ARRAY

MATERIALITY ASSESSMENT 2022

PRIORITY	THEME	TOPIC	TOPIC DESCRIPTION
PRIORITIZE	Environmental	Greenhouse Gas Emissions and Climate Risks and Opportunities	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.
PRIORITIZE	Environmental	Product Safety and Quality	Product durability and quality, exposure to possible product safety concerns, quality management efforts in manufacturing practices.
PRIORITIZE	Environmental	Water Management	Water use, withdrawal, intensity, and disposal across Array's operations. Management of water risks and scarcity in the areas where Array operates.
PRIORITIZE	Social	Human Capital Management	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.
PRIORITIZE	Social	Diversity, Equity, and Inclusion	Diversity, equity, and inclusion across Array's workforce and maintaining an environment where employees feel welcomed, respected, supported, and valued to participate and succeed.
PRIORITIZE	Social	Supply Chain Management and Responsible Sourcing	Management, monitoring, and engagement efforts for suppliers through regulatory compliance procedures and auditing processes. Cultivating vendor relationships and consideration of diversification of suppliers.
PRIORITIZE	Social	Employee Health and Safety	Array employees' health and safety throughout daily operations; efforts to improve economic well-being of employees.
PRIORITIZE	Governance	Industrial Cybersecurity and Data Privacy	The protection of industrial control systems from threats of cyber attackers, including asset inventory and threat detection.
PRIORITIZE	Governance	Lobbying and Advocacy	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.

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MANAGE	Environmental	Energy Management	Array's total energy use and efficiency, including use of renewable energy sources across its operations.
MANAGE	Environmental	Protection of Natural Resources, Biodiversity, and Land Use	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.
MANAGE	Social	Employee Engagement and Well-being	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.
MANAGE	Social	Solar Justice/Energy Affordability	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.
MANAGE	Social	Community Engagement	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.
MANAGE	Governance	Board Diversity and Independence	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.).
MANAGE	Governance	Ethical and Transparent Business Practices	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.
MONITOR	Environmental	Waste Management	Management of waste from Array's operations and inventory, waste generation, and disposal practices. This includes measures to reduce, reuse, and recycle waste.
MANAGE	Social	Product Marketing	Consumer engagement and education on Array's products through communication, certifications, and marketing.

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