



2022 EEO-1 Report

EEO-1 Data (U.S. Data Only)

As part of our commitment to increasing transparency around diversity and inclusion at First Solar, we are publicly disclosing our certified Employer Information Report (EEO-1) data. The EEO-1 report is submitted to the Equal Employment Opportunity Commission on an annual basis. Although the EEO-1 data is solely U.S.-focused, our diversity and inclusion initiatives are global. The following table depicts First Solar’s U.S workforce demographics as of December 31, 2022:

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Totals
	Male	Female	Male						Female						
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races	
Executive/Sr Officials & MGRS	0	0	24	0	0	9	0	1	8	0	0	0	0	0	42
First/Mid Officials & MGRS	9	3	154	11	0	20	1	2	28	1	0	8	0	1	238
Professionals	14	7	312	9	0	88	0	3	91	3	0	33	2	3	565
Technicians	35	10	340	32	0	10	2	8	80	13	0	2	0	3	535
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	1	1	20	1	0	2	0	1	31	0	0	2	1	2	62
Craft Workers	6	0	119	1	0	4	2	2	4	1	0	0	0	0	139
Operatives	40	22	258	63	0	4	1	19	163	35	0	2	3	8	618
Laborers & Helpers	4	1	52	3	0	0	1	1	15	2	0	0	0	0	79
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	109	44	1279	120	0	137	7	37	420	55	0	47	6	17	2278
PREVIOUS REPORT TOTAL	70	38	959	74	2	92	5	11	310	36	0	36	5	8	1646