

## FY2023 ESG & SUSTAINABILITY DATA DISCLOSURES

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 regularly identify the sustainability and 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 that pose the greatest risks and opportunities to our business, and communicating transparently on how we drive good governance into every function.

We have had a clear framework for our sustainability strategy informed through the lens of stakeholder materiality. In 2022, we conducted our inaugural materiality assessment by engaging key stakeholders to understand areas of sustainability risk and opportunity for our business and for society. We met with employees across the organization, including our STI Norland colleagues, along with members of the board, investors, and suppliers to determine the priority areas of our strategy.

Energy Management	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Electricity Consumption (kWh)	2,796,812	11%	GRI 302: Energy 2016 302-1	SASB RR-ST-130a.1, RT-EE-130a.1
Percentage of energy from renewable resources	31%	24%	GRI 302: Energy 2016 302-1	SASB RR-ST-130a.1, RT-EE-130a.1

Water Management	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Water Consumption (gallons)	1,477,049	26%	GRI 303: Water and Effluents 2018 303-5	RR-ST-140a.1

Waste Management	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Wood Waste (recycled) (kg)	13,560	-90%	GRI 306: Waste 2020 306-4	N/A
Aluminium Waste (recycled) (kg)	1,505,640	-14%	GRI 306: Waste 2020 306-1	N/A
Cardboard Waste (recycled) (kg)	113,869	70%	GRI 306: Waste 2020 306-4	N/A
Steel Waste (recycled) (kg)	674,377*	120%	GRI 306: Waste 2020 306-4	N/A
Plastic Waste (recycled) (kg)	694	-35%	GRI 306: Waste 2020 306-4	N/A

Waste Management (Cont.)	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Hazardous Waste (recycled) (kg)	3,164	1708%	GRI 306: Waste 2020 306-4	RR-ST-150a.1, RT-EE-150a.1
Hazardous Waste (not recycled) (kg)	595	N/A	N/A	RR-ST-150a.1, RT-EE-150a.1

\*Where the weight of recycled steel was not documented at our Brazil locations, the estimated weight equivalence was calculated by multiplying the length of recycled steel sold by an average density of 9.18 kilograms per cubic meter.

Workforce Demographics	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Number of Employees	1,028	-1%	GRI 2: General Disclosures 2021 2-1	N/A
Total Workforce Female Representation	29%	45%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Percentage of Employees in the United States	49%	-8%	GRI 2: General Disclosures 2021 2-7	N/A
Percentage of Employees in Europe	28%	17%	GRI 2: General Disclosures 2021 2-7	N/A
Percentage of Employees in South America	23%	0%	GRI 2: General Disclosures 2021 2-7	N/A



Gender Representation	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
<b>Total Workforce</b>				
Total Workforce Male Representation	71%	-11%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
<b>Leadership</b>				
Female Representation of Leadership (all people leaders)	32%	14%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Male Representation of Leadership (all people leaders)	68%	-6%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
<b>Non-Executive Leadership</b>				
Male Representation of Non-Executive Leadership	66%	-10%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Female Representation of Non-Executive Leadership	34%	26%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
<b>Board of Directors</b>				
Board Female Representation	22%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A

Race/Ethnic Diversity	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
<b>Total Workforce</b>				
U.S. Workforce Percentage White	40%	3%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Workforce Percentage Asian	10%	25%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Workforce Percentage Hispanic/Latino	31%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Workforce Percentage Black or African American	6%	-14%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Workforce Percentage Native American or Alaskan Native	9%	-10%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A

Race/Ethnic Diversity (Cont.)	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
<b>Total Workforce</b>				
U.S. Workforce Percentage Native Hawaiian or Pacific Islander	less than 1%	-88%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Workforce Percentage Two or More Races	4%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Workforce Percentage Not Specified	0%	-100%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
<b>Leadership</b>				
U.S. Leadership Percentage White	59%	-12%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Asian	12%	50%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Hispanic/Latino	21%	31%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Black or African American	4%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Native American or Alaskan Native	0%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Native Hawaiian or Pacific Islander	0%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Two or More Races	4%	-20%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Leadership Percentage Not Specified	0%	N/A	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
<b>Non-Executive Leadership</b>				
U.S. Non-Executive Leadership Percentage White	57%	-14%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Non-Executive Leadership Percentage Asian	11%	57%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Non-Executive Leadership Percentage Hispanic/Latino	25%	25%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A

Race/Ethnic Diversity (Cont.)	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
<b>Non-Executive Leadership</b>				
U.S. Non-Executive Leadership Percentage Black or African American	3%	50%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Non-Executive Leadership Percentage Native American or Alaska Native	0%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Non-Executive Leadership Percentage Native Hawaiian or Pacific Islander	0%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Non-Executive Leadership Percentage Two or More Races	4%	0%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
U.S. Non-Executive Leadership Not Specified	0%	N/A	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A

Age Diversity	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
<b>Total Workforce</b>				
Global Workforce Percentage Under 30 Years Old	22%	-33%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Global Workforce Percentage 30-50 Years Old	57%	4%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Global Workforce Percentage Over 50 Years Old	21%	75%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
<b>Leadership</b>				
Leadership (All People Leaders) Percentage Under 30 Years Old	6%	500%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Leadership (All People Leaders) Percentage 30-50 Years Old	67%	-3%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Leadership (All People Leaders) Percentage Over 50 Years Old	27%	-10%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A

Age Diversity	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
<b>Non-Executive Leadership</b>				
Non-Executive Leadership Percentage Under 30 Years Old	6%	-67%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Non-Executive Leadership Percentage 30-50 Years Old	71%	25%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A
Non-Executive Leadership Over 50 Years Old	23%	-8%	GRI 405: Diversity and Equal Opportunity 2016 405-1	N/A

Employee Turnover	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Total Annual Employee Turnover	29%	-33%	GRI 401: Employment 2016 4-1	N/A
Total Annual Voluntary Turnover	14%	N/A	N/A	N/A

Employee Health and Safety	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Total Recordable Incident Rate (TRIR)	2.87	-27%	GRI 403: Occupational Health and Safety 2018 403-9	N/A
Fatalities	0	N/A	GRI 403: Occupational Health and Safety 2018 403-9	N/A



Governance	2023	% Change 2022- 2023	GRI Standard Reference Code	SASB Standard Reference
Incidents of non-compliance concerning product and service information and labeling	0	0%	GRI 417: Marketing and Labeling 2016 417-2	N/A
Incidents of non-compliance concerning marketing communications	0	0%	GRI 417: Marketing and Labeling 2016 417-3	N/A
Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0%	GRI 418: Customer Privacy 2016 418-1	N/A
Total amount of monetary losses as a result of legal proceedings associated with product safety	0	0%	GRI 418: Customer Health and Safety 2016 416-2	RT-EE-250a.2
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	0	0%	N/A	RT-EE-510a.3
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0	0%	N/A	RT-EE-510a.2

For more information, please visit [www.arraytechinc.com/ESG](http://www.arraytechinc.com/ESG) or email: [ESG@arraytechinc.com](mailto:ESG@arraytechinc.com).

**ABOUT THIS DISCLOSURE** Unless otherwise noted, the data and disclosures presented in this disclosure represents our entire corporate footprint for Array Technologies Inc. (NASDAQ: ARRAY) and covers the reporting period for the 2023 Fiscal Year (January 1 – December 31, 2023). The disclosure details sustainability-related performance aligned with standards such as the International Sustainability Standards Board (ISSB formerly SASB), the IFRS S2 Climate-Related Disclosures (formerly TCFD), and the Global Reporting Initiative (GRI). This report has not undergone external assurance.

**ABOUT THIS DISCLOSURE** 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](http://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.