Regulation (GDPR), Brazil's General Personal Data Protection Act (LGPD), and California's Consumer Privacy Act (CCPA), among others. To that end, Array continues to build out its data privacy framework and intends to roll out an updated privacy policy and personal data protection framework in 2023. Array's Data Protection Officer (DPO) has overall responsibility on the privacy policies and practices.

ETHICAL AND TRANSPARENT BUSINESS PRACTICES

It is the policy of Array to conduct business in an open, honest, and ethical manner. We consistently identify opportunities to embed ethical and transparent business practices into our operations and corporate strategy to increase our impact within our business, allow for positive externalities, and create a sustainable supply chain. In 2022, we went beyond what is required from a compliance perspective and embedded our high ESG standards and values throughout our business by:

▶ **Strengthening Policy Documents and Disclosures:** The policy documents that we updated in 2022 reflect our commitment to transparency. We will continue to strengthen our programs in alignment with our ESG strategy and codify them through our corporate documents and disclosures.

▶ **Commitment to Disclosing ESG Goals and Progress:** Through our annual ESG reports, we will provide an update on our progress toward the ESG goals we established. If these goals have not been met, we will continue to share the programs and initiatives in place to ensure that we are making progress.

▶ **Greenhouse Gas Emissions (Scope 3):** In 2022, we quantified our overall GHG emissions footprint, looking beyond our own Scope 1 and Scope 2 GHG impacts to also measure the significant contributions of our supply chain. Our GHG inventory now includes Scope 3 supply-chain-related emissions, allowing us to better quantify our emissions and manage climate risks.

Additionally, we apply a zero-tolerance approach to bribery and corruption at every level of our business. Our Anti-Bribery and Anti-Corruption Policy provides guidance in accordance with the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act 2010, and other anti-corruption laws, applies to all individuals working at all levels of Array and its subsidiaries, and governs all their interactions on behalf of Array. Employees must ensure they have read, understood, and are in compliance with the policies. Array provides employees various ways to report policy violations, including a 24-hour, third-party-managed Integrity Hotline (telephone, email, web). A no-retaliation policy protects employees who raise such concerns.

LOBBYING AND ADVOCACY

At Array, we understand the importance of leveraging our platform as a global leader in solar tracking technology to advance the transition toward clean energy. In addition to identifying opportunities to meet with federal and state-level representatives about strengthening the U.S. solar industry, we are on the Board of the Solar Energy Industries Association (SEIA) and actively support their initiatives and advocacy efforts through our membership.

THE INFLATION REDUCTION ACT

The historic passage of the Inflation Reduction Act (IRA) in 2022 supports our efforts to accelerate the clean energy transition and allows for the equitable distribution of clean and reliable power. While the IRA includes large subsidies across the entire solar supply chain, solar projects that use U.S. products are especially well positioned to receive the full subsidy and support this transition. We look forward to leveraging our U.S. supply base and our asset-light operating model to support our customers as they look to meet the IRA's domestic content requirements.
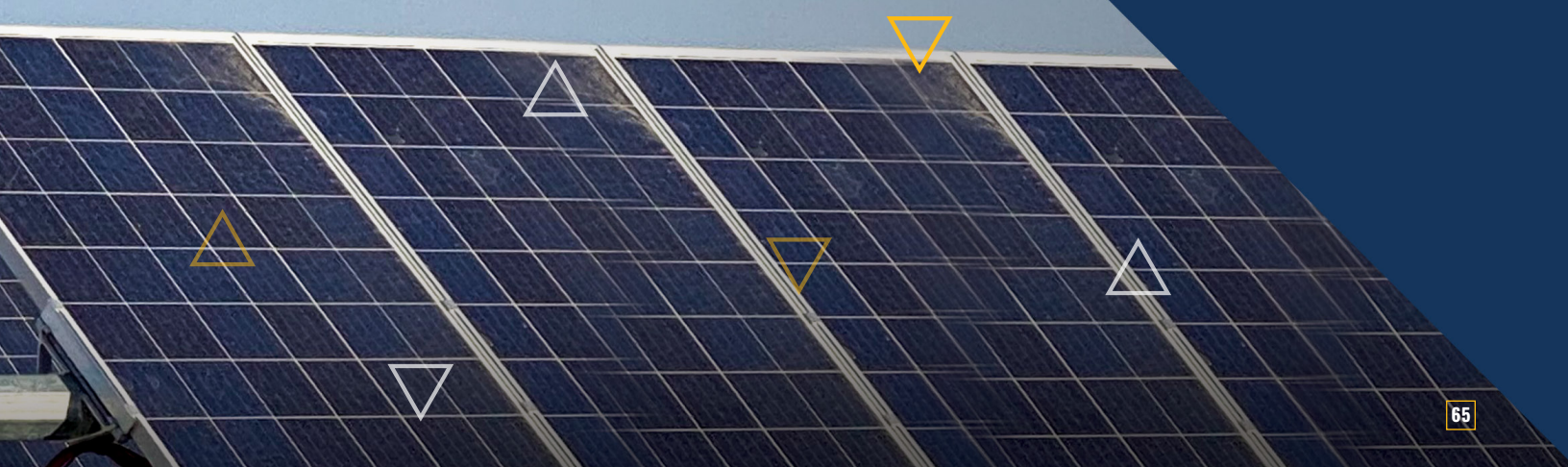
APPENDIX

PRIORITY	THEME	TOPIC
PRIORITIZE	Environmental	Greenhouse Gas Emissions and Climate Risks and Opportunities
PRIORITIZE	Environmental	Product Safety and Quality
PRIORITIZE	Environmental	Water Management
PRIORITIZE	Social	Human Capital Management
PRIORITIZE	Social	Diversity, Equity, and Inclusion
PRIORITIZE	Social	Supply Chain Management and Responsible Sourcing
PRIORITIZE	Social	Employee Health and Safety
PRIORITIZE	Governance	Industrial Cybersecurity and Data Privacy
PRIORITIZE	Governance	Lobbying and Advocacy

TOPIC DESCRIPTION

Greenhouse gas (GHG) emissions from Array's operations, including direct activities (Scope 1), purchased energy (Scope 2), and supply chain emissions (Scope 3). Also referred to as carbon emissions. The potential negative impacts and associated risks of climate change on Array's business operation. By assessing these risks, organizations can capture key opportunities, like efficiency, innovation, access to new markets, and resource diversification.

Product durability and quality, exposure to possible product safety concerns, quality management efforts in manufacturing practices.

Water use, withdrawal, intensity, and disposal across Array's operations. Management of water risks and scarcity in the areas where Array operates.

Array's ability to attract and retain global skilled talent. This includes acquisition of talent, retention, training and development, succession planning, responsible approaches to downsizing and redeployment of workforces.

Diversity, equity, and inclusion across Array's workforce and maintaining an environment where employees feel welcomed, respected, supported, and valued to participate and succeed.

Management, monitoring, and engagement efforts for suppliers through regulatory compliance procedures and auditing processes. Cultivating vendor relationships and consideration of diversification of suppliers.

Array employees' health and safety throughout daily operations; efforts to improve economic well-being of employees.

The protection of industrial control systems from threats of cyber attackers, including asset inventory and threat detection.

Alignment between Array's commitments and strategy and lobbying practices, including efforts to influence public policy development through direct engagement or through multi-stakeholder associations or initiatives. Transparency related to lobbying efforts.

PRIORITY	THEME	TOPIC
MANAGE	Environmental	Energy Management
MANAGE	Environmental	Protection of Natural Resources, Biodiversity, and Land Use
MANAGE	Social	Employee Engagement and Well-being
MANAGE	Social	Solar Justice/Energy Affordability
MANAGE	Social	Community Engagement
MANAGE	Governance	Board Diversity and Independence
MANAGE	Governance	Ethical and Transparent Business Practices
MONITOR	Environmental	Waste Management
MANAGE	Social	Product Marketing

TOPIC DESCRIPTION

Array's total energy use and efficiency, including use of renewable energy sources across its operations.

Carrying out Array's business activities in the most environmentally friendly manner, promoting sustainable management of natural resources. This includes mitigating negative changes in the natural environment and biodiversity.

Company resources and initiatives to promote employee personal and career development. Active participation of Array's employees in company activities, including overall satisfaction and motivation of employees. This includes promoting personal and professional growth.

The accessibility of clean sources of energy to all communities. Identify and address energy challenges for historically marginalized and low-income communities and strategize on the distribution of energy-efficiency solutions.

Programs and practices that assess and manage the impacts on communities where Array operates. Efforts to improve economic well-being and resiliency in local communities, philanthropic efforts, and employee volunteering.

Independence and diversity of Array's Board of Directors to ensure diverse representation and improve Board performance (e.g., ensuring ESG interests are factored into decision making, resolving conflict of interest, etc.).

Conducting Array's business in a responsible way that not only complies with all regulations, but also protects and builds the company's reputation as a responsible business. Efforts toward the timely, accessible, and accurate disclosure of performance, goals, and policies related to the company's ESG activities and impacts, and the use of such disclosures to drive change at a company or wider systems level. This includes promoting competitive behavior; working against corruption, extortion, and bribery; paying taxes; and encouraging the use of ethics hotlines and grievance mechanisms, etc.

Management of waste from Array's operations and inventory, waste generation, and disposal practices. This includes measures to reduce, reuse, and recycle waste.

Consumer engagement and education on Array's products through communication, certifications, and marketing.

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GLOBAL REPORTING INITIATIVE (GRI)

Our GRI Index was prepared in alignment with the GRI core standard. Topics were determined based on the results of our 2022 materiality assessment.

Disclosure	Description	Disclosure or Reference Section
GENERAL DISCLOSURES		
GRI 120-1	Name of the organization	Array Technologies, Inc.
GRI 2-7	Total number of employees in 2022	1,040
GRI 120-2	Activities, brands, products, and services	Array Technologies, Inc. Website Array Technologies Investor Presentation See Annual Report 2022 Form 10-K
GRI 120-3	Location of headquarters	Our headquarters are in Albuquerque, New Mexico.
GRI 120-4	Location of operations	Report Section: Array Operations
GRI 120-5	Ownership and legal form	Publicly listed company on NASDAQ Incorporated in Delaware See Annual Report 2022 Form 10-K
GRI 120-6	Markets served	See Annual Report 2022 Form 10-K
GRI 120-7	Scale of organization	Report Section: Array Operations
GRI 120-8	Information on employees and other workers	Report Section: Diversity, Equity, and Inclusion
GRI 120-10	Significant changes to the organization and its supply chain	Report Section: Our Company
GRI 120-12	External initiatives	Report Section: Our Environmental Responsibility
GRI 120-13	Membership of associations	Report Section: Memberships and Associations
GRI 120-14	Statement from senior decision-maker	Report Section: Message from Leadership
GRI 120-16	Values, principles, standards, and norms of behavior	Report Section: Array's Core Values, Ethical and Transparent Business Practices
GRI 120-17	Mechanisms for advice and concerns about ethics	Report Section: Governance and Board
GRI 120-18	Governance structure	Report Section: Governance and Board
GRI 120-22	Composition of the highest governance body and its committees	Report Section: Governance and Board
GRI 120-50	Reporting period	January 1, 2022 – December 31, 2022
GRI 120-52	Reporting cycle	Annual
GRI 120-53	Contact point for questions regarding the report	contact@arraytechinc.com

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GRI TOPIC SPECIFIC DISCLOSURES

Disclosure	Description	Disclosure or Reference Section
EMISSIONS [2016]		
GRI 103-1	Explanation of the material topic and its boundary	Report Section: Our Environmental Responsibility
GRI 305-1	Direct (Scope 1) GHG emissions	Report Section: Climate Action
GRI 305-2	Indirect (Scope 2) GHG emissions	Report Section: Climate Action
GRI 305-3	Other indirect (Scope 3) GHG emissions	Report Section: Climate Action
WASTE [2020]		
GRI 103-1	Explanation of the material topic and its boundary	Report Section: Environmental Management
GRI 306-3	Waste generated	Report Section: Environmental Management
GRI 306-4	Waste diverted from disposal	Report Section: Environmental Management
OCCUPATIONAL HEALTH AND SAFETY [2018]		
GRI 103-1	Explanation of the material topic and its boundary	Report Section: Employee Health and Safety
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Report Section: Employee Health and Safety
GRI 403-5	Worker training on occupational health and safety	Report Section: Employee Health and Safety
DIVERSITY AND EQUAL OPPORTUNITY [2016]		
GRI 103-1	Explanation of the material topic and its boundary	Report Section: Diversity, Equity, and Inclusion
GRI 405-1	Diversity of governance bodies and employees	Report Section: Diversity, Equity, and Inclusion
MARKETING AND LABELING [2016]		
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	0
GRI 417-3	Incidents of non-compliance concerning marketing communications	0
CUSTOMER PRIVACY [2016]		
GRI 418-1	Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0
SUPPLIER SOCIAL ASSESSMENT [2016]		
GRI 414-1	New suppliers that were screened using social criteria	33%
SUPPLIER ENVIRONMENTAL ASSESSMENT [2016]		
GRI 308-1	New suppliers that were screened using environmental criteria	33%

7. AFFORDABLE AND CLEAN ENERGY

Our technologies enable solar energy development and optimization, increasing access to energy and reducing costs. We partner with organizations that share this mission and promote policies that advance our ESG goal of selling an additional 90 GW of solar power by year-end 2025.

Inflation Reduction Act: In 2022, the Inflation Reduction Act was introduced to provide clean energy projects with full subsidies throughout the solar supply chain in the United States. Since Array uses U.S. steel mills and U.S. manufactured steel products, we enable our customers to receive the full subsidy for their solar projects and expand the reach of clean and affordable energy.

11. INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Our technologies support industrial-scale solar development that are efficient, resilient, and cost effective. Array's products have evolved over the years to support the demand for renewable energy and enhance the performance of our solar trackers. Our innovative engineering and technology allow us to present solutions to the market while increasing customer satisfaction with reliable results.

Array Tech Research Center is dedicated to research, development, and field testing of our advanced solar tracking technology.

13. SUSTAINABLE CITIES AND COMMUNITIES

Our technologies expand the reach of clean energy around the world, and we look for opportunities to provide sustainable energy sources to cities and communities that are especially impacted by energy price volatility associated with natural gas.

The Black Bear Solar Project: Our solar trackers were used to create Black Bear Solar. As one of Alabama's largest solar farms, this site helps diversify Alabama's energy resources and advance the equitable distribution of energy by reducing extreme price changes.

9. RESPONSIBLE CONSUMPTION AND PRODUCTION

Our technologies are produced with highly recyclable materials and post-consumer recycled content when possible. Likewise, we are committed to managing our corporate waste impacts through recycling and reuse of all materials.

Nucor Partnership: Array partners with Nucor, the largest recycler of steel in the United States, to produce key components of our solar trackers and promote responsible consumption throughout our supply chain.

Product Recyclability: We prioritize responsible production, and we are continually working to expand the recycled content of our products to improve the recyclability at the end of their useful life.

12. CLIMATE ACTION

Our technologies enable industrial-scale solar development to further the renewable energy transition. Likewise, we are committed to managing our corporate climate impacts and implementing a strategy that helps us reduce our emissions while scaling the business for boarder reach.

Greenhouse Gas Inventory: We engaged a climate specialist to improve our accounting of Scope 1, 2, and 3 emissions.

Science-Based Targets: Our enhanced greenhouse gas inventory allows us to better quantify our supply chain emissions, set a Science-Based Target, and identify pathways for emissions reductions.

15. LIFE ON LAND

Our technologies are designed to enable biodiversity on solar sites and improve wildlife outcomes, including herbaceous vegetation and animal habitat protection.

The Gemini Project: We provided nearly 1 GW of DuraTrack® single-axis solar trackers to the Gemini Project, which is taking a balanced approach to protecting our ecosystem as it develops the largest operational solar and storage site in the U.S.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Our SASB index was prepared in alignment with the Electrical & Electronic Equipment as well as the Solar Technology Project Developers Industry Standards v2018-10. Topics were selected based on the results of our 2022 materiality assessment.

Disclosure	Description	Disclosure or Reference Section
ENERGY MANAGEMENT		
SASB RT-EE-130a.1, RR-ST-130a.1	Energy Management in Manufacturing	Report Section: Environmental Management
WATER MANAGEMENT IN MANUFACTURING		
SASB RR-ST-140a.1	Total Water Withdrawn	Report Section: Environmental Management
SASB RR-ST-140a.2	Description of Water Management	Report Section: Environmental Management
PRODUCT LIFECYCLE MANAGEMENT		
SASB RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	0
SASB RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	See 2022 Annual Report
WASTE MANAGEMENT		
SASB RR-ST-150a.1	Hazardous waste generated, percent recycled	Report Section: Environmental Management
SASB RR-ST-410b.2	Waste diverted from disposal	Report Section: Environmental Management
BUSINESS ETHICS		
SASB RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	0
SASB RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0

TCFD INDEX

Array is committed to climate action and aligning our business strategy and reporting with leading climate frameworks. In 2022, we strengthened our climate strategy and progressed toward adopting the recommendations of the Taskforce on Climate-Related Financial Disclosures (TCFD). Our current alignment is included below. We look forward to enhancing our alignment over time and reporting on our progress in future ESG reports.

TCFD Recommendation	Alignment
GOVERNANCE Disclose the organization's governance around climate-related risks and opportunities.	Our Nominating and Governance Committee has formal oversight of ESG, including climate strategy and disclosure. The Board was involved in the process of developing our complete GHG inventory and identifying the material Scope 3 categories, which informed our enhanced climate strategy.
STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Our complete GHG inventory analysis strengthened our climate strategy by allowing us to identify the primary sources of our overall emissions. Our enhanced strategy focuses on reducing emissions throughout our supply chain and directly addresses these sources.
RISK MANAGEMENT Disclose how the organization identifies, assesses, and manages climate-related risks.	Recognizing that climate change is a risk and an opportunity for our company, we prioritized developing a complete GHG inventory to identify specific areas of climate risk. As a next step, we plan to conduct a formal risk assessment to strengthen our climate strategy, mitigate climate-related risks, and capitalize on opportunities.
METRICS AND TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities, where such information is material.	Our GHG inventory includes Scope 1, 2, and 3 and provides us with the data needed to develop credible and achievable Science-Based Targets through the Science Based Targets Initiative (SBTi). This data serves as a formal baseline, which we will reference as we track our performance and disclose our progress each year.

LEGAL DISCLAIMER:

ARRAY

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arraytechinc.com