

2023 ARRAY SUSTAINABILITY EXECUTIVE SUMMARY FISCAL YEAR 2023 SUSTAINABILITY DISCLOSURES

Our 2023 ESG Data Disclosures have been prepared to further Array's responsibility and transparency as a sustainability leader in the American solar manufacturing industry. Providing reliable information that can be traced year-over-year is a key focus as we strive to continue our sustainability progress.

- **Renewable Electricity Usage:** Increased renewably sourced electricity in operations to 29%, up from 25% the previous year.
- **Employee Safety:** Achieved a 27% reduction in total recordable incident rate (TRIR) from the previous year through enhanced employee safety training and policies.
- **Emission Reductions:** Continued to drive down direct emissions intensity through renewable energy sourcing and operational efficiency.
- **Diversity and Inclusion:** Made notable progress in recruiting diverse candidates within middle management roles, advancing towards its 2025 goals.
- **Ethics and Cybersecurity:** Strong compliance performance across business ethics and cybersecurity procedures.
- **Supply Chain Engagement:** Enhanced supplier engagement to improve supply chain data and due diligence.

For more information, please visit www.arraytechinc.com/ESG or email: ESG@arraytechinc.com.

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.

2025 SUSTAINABILITY GOALS

In our fourth year of formal sustainability reporting, we are pleased to share our progress on key sustainability topics that we outlined at the onset of our strategy. Informed by our materiality assessment and aligned with our leading stakeholders, we've worked to improve many areas of our strategy that we believe are not only important for our stakeholders but are important to our business success. We look forward to sharing additional updates as we work towards the completion of these goals by year end 2025.

Goal	2021 Baseline	2025 Target	2023 Performance	Goal Status
Sell an additional 90 GW of solar power by year-end 2025	0 GW	90 GW	39 GW Deployed in Total, 15 GW Deployed in 2023	In Progress
Reduce direct emissions intensity 30% from baseline year 2021 by year-end 2025.	3.2 MT CO2e/SMM Revenue	2.4 MT CO2e/SMM Revenue	1.1 MT CO2e/SMM Revenue	Goal Achieved
Source 50% of our direct energy consumption from renewable energy sources by year-end 2025.	25%	50%	29%	In Progress
Achieve TRIR of <1.5 by year-end 2025.	2.2	1.5	2.9	In Progress
Increase total workforce female representation by 10% from baseline year 2021 by year-end 2025.	28%	38%	29%	In Progress
Increase non-executive management racial and ethnic minority representation 10% from baseline year 2021 by year-end 2025.	31%	41%	40%	In Progress
Increase board female representation 22% from baseline year 2021 by year-end 2025.	11%	22%	22%	Goal Achieved

EXPLORE MORE

To learn more about our Array's sustainability performance, please see our full disclosures as well as other helpful resources on our website.

- [Sustainability Website](#)
- [2023 Sustainability Disclosure](#)
- [2022 Sustainability Disclosure](#)
- [Corporate Governance Policies](#)
- [Executive Team](#)
- [Board of Directors](#)

