



Inaugural ESG Report

Environmental, Social & Governance Report

**FOLLOW THE SUN.
FOLLOW THE LEADER.**



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1 MESSAGE FROM LEADERSHIP

1. MESSAGE FROM LEADERSHIP

MAKING THE PLANET A BETTER PLACE FOR 30 YEARS AND COUNTING

October 2021 marks one year since Array Technologies went public with a listing on the Nasdaq exchange (ticker symbol ARRY). It's been an exciting time for our company, during which we've remained focused on our corporate goals, our responsibility to our shareholders and our raison d'être of facilitating the transition away from fossil fuels. As a major player in the utility-scale solar industry, Array has taken climate change seriously since our founding by Ron Corio more than 30 years ago. Today, we believe more strongly than ever that moving to clean, renewable energy is our best strategy for combatting the serious issues facing our planet.

Most climate scientists agree that we are at a turning point for our environment, where reducing net greenhouse gas emissions to zero is the only way to avoid the worst impacts of a warming planet. In the past, the high cost of solar and other renewables made the case for net-zero energy a hard sell, but those days are long past. In fact, the cost of solar has fallen 70% over the last decade, dramatically faster than many experts predicted.

Around the world, governments have taken note of solar's explosive growth, and its potential. Here in the U.S., the federal government recently unveiled a plan to move to 45% solar energy by 2050. We have been around the industry long enough to know that a government-

backed solar proclamation isn't enough to make it happen. But with the right regulatory environment and supporting incentives, plus an infusion of investment and innovation, we can envision a realistic path to an emissions-free energy sector.

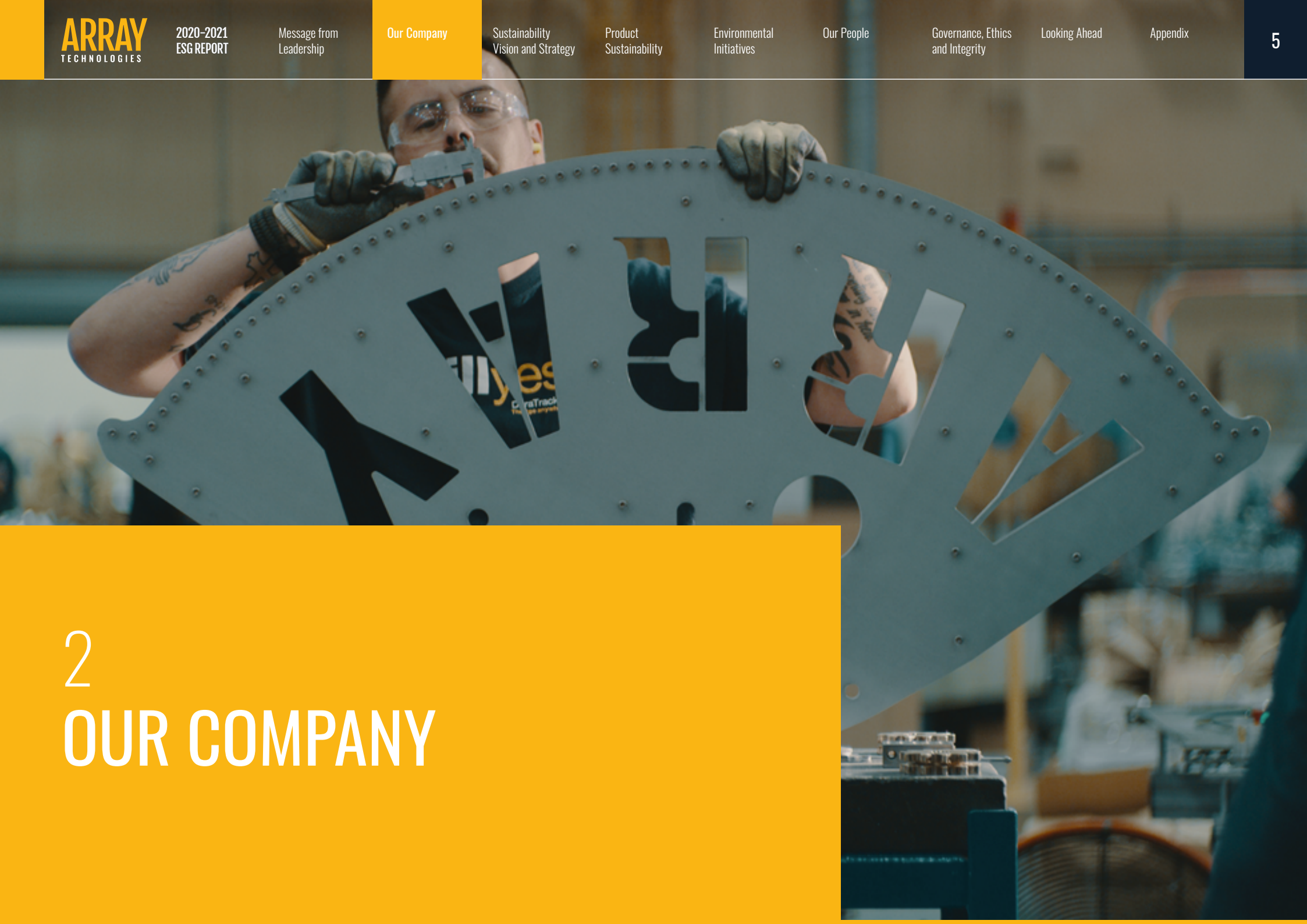
From our beginnings as a company, we've believed there should be no barriers to choosing clean energy, and we've always focused on providing the lowest cost of ownership as well as minimal maintenance costs for our customers. Today, with more frequent and severe weather events happening all over the world, we hear that call to action more clearly than ever and are committed to showing the way to a brighter, cleaner future.

In the pages of this inaugural environmental, social and governance (ESG) report, we've begun the effort to provide greater transparency into our company, showing how Array Technologies pursues continuous improvement and consistently delivers on our commitments to our customers, investors, employees and environment. After reading, we hope you'll agree that the world is better because of Array Technologies.

We look forward to continuing the conversation.

Erica Brinker
Chief Commercial Officer & Head of ESG





2 OUR COMPANY

2. OUR COMPANY

Array Technologies is a leading American company and global provider of utility-scale solar tracker technology. Engineered to withstand the harshest conditions on the planet, Array's high-quality solar trackers and sophisticated software maximize energy production, accelerating the adoption of cost-effective and sustainable energy. Founded and

headquartered in the U.S., Array relies on its diversified global supply chain and customer-centric approach to deliver, commission and support solar energy developments around the world, lighting the way to a brighter, smarter future for clean energy.



RON CORIO: THE GODFATHER OF SOLAR

In the late 1970s, when OPEC and the Iranian Revolution sparked crippling U.S. oil shortages, future Array founder Ron Corio was a New Jersey teen with a new driver's license, seeing the effects of foreign oil dependence firsthand as he waited in long gas lines. In the years that followed, he studied engineering, helped develop a new automotive ignition system aimed at increasing efficiency and reducing car emissions, and gained his first solar experience installing a complete remote home system on his employer's A-frame wilderness cabin. In 1985, he was recruited by Albuquerque-based solar firm Wattsun Corp. and began laying the foundations of what would become Array Technologies.

1989

Develops first solar tracker for the Wattsun concentrator module

1996

Helps develop a Helium Balloon Tracker for businessman-adventurer Steve Faucet's circumnavigation attempt

Conducts development work on dual-axis trackers, a higher-cost technology that captures 40% more energy

Sells 360° tracker to Canadian government for use in the Arctic Circle

Purchases Wattsun and forms Array Technologies, developing trackers for the home and telecommunications markets, UV exposure testing equipment for General Motors, and heliostats for light-art installations

1992



Throughout his career as an innovator, CEO and now board member at Array, Ron has followed an internal compass pointing toward resource conservation and the generation of renewable power at utility scale. Betting on rapid utility-scale expansion, even in an era when the cost of solar hovered around \$8 per watt and awareness of climate change remained low, he focused on his vision of bringing to market the technologies to drive a cleaner, more sustainable future for people, planet and business.

“A HUNDRED YEARS FROM NOW, NO ONE WILL BELIEVE WE BURNED UP MOST OF THE WORLD’S OIL,” HE SAYS. “EVEN FROM A RESOURCE PERSPECTIVE, IT CAN BE USED FOR SO MANY OTHER GOOD PURPOSES, AND WE’RE JUST BURNING IT UP—EVEN THOUGH ALL THE ENERGY WE NEED IS SHINING DOWN ON US ALL DAY LONG. WE HAVE THE TECHNOLOGY TO DO BETTER, AND I HAVE ALWAYS BELIEVED WE CAN AND WILL TRANSITION TO RENEWABLES. WE HAVE TO.”

Ron Corio
Founder Array Technologies Inc.

2004

Shifts focus to single-axis trackers for greater viability at utility scale

Begins shipping trackers to utility-scale projects across Europe and Asia, including a 5.7 MW site in South Korea

2012

Passes 1 GW shipment milestone

2017

Array expands globally, opening offices in Europe, Central and South America, and Australia

2019

Array celebrates 30 years of solar innovation and surpasses 10 GW shipment milestone

Installs DuraTrack HZ at largest utility-scale solar project in the U.S., a 6 MW site in Alamosa, CO

2006

Launches DuraTrack HZ v3 and ships to its first utility-scale site, Tranquility 256 MW

2015

Introduces SmarTrack™ optimization software to boost power production

2018

Array goes public

2020

ARRAY OPERATIONS AND VALUE CHAIN (FY20)



Global headquarters
and manufacturing site

Albuquerque
New Mexico



Offices in

Albuquerque
New Mexico

Greater Phoenix
Arizona

Derby
United Kingdom

Brazil
South America

Sydney
Australia



Number of Employees

339



Revenue

\$873 million



Operations in

7 countries



Number of customers

51
around the world



MEMBERSHIPS AND ASSOCIATIONS

- **Arizona Forward** – Member, sustainability committee member
- **Arizona Technology Council**
- **UNEF** – Unión Española Fotovoltaica
- **Asomex** – Asociación Mexicana de Energía Solar
- **ACERA** – La Asociación Chilena de Energías Renovables y Almacenamiento
- **CEC** – Clean Energy Council
- **SEIA** – Solar Energy Industries Association
- **SEPA** – Smart Electric Power Alliance





3 SUSTAINABILITY VISION AND STRATEGY

3. SUSTAINABILITY VISION AND STRATEGY

Sustainability is the essence of our business, motivating us to create products that improve the efficiency of solar photovoltaic (PV) arrays and enable the transition to a low-carbon, renewable energy future. This report is an important step toward greater transparency into our work, giving highlights of our environmental, social and governance (ESG) performance to date and detailing select goals for the future.

In addition to the intrinsically sustainable nature of our product mission, we are engaged in ongoing efforts to manage and reduce greenhouse gas (GHG) emissions and other environmental impacts from our operations, and we are in the process of implementing ISO 14001 environmental management system to better track, measure and monitor those impacts. We are also working to expand diversity and inclusion in our work environment, improve our sustainability governance, and contribute even more toward the transition to a low-carbon economy.

UNDERSTANDING OUR MATERIAL IMPACTS

Sustainability touches numerous impact areas, including climate change, water scarcity, biodiversity, socio-economic impacts, diversity and inclusion, conservation and waste. To ensure we are appropriately addressing our impacts and the issues most material to

our organization, we recently undertook a research and benchmarking process, gauging our efforts against those of our peers and ESG leaders. We also collected input from our employees and customers, gathered third-party feedback from sustainability experts, and

referenced globally recognized third-party frameworks including the Sustainable Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI). In 2021, we will engage our stakeholders further in an expanded and more detailed materiality assessment.





4 PRODUCT SUSTAINABILITY



4. PRODUCT SUSTAINABILITY

Sustainability is Array’s product mission, delivering innovation, value and optimized performance that speeds our customers’ transition from fossil fuels to renewables.

From our early days patenting the industry’s first solar tracker, 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’re building products that are ready for the most challenging conditions, from desert heat to Arctic cold. And 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.

Engineered Simplicity to Help Power the World

DuraTrack HZ v3’s efficient, adaptable and durable design makes it easier to go big on solar.



HIGHEST 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 24+ modules vs. multiple motors/battery packs



FAILURE-FREE 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

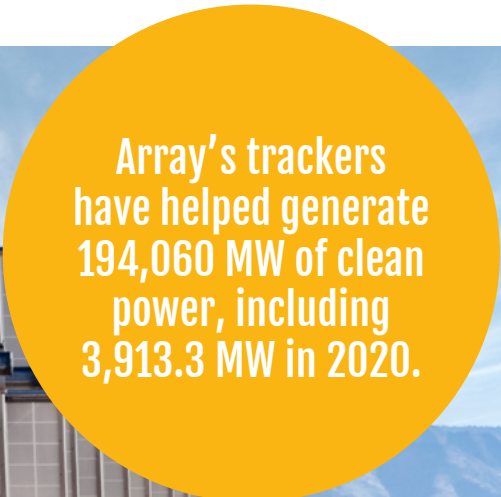
OUR ENVIRONMENTAL IMPACTS

In an industry that's literally changing the world, we're always changing for the better, driving continuous improvement to give our customers optimal power production, maximum durability and the ultimate efficient, trouble-free use. Through our focus on efficiency, we're driving positive environmental impact by generating clean power faster and more effectively than anyone else.

Designed for simplicity, our trackers use 167 times fewer components than their competition—meaning 167 fewer potential problems, quicker installation and zero scheduled maintenance over the typical 30-year product lifecycle. Array's trackers are also driven by durable motors instead of lithium batteries, with one motor controlling 24 or more modules—an arrangement

that saves cost and reduces both maintenance and waste. In the system's brain, our SmarTrack™ software adjusts module angles in response to weather and site conditions, achieving optimum energy production without the need for additional equipment, sensors and technical staff. Overall, our innovations help DuraTrack HZ v3 deliver the industry's highest field-proven uptime, highest power density, lowest operations and maintenance expense, and lowest cost of ownership.

To mitigate the physical impacts of our products and optimize the number of, we've taken steps to use recycled steel in their manufacture (see Nucor feature p. 28). And optimize the number of materials in our products that can be recycled at the end of their usable.



Array's trackers
have helped generate
194,060 MW of clean
power, including
3,913.3 MW in 2020.

CASE STUDY

ARRAY PRODUCTS MAKING A DIFFERENCE

In the heart of California's Central Coast, Array's DuraTrack HZ V3 solar trackers are making a difference in the craft beer industry, optimizing sunlight capture for a 2.1-MW solar array created for Firestone Walker Brewing Company. Located on 9.7 acres adjacent to the company's brewery and taproom in Paso Robles, it's one of the industry's largest on-site solar arrays, generating an annual **4,055 megawatt hours** (MWh) of electricity—enough to brew six million cases of beer while offsetting 3,000 MT of carbon emissions. Developed by REC Solar, Duke Energy Renewables, and RP Construction Services (RPCS), the array is one cog in Firestone Walker's ambitious [sustainability program](#), which also includes waste-steam recovery from brewing kettles, on-site water-reuse and treatment systems that save more than 40 million gallons annually, bulk grain delivery to eliminate packaging waste, and a program that recovers 10,000 tons of spent grain a year to feed local livestock.

In Texas, our trackers are helping the public utility Austin Energy move cost-effectively toward its planned exit from coal-fired power generation by year-end 2022. The utility's new 932-acre, 186-MW Pflugerville Solar Project in Travis County, created in partnership with RPCS, Recurrent Energy, Signal Energy, and E Light Electric, has already created more than 150 construction jobs from the Array installation alone. Once fully online, the facility will provide the Austin area with **clean energy to power nearly 27,000 homes**, along with permanent, long-term jobs for the local economy.

CASE STUDY

PACKAGING REUSE:
TO THE EARTH AND
BEYOND

At Neoen's 188-MW Coleambally solar farm in New South Wales, Australia, engineering, procurement and construction (EPC) firm Bouygues Energies & Services had an innovative idea: turning Array's untreated wood shipping pallets into wood-chip mulch that could beautify Coleambally's perimeter while contributing long-term soil nutrients. That kind of innovation is key to sustainability, and Array is committed to finding the best reuse and recycling strategies for packaging across our value chain.



CASE STUDY

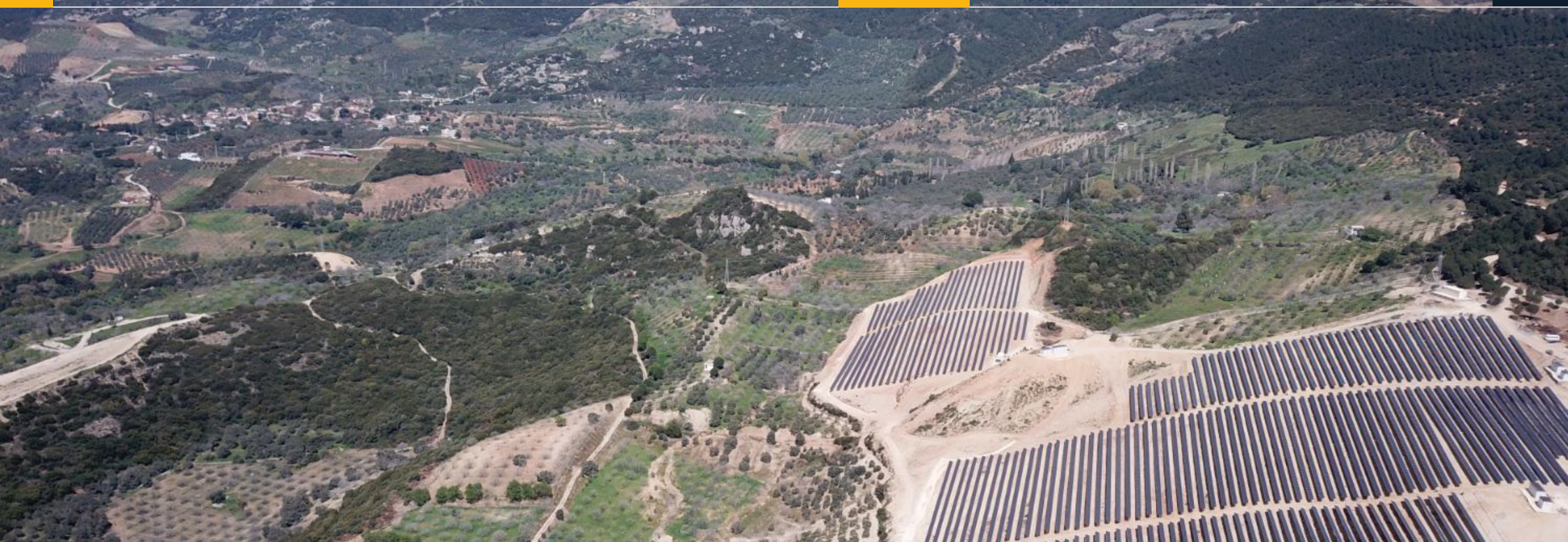
BOOSTING LAND-USE EFFICIENCY
THROUGH AGRIVOLTAICS

What if a single system could help feed the world, renew its ecosystems, and power its economies? That's the promise of agrivoltaics, which co-locates photovoltaic (PV) solar and agricultural production on the same acreage—generating power, growing food crops, and helping restore native habitat. [Oregon State University researchers](#) estimate that with sufficient investment, large-scale agrivoltaic installations could fill up to 20 percent of U.S. electricity needs, create more than 100,000 jobs in rural communities, and save 300,000 MTCO₂e annually.

Synergies between technology and agriculture lead to mutually beneficial results. By providing shade, solar modules can stabilize growing temperatures, reducing heat stress and increasing the growth of appropriate food crops or wildflowers/grasses while also reducing their irrigation needs. In turn, the plants support ecosystems by preventing soil erosion and increasing groundwater recharge, and wildflowers and grass can serve as habitat for pollinator species, helping restore threatened bee populations and potentially boosting the yields of nearby pollinator-dependent crops. As a cooling alternative to typical gravel groundcover, plantings improve the efficiency of solar arrays. Introducing grazing livestock widens the beneficial circle: feeding the animals while reducing groundcover maintenance needs, providing shade (which reduces the animals' water consumption), and supporting local dairy, meat and wool industries.

Array's single-axis solar tracking systems support agrivoltaics' synergistic goals by assuring optimal sunlight for both solar modules and the plants below. In late 2020, Massachusetts' first agrivoltaic project went online at a third-generation family farm in Monson. Designed by RP Construction Services (RPCS) and dubbed "Million Little Sunbeams," the system pairs Array's DuraTrack HZ v3 trackers with LONGi PERC bifacial modules that allow some light to pass through, then recapture energy reflected off the ground and crops below. Designed with 20-foot row spacing and a 10-foot height to allow tractor access, the system supplies power for the farm, with excess able to be sold back to the grid via the Solar Massachusetts Renewable Target (SMART) Program.





5 ENVIRONMENTAL INITIATIVES



5. ENVIRONMENTAL INITIATIVES

Promoting sustainability and reducing the environmental impact of fossil fuels has been at the center of Array’s mission since our founding in 1992. Today, we are a global leader in advancing the proliferation and productivity of solar technology, but we’re also conscious of our own operational impact on the planet. In 2020, we began collecting the data to help us further reduce Scope 1 and 2 emissions and water use at our facilities, and also laid the groundwork for Scope 3 emissions-reduction efforts across our ecosystem.¹

MEASURING AND MANAGING OUR ENVIRONMENTAL IMPACT

Array Technologies is committed to demonstrating continuous improvement in meeting our environmental objectives. Additionally, Array Technologies commits to adhering to all applicable government and industry regulations and to protecting the environment through the prevention of air and water pollution and the minimization of waste, water and energy consumption.

In 2021, our Albuquerque manufacturing facility we are in the process of implementing ISO14001 to enhance data collection and measure key environmental metrics, including company-wide Scope 1 and 2 emissions, energy/electricity consumed by our Albuquerque

operations, water consumed in our operations, and waste aluminum recycling. To measure our progress, we are using our 2020 measurements as our baseline.

Based on 2020 enhancements to our monitoring and measuring capabilities, we plan to initiate strategic actions in 2021–22 to reduce our environmental impacts. We also intend to begin measuring and addressing our Scope 3 emissions. To help reduce Scope 3 impacts from transportation and distribution, we are identifying opportunities to manufacture our products closer to our non-U.S. end-users, particularly in Europe and Asia.

¹ Scope 1: Direct GHG emissions from sources owned or controlled by Array. Scope 2: Indirect emissions produced by the generation of electricity purchased by Array. Scope 3: All other indirect emissions that occur in Array’s value chain, including extraction/production of purchased materials, transportation and distribution, etc

2020 CARBON AND ENERGY METRICS: ALBUQUERQUE FACILITY



Scope 1 **1,161 MT**

Scope 2
(gross location-based energy) **798 MT**

Scope 3
(gross market-based energy) **743 MT**

2020 GHG emissions²



1,712,000 KWH

Electricity consumption

² Location-based energy totals reflect the average emissions intensity of grids from which the company draws energy. Market-based totals reflect emissions from electricity that we have contracted to purchase from electric utilities.

AT OUR ALBUQUERQUE MANUFACTURING FACILITY, ARRAY HAS BEGUN TO IMPLEMENT THE ISO 14001 STANDARD AS OUR SYSTEMATIC APPROACH TO ENVIRONMENTAL MANAGEMENT AND TO DRIVE CONTINUOUS IMPROVEMENT TOWARD OUR GOALS.

2020 WATER AND WASTE METRICS: ALBUQUERQUE FACILITY



1,351,636 GALLONS

Water consumption



30,051 POUNDS

Aluminum waste recycled

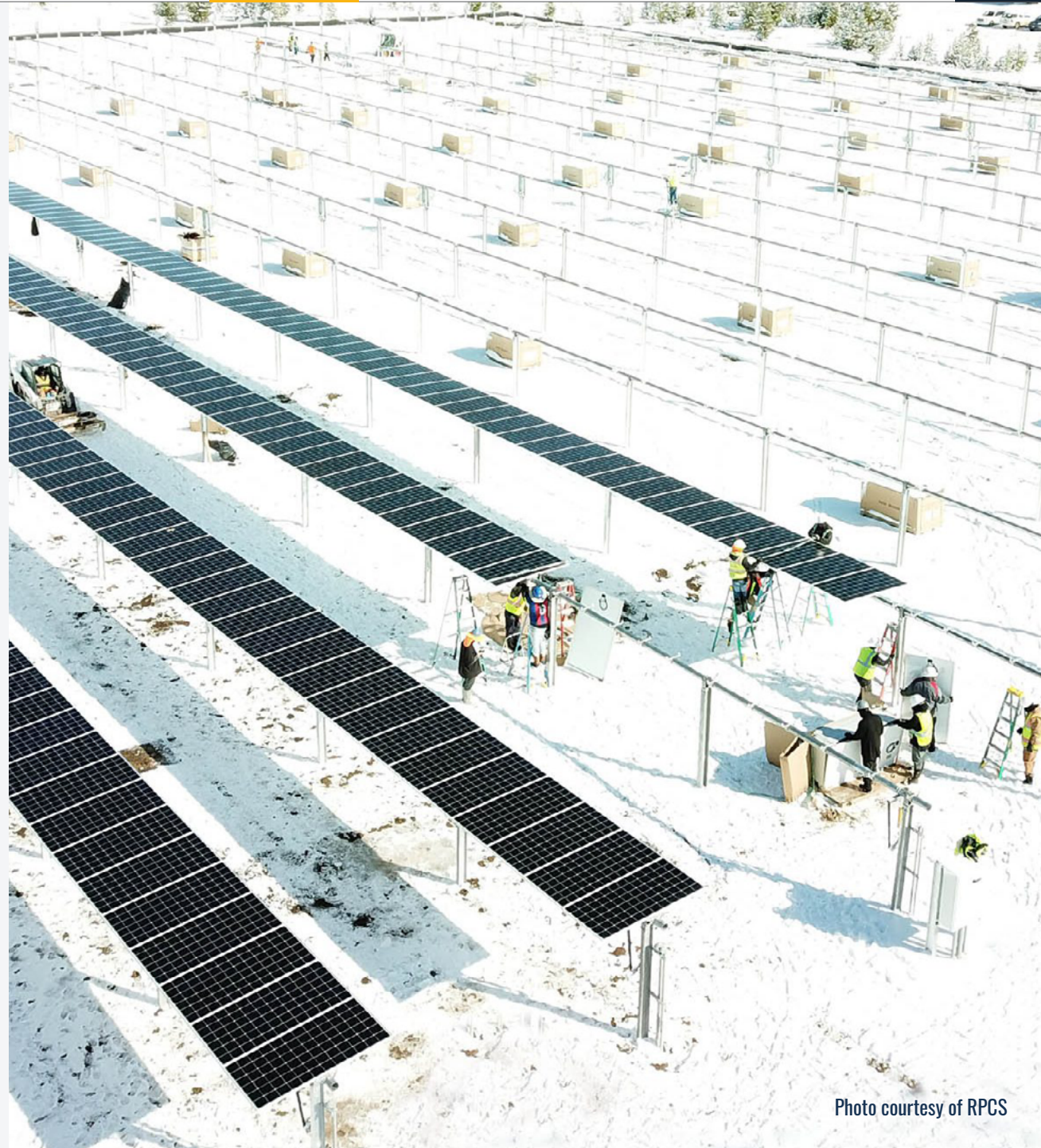


Photo courtesy of RPCS



6 OUR PEOPLE

6. OUR PEOPLE

Array Technologies 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 AND FOSTERING A GREAT WORK ENVIRONMENT

At Array, we believe the hours we spend in the office can and should be just as meaningful, satisfying and enjoyable as life off the clock. In support of that ideal, we're working to create a culture of gratitude, encouraging our people to use the "Array Café" reward, recognition and engagement platform to show appreciation for their peers. The tool makes saying "thank you" the best (and easiest) part of the day, with employees able to recognize peers and managers for demonstrating Array's Six Behaviors. Recognitions translate to "Gigbox" the recipient can spend in the real world or on Array swag.

Array Café also helps us recognize good work beyond our corporate walls. This year, as part of our "Share the Sunshine" contest, we asked our employees to nominate nonprofit organizations that are making a difference in our communities, with the winners receiving donations from Array.

- **Girls on the Run (GOTR) Rio Grande** won first place (\$5,000) for its after-school youth development program for girls, designed to emphasize the connection between physical and emotional health.
- **Adelante Development Center** won second place (\$3,000) for its work supporting people with disabilities, seniors and disadvantaged populations in local New Mexico communities. Array has also partnered with Adelante to source future Array team members.
- **Glass City Community Solar (GCCS)** took third place (\$2,000) for its work planning, designing, financing, installing and operating power systems to provide solar electricity and subsequent financial benefits to local lower- and middle-income communities. GCCS was created by University of Toledo students and staff in partnership with communities in Lucas County, Ohio.



DIVERSITY AND INCLUSION

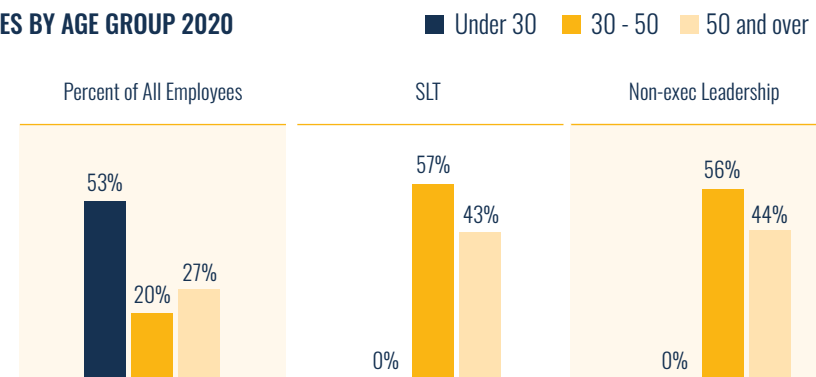
Our people are the key to our long-term success, from exceeding customer expectations to advancing the boundaries of what’s possible in solar technology. By embracing diversity and inclusion, we’re expanding the definition of success, creating a space where each of us can bring our true selves to the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

Our multi-year plan will create meaningful and measurable progress to advance diversity, equity and inclusion across Array Technologies and beyond. 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.

Commitments

- We will identify and hire diverse candidates and expand learning resources to achieve diverse workforce metrics.
- We will evaluate and analyze our supplier relationships to address economic inequality in our supply chain.
- We will listen to employee feedback, amplify underrepresented voices and take action to meet our teams’ needs.

EMPLOYEES BY AGE GROUP 2020



GENDER REPRESENTATION 2019–2020

	Percent of All Employees		Senior Leadership Team		Non-exec Leadership		Board	
	2019	2020	2019	2020	2019	2020	2019	2020
Female	27%	28%	19%	29%	-	21%	-	11%
Male	73%	72%	81%	71%	-	79%	-	89%

RACIAL AND ETHNIC REPRESENTATION 2020

Population	RACIAL AND ETHNIC DIVERSITY						
	American Indian / Alaskan Native	Asian	Black / African American	Hawaiian / Pacific Islander	Hispanic / Latino	Two or More Races	White (non-Hispanic)
All employees	11%	8%	5%	0%	37%	4%	35%
SLT	0%	14%	0%	0%	0%	0%	86%
Non-Exec Leadership	0%	13%	0%	2%	4%	8%	73%

TALENT DEVELOPMENT

Attracting and retaining employees with the right skills and aptitudes remains a constant priority as we work toward achieving Array's business goals. To help assure the most talented workforce, we follow a talent management and development strategy based on building leadership capabilities, creating a responsible management culture, pursuing continuous learning, and recognizing and rewarding performance.

Our program focuses on three performance development pillars:



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



Array's Six Behaviors: We apply the Array's Six Behaviors in everything we do, focusing not only on achieving results, but on how we achieve them.



Individual development plans: We work with our employees to create plans that support their career growth in alignment with our 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.

EMPLOYEE HEALTH AND SAFETY

Array Technologies maintains rules and procedures designed to create and maintain a safe and healthy workplace, free from known or recognized potential hazards. For 2020, we posted a total recordable incident rate (TRIR) of 1.47.

Array employees receive safety training appropriate to their duties, are required to refresh their training annually, and are encouraged to report any unsafe work practices or safety hazards/violations encountered on the job. By integrating health, safety and environmental considerations into all aspects of our business, we can protect our people and the environment, drive compliance with all applicable regulations, accelerate productivity and achieve sustainable growth.

ARRAY'S QUALITY POLICY

We strive to improve quality and increase customer satisfaction by applying Array's Six Behaviors, complying with applicable requirements, and focusing on a continuous improvement culture.

ARRAY'S OCCUPATIONAL HEALTH AND SAFETY POLICY

Array Technologies is committed to safeguarding our employees through training, provision of appropriate work surroundings and application of health and safety procedures. Employees are encouraged to 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. Array Technologies makes every reasonable effort to provide a safe and healthful workplace free from any recognized or known potential hazards. Array seeks best safety practices and employee feedback to improve the workplace for everyone. Employee engagement and continuous training are the foundation of instilling and procuring a positive, safe and secure workplace.

COMMITMENT TO SAFETY: A LETTER FROM JIM FUSARO

Array Technologies Inc. recognizes that our people drive our business, and we remain committed to protecting their wellbeing by providing effective safety and health policies, comprehensive training, and a safe and healthful work environment. We subscribe to the principle that all accidents are preventable through the proper implementation of these policies and programs, supported by employees reporting any unsafe work practices or safety hazards they encounter on the job.

Accident prevention is just good business. It minimizes human suffering, creates better working conditions for everyone, deepens customers' regard for our company and increases productivity. That's why Array Technologies complies with all applicable safety and health regulations and requires our employees to do the same. Our safety program and policies apply to all employees and persons affected by or associated in any way with the scope of our business, and maintaining effective safety and health controls is a major part of our work every day. Management is committed to providing our employees with the safest possible workplace and all the resources needed to promote and implement our safety policies, and we continuously monitor safety and health performance, working environment and working conditions. We always keep lines of communication open with our people regarding safety and health matters, and welcome their comments, information, suggestions and assistance.

Safety and health are a team effort, requiring that everyone at Array be involved and committed to continual improvement as it relates to safety awareness and performance. Together, we can prevent accidents and injuries and keep each other safe and healthy.

Jim Fusaro

CEO, Array Technologies Inc.



RESPONDING TO COVID-19

When the COVID-19 crisis began in early 2020, Array mobilized a sustainable plan that has allowed us to protect and support our employees and communities while also meeting our global commitments to provide critical solar tracking technology.

We met stay-at-home orders with a plan to immediately transition more than 150 employees to a work-from-home model. To protect the 200-plus essential workers who remained on-site, we staggered shifts and breaks to reduce crowding, shortened shifts while guaranteeing regular eight-hour pay, modified workspaces to ensure social distancing and scheduled half an hour between all shifts to disinfect workspaces. We accommodated all employee requests for flexible work arrangements, fully covered COVID testing costs, paid 100% of COVID-related medical bills, offered paid time off for employees suffering from COVID or maintaining quarantine after exposure and increased employee access to Teledoc and mental health services.

As a result of these and other measures, Array was able to maintain both our operations and our employees' hours and pay. In fact, between early 2020 and June 2021, we grew our total employee headcount by more than 70%. To all of our team members who continue to work tirelessly across the globe to keep essential services running: Thank you.

CASE STUDY

SUPPORTING LOCAL BUSINESSES DURING COVID-19

Throughout the COVID-19 pandemic, Array has extended our circle of support beyond our own employees to include the communities where we live and work. When catering meals for our production staff, we've used local restaurants whenever possible—including Gino's New York Style Pizza of Albuquerque, whose owner has credited Array with helping him make payroll and keep the doors open during some of the pandemic's hardest months. Array is proud of our close ties to the community and determined to support local businesses affected by the crisis.





7 GOVERNANCE, ETHICS AND INTEGRITY

7. GOVERNANCE, ETHICS 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.

GOVERNANCE AND BOARD

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. Our independent Audit Committee reviews and oversees company sustainability processes, and our independent Compensation Committee's duties include assisting the full Board in its oversight of human capital management.

Array Technologies, Inc. (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. As of May of 2021, Array's nine-member board exceeds the exchange's minimum diversity standard with 44% POC directors. The board's gender breakdown is 89% male versus 11% female.



ARRAY'S SIX BEHAVIORS

Array's Six Behaviors model the qualities and core values that drive continuous improvement across our culture and operations.

- 1 Growth and Customer Focus:** Delivering world-class quality, value and service every day to our customers and valuable stakeholders
- 2 Getting Results:** Acting with dependability and accountability by taking educated risks that drive breakthrough performance
- 3 Leadership:** Modeling passion, skill, courage and respect to achieve and inspire greatness
- 4 Effective Communication:** Meeting objectives by bringing order, clarity, precision and active listening to all communications
- 5 Teamwork and Diversity:** Mobilizing diverse capabilities and perspectives to capture new ideas and opportunities
- 6 Functional Excellence:** Challenging yourself and others to pursue continuous growth in your role and understand your function's impact on financial performance

ETHICS AND INTEGRITY

It is the policy of Array Technologies to conduct business in an open, honest and ethical manner, applying 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) and the UK Bribery Act 2010, applies to all individuals working at all levels of Array Technologies 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 policy. Array validates compliance by requiring annual FCPA training, which is tracked in our learning management system. 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.

Internally, Array's employees are also required to comply with policies on protecting personal data, avoiding conflicts of interest, adhering to anti-money laundering regulations, and respecting human rights, among others. Our [Human Rights Policy](#) expresses 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. The policy communicates to our suppliers and business partners our expectations around legal compliance, fair treatment, and equal opportunity and diversity, and prohibits all forms of child labor and forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking.

CYBERSECURITY AND DATA PRIVACY

Array Technologies 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.

Cybersecurity threats have evolved to the level of a national security issue. As business inter-connectivity and the increasing digitization of supply chains broadens the threat landscape, innovative bad actors are adopting artificial intelligence (AI) and automation as part of their malicious arsenal. This raises the stakes for every enterprise, including Array, prompting the need to innovate and adapt accordingly.

Effective cybersecurity is a posture and a journey, not a destination. In response, Array has adopted a best-in-class cybersecurity framework and is continually evolving and adapting our security architecture, resiliency, and response and recovery processes. Our cybersecurity program continues to mature through continuous planning and innovation, along with calculated investments in people, processes, technology and strategic partnerships.



STRENGTHENING THE SUSTAINABILITY OF OUR SUPPLY CHAIN

Sustainability is measured not just in a company's own practices, but in the standards to which it holds its suppliers and other partners. Array's [Supplier Code of Conduct](#) outlines our values and expectations.

Going further, we have begun looking beyond our own Scope 1 and 2 emissions to also measure the significant Greenhouse Gas (GHG) impacts of our upstream supply chain. We are committed to expanding our GHG inventory over the coming year to incorporate these Scope 3 supply-chain-related emissions, and we are working to expand strategic partnerships with suppliers that share our sustainability vision. For example, on August 31, 2021, Array Technologies announced that we have entered into a multi-year supply arrangement with POSCO, one of the world's largest steelmakers, to diversify and strengthen our global supply chain. POSCO is the first Asian steelmaker to commit to carbon neutrality to build toward a clean-energy economy.

Beyond the steel and aluminum that go into our products, we also employ certain minerals that have been known to finance armed conflict in the Democratic Republic of the Congo and adjoining countries. To assure that Array is not indirectly funding the humanitarian and environmental abuses of these groups, our recently updated [Conflict Minerals Policy](#) outlines Array's expectations to ensure our suppliers adhere to our high ethical standards and keep our supply chain free of conflict minerals.

CASE STUDY

NUCOR: GREEN STEEL FOR A GREEN FUTURE

Sustainability is most impactful when it's holistic, extending beyond a company's walls to the practices of its upstream and downstream stakeholders. In May 2021, Array Technologies increased the sustainability of our supply chain by partnering with Nucor Corporation, the leader in U.S. steel recycling, to supply torque tubes and rolled steel for certain product components and support the development of next-generation components.

Every year, Nucor converts more than 20 million tons of scrap metal into new steel. Compared to the production of virgin steel, high recycled-content steel accounts for 97% less mining waste, 86% less air pollution, and 76% less water pollution. Through recycling, the steel industry saves enough energy annually to power [18 million](#) homes, and Nucor takes that ethos to the next level by investing heavily in solar and other renewables, including a 15-year virtual power purchase agreement supporting the construction of a 250-MW solar facility in Texas.





8 LOOKING AHEAD

8. LOOKING AHEAD

For 30 years, our innovations have made us a leader in the solar industry, but we're not done. As Array founder Ron Corio says, right now we're in version 2.0 of the solar energy revolution, and we want to be a driving force in shifting to version 3.0—a future where ubiquitous renewable energy powers our grids and keeps the global economy humming. To help unlock this brighter, smarter future, Array will continue pushing the envelope on evolving solar solutions, including energy storage. It's the next frontier that we're looking forward to tackling.

At the same time, Array will be working to improve our own corporate ESG performance. In 2022, we will continue monitoring our Scope 1 and 2 emissions, work toward establishing company-wide Scope 1 and 2 reduction goals, and clarify our ambitions around Scope 3 value chain emissions. We will also continue efforts to drive diversity and equity deeper into our culture and formulate goals to propel that evolution.





9 APPENDIX

I 9. APPENDIX

ABOUT THIS REPORT

This is Array Technologies' inaugural ESG report. To develop this report, we used multiple frameworks and guidelines such as the Sustainable Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI) Reporting Standards. Unless otherwise noted, the scope of information in this report is limited to calendar year 2020. To increase our transparency and share year-over-year progress and updates, Array will publish ESG reports on an annual basis.

SASB AND GRI CONTENT INDEX

The following table covers the Global Reporting Initiative's ("GRI") Sustainability Reporting Standards and Disclosures found in our ESG Report, 2020 Annual Report, and/ or company website. We have also elected to report to the Sustainable Accounting Standards Board (SASB): Solar Technology and Project Developers Standard. SASB connects business and investors on the financial impacts of sustainability. Unless otherwise noted, all data and descriptions apply to our entire company. We do not currently disclose all metrics included in the Standard, but we will continue to evaluate them in the future. All data provided is for the year ended December 31, 2020, unless otherwise noted.



Disclosures	Description	Disclosure or Reference Section
GRI General Disclosures [2016]		
GRI 102-1	Name of the organization	Array Technologies, Inc. [NASDAQ ARRY]
GRI 102-2	Activities, brands, products, and services	Array Technologies, Inc. website Array Technologies Investor Presentation See Annual Report 2020 Form 10-K
GRI 102-3	Location of headquarters	We are a U.S. company and our headquarters and principal manufacturing facility are in Albuquerque, New Mexico.
GRI 102-4	Location of operations	Report Section: Array Operations and Value Chain
GRI 102-5	Ownership and legal form	Publicly listed company on NASDAQ Incorporated in Delaware See Annual Report 2020 Form 10-K
GRI 102-6	Markets served	See Annual Report 2020 Form 10-K
GRI 102-7	Scale of the organization	Report Section: Array Operations and Value Chain
GRI 102-8	Information on employees and other workers	Report Section: Diversity and Inclusion
GRI 102-10	Significant changes to the organization and its supply chain	Report Section: Our Company
GRI 102-12	External initiatives	Report Section: Environmental Initiatives
GRI 102-13	Membership of associations	Report Section: Memberships and Associations
GRI 102-14	Statement from senior decision-maker	Report Section: Message from Leadership

GRI 102-16	Values, principles, standards, and norms of behavior	Report Section: Array's Core Values, Ethics and Integrity, Conflict Minerals Policy Clawback Policy Executive and Director Stock Ownership Guidelines Export Control and Sanctions Compliance Policy Statement Human Rights Policy and Supplier Code of Conduct Insider Trading Policy Regulation FD Policy Related Party Transactions Policy Whistleblower Policy Anti-Bribery and Anti-Corruption Policy
GRI 102-17	Mechanisms for advice and concerns about ethics	Report Section: Ethics and Integrity
GRI 102-18	Governance structure	Report Section: Governance and Board
GRI 102-22	Composition of the highest governance body and its committees	Report Section: Governance and Board
GRI 102-41	Collective bargaining agreements	See Annual Report Form 10-K : "None of our employees are represented by a labor union"
GRI 102-50	Reporting period	January 1, 2020 - December 31, 2020
GRI 102-51	Date of most recent report	This is Array's Inaugural ESG report.
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	contact@arraytechinc.com

Disclosures	Description	Disclosure or Reference Section
GRI Topic Specific Disclosures		
WATER [2018]		
GRI 103-1	Explanation of the material topic and its Boundary	Report Section: Environmental Initiatives
GRI 303-5 SASB RR-ST-140a.1	Water Consumption	Report Section: 2020 Carbon and Energy Metrics
EMISSIONS [2016]		
GRI 103-1	Explanation of the material topic and its Boundary	Report Section: Environmental Initiatives
GRI 305-1	Direct (Scope 1) GHG emissions	Report Section: 2020 Carbon and Energy Metrics
GRI 305-2 SASB RR-ST-130a.1 SASB RR-ST-000.A	Indirect (Scope 2) GHG emissions Energy Management in Manufacturing Total capacity of photovoltaic (PV) solar modules produced	Report Section: 2020 Carbon and Energy Metrics, Our Environmental Impacts
WASTE [2020]		
GRI 103-1	Explanation of the material topic and its Boundary	Report Section: Environmental Initiatives, Our Environmental Impacts
GRI 306-3	Waste generated	Report Section: 2020 Water and Waste Metrics: Albuquerque Facility
GRI 306-4 SASB RR-ST-410b.2	Waste diverted from disposal	Report Section: 2020 Water and Waste Metrics: Albuquerque Facility
SASB RR-ST-410b.1	Percentage of products sold that are recyclable or reusable	Report Section: 2020 Water and Waste Metrics: Albuquerque Facility

Disclosures	Description	Disclosure or Reference Section
GRI Topic Specific Disclosures		
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 Report Section: Commitment to Safety: Letter from Jim Fusaro
GRI 403-5	Worker training on occupational health and safety	Report Section: Employee Health and Safety
GRI 403-6	Promotion of worker health	Report Section: Responding to COVID-19
DIVERSITY AND EQUAL OPPORTUNITY [2016]		
GRI 103-1	Explanation of the material topic and its Boundary	Report Section: Diversity and Inclusion
GRI 405-1	Diversity of governance bodies and employees	Report Section: Diversity and Inclusion

This report contains forward-looking statements that are based on our management's beliefs and assumptions and on information currently available to our management. Forward-looking statements involve risks and uncertainties, which may cause results to materially differ from those set forth in the statements. The forward-looking statements may include information concerning our projected future goals, results of operations, business strategies, and industry and regulatory environment. Forward-looking statements include statements that are not historical facts and can be identified by terms such as "anticipate," "believe," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "seek," "should," "will," "would" or similar expressions and the negatives of those terms. Forward-looking statements should be evaluated together with the risks and uncertainties that affect our business and operations, particularly those described in more detail in the Company's most recent Annual Report on Form 10-K and other documents on file with the SEC, each of which can be found on our website www.arraytechinc.com. Except as required by law, we assume no obligation to update these forward-looking statements, or to update the reasons actual results could differ materially from those anticipated in these forward-looking statements, even if new information becomes available in the future.

Topics that may be deemed material under the SASB Standards and/or the GRI Standards are not necessarily material for purposes of the U.S. federal securities laws or for other purposes. For additional information on the SASB Standards and the GRI Standards, please visit their respective websites.

Certain of the data contained in this report is based on assumptions and estimates. Actual results may differ from the data presented.



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