

ESG GOALS & PROGRESS 2022

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.

Environmental

PERFORMANCE METRIC	2021 BASELINE METRIC	2025 GOAL	2022 PERFORMANCE	STATUS
SOLAR ENERGY DEPLOYMENT				
Gigawatt Solar Energy Sold (GW)	0 GW	Sell an additional 90 GW of solar power by year-end 2025	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.
CLIMATE ACTION				
Direct (Scope 1 + 2) Greenhouse Gas Emissions Intensity (MT CO2e/SMM Revenue)	3.2 MT CO2e/SMM Revenue	Reduce direct emissions intensity 30% from baseline year 2021 by year-end 2025.	0.63 MT CO2e/SMM 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.
ENERGY MANAGEMENT				
Percent Renewable Energy in Operations (%)	22-26%	Source 50% of our direct energy consumption from renewable energy sources by year-end 2025.	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.

Social

PERFORMANCE METRIC	2021 BASELINE METRIC	2025 GOAL	2022 PERFORMANCE	STATUS
EMPLOYEE HEALTH & SAFETY				
Total Recordable Incident Rate (TRIR)	2.18	Achieve TRIR of <1.5 by year-end 2025.	3.95 (+1.77)	<p>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.</p>
DIVERSITY, EQUITY, & INCLUSION				
Total Workforce Female Representation (%)	28%	Increase total workforce female representation by 10% from baseline year 2021 by year-end 2025.	20% (-8%)	<p>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.</p>
DIVERSITY, EQUITY, & 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.	34% (+3%)	<p>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.</p>

Governance

PERFORMANCE METRIC	2021 BASELINE METRIC	2025 GOAL	2022 PERFORMANCE	STATUS
BOARD COMPOSITION				
Board Female Representation (%)	11%	Increase board female representation 22% from baseline year 2021 by year-end 2025.	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.

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.

