

MESSAGE FROM LEADERSHIP

2022

LETTER FROM THE CEO

2022 has been a year of tremendous growth for Array and the clean energy industry. With climate action at the center of our entire business strategy, our company has grown in step with the global shift toward renewable energy. As changing customer preferences and increased economic and environmental volatility continue to threaten traditional energy sources, the use of our durable and high-quality solar trackers has never been greater. Our trackers are designed to withstand the harshest conditions on the planet, and they are increasingly important to providing consumers with consistent and secure access to power. We are well positioned to be a key player in the global march toward a clean energy future and to join the global business community in addressing some of the greatest challenges of our time.

Our goal is to provide current generations with energy sources they can depend on and reduce climate-related risks for future generations. In 2022, we addressed the current and future demand for renewable energy by focusing on international expansion and global community engagement. In addition to becoming a signatory of the UN Global Compact and endorsing the UN Global Compact CEO water mandate, we acquired Soluciones Técnicas Integrales Norland (STI Norland), making us a global leader in solar tracking technology. We invested in integrating our two strong organizations, and we used this transformational time as an opportunity to further embed sustainability into our business, advance our operational excellence, and strengthen our commitment to environmental and social responsibility.



Kevin Hostetler | Chief Executive Officer

“ Our goal is to provide current generations with energy sources they can depend on and reduce climate-related risks for future generations. In 2022, we addressed the current and future demand for renewable energy by focusing on international expansion and global community engagement. ”

As we continue to expand globally, our commitment to our improved mission and values will differentiate us from our competition and guide our company culture. Our investment in aligning the organizational values of STI Norland and Array will allow us to leverage our strong global presence to advance the clean energy future that our world deserves. It has been a true pleasure to watch the company grow and evolve over the past year, and I look forward to the new opportunities for our company and this industry ahead. We have a major part to play in the energy transition and will continue to find ways to expand both our handprint and footprint to achieve a greater impact.



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.

MESSAGE FROM LEADERSHIP

2022

LETTER FROM ESG LEADERSHIP

This last year was pivotal for Array in so many ways. In addition to acquiring STI Norland, we worked tirelessly to operationalize our ESG strategy to further define our corporate culture and make sustainability the way we work. Following our first materiality assessment, we heard our stakeholder priorities clearly and the need to excel at ESG strategy as a key member of the renewable energy value chain. We identified several key priorities for our organization to meet stakeholder needs and formalized these as our 2025 midterm ESG goals and priorities for our internal working groups.

During the materiality process, we listened to our customers, industry partners, investors, and our board to ensure alignment with a net zero future was table stakes for a company whose products are a key enabler of decarbonization. While it can take several years to mature corporate climate strategy, we set the audacious internal goal of setting a Science-Based Target (SBTi) by the end of 2023. Having just completed a large acquisition, this was a tall order for our team. Nevertheless, our ESG working group launched into action with the help of a third-party climate specialist to engage suppliers to construct our first Scope 3 inventory and to model our corporate growth into the future to set credible Science-Based Targets. The team worked tirelessly to engage our supplier network in record time to drive momentum and to meet the pace and scale needed for decarbonization. We are in the process of finalizing our formal goals and are on track to submit later this year.

We heard from our employees and investors that we needed to make progress on board diversity. After setting a goal to improve board gender

representation by 2025, we were able to deliver on this promise within our first year of goal-setting with the addition of Tracy Jokinen to our board of directors. While we view this as progress, we will continue to strive for diversity in all aspects of our operations. As we develop competency in goal-setting and meeting our commitments, we plan to continually set new goals and drive strong governance around these areas to hold ourselves accountable to action.

“...we listened to our customers, industry partners, investors, and our board to ensure alignment with a net zero future was table stakes for a company whose products are a key enabler of decarbonization.”

We heard from our investors that our third-party ratings were not reflective of our sustainability performance. We worked diligently to engage each of these priority ratings groups and made significant progress across key areas, including receiving a 3-letter grade increase in our MSCI ESG score, a “Low Risk” rating from Sustainalytics, and “Prime Status” rating from ISS ESG. In just our third year as a publicly listed company on NASDAQ, we continue to expand our scope of sustainability reporting to ensure stakeholders have consistent and accurate data in the formats that are most useful to them. This builds on our working premise that as a company we can perform well financially

while also positively contributing to the communities we serve.

As we move forward with our relentless bias for action, we still have much to accomplish. Our goals to improve safety, enterprise diversity, and meet our climate targets are keen priorities for our management team. We welcome continued partnership and engagement from our stakeholders to help meet our vision of sustainability. Our passion for our work is not met just with words, but also our collective actions.

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.