First Solar

CORPORATE RESPONSIBILITY REPORT 2025.

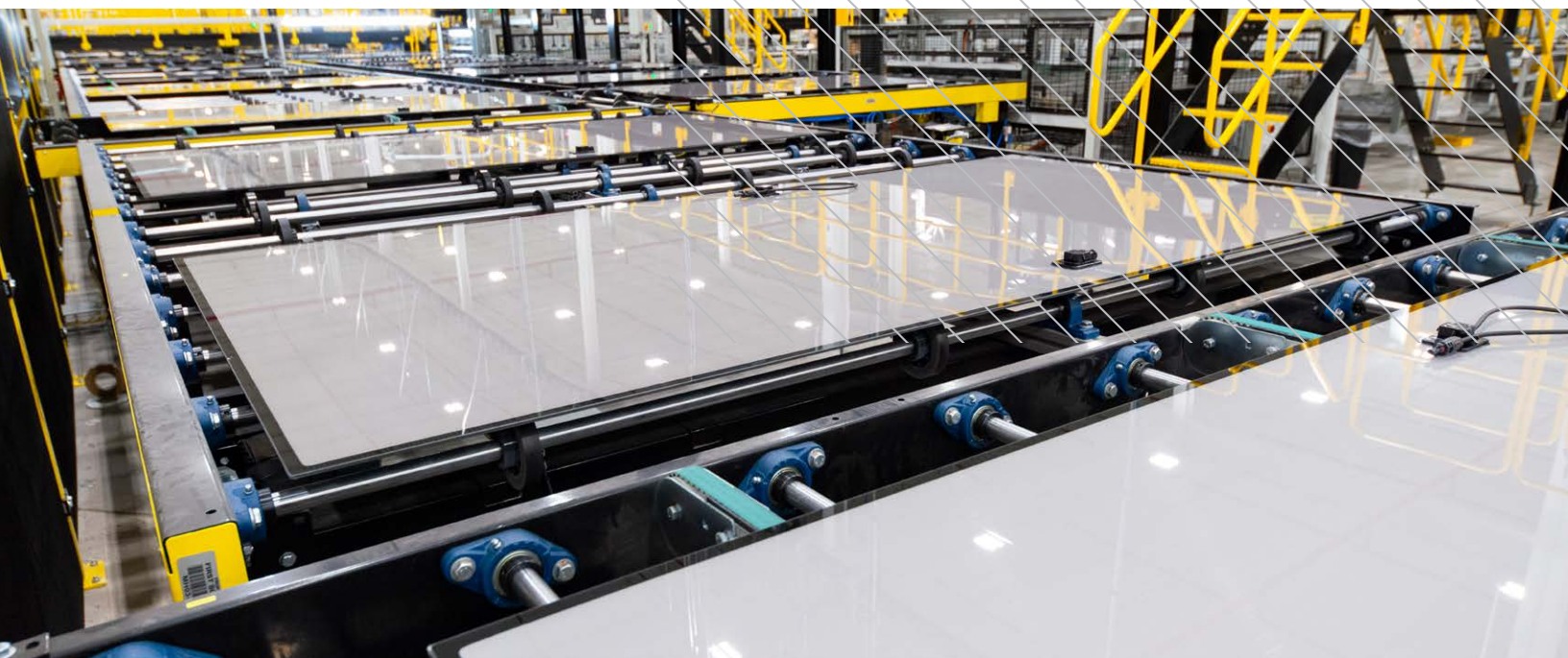


Table of Contents

Note Regarding Forward-Looking Statements

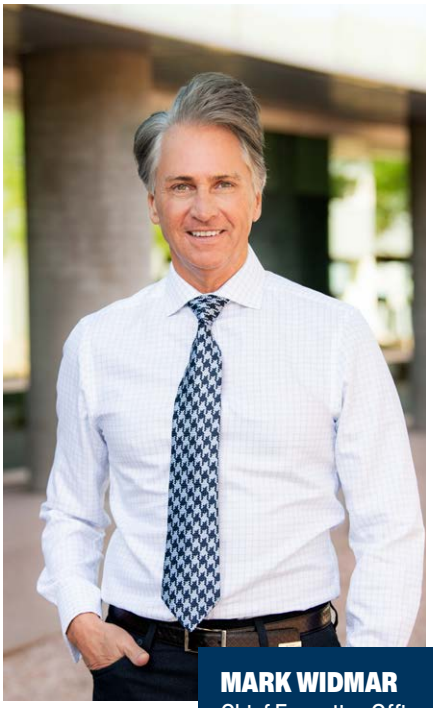
This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements in this report, other than statements of historical fact, are forward-looking statements. These forward-looking statements are often characterized by the use of words such as “estimate,” “expect,” “anticipate,” “project,” “plan,” “intend,” “seek,” “believe,” “forecast,” “foresee,” “likely,” “may,” “should,” “goal,” “target,” “might,” “will,” “could,” “predict,” “continue,” “contingent,” and the negative or plural of these words and other comparable terminology. Forward-looking statements are only predictions based on our current expectations and our projections about future events and therefore speak only as of the date of this report. You should not place undue reliance on these forward-looking statements. We undertake no obligation to update any of these forward-looking statements for any reason, whether as a result of new information, future developments, or otherwise. These forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to differ materially from those expressed or implied by our forward-looking statements. These factors include, but are not limited to, the matters discussed under the captions “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” of our most recent Annual Report on Form 10-K and our subsequently filed Quarterly Reports on Form 10-Q, as supplemented by our other filings with the Securities and Exchange Commission. All financial numbers in this report are based on U.S. Generally Accepted Accounting Principles.

Message from the CEO.

Rapid deployment of power generation capacity is necessary to drive not just the Age of Electrification — where everything that can be electrified may be — but a potentially transformational era of artificial intelligence. In a world where unanimity is rare, there is no disputing that unleashing economic growth and prosperity depends on reliable, competitive, rapidly deployable power generation. Utility-scale solar is key to this dynamic.

The speed, ease, and competitive cost of deploying significant amounts of utility-scale solar capacity make it an unparalleled power-generation resource and, arguably, the most mission-ready.

Utility-scale solar's ability to integrate and serve shoulder-to-shoulder with other types of power generation is driving exciting developments. This includes flexing solar's ability to deliver baseload energy for data centers and manufacturing facilities when integrated with energy storage and natural gas peaker generation. Additionally, battery storage and utility-scale solar's advanced grid controls are being leveraged to not only boost dispatchability and flexibility but also help stabilize stressed grids during extreme weather and volatile demand. Utility-scale solar also supports the potential for grids to evolve from their current analog state to a more advanced, agile, and, when carefully sourced, secure digital system.



MARK WIDMAR
Chief Executive Officer

Given the backdrop of unprecedented demand and utility-scale solar's proven capabilities, this is a time of abundant opportunity for our industry.

And yet, even as utility-scale solar meets the moment, it faces unprecedented challenges, including declining public trust and acceptance. There is a real and increasingly urgent need for the industry as a whole to bolster key stakeholder support for utility-scale solar and safeguard its social license to operate. This requires the solar industry to respond with facts and data, and highlight its compelling narratives, while consistently doing the right thing.

At First Solar, we are proud to lead the way in strengthening support for solar by leveraging — and extending — our differentiation. We are not simply sustaining, but doubling down on our principles, actively expanding our open engagement with policymakers and the communities in which we operate, and demonstrating the real value of our responsible approach to doing business. We are committed to championing the positive impacts of utility-scale solar powered by responsible manufacturing and supply chains, while continuing to not simply deliver jobs and economic growth through our investments, but help transform communities and drive prosperity.

We are invested in strengthening the connection between our business and stakeholder communities through education, engagement, and storytelling, which, together, foster greater understanding and acceptance, and reinforce our social license.

We recognize that our mission is powered by people. We celebrate the tens of thousands of hardworking people across our manufacturing facilities and supply chains who go to work each day to enable American energy dominance. We recognize the impact our operations have on communities that are part of our value chain, and deeply appreciate the shared stake those communities have in our success and our commitment to Responsible Solar.

Building manufacturing facilities in rural communities, including those devastated by industrial decline, allows us to restore local economies, rebuild the social fabric, and spur prosperity. Capital investment and an infusion of good-paying jobs has an economic ripple effect as money circulates through the community. Increased tax revenues translate into funding for schools, first responders, and additional community infrastructure.

By investing in vocational training programs, we expand the opportunities available to young people to pursue good-paying careers without having to move away from the communities they grew up and want to stay in. We help ensure that students from low-income backgrounds are also given the opportunity to invest in their futures by working part-time while they finish their studies. Moreover, by assisting associates that want to pursue advanced education, we contribute to upskilling the workforce and reinforcing community prosperity.

In making our commitment to corporate responsibility intrinsic to our business, we further differentiate ourselves from the competition while building value. Our uniquely American solar technologies continue to set us apart from companies that rely on crystalline silicon technology, which is dominated by China. Our vertically integrated manufacturing operations create value at every step by virtue of a differentiated process that transforms raw materials into a complete, ready-to-ship solar panel in a matter of hours, under one roof.

Our vertical integration also drives resource efficiency, enabling our products to deliver up to a 5X greater energy return on investment than crystalline silicon panels made with components manufactured in China. The distinction between our American solar technologies and Chinese crystalline silicon is clear: in less than two months, our Series 7 PV modules can produce more energy than was required to manufacture, generating approximately 190 times the energy needed to manufacture them over a 30-year warranted lifetime. This not only supports our nation's energy independence; it helps unleash American energy dominance.

We continue to achieve and surpass key metrics. For example, 2024 marked the second straight year that we nearly doubled the volume of recycled water year-over-year to the equivalent of nearly 250 Olympic-sized swimming pools, contributing to efforts to conserve resources in water-scarce regions. Also during 2024, we continued our focus on reducing waste and increasing recycling. For the year, we diverted 88% of waste from disposal (compared to 87% in 2023) and recovered a global average of 95% of materials from recycled panels (which provides secondary resources for new solar panels, glass, rubber, aluminum, and steel products).

Finally, no conversation about corporate responsibility is complete without addressing human rights. At First Solar, we have long believed in doing right by our associates, customers, and the communities in which we live and work.

Our commitment to doing the right thing extends to our efforts to ensure that our operations are free from human rights abuses, including forced labor. While major solar trade associations in the US and Europe remain satisfied with efforts to bifurcate Chinese supply chains rather than decisively confront the issue, we continue to advocate for a single global standard of zero tolerance for forced labor.

The principles of Responsible Solar are embedded in First Solar's DNA. It underpins our outsized impact on the communities where we drive growth, opportunity, and prosperity; and our position in the solar industry, where we drive standards and raise the bar.

As we continue our journey to lead the world's sustainable energy future, we are building strong foundations along the way. Thank you for being part of our journey.

Mark Widmar
Chief Executive Officer

2024 Highlights

25 Years

First Solar 25 YEARS EST. 1999

15.5 GW

Produced

up to 5x

Greater Energy Return on Energy Invested

vs. crystalline silicon PV modules

6%

vs. 2023

Lower Manufacturing Water Intensity

↓9%

Lower Manufacturing Energy Intensity

vs. 2023

95%

Global PV Recycling Recovery Rate

A-

CDP Water Security Leadership

CDP DISCLOSURE INSIGHT ACTION

Prime

ISS ESG Rating

Corporate ESG Performance

RATED BY ISS ESG

Prime

AA

MSCI ESG Rating

MSCI ESG RATINGS AA

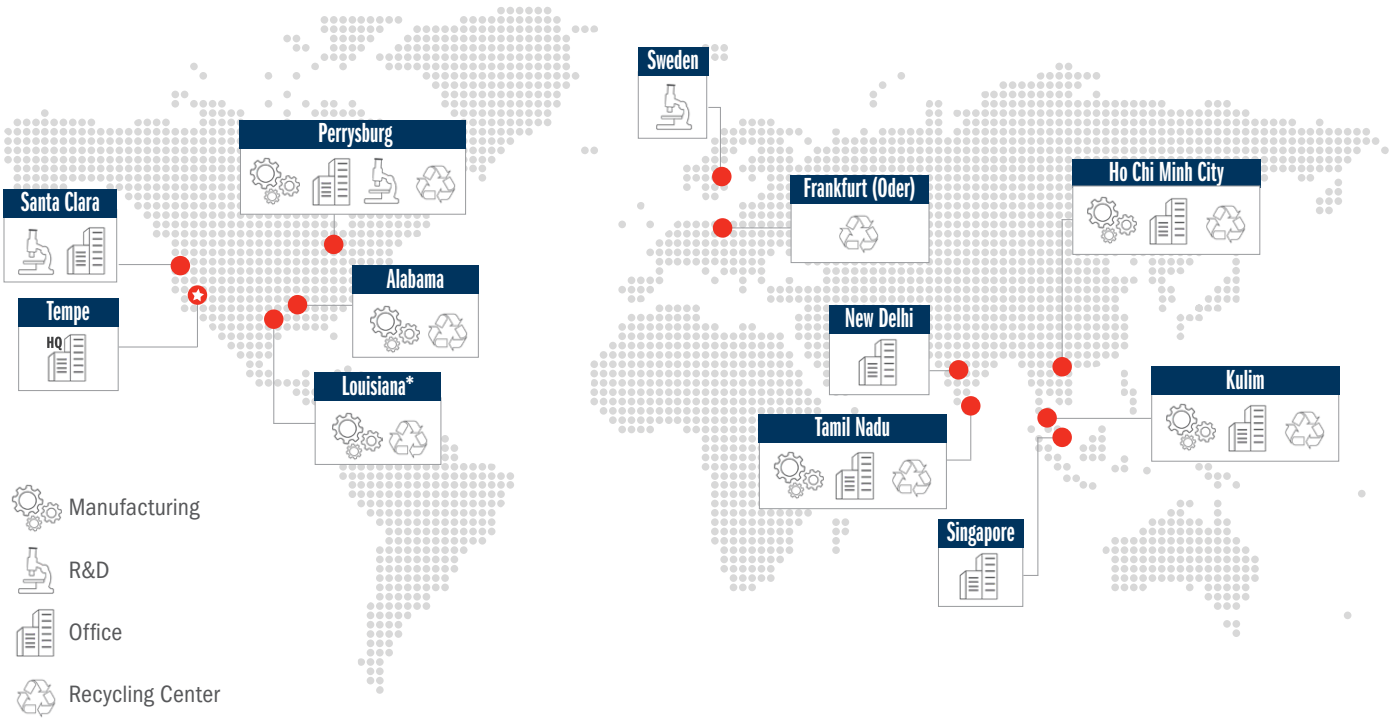
CCC B BB BBB A AA AAA

ABOUT FIRST SOLAR.

About First Solar.

First Solar is America's Solar Company. The only US-headquartered company among the world's largest solar manufacturers, we are focused on competitively and reliably enabling power generation needs with our advanced, uniquely American thin film PV technologies. Driven by a passion for innovation and a commitment to Responsible Solar, we have developed the most advanced thin film solar technologies and manufacturing process in the world. Since our company was founded in 1999, First Solar has consistently invested in American manufacturing, creating and supporting thousands of good-paying jobs nationwide.

First Solar is headquartered in Tempe, Arizona, with regional offices around the world and a global manufacturing footprint that spans the United States, Malaysia, Vietnam, and India. In 2024, we produced 15.5 gigawatts (GW) of solar modules, representing a 28% increase in production over 2023. During 2024, we commenced production of Series 7 modules at our new manufacturing facility in Alabama, bringing our total installed nameplate production capacity across all our facilities to approximately 21 GW. We expect to have a global annual manufacturing capacity of over 25 GW by 2026.



*Commercial operation expected 2H 2025

Uniquely American Solar Technologies

In a market dominated by Chinese manufacturers, First Solar stands apart with technologies created and manufactured in America with American components from American supply chains. Developed at R&D labs in California and Ohio, our thin film technologies represent the next generation of solar power generation, providing a competitive, high-performance, and responsibly produced alternative to conventional crystalline silicon PV solar modules. Our thin film solar modules are produced using a fully integrated, continuous process that does not rely on Chinese crystalline silicon supply chains.

First Solar has invested approximately $2 billion in R&D to advance thin film solar technologies. Our Jim Nolan Center for Solar Innovation in Perrysburg, Ohio, with 1.3 million square-feet of dedicated R&D space, is believed to be the largest facility of its kind in the Western Hemisphere. This center is expected to help the United States maintain a strategic advantage in thin film technologies, which we believe hold the key to commercializing tandem devices and bringing about the next disruptive, transformative solar technology.

- **Vertically integrated manufacturing**
- **Greater energy return on energy invested**
- **Higher lifetime energy yield**
- **Inherently immune to cell- cracking and light- or temperature-induced degradation**
- **No reliance on China's crystalline silicon supply chains**

The optical properties of cadmium telluride (CdTe) enable it to absorb and convert sunlight into useful electricity using 98% less semiconductor than indirect bandgap materials such as silicon. With a superior spectral response and temperature coefficient that result in up to 4% more annual energy in high-humidity conditions and up to an additional 3% more annual energy in hot climates, CdTe PV modules generates more lifetime energy with a lower levelized cost of electricity. First Solar's thin film technologies are inherently immune to failure modes that affect crystalline silicon solar modules, such as Light Induced Degradation (LID), Light and Elevated Temperature Induced Degradation (LeTID), and cell-cracking.

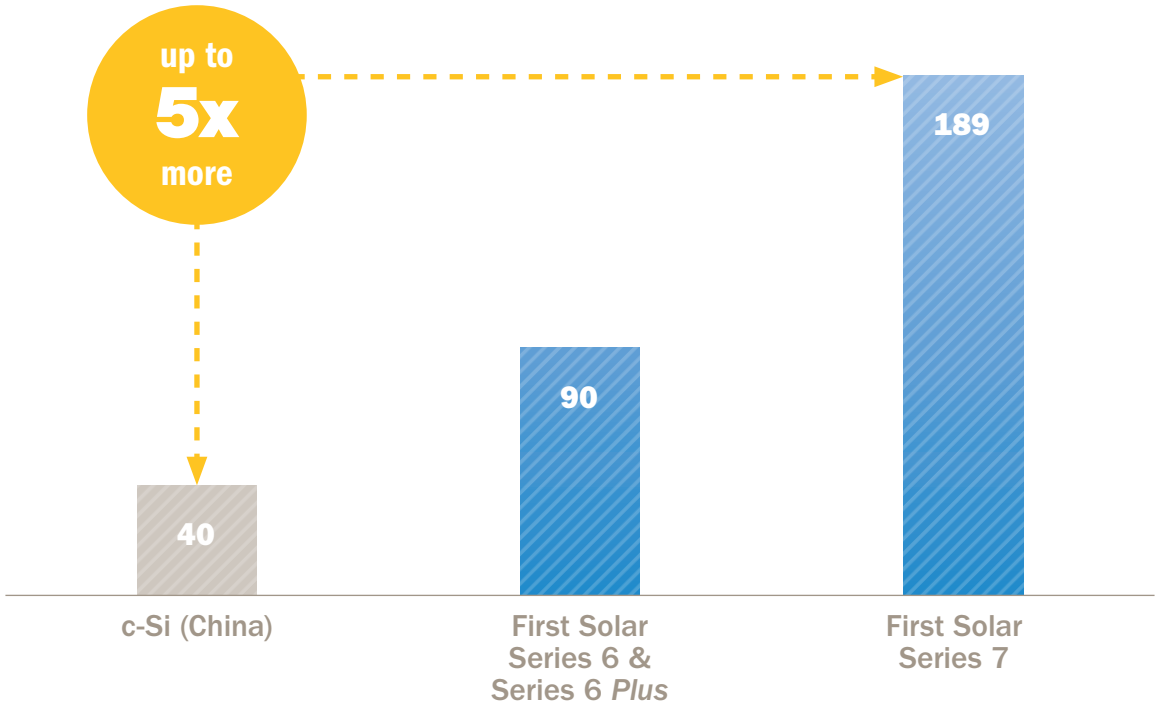
Did you know?

Microcracking, or invisible microscopic damage — which can occur to crystalline silicon modules during manufacturing, transportation, installation, hailstorms, or strong winds, leading to permanent contact loss and power loss — is one of the most widespread issues facing solar assets today. CdTe's immunity to cell-cracking helps our customers **avoid costly electroluminescence testing** required by some insurance policies on a per-module basis throughout the project lifetime.

First Solar's advanced thin film modules are manufactured in a high-throughput, automated environment that integrates all manufacturing steps into a continuous-flow operation, using less energy, water, and semiconductor material than conventional crystalline silicon PV manufacturing. In about four hours, our vertically integrated manufacturing process transforms a sheet of glass into a complete PV module — flash-tested, packaged, and ready for shipment. This resource-efficient process enables First Solar modules to deliver a greater energy return on energy invested than more energy-intensive crystalline silicon solar modules, including those assembled in the US using imported components.

In less than two months, First Solar Series 7 PV modules can produce more energy than was required to manufacture them.* This corresponds to a ~190-fold Energy Return on Investment (EROI) over a 30-year project lifetime, up to 5X greater than crystalline silicon solar modules made in China — providing an abundant net energy gain to the electricity grid.** EROI measures the amount of usable energy delivered from an energy source versus the amount of energy needed to obtain it.

ENERGY RETURN ON ENERGY INVESTED (EROI)



More Energy. Less Resources. Fewer Emissions.

* The average energy payback time (EPBT) of First Solar Series 7 modules is less than 2 months. A ground-mount PV system using S7 modules has an EPBT of 4-6 months based on the grid efficiency of India and the US respectively. Sinha, Parikhit, et al. "Net zero water strategies and impacts for PV manufacturing." 2023 IEEE 50th Photovoltaic Specialists Conference (PVSC). IEEE, 2023.

** Data for crystalline silicon solar modules are modelled from Frischknecht, Rolf, "Environmental life cycle assessment of electricity from PV systems." International Energy Agency (IEA) PVPS Task 12, 2022. Data for S6 and S6 Plus modules are sourced from "Environmental Product Declaration of Series 6 Photovoltaic Module", The Norwegian EPD Foundation, NEPD-2993-1671-EN.

From 2002 through 2024, First Solar has sold more than 75 GW of PV solar modules.

75 GW of PV
solar modules have the equivalent nameplate capacity* of:

75 new nuclear reactors

- or -

125 new natural gas power blocks

75GW of PV

Saves
56,000+
Olympic-sized pools of water per year**

Displaces
47M
metric tons of CO_2eq per year**

Reduces
up to 98%
criteria pollutants, heavy metals, and radioactive species***

Every year, 75 GW of First Solar products displace more than 47 million metric tons of CO_2eq, which is more than eight times the amount of greenhouse gas emissions we emit through our global operations and supply chain. Assuming worldwide average irradiance and grid electricity emissions, we estimate that the 15.5 GW of products produced in 2024 alone will help avoid ~10 million metric tons of CO_2eq per year, or ~300 million metric tons of CO_2eq avoided over their 30+ year product life.

15.5GW Produced 2024 + **30YR+** Avg. Product Life = **300M ↓** Metric Tons of CO_2eq Avoided Over Product Lifetime

* The average nuclear reactor produces approximately 1 GW (https://www.eia.gov/nuclear/reactors/reactorcapacity.php) and most natural gas-fired combined-cycle power blocks have an average capacity of 600 MW (https://www.eia.gov/todayinenergy/detail.php?id=38312)

** Assuming average worldwide irradiance and grid electricity emissions.

*** When introduced in the average US grid (Fthenakis et al, 2008)

American Value Chain

Since our founding in 1999, First Solar has invested in America. First Solar is already the largest solar PV module manufacturer in the Western Hemisphere, and we are expanding our American footprint to an expected 14 gigawatts of annual nameplate solar manufacturing capacity across the US by 2026.

14 Gigawatts

In 2026, First Solar is expected to produce enough American-made solar modules to power*:

~50 large data centers per year

- or -

~160 car factories per year

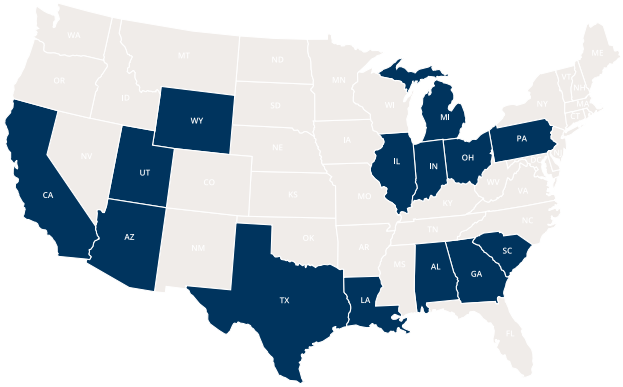
- or -

~20 steel mills per year

In addition to our domestic manufacturing footprint, First Solar operates one of the country's most extensive domestic solar supply chains. This includes US-made glass sourced from Illinois, Ohio, and Pennsylvania; and US-made steel from suppliers within 100 miles of the company's manufacturing facility in Ohio, and within 25 miles of our manufacturing facility in Alabama.

An American Value Chain

Alabama: Manufacturing, Steel, Construction
Arizona: Corporate HQ
California: R&D
Georgia: Factory Parts
Illinois: Glass
Indiana: Package
Louisiana: Manufacturing, Steel, Construction
Michigan: Silica
Ohio: Manufacturing, R&D, Steel, Glass, Construction, Distribution
Pennsylvania: Glass
South Carolina: Distribution
Texas: Distribution
Utah: Tellurium
Wyoming: Soda Ash



First Solar's new $1.1 billion Alabama facility, the largest investment project in Lawrence County, Alabama, creates good-paying jobs on the factory floor, which, in turn, brings prosperity to the wider community.

> **First Solar's done a great job of trying to buy local first before they go anywhere else. We're based in Lawrence County, just like they are."**
>
> | **Chris Terry**, owner of D2 Sports & Outdoors in Decatur, a First Solar vendor

* According to a **report** by the US Department of Energy, hyperscale data center facility power demands range from 300-1,000 MW or larger. According to **Energy Star Industrial Insights**, a medium car factory consumes 121,000 MWh of electricity annually while 14GW of First Solar modules installed in the US would generate over 19,240,000 MWh annually. According to a 2024 **report** by the Clean Energy Buyers Association, a US steel mill consumes 1 TWh per year.

US Economic Impact

First Solar's investments in America bring good jobs and dollars to the communities where we operate, An economic ripple effect is felt as money circulates through local economies, supporting local businesses, fortifying families, and reinforcing community infrastructure. This is the real value of American Solar.

In 2024, First Solar spent approximately $2.19 billion on American materials and services, supporting jobs with suppliers such as glass producers, steel producers, silica miners, soda ash miners, copper miners, crate and pallet makers, automated manufacturing toolmakers, research scientists, truck drivers, logistics workers, and more. These jobs in industries that have historically been the lifeblood of the American economy and are now finding new purpose in the American Solar supply chain.

2026
Projected Operational Impacts*

First Solar's US Economic Impact

30,060
TOTAL JOBS
Includes direct, indirect, and induced jobs

7.3x
Jobs supported for every First Solar job

$4.9B
Value added to US economy

$2.8B
Annual contribution to national labor income

As First Solar's manufacturing footprint grows to an expected 14 GW in annual US nameplate capacity by 2026, it is forecast to support an estimated 30,060 direct, indirect, and induced jobs across the country, representing $2.8 billion in annual labor income. First Solar commissioned a comprehensive **economic impact study** of our contribution to the US economy, conducted by researchers at the Kathleen Babineaux Blanco Public Policy Center at the University of Louisiana at Lafayette. The study projects that every direct job First Solar supports in 2026 will support 7.3 jobs nationwide and that every dollar directly spent on wages will create 4.5X in total direct, indirect and induced labor income. In 2026, First Solar's US operations are expected to create approximately $5 billion in value added to the national economy, accounting for direct, indirect, and induced economic impacts. This demonstrates the economic power of solar technology that is made in America.

* Economic Impact Study: The economic study is based on numerous assumptions, estimates and other data as more fully described in the report summarizing the study's findings, which is available at **http://www.firstsolar.com/USeconomy.**

POWERING PROSPERITY.

Powering Prosperity.

The American solar manufacturing renaissance is unleashing American energy dominance and fueling prosperity in rural communities across the US. When a major employer shuttered its operations in Lawrence County, Alabama, the local community took a big hit. An economic recovery began in September 2024 with the opening of First Solar's $1.1 billion manufacturing facility—the largest investment project in Lawrence County. It created more than 800 good-paying jobs for the next generation of American energy workers. The average First Solar manufacturing salary is nearly 3X the median per capita income in Lawrence County, according to the US Census Bureau. The new factory also helped to increase tax revenues, generating funds for schools, roads, public safety, and additional community infrastructure.

"First Solar coming to Lawrence County has brought so much hope back to the county and the people who have struggled."

| **Christy Hutto**, Module Operations Manager at First Solar's Decatur factory

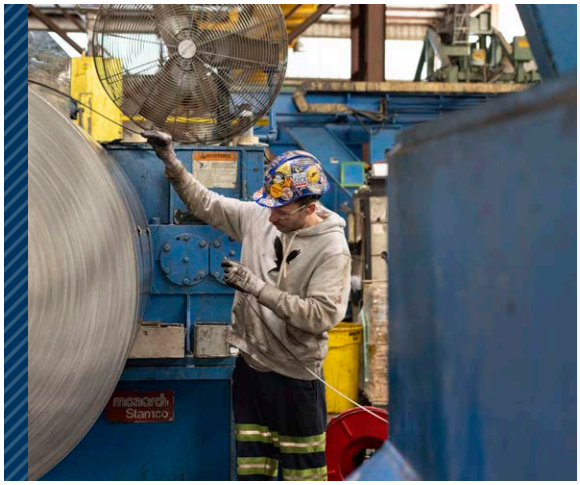
"We want our community members to have good jobs and we want them to have jobs that are not going to be here just today but are going to be here for years to come. That's what First Solar provides for us. We're really, really excited about it."

| **Dr. Jon Bret Smith**, Superintendent, Lawrence County School District

"I want my daughter to be able to grow up in the same kind of environment as I did. I want there to still be plenty of nature for her to be able to enjoy—and my son. So I want to do my part the best I can and that's why I chose First Solar."

| **Luke Johnson**, Maintenance Supervisor at First Solar's Decatur factory

First Solar's Decatur manufacturing facility uses 100% Alabama-made steel, sourced and processed — from recycled scrap metal to finished solar back rails — within a 25-mile radius of the factory. This localized supply chain reflects our commitment to using American-made components in our modules. It's an approach that we believe is critical in securing America's energy future and reducing its reliance on foreign supply chains.



"I'm just a small-town guy from little Trinity, Alabama, a single father. I love what I do. I make a good living for me and my family. I wake up and feel like I am being a productive member of society because I feel like what I process is going into a lot of what we use in America."

| Joshua Poston, Slitter Operator, Monarch Steel, Decatur, Alabama

Alabama is one of many examples of economic and community revival driven by First Solar across the country. Throughout our US manufacturing footprint and US supply chain, we have stimulated growth in local economies. We've created and supported thousands of manufacturing jobs, paying middle class salaries and giving Americans the opportunity to invest in their futures without moving away from their hometowns. Maintaining a localized supply chain enables us to support thousands of additional indirect and induced jobs. The tax revenues generated by our operations empower communities to make necessary investments in schools, roads, public safety, and other critical infrastructure. And First Solar associates and the workers in our supply chain inject money into local economies as they support a variety of businesses in their communities.

The potential economic impact is substantial when investments in high-value American energy technology manufacturing is backed by American supply chains.

"I've been here 26 years, I started out as a laboratory technician and now I'm a superintendent. My daughter works underground as a utility operator, helping move the belts, operate the miner and roof bolter. She's been here for nine years. I'm pretty proud of her!"

| Jeri Christensen, Loadout Superintendent, Tata Chemicals Soda Ash Partners, Bryan, Wyoming

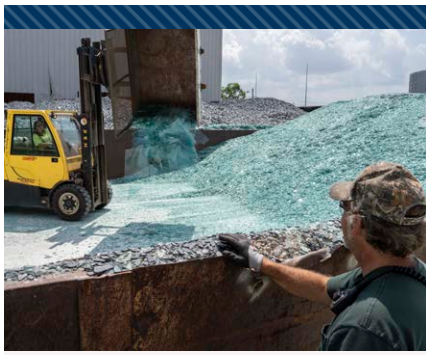
Economic Renewal in Crawford County, Pennsylvania

Like many rural regions across America's Rust Belt, Crawford County in northwestern Pennsylvania was devastated by the Covid-19 pandemic and the economic downturn it triggered. When a paper plant that was the county's largest employer closed its doors, hundreds of jobs were lost, families struggled, and the local economy cratered.

An economic revival was sparked in Crawford County by a partnership between First Solar and Vitro Architectural Glass. An agreement between the two companies enabled Vitro to invest $180 million in overhauling a glass production line near Meadville and upgrade another facility in Carlisle. The factory revitalization not only brought jobs and dollars back to the area, it also helped the local workforce transition into the technology manufacturing industry.

The economic impact of the Vitro factory revitalization included capital investment, more jobs for skilled workers, and support for suppliers. Widespread benefits were felt as money circulated through the community and workers patronized local businesses. Increased tax revenues translated into funds for schools, roads, public safety, and additional community infrastructure.

Read more about the economic revival in Crawford County:
https://www.americassolarworkers.com/Vitro-Case-Study



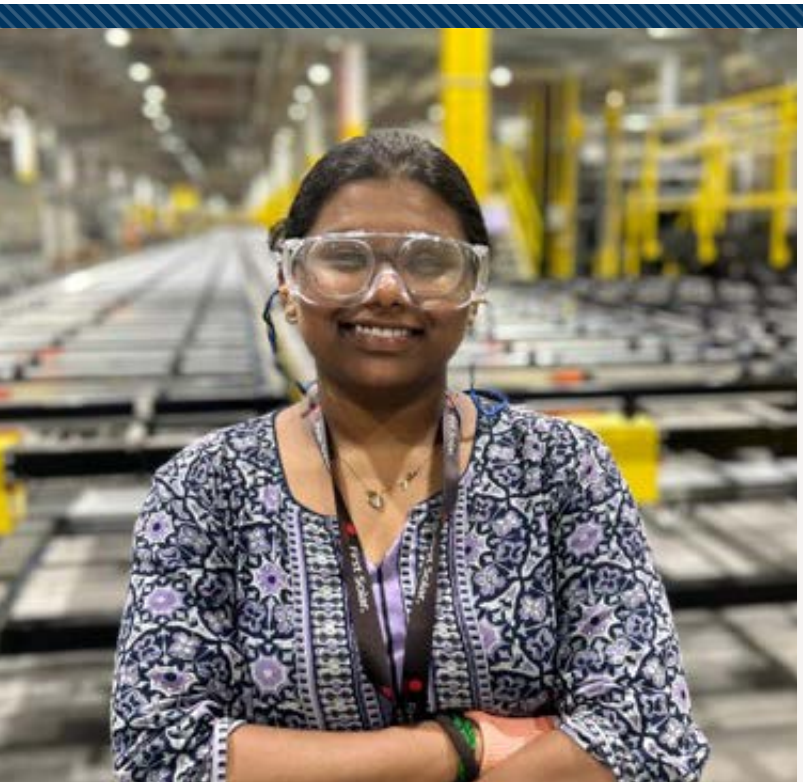
"This means a lot to the small towns in this county, It's job security, employment, and a future."

| Coleen Mikovich, Mobile Equipment Operator for Vitro Architectural Glass, Crawford County, Pennsylvania

Vocational Training Programs

First Solar works closely with local communities to provide employment opportunities to disadvantaged and underserved populations. We collaborate with high schools in Toledo, Ohio, and Lawrence County, Alabama, to offer part-time work to low-income students, enabling them to finish their studies. Eligible students are then offered full-time employment with paid higher education benefits. In 2024, we partnered with the US Army through its Partnership for Your Success (PaYs) program and became an Authorized Skillbridge Organization. The Department of Defense's Skillbridge program offers an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during their last 180 days of military service. We are able to offer a seamless transition from military to civilian life through our Veteran Connector Program, which connects new veterans with others in our organization who have successfully transitioned.

In 2024, First Solar partnered with the Government of India's National Apprenticeship Training Scheme (NATS) program, a skills- development initiative aimed at bridging the gap between academic education and industry requirements. Under the NATS program, First Solar India provides practical, on-the-job training to engineering graduates, diploma holders, and other eligible candidates, helping them enhance their employability in the workforce while gaining hands-on experience over a 12-month period. Apprentices receive a stipend for financial support. Depending on their performance, assessment, and role availability, they may be offered full-time employment. Since March 2024, we have engaged over 125 apprentices (of which approximately 50% are women) across various skill sets. We recently onboarded approximately 40 trained and skilled apprentices from the first round as full-time associates. The next cohort is ready for conversion and onboarding, creating a strong talent pool trained in First Solar skills and cultural values.



"Learning is the best opportunity First Solar has bestowed me with. All my colleagues, including my supervisors and seniors, have helped me with learning the technical tools during my time of apprenticeship, which has guided me in molding my career at First Solar."

| Porkodi Needhidevan, Technician- Engineering Maintenance Associate India (Apprentice to Associate)

Benefits of Responsible Solar Projects

The broad-ranging benefits of utility-scale solar extend beyond manufacturing and the supply chain. Utility-scale solar is not only the cheapest and most quickly deployed source of new energy generation today, powering key pillars of economic growth (such as manufacturing and data centers), but it also provides ranchers, farmers, and landowners with an additional source of revenue by leasing a portion of their land for PV arrays. Solar projects also drive significant economic growth in their host communities by creating new jobs; boosting in-state spending during construction; and generating annual property tax revenues for state and local governments during operation, which supports vital public services such as school districts, fire and police departments. While the proliferation of utility-scale solar PV plants has led to increased scrutiny and questions about their potential impact on land, responsibly developed utility-scale solar PV installations can have a positive effect on their host ecosystems. They not only protect native species but also help rehabilitate the soil quality of agricultural land over time by maintaining vegetative ground covers while eliminating annual tilling, as well as fertilizer and rodenticide use.

First Solar is proud to have our technologies generating power at responsibly developed projects that not only contribute to economic growth and prosperity but also recognize the importance of protecting the local ecosystems of the land under their management. The following projects represent a few of the many solar installations around the world that deploy our modules.

Site: NSG Pilkington Glass Factory | Ottawa, Illinois

Size: 2 MW

Owner: NSG Group

NSG Group produces high-tech PV glass for our modules. In May 2025, NSG Group commissioned a new photovoltaic solar array at its NSG Pilkington glass manufacturing facility in Ottawa, Illinois. The new solar installation, which will supply about 3.9 GWh of renewable electricity annually, is powered by more than 5,000 of First Solar's Series 7 solar modules equipped with NSG Group glass.

The new array is expected to provide energy to the facility for the next 15 years under a power purchase agreement at a fixed rate of electricity. NSG Group also operates a 1.4 MW solar array powered by First Solar modules in Rossford, Ohio.

Site: Big Plain Solar Project | Madison County, Ohio

Size: 196 MW

Owner: Leeward Renewable Energy

Leeward Renewable Energy's Big Plain Solar project in Ohio, which delivers electricity to a large US telecommunications company, is located on approximately 1,500 acres of agricultural land. First Solar modules share the site with sheep during grazing season, which provides new income streams to local farmers, benefits rural communities, and helps maintain rural landscapes. The site also hosts beehives containing more than 2 million bees that help pollinate surrounding farmland. A veteran-owned and -operated apiary program partners with the non-profit organization Frontline Hives to provide a therapeutic beekeeping training program to veterans and first responders.

"We're a local family farm here in Madison County, Ohio, and we manage the vegetation for Big Plain Solar with a blend of mechanical mowing and sheep grazing. It's allowing us to expand our family farm in an area where land prices prohibit that. I think it's important that the community realizes that the land can be dual-purpose. It can have utility-scale solar on it and have a growing flock of sheep grazing and producing lambs. We're keeping this ground in agriculture. It's not the traditional row crop agriculture but it is agriculture. This land is going to be cover-cropped for a couple of decades. And when that's done, the land is going to be very nutrient-dense and have sequestered a lot of carbon to go back into farming."

| Matt and Kristin Furbee, Owners of Food Raised Right

Site: Kennecott Copper Mine | Utah

Size: 5 MW (30 MW expected by late 2025)

Owner: Rio Tinto

Rio Tinto's Kennecott mine is one of the largest operational copper mines in the United States and one of only two producers of tellurium, a critical mineral and byproduct of mining and refining copper. It is also the first site in the US to receive the Copper Mark, a leading global assurance framework that provides site-based, independent third-party assurance of responsible production practices from mine to metal. In 2022, Rio Tinto began producing tellurium at Kennecott, which is refined in North America by 5N Plus and supplied to First Solar for use in our American-made thin film solar panels. Rio Tinto currently operates a 5 MW solar power plant and has started construction on a second 25 MW plant -- both powered by First Solar technology. The power plants are expected to reduce Kennecott's Scope 2 emissions by approximately 6%, or 21,000 tons of carbon dioxide equivalent per year.

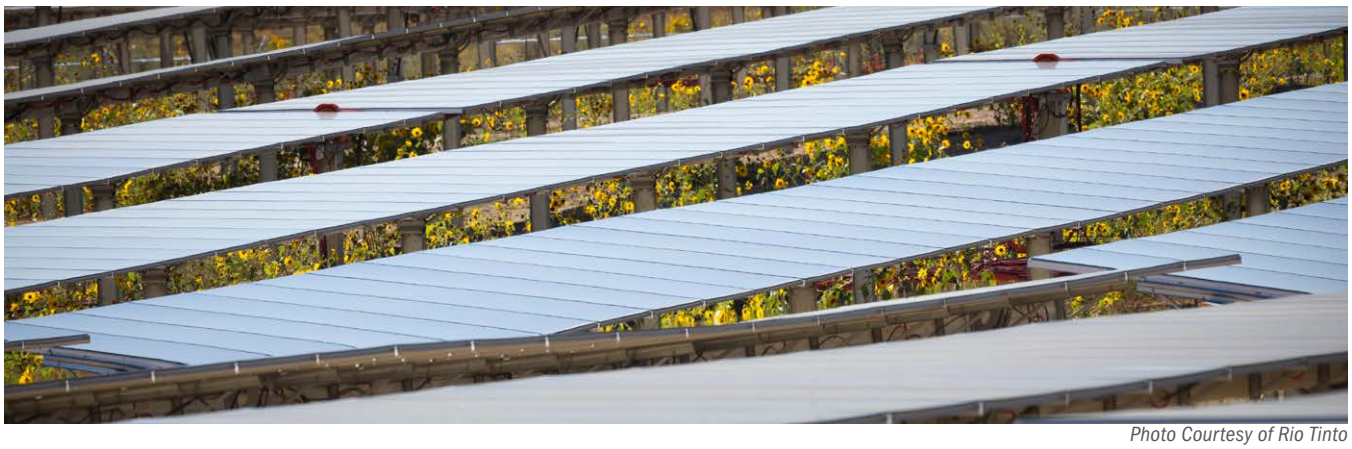


Photo Courtesy of Rio Tinto

Site: Sun Streams Complex | Maricopa County, Arizona

Size: 973 MW + 600 MW storage

Owner: Longroad Energy

Longroad Energy's PV + storage projects at its Sun Streams complex, powered with First Solar technology, deliver cost-effective electricity along with firm and flexible capacity to help the region meet its growing demand, particularly in the hot summer months. In addition to conducting wildlife and habitat assessments at its projects, Longroad funds environmental research on innovative biodiversity conservation techniques. Their efforts to translocate Western Burrowing Owls to desert areas by building underground burrow complexes (in partnership with Wild at Heart, a raptor rescue non-profit) was featured in National Geographic. Owl pairs are successfully raising baby owls at these burrows. The projects also include thousands of acres of wildlife corridors that provide habitat for owls and other species. In partnership with Arizona State University, Longroad is researching how to accelerate biocrust regrowth—an essential, soil-stabilizing, natural community of microbes that absorbs rainfall and reduces dust production.

Photo Courtesy of Longroad Energy

Site: Producers Rice Mill Project | Stuttgart, Arkansas

Size: 20 MW + 41.2 MW storage

Owner: Producers Rice Mill

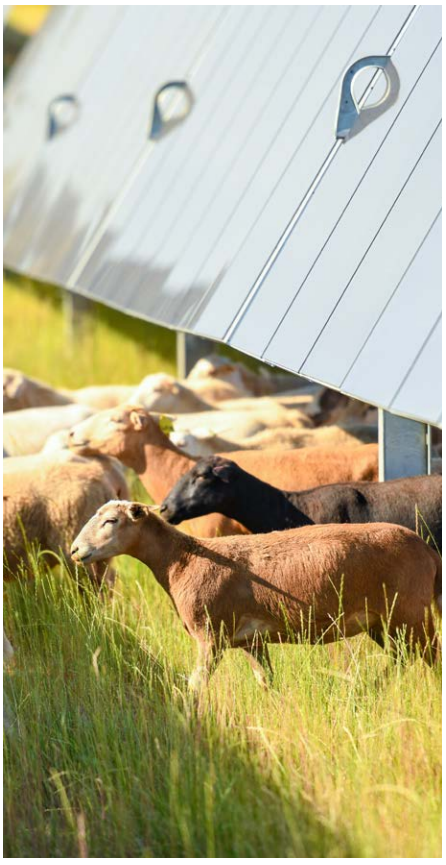
Located in the heart of the Southern rice belt, **Scenic Hill Solar's** Producers Rice Mill solar project is helping America's food producers harness the bountiful energy of the sun by using First Solar technology to significantly reduce their operating costs. The Producers Rice Mill project is among the largest commercial and industrial solar projects in Arkansas history and one of the largest microgrid projects in the United States. Since 1943, the **Producers Rice Mill** cooperative's members from Arkansas, Louisiana, Mississippi, and Missouri have relied on the facility in Stuttgart, Arkansas, to process, store, and ship their rice harvest around the world. The facility mills more than 40 million bushels of rice every year, processing a range of domestically grown rice products, including long grain milled white rice, long grain milled brown rice, medium grain rice, and parboiled rice; as well as rice bran, rice hulls, and more. The project features a 20-MW solar array supported by a 41.2 MW lithium-ion energy storage facility, which will allow the mill to continue operations during periods of power curtailment by the local utility. The installation will provide 67% of the facility's energy needs and result in energy savings totaling over $2.6 million per year, translating to savings for their members.

Site: Houston Solar Project | Houston County, Georgia

Size: 68 MW

Owner: Silicon Ranch

Silicon Ranch partners with local farmers and ranchers to keep solar project land in active agricultural use, enabling them to generate solar energy and raise livestock on a single piece of land. At their Houston Solar Project, a site that uses First Solar technology, a 26,000-square-foot lambing barn supports animal welfare and flock growth. Through its wholly-owned agribusiness, **Regenerative Energy®**, Silicon Ranch integrates regenerative ranching and other land stewardship practices that restore soil health, promote biodiversity, and improve water quality at its sites. In addition to the livestock owned and managed with its local farming and ranching partners, Silicon Ranch has enrolled the nation's largest flock of Katahdin sheep in the National Sheep Improvement Program, helping advance genetic quality and productivity in the American sheep industry.



Photos Courtesy of Silicon Ranch

Global Community Giving Program

We partner with nongovernmental organizations (NGOs) to improve the quality of life in communities around the world by supporting projects and services that make a meaningful impact on sustainable education initiatives; ensure access to clean energy and water in underserved areas; and further the development of innovative, sustainable technologies.

First Solar makes three primary kinds of donations as part of our Global Community Giving Program:

- Corporate donations (i.e., donations made through the **First Solar Community Giving Fund**)
- Site donations (i.e., donations made through First Solar local offices and manufacturing sites)
- Business development donations (i.e., donations related to First Solar sales activities)

First Solar donated more than $445,000 in 2024 in total cash and in-kind contributions.

Global Community Giving Program	Type	2024
Manufacturing and Office Site Donations	Community	$296,261
Business Development Donations	Community	$129,032
Community Giving Fund Donations	Corporate	$20,000
	Total	**$445,293**

Community Giving Initiatives | 2024

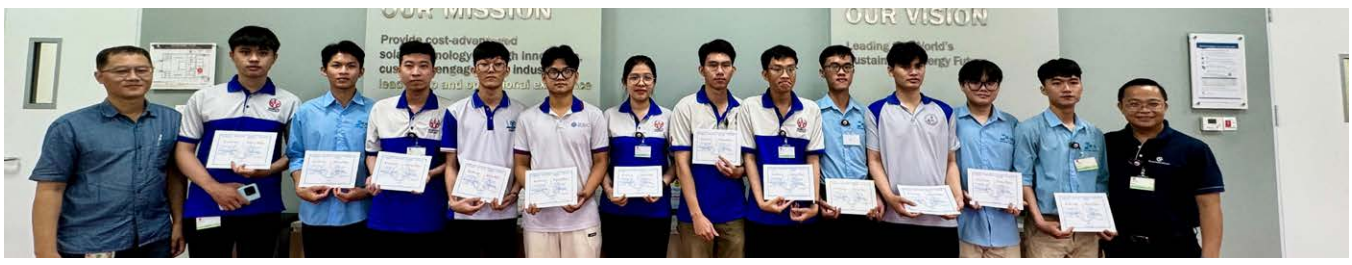
Xuan Lien Nature Reserve Reforestation Initiative

Xuan Lien Nature Reserve in Vietnam is home to over 800 species of plants and animals. Unfortunately, approximately 300 hectares of its forest are degraded. Gaia Nature Conservation is dedicated to restoring this precious ecosystem by empowering people to take initiative in nature conservation and environmental protection through activities such as forest planting, nature field trips, and educational workshops. Their efforts aim to reduce the impact of natural disasters, conserve water resources, and protect vital habitats for wildlife.

First Solar donated to Gaia Nature Conservation in 2024 to help plant the equivalent of 1,000 trees and raise awareness about the importance of forest protection and restoration. Together, we are taking meaningful steps to preserve our planet's biodiversity and promote environmental health.

Ho Chi Minh City University of Education and Technology Automation Training Program

First Solar teamed up with Rockwell Automation Vietnam and the Ho Chi Minh City University of Education and Technology to develop a tailored three-month training program and help fund scholarships for 15 students. The program prepares students to work as automation and controls engineers in various industries after graduation. This initiative is designed to encourage and support students in pursuing studies in science, technology, engineering, and mathematics (STEM) fields; develop a talent pool for industries in these fields; and create opportunities for networking, internships, and career placements.



San Diego Youth Center Module Donation

First Solar donated solar modules for a carport installation at a formerly abandoned elementary school in San Diego. The San Diego Youth Center (SDYC) converted the building into a fully sustainable center to assist vulnerable youth and teach children and young adults how to live more self-sustaining lives. The 118-kW PV carport installation (PV modules combined with energy storage) plays a central role in this sustainability-education program and helps offset approximately 70% of the facility's electricity costs. These savings are redirected toward serving more program participants and providing additional programs to youths in need.

Shine Home Association for Children in Malaysia

Established in 2011, the Shine Home Association in Bukit Mertajam, Malaysia, is a nonprofit home for children with disabilities. In 2024, First Solar volunteers delivered supplies to help them celebrate the Lunar New Year.

RESPONSIBLE SOLAR.

Responsible Solar.

Our sense of responsibility toward the environment, our communities, and our customers reinforces our sense of purpose and inspires First Solar associates worldwide who are dedicated to leading the world's sustainable energy future. Our approach to Responsible Solar is interwoven into every aspect of our business and product life cycle — from raw materials sourcing and manufacturing to end-of-life recycling.

- Lowest environmental footprint in the industry
- Resource-efficient scalable operations
- Industry leading high-value PV recycling services

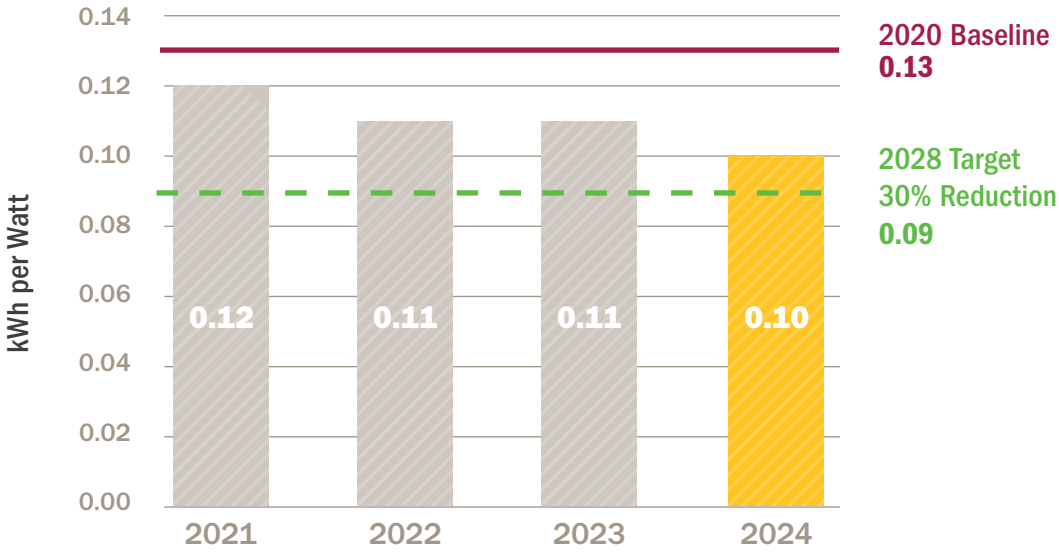
- Safe, inclusive, and diverse workplace
- Enhance communities and local economies
- Responsible sourcing and zero tolerance for forced labor

- Transparent reporting and disclosure
- EPEAT Silver Rated
- Responsible Business Alliance (RBA) member

Resource-efficient manufacturing

Where and how a PV module and its components are manufactured significantly impacts its environmental profile and determines its EROI. Our thin film module technologies already have the **fastest energy payback time, smallest carbon footprint, and lowest water use of any commercially available PV solar technology** (measured on a life cycle basis that accounts for the energy, raw materials, water usage, and transportation across the supply chain; manufacturing process; and end-of-life module recycling). But we are not stopping there. Since 2009, we have successfully reduced our energy, water, waste, and greenhouse gas emissions intensity per watt produced. These reductions have been achieved by implementing resource conservation and low-carbon projects at our facilities and through improvements in module efficiency, manufacturing throughput, manufacturing yield, and capacity utilization.

MANUFACTURING ENERGY INTENSITY



Since our baseline year of 2020, we have achieved a 23% reduction in our manufacturing energy intensity, progressing toward our 2028 target to improve global energy efficiency per watt produced by 30%. In 2024, our manufacturing energy intensity (energy consumption per watt produced) decreased by 9% primarily due to increased production throughput.

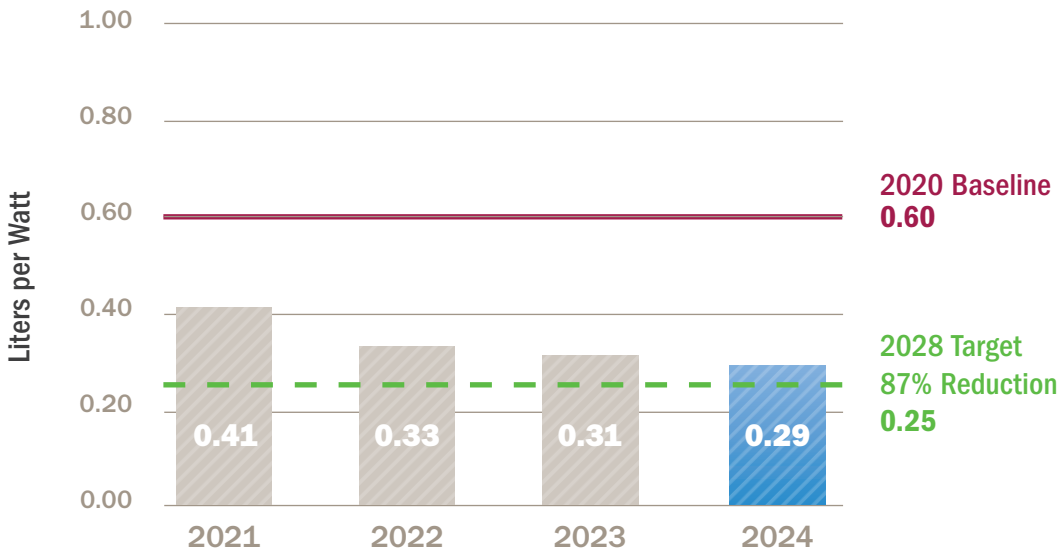
First Solar's manufacturing energy intensity includes total energy (electricity and fuel) consumed by global manufacturing operations on a per-watt-produced basis and includes all processes, from the beginning of our manufacturing process to finished modules. Increased manufacturing throughput combined with module efficiency improvements and energy conservation initiatives have enabled us to cut our manufacturing energy intensity per watt by more than 70% since 2009 (from 0.34). In 2024, our global energy conservation projects resulted in annual savings of 22,330 MWh.

As part of our renewable energy strategy, we are investigating opportunities to procure off-site renewable electricity, install PV rooftop and carport arrays, and obtain renewable energy credits (RECs). We have installed on-site PV installations and carports at our production sites in Ohio, Malaysia, and Vietnam; and at our recycling facility in Frankfurt Oder, Germany, which collectively generated approximately 6.7 million kWh of solar electricity globally in 2024. In 2024, we secured a 15-year power purchase agreement with Cleantech Solar, which will help cover approximately 70% of our power needs in India in 2026.

Water Stewardship

As part of our vision of leading the world's sustainable energy future, First Solar is providing solutions to water scarcity and the unsustainable, growing consumption of natural resources. The energy-water nexus associated with conventional energy sources is a growing concern, particularly in water-stressed regions. By generating electricity with no emissions, water use, or waste generation, First Solar PV modules enable customers to decouple their business growth from environmental impacts. Due to our resource-efficient manufacturing process, First Solar modules have the lowest water footprint in the industry (up to 4X lower than conventional crystalline silicon modules manufactured in China) and we continue to drive improvements in the water efficiency of our manufacturing operations.

MANUFACTURING WATER INTENSITY



Since our baseline year of 2020, we have achieved a 52% reduction in our manufacturing water intensity, progressing toward our 2028 target to improve global water intensity per watt produced by 58%. In 2024, our manufacturing water intensity (water consumption per watt produced) decreased by approximately 6% primarily due to increased production throughput and water recycling initiatives. While our production increased by 28% in 2024, our absolute water withdrawals increased by approximately 21%, and our water recycling initiatives increased 95% compared to 2023. In total, we recycled 619 million liters of water in 2024, equivalent to approximately 7% of our absolute water use. We continue to review water consumption patterns down to the unit-operation level in our manufacturing processes and are challenging our process engineers to deliver additional water savings.

Water is vital to First Solar's operations as our PV manufacturing process relies on ultra-pure water production. While our PV manufacturing facilities in the US, Malaysia, and Vietnam operate in areas with low to very low baseline water stress, our manufacturing facility near Chennai in Tamil Nadu, India, (which began operating in 2023) faces high baseline water stress. To minimize impacts on local water resources, we operate a net-zero water withdrawal PV manufacturing facility in India, which relies entirely on tertiary treated reverse osmosis water from the city's sewage treatment plant for its process water with zero wastewater discharge. Instead of being discharged, the wastewater is treated on-site and converted into ultra-pure water so it can be reused in our operations. In addition to maximizing alternative water usage (i.e., water that is not derived from fresh surface water or groundwater sources), we are also driving continuous improvement in water conservation through internal monitoring, benchmarking, and optimization of our process tool designs. Although 11% of our operations were in water-stressed locations in 2024, only 0.04% of our water withdrawals came from water-stressed areas.

We monitor and measure 100% of the water discharges from our manufacturing, recycling, and R&D facilities. First Solar recycling plants and our manufacturing facility in India are designed to generate zero wastewater discharge. A full 100% of our water withdrawals (4,673 megaliters) comes from third-party water utilities or municipal wastewater treatment plants. In 2024, approximately 45% of First Solar's total water withdrawals (2,125 megaliters) was discharged as wastewater from our industrial wastewater treatment systems. Approximately 80% of our wastewater was sent to a third-party (i.e., municipal wastewater facilities) and approximately 20% was discharged directly to fresh surface water (i.e., river). First Solar treats wastewater at our manufacturing and recycling facilities using a batch discharge system. Once treated, the water is collected in holding tanks, where it is sampled and tested to confirm compliance with regulatory limits before being discharged. No industrial wastewater leaves our site unless we have tested and approved it for discharge, even if it is being discharged to a municipal wastewater treatment plant. If the water contaminant levels are above the permitted discharge limit, the wastewater undergoes re-treatment internally.

Longstanding Leadership in PV Recycling

First Solar has been committed to responsible life cycle management from the beginning. In 2005, we established the industry's first global PV recycling program, and we have been investing in PV recycling technology improvements ever since. We operate scalable, high-value PV recycling facilities in the US (Ohio, Alabama, and soon, Louisiana), Vietnam, Malaysia, Germany, and India. In 2024, our global recycling facilities had a designed annual recycling capacity of 112,000 metric tons (or approximately 3 million modules) and we are on track to grow our global designed recycling capacity to 136,000 metric tons by the end of 2026. We have recycled more than 400,000 metric tons of PV modules to date — **more than any other PV recycler or PV recycling scheme**. To learn more about First Solar's global recycling services, please see our **recycling brochure**.

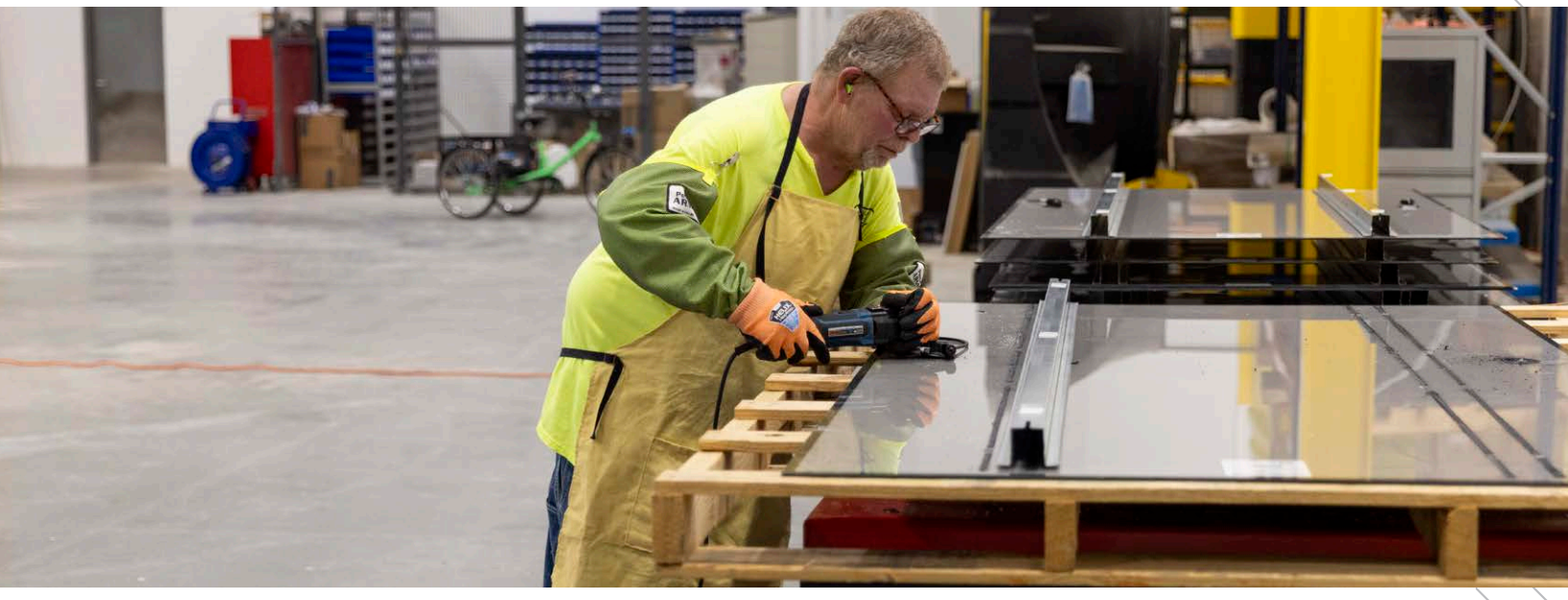
First Solar's semiconductor material is sourced from byproducts of the zinc and copper industries, providing a sustainable use for materials that otherwise would be disposed. Cadmium (Cd), a waste byproduct of zinc-refining needed for steel products, is generated regardless of its use in PV. Combining cadmium with tellurium (Te), a byproduct of copper refining, transforms it into a stable CdTe compound and a considerably eco-efficient PV technology. Once solar modules reach the end of their useful life, First Solar's high-value recycling process maximizes material recovery, providing high-quality secondary resources for new solar panels, glass, rubber, steel, and aluminum products. One kilogram of First Solar's semiconductor material can be recycled 41 times over, which translates into a use time of more than 1,200 years.

In 2024, First Solar's recycling facilities achieved a global average material recovery rate of approximately 95%. The remainder of the recycled module scrap (approximately 5%) consists of glass fines, which cannot be used in secondary raw materials and are handled using other responsible waste treatment techniques. Our goal is to be able to feed all our recycled materials back into the solar supply chain, as we currently do with our semiconductor material. First Solar partners with the REMADE Institute, national laboratories, and universities across the US on high-value recycling R&D projects. These projects help close the loop on glass and aluminum; refine the delamination process to maximize the quantity and quality of the recyclable materials; and develop high-value recycling technologies for crystalline silicon modules since high-value recycling is important for all PV technologies.

Metric	Unit	2024
Total collected	Metric tons	40,400
Total recycled — metals (not including semiconductor materials)	%	0.6
Total recycled — semiconductor materials	%	0.5
Total recycled — glass	%	94
Total recycled — other materials	%	0.5
Total disposed — sent to a thermal energy recovery facility	%	0.2
Total disposed — sent to a thermal or landfill facility for disposal	%	1
Products or components prepared for reuse*	%	0
Recycling rate**	**%**	**~95**

*Refers to products or components that are used again for the same purpose for which they were conceived without any pre-processing, i.e., refurbishment.
**Recycling rate is the quotient of total recycled and total collected.

First Solar PV Module Recycling Material Recovery Achievements	
Glass	= 90 mass-%
Metals (not including semiconductor materials)	≥ 90 mass-%
Semiconductor materials	≥ 90 mass-%



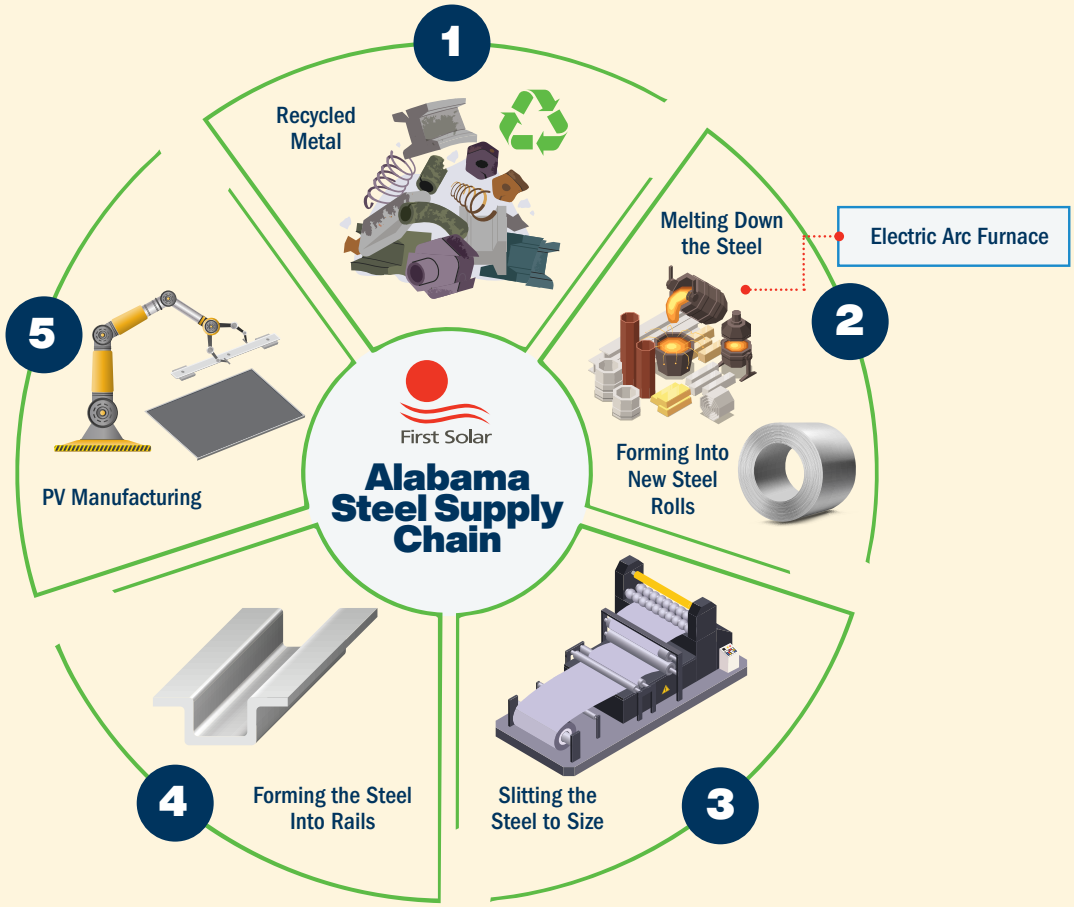
Increasing the recycled content of module components can also help minimize the embodied carbon of our products.

A Circular Steel Supply Chain

At our new manufacturing facility in Lawrence County, Alabama, steel for the back rails on our Series 7 modules is produced with a circular, localized supply chain tightly contained within a 25-mile radius of the factory. These steel rails are made from recycled metal that comes from a wide range of local sources, including salvaged automobiles, plumbing fixtures, farm equipment, household appliances, structural steel, construction debris, and industrial waste. This drives an additional 7% reduction in the already industry-leading carbon footprint of our modules — setting a new benchmark for responsible manufacturing. Since steel is infinitely recyclable, it can be continuously recycled without losing quality in a sustainable, circular steelmaking process.

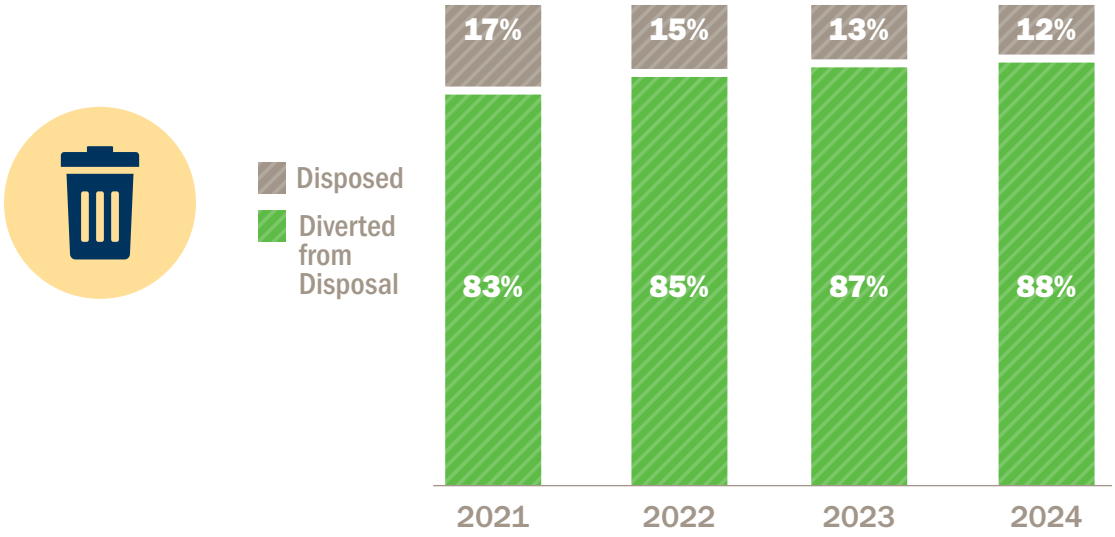
At the Nucor steel recycling plant in Lawrence County, the scrap metal is transformed into new steel. An Electric Arc Furnace (EAF) is employed to melt the metal down to molten steel—a process that significantly reduces CO_2 emissions compared to traditional blast furnace steelmaking.

At the OMCO Solar manufacturing facility in Huntsville, the steel is roll-formed, stamped, and fabricated into back rails for Series 7 modules. The rails are attached to the modules at First Solar's Lawrence County factory. A high-value PV recycling process at the facility sends steel rails from solar panels that have reached their end-of-life back into the circular steel recycling chain.



In addition to maintaining our PV recycling material recovery rate above 90%, we aim to increase the amount of waste we divert from landfills globally by more than 90% by 2028. Overall, of the total material First Solar sends off-site, 88% is sent for beneficial reuse and not for disposal. Since our baseline year of 2020, the percentage of manufacturing waste recycled has increased from 81% to 88%.

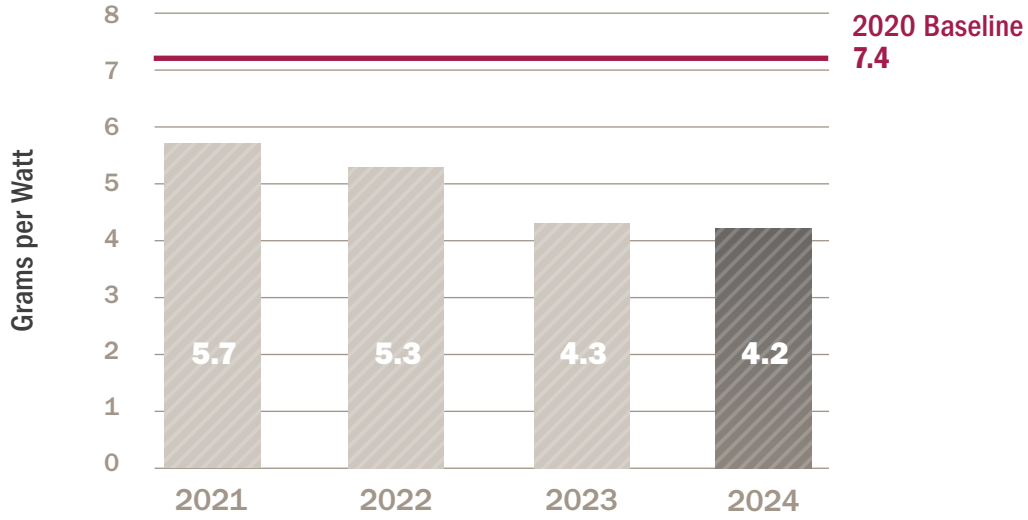
MANUFACTURING WASTE DIVERTED FROM DISPOSAL



The graph above depicts waste recycled and disposed by First Solar's manufacturing and recycling facilities in Ohio, Malaysia, Vietnam, India, and Alabama (which began manufacturing operations in 2024). The data includes modules that we recycle on-site: both manufacturing-line scrap and modules returned from the field, along with many other manufacturing byproducts that are recycled. The data does not include modules that are recycled at our recycling facility in Germany.

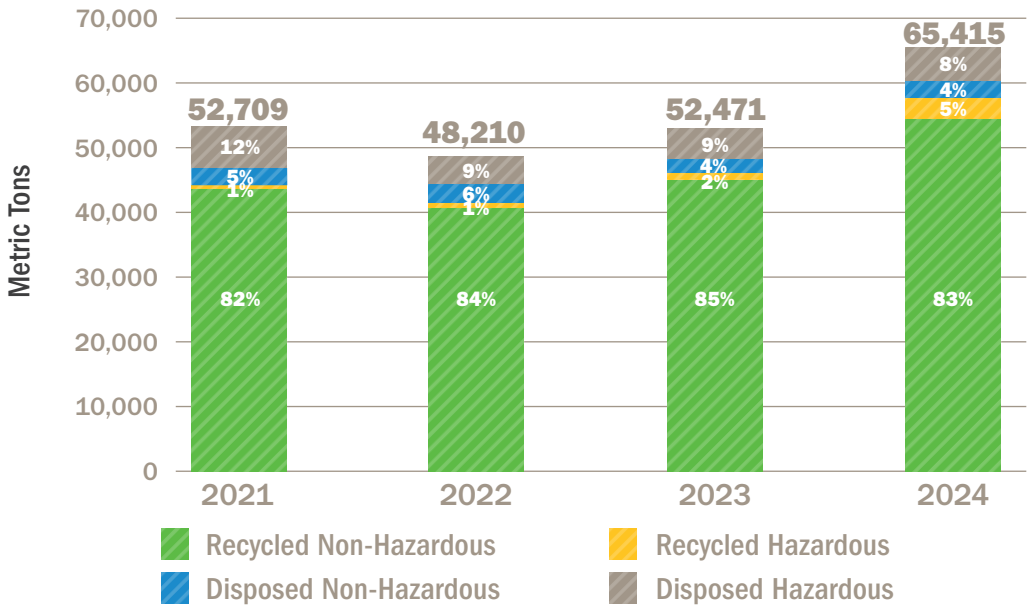
First Solar's manufacturing waste generation intensity (grams per watt produced) has decreased by 88% since 2009 (from 35.1) as a result of increased module efficiency and manufacturing throughput combined with recycling and waste minimization projects. Since 2020, our manufacturing waste intensity decreased by 43% due to increased recycling and manufacturing throughput.

MANUFACTURING WASTE INTENSITY



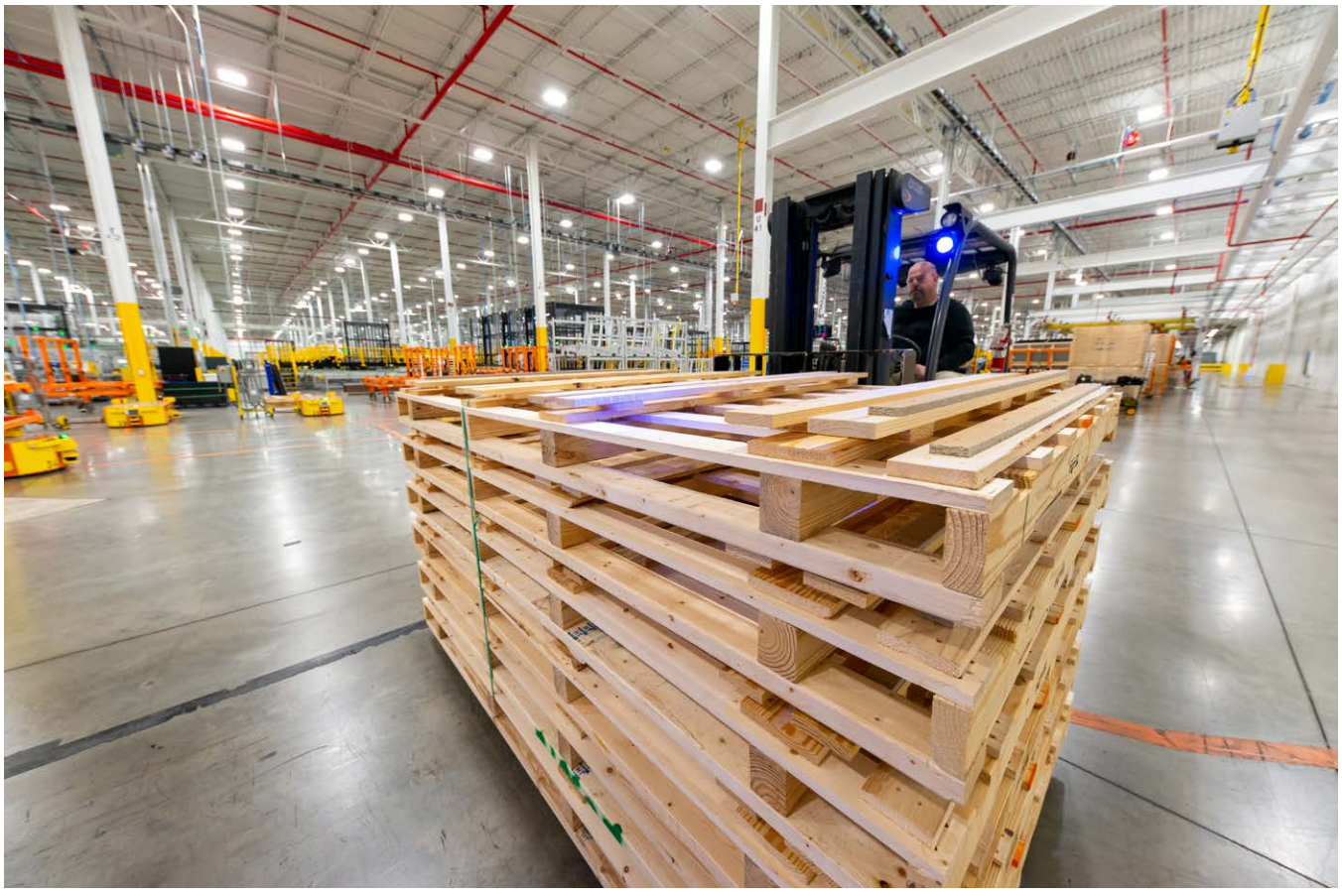
The graph below depicts First Solar's absolute manufacturing waste produced in metric tons with a percentage breakdown by type and destination. In 2024, our absolute waste generation increased by approximately 24% due to the ramp-up in production and the addition of new manufacturing facilities. In 2024, the amount of waste diverted from disposal was 88%.

WASTE BY TYPE AND DISPOSAL



First Solar is committed to reducing and recycling hazardous waste in line with our environmental management system objectives of minimizing waste and preventing pollution. Since 2012, we have reduced our hazardous waste generation per watt produced by 72%. Hazardous waste is classified according to the definition used by the countries in which we operate, i.e., under the Environmental Quality (Scheduled Wastes) Regulations in Malaysia; Law No. 55/2014/QH13 on Environmental Protection in Vietnam; the Resource Conservation and Recovery Act in the US; and the Hazardous and Other Wastes (Management and Transboundary Movement) Rules 2016 along with its amendments in India.

We are committed to having zero electronic waste end up in landfills. We accomplish this by repurposing IT equipment through donations (e.g., to schools), and working with local partners in each of our locations that certify that equipment is either repurposed or disposed of properly. Our e-waste management partners in the US, Vietnam, and Malaysia are either R2 certified or ISO 14001 certified. In India, we work with an e-waste recycler that holds a certification of authorization for e-waste dismantling and recycling from the Tamil Nadu Pollution Control Board. We follow and regularly exceed the standards provided by ISO and local regulations. In the US, we've worked with our hardware providers to reduce the amount of non-recyclable material in their packaging. In the case of our laptop and desktop computers, 100% of the packaging gets recycled.

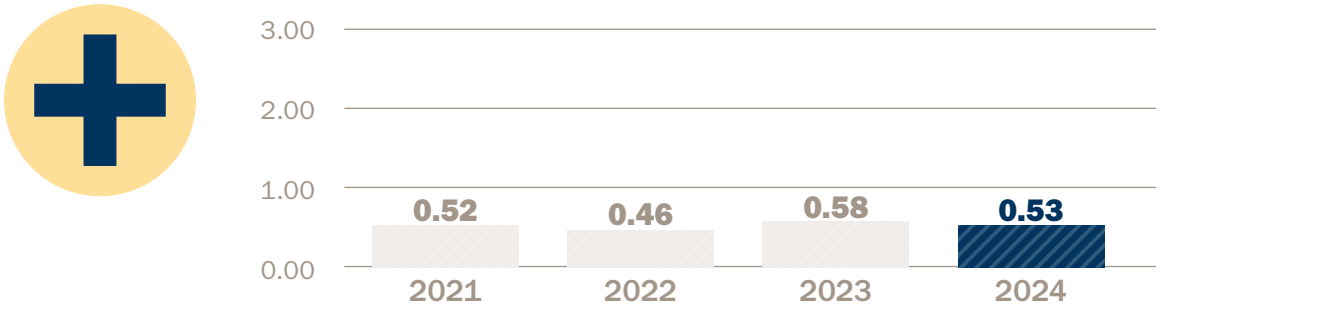


Commitment to Safety

Safety is a cornerstone of Responsible Solar. We have fostered a culture of safety, and developed safe, healthy work environments to ensure that all our associates return home safely to their families every day.

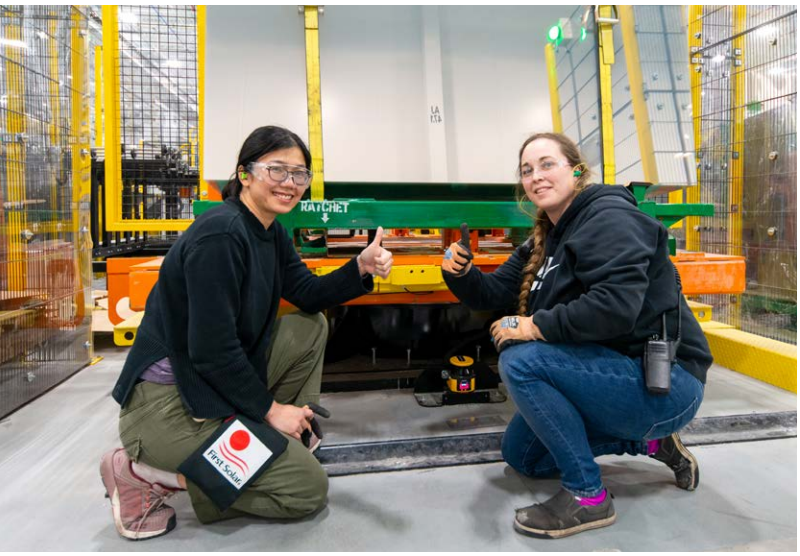
First Solar associates work in clean and safe high-tech environments, and our goal is to achieve an injury-free workplace. Since 2008, our recordable injury rate (RIR) has decreased by 80% (from 2.6) by establishing a strong safety culture throughout the company and ensuring an understanding by the workforce of First Solar's Safety Policies and Procedures. We foster a culture in which environmental, health and safety (EHS) is an integral part of our associates' work, and we also contractually require our contractors and suppliers to adhere to our standards and commitments. First Solar's **Environmental, Health, and Safety Policy** is published on our website. This policy is communicated to all associates through internal communication channels, associate meetings, and notice boards throughout our facilities. All operating First Solar manufacturing sites are certified to globally recognized standards: ISO 14001 for Environmental Management, ISO 9001 for Quality Management, and ISO 45001 for Occupational Health and Safety.

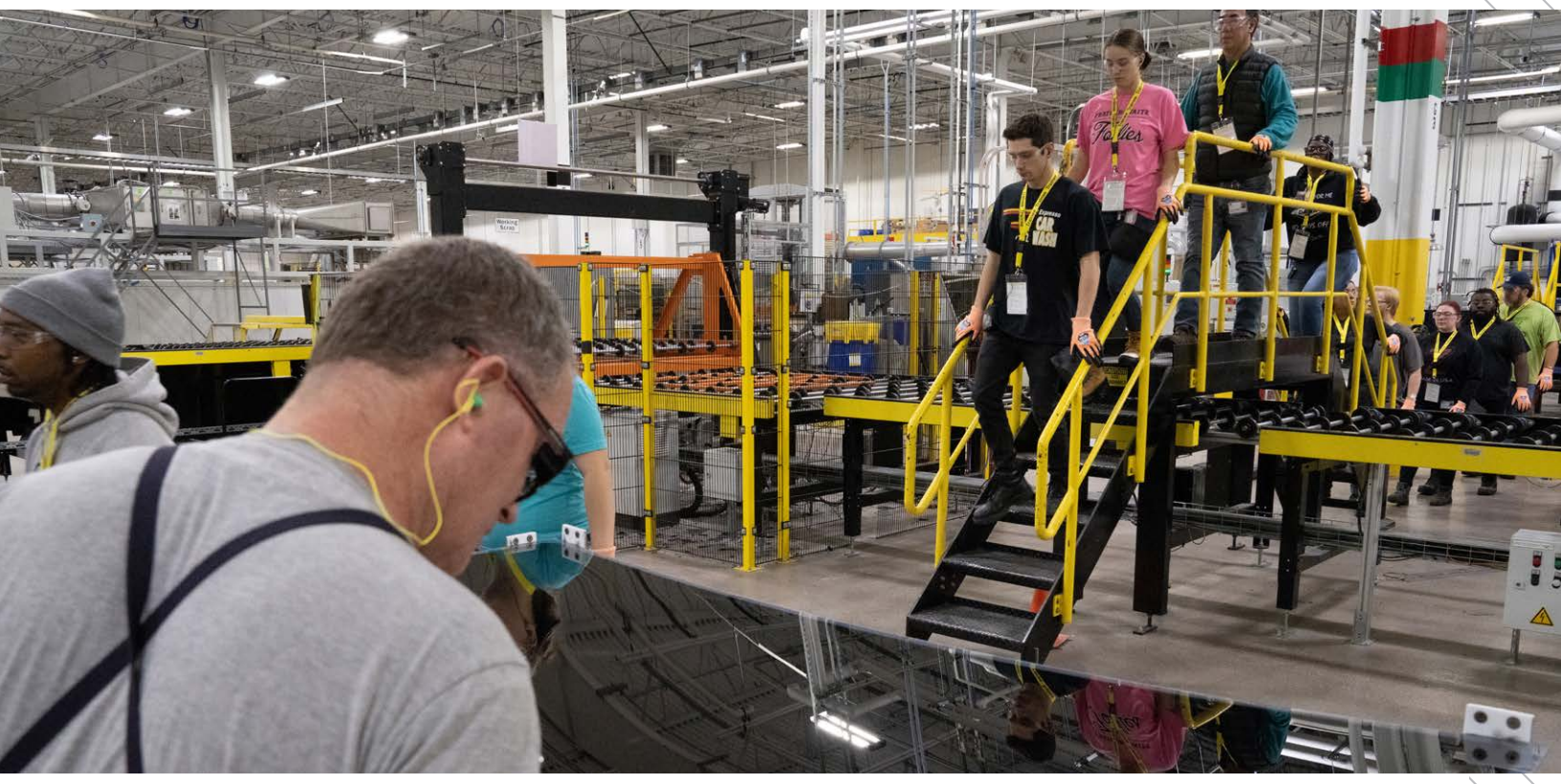
RECORDABLE INJURY RATE (PER 200,000 HOURS)



Our companywide recordable injury rate (RIR) is eight times lower than the industry average for glass product manufacturing made of purchased glass, according to the US Bureau of Labor Statistics. First Solar's RIR includes all manufacturing, R&D, and office locations, calculated per 200,000 hours. An injury is considered recordable if it requires medical attention beyond first aid. First Solar's manufacturing safety data covers all processes from the beginning of the manufacturing process to finished modules and includes all of the company's manufacturing facilities in the US, Malaysia, Vietnam, and India. First Solar has established leading safety indicators that include Safety Walk and Talk (SWAT) and Good Catch. A SWAT encourages proactive one-on-one discussions between managers and associates on various safety topics. The number of SWATs has increased year-over-year since being introduced in 2010. A Good Catch is an observation regarding a safety improvement — either an unsafe act or an unsafe condition. All associates are encouraged to report Good Catches to enhance our safety culture and proactively identify and reduce risk.

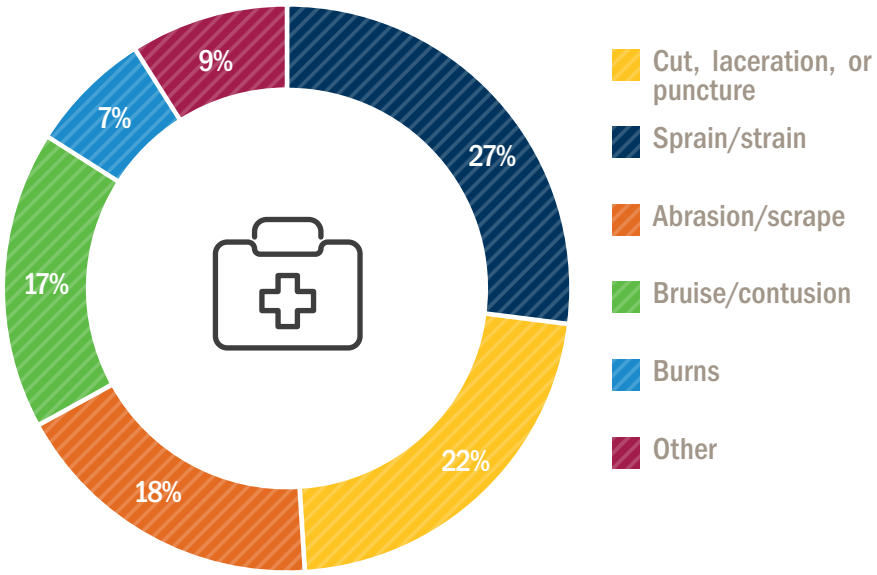
All First Solar associates receive legally required health and safety training as well as routine refreshers on health and safety topics pertinent to their job requirements. First Solar requires all contractors to work under our safety policies, programs, and procedures. A full 100% of First Solar's workforce and management team are represented by formal joint management/worker health and safety committees. Associates from all levels and functions can participate in these cross-functional safety committees, which meet on a regular basis to review incidents and implement corrective actions. The site safety committees report to the EHS Steering Committee on a quarterly basis or more frequently if needed.





In 2024, First Solar's safety management system hazard identification and risk assessment process identified the following hazards that have the potential for serious injury or fatality: confined space entry, electrical exposure and arc flash, line of fire, lock out/tag out, machine guards, vehicle collision, working with a suspended load, and working at heights. All incidents are reviewed and classified for the potential to result in a serious injury or fatality to track and analyze trends to avoid serious injuries. This also includes a proactive method to verify that high-risk activities have controls in place. We had no high-consequence work-related injuries or fatalities in 2024. First Solar has developed EHS Design Requirements for new equipment that includes equipment and machine safety requirements. Training and procedures are in place to identify and control potential hazards. Automated, enclosed equipment and air monitoring help ensure industrial hygiene, and worker biomonitoring is used to confirm occupational health.

INJURIES BY TYPE | 2024



Safety data includes all global manufacturing and offices.

Our commitment to safety extends to the products we manufacture. First Solar implements a robust change management system (CMS) to ensure product changes do not negatively impact product safety, reliability, environmental footprint, or recyclability. Process changes and module design improvements undergo several test and validation runs before receiving final approval and being implemented across manufacturing facilities. Life cycle analysis is performed for significant product and manufacturing process modifications to assess environmental, health, and safety impacts before any changes are implemented. First Solar Series 6, Series 6 *Plus*, Series 6 *Plus* Bifacial, and Series 7 PV modules consist of four articles: glass module, junction box, cable, and frame/rail. These articles do not contain substances on the Candidate List of Substances of Very High Concern (SVHC) as defined by EU REACH regulation (revision date: Nov. 19, 2024) above 0.1% by weight per article. First Solar has a chemical use policy and approval process to limit, control, and track all chemicals used at our facilities in order to protect associate health and safety, protect the environment, and comply with applicable regulatory requirements.

The safety of First Solar modules is based on the stability of the materials (CdTe is not soluble in water and has a melting point of ~1,041°C); the robust glass-on-glass design, which encapsulates the thin layer of semiconductor material with an industrial laminate material; the rigorous durability and performance testing beyond national and international UL and IEC requirements; and a proven record of safe and reliable performance that spans more than two decades. Since 2002, First Solar has sold more than 75,000 MW of CdTe PV modules for use in solar projects around the world without any reported adverse impacts to the environment or human health, even after sustaining direct hits from hurricanes and tornadoes. **More than 50 researchers** from leading US and international institutions have confirmed the environmental benefits and safety of CdTe PV technology over its entire life cycle.

"As the largest US solar manufacturer, First Solar and its CdTe PV technology already have a significant role in the US energy sector. Over the past two decades, the track record of CdTe PV technology has been proven in lab and field performance."

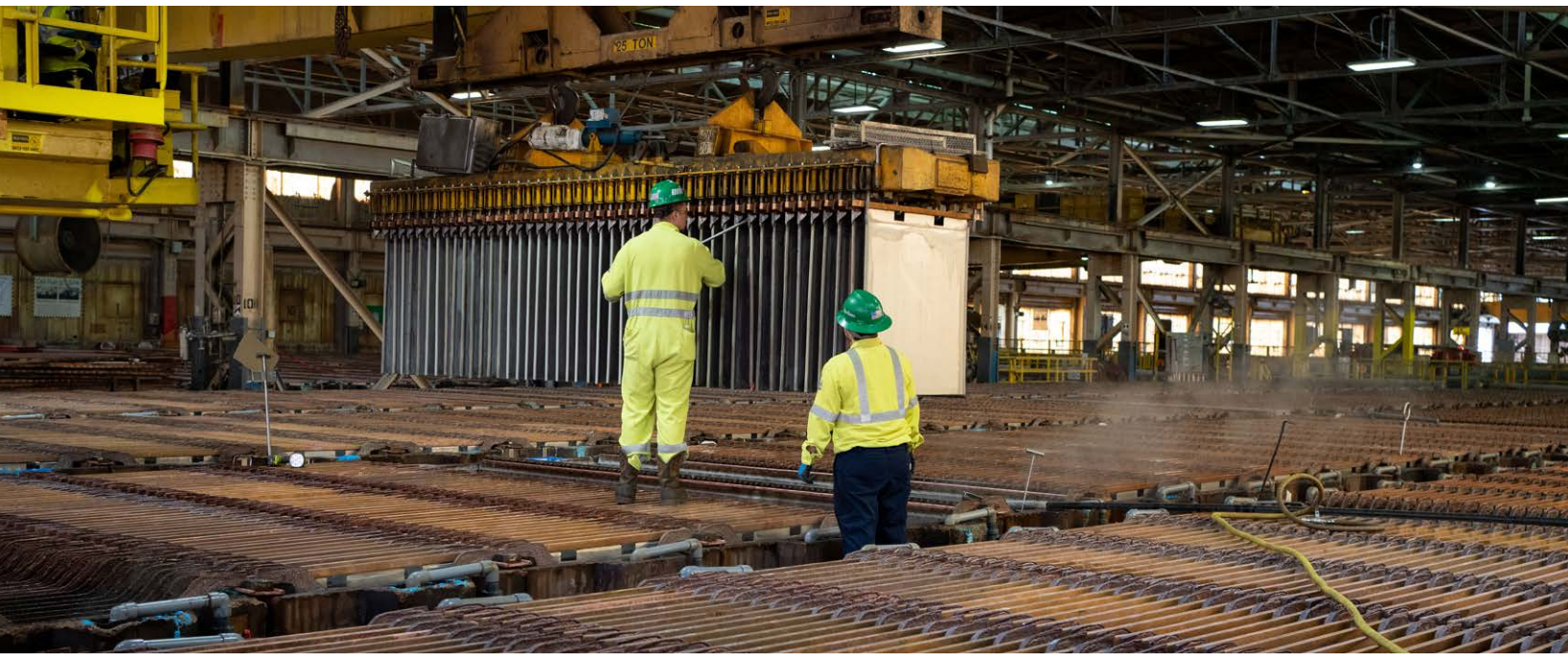
QESST Engineering Research Center of Arizona State University and Massachusetts Institute of Technology, 2020.

Responsible Sourcing

First Solar has established a longstanding leadership position in responsible sourcing, including a commitment to human rights, transparency, and credible third-party validation — all qualities that distinguish us from Chinese manufacturers. We take a comprehensive approach to responsible sourcing and supply chain due diligence to identify, prevent, mitigate, and account for potential adverse human rights and environmental impacts, in accordance with the Organization for Economic Cooperation and Development (OECD) Guidelines on Responsible Business Conduct. This includes:

- **Screening:** All new suppliers undergo a rigorous qualification process using a balanced scorecard that focuses on quality, cost, flexibility, service, technology, and sustainability. We regularly map our supply base and conduct an annual risk assessment to identify potential high-risk suppliers. In 2024, First Solar assessed 100% of our tier 1 suppliers that provide materials and components for manufacturing and 100% of our new suppliers using social and environmental criteria. All of our major suppliers, including on-site service providers, complete an RBA Self-Assessment Questionnaire (SAQ) on an annual basis. We leverage third-party tools and indexes on global slavery, forced labor, and other environmental, social, and governance aspects to identify high-risk suppliers based on industry, geography, and spend.
- **Certification:** First Solar's supplier and site service agreements require compliance with applicable laws and regulations in addition to First Solar requirements, which may exceed local legal requirements. Under the terms of our contract agreements, suppliers and on-site service providers must commit to comply with the Responsible Business Alliance (RBA) Code of Conduct and require their suppliers and require their suppliers and subcontractors to do the same. Suppliers must also represent, warrant, and covenant that they will not use child, slave, prisoner, or any other form of forced or involuntary labor, or engage in abusive employment in the supply of goods or provision of services. Violation of any labor standards may result in the termination of First Solar's business relationship if such a party fails to implement corrective actions to remediate the findings. Suppliers must also represent, warrant, and covenant that they will not use child, slave, prisoner, or any other form of forced or involuntary labor, or engage in abusive employment in the supply of goods or provision of services. Violation of any labor standards may result in the termination of First Solar's business relationship if such a party fails to implement corrective actions to remediate the findings.

- **Audits:** First Solar audits new and existing suppliers on quality as well as environmental management, health and safety, labor, human rights, and ethics by leveraging the RBA Code as a framework. In 2024, First Solar conducted 23 on-site audits at supplier sites based on quality, environmental, and social criteria. We work with suppliers to drive improvements and to remedy adverse impacts through corrective action plans. We publicly report on the environmental and social performance of the suppliers we audit on an annual basis. As part of our commitment to transparency, First Solar accounts for actual and potential adverse impacts annually in our Modern Slavery Statement and Corporate Responsibility Report.
- **Training:** In 2024, First Solar provided a cross-functional RBA training program and a global internal training program on modern slavery in supply chains to associates involved in procurement, legal, and global trade compliance. This training program includes recognizing types and signs of modern slavery; identifying vulnerable groups and high-risk sectors; and implementing due diligence best practices and actions to keep modern slavery out of our supply chains. Additional training is available to First Solar associates and suppliers via the RBA e-learning academy.
- **Reporting:** First Solar has established a third-party operated Ethics Hotline to provide an anonymous and confidential solution to communicate serious legal, financial, ethical, or human rights concerns. No human rights concerns were reported in 2024. The Ethics Hotline ensures that serious concerns are heard and acted upon immediately. Any First Solar associate, supplier, or other external stakeholder can report concerns toll-free via our **Ethics Hotline**, free of any retaliation, discrimination, or harassment.



Supplier Audits


Responsible Business Alliance

Recognition that

First Solar Malaysia Sdn. Bhd.

Completed the RBA Validated Audit Process, achieving PLATINUM

Status earning a full audit score of 200

In addition to assessing our suppliers, First Solar completed third-party, on-site RBA Validated Assessment Program (VAP) audits at our Ohio, Malaysia, and Vietnam manufacturing facilities in 2024. First Solar is the first of the world's largest solar manufacturers to join the RBA and remains the only solar manufacturer in the world to have conducted independent, third-party, on-site social audits of its vertically integrated operations. An audit at a First Solar manufacturing facility is equivalent to auditing a crystalline silicon manufacturer's ingot, wafer, cell, and module-assembly facilities. As of December 2024, our manufacturing facilities in Ohio and Vietnam achieved an RBA Silver rating, outperforming country and industry norms. Our manufacturing facility in Malaysia successfully achieved Platinum status, the highest possible RBA rating. There were no priority findings during any of the audits conducted in 2024.

While solar industry traceability standards, as developed by the Solar Energy Industries Association (SEIA) and the Solar Stewardship Initiative (SSI), only require companies to separate Xinjiang and non-Xinjiang input material streams, First Solar ensures that no module components are sourced from Xinjiang, China, and that no suppliers are connected to entities on the Uyghur Forced Labor Prevention Act (UFLPA) entity list. We recognize that eradicating forced labor from supply chains requires companies to uphold a single global standard of zero tolerance for forced labor across their entire supply chain.

The world's oldest human rights organization, Anti-Slavery International, published a report in 2024 on **Uyghur Forced Labour in Green Technology**, emphasizing that "companies that knowingly source from suppliers that have set up bifurcated supply chains, or that have bifurcated their own supply chains… may not only be directly linked to the harm but, in fact, contributing to it." The human rights and civil society community have made it clear that "disengagement or divestment from the Uyghur Region is the only way for corporate actors to comply with the [United Nations Guiding Principles on Business and Human Rights] UNGPs."

First Solar has a longstanding commitment to conducting business in compliance with applicable laws and regulations and in accordance with the highest ethical principles. We recognize that due diligence is an ongoing process and we will continue to work with our suppliers to ensure they conduct their business in line with First Solar values to help improve the lives of workers across our supply chain. Our decision to join the RBA was driven by our desire to work with a proven program that raises the bar. This organization has a track record that spans more than two decades of helping companies improve sustainability and human rights in their supply chains. In recognition of their work, the RBA received the 2019 Presidential Award for Extraordinary Efforts to Combat Trafficking in Persons and is recognized in the European Commission's Guidance on Due Diligence for EU Businesses to Address the Risk of Forced Labour in their Operations and Supply Chains.

Supplier Screening and Audits

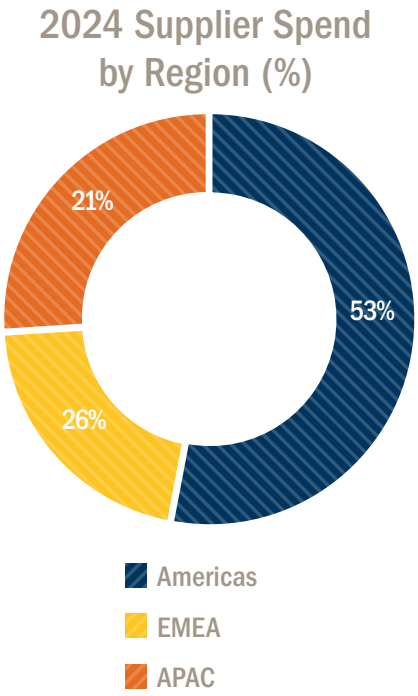
GRI Indicator	Title	2024 Disclosure	Social impacts used for screening
414-1	New suppliers that were screened using social criteria	100%	Suppliers are screened on the following social criteria: • Clean and safe facilities • Minimum wages and compensation for overtime • Working hours (allowing at least one day off per week) • Health and safety practices • Non-discrimination • Freedom of association and collective bargaining • Humane treatment and prevention of harassment or abuse • Prohibition of child labor • Prohibition of forced or compulsory labor • Business ethics (including standards and policies related to corruption, extortion, embezzlement, conflict of interest, bribery, excessive gift giving, disclosure of information, intellectual property, fair business advertising and competition, privacy, and non-retaliation) • Conflict minerals
414-2	Negative impacts on social impacts in supply chain and actions taken	20	In 2024, First Solar conducted 23 on-site audits at supplier sites, which included environmental and social criteria based on the RBA Code of Conduct. Out of the 23 supplier audits, 12 suppliers were identified as having significant actual or potential negative social impacts primarily related to their health and safety management systems. Each of the identified suppliers (or 100%) now has a corrective action plan in place. No suppliers were terminated. We worked with the identified suppliers to drive improvements in their EHS management systems and communication of policies to workers; personal protective equipment usage; on-site evacuation; emergency response plans; and job-rotation programs for physically demanding work.
308-1	New suppliers that were screened using environmental criteria	100%	Suppliers are screened on the following environmental criteria: • Environmental management systems • Pollution prevention and resource reduction • Solid waste management • Hazardous substances management • Environmental permits • Air emissions monitoring and management • Water management • Energy consumption and GHG emissions
308-2	Negative environmental impacts in the supply chain and actions taken	24	In 2024, First Solar conducted 23 on-site audits at new and existing supplier sites, which included environmental and social criteria based on the RBA Code of Conduct. Out of the 23 audits, 12 suppliers were identified as having significant actual or potential negative environmental impacts primarily due to their environmental management systems and policies, and a lack of environmental targets. Each of the identified suppliers (or 100%) has implemented corrective actions, and we are working with these suppliers to set environmental targets. Four suppliers had received waste or wastewater notice of violations, which were remediated. No suppliers were terminated.

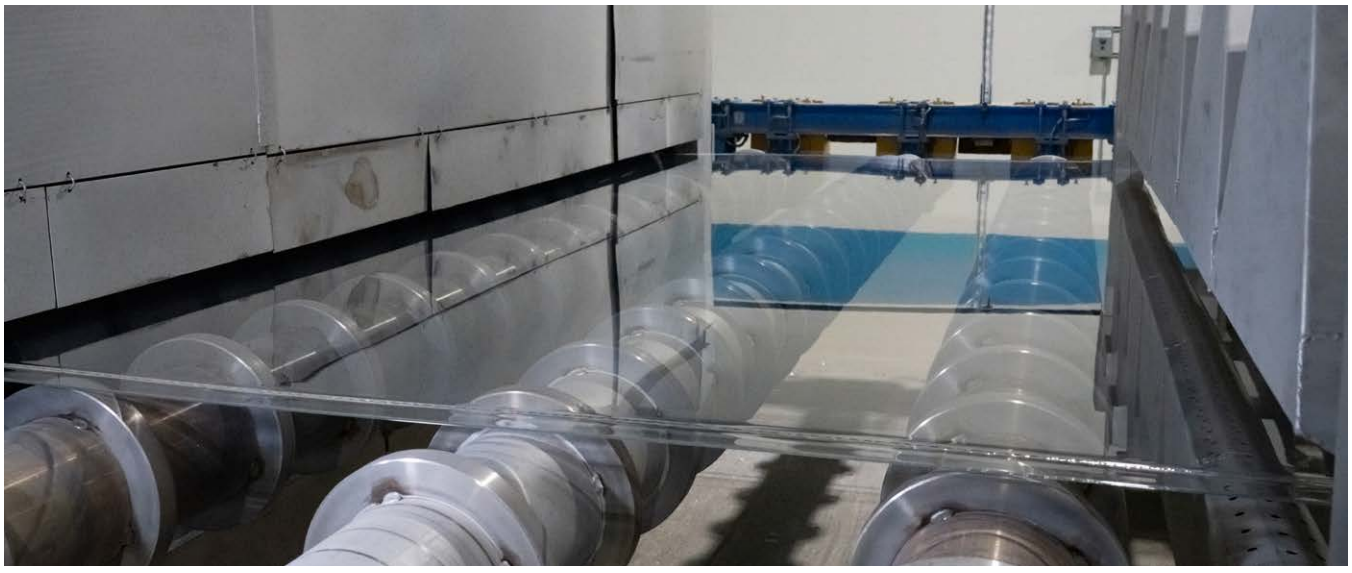
Supply Chain Overview

Our thin film module-manufacturing process uses approximately 30 types of raw materials and components to produce solar modules. Critical raw materials and components in our manufacturing process include cadmium telluride; low-iron glass coated with transparent conductive oxide; other semiconductor materials; organics such as adhesives; heat-strengthened back glass; frames; packaging components such as interlayer; cord plate/cord plate cap; cables; and solar connectors. As part of our sourcing strategy, we partner with suppliers that are near to our manufacturing locations, thereby reducing the transportation costs, environmental footprint, and lead times for these materials. We are committed to continue excluding deep-sea mining minerals until scientific findings are sufficient to assess the environmental risks, while focusing on maximizing material recovery through our industry-leading high-value PV module recycling services.

First Solar has a global set of specifications for the materials used in our products, which results in a tightly controlled supply chain, superior traceability, and high-quality products. We also own and operate the facilities that manufacture our modules—turning a sheet of glass into a completed module in about four hours, all under one roof. In contrast, many traditional tier one crystalline silicon PV manufacturers have multiple products, processes, and bills of materials along with sprawling supply chains—which includes multiple process steps (polysilicon/ingots/wafers/cells/modules), often across multiple continents, resulting in increased risks relating to variability, quality, reliability, and traceability.

In 2024, First Solar spent more than $4.1 billion on our global supply chain. This amount includes our manufacturing bill of materials, project spend, capital spend, and indirect expenses. Over 53% of our global spend in 2024 went to local suppliers in the US to support our module-manufacturing operations. For the year, more than $302 million was awarded to women-, minority-, and disabled veteran-owned business enterprises (based on purchase order data).





Conflict Minerals

By choosing to source responsibly, we ensure that our products contribute to a better, more sustainable world. And we are firmly opposed to using conflict minerals associated with human rights violations, environmental devastation, and the funding of armed conflicts.

First Solar is committed to operating a supply chain free of conflict minerals, which include gold, tin, tantalum, and tungsten, as well as their derivatives (or any other mineral or its derivative as determined by the US Secretary of State) whose extraction and trade are used to finance conflict in the eastern Democratic Republic of the Congo or an adjoining country (together called the "covered countries"). To the extent we source minerals from the covered countries, we are dedicated to protecting and respecting human rights by responsibly sourcing such minerals in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and related supplements for 3TG.

We have a longstanding commitment to conduct our business in compliance with applicable laws and regulations, and we condemn human rights abuses associated with the extraction, transport, or trade of minerals. In addition, we have a no-tolerance policy with respect to corruption, money laundering, and/or bribery. We require all direct suppliers to agree to follow such principles. First Solar's **Conflict Minerals Policy** is communicated to our suppliers and is published on our website. We have an operating, cross-functional, internal governance team with representatives from our supply chain, compliance, and legal departments to ensure that policy statements and control processes are followed.

We support sourcing from the covered countries when performed in accordance with accepted international standards, specifically within the guidance from the OECD. Suppliers with minerals not found to be conflict-free in their sourcing will be given a reasonable amount of time to begin sourcing minerals responsibly and in a manner consistent with the principles of responsible sourcing from conflict-affected areas. First Solar reserves the right to take appropriate actions up to and including identifying an alternate source of supply or discontinuing purchases from a supplier if a supplier's efforts to comply with this policy are found to be deficient.

As we do not source directly from smelter or refiner processing facilities, we rely on the Responsible Minerals Initiative's Responsible Minerals Assurance Program (RMAP) to oversee and coordinate third-party audits of these facilities. The RMAP audit protocols and procedures require the smelters or refiners to engage specially trained third-party auditors to independently verify that these smelters and refiners can be considered conflict-free. Our conflict minerals risk-mitigation plan defines supplier-risk management strategies, including continued procurement, assistance in identifying alternate sources of supply, and disengagement, the severity of which is at the discretion of our executive management. We rely on the publicly available audit results of the RMAP third-party audits to validate the sourcing practices of facilities in our supply chain.

First Solar is committed to complying with the reporting obligations required under Section 1502 of the Dodd-Frank Act and the SEC's rules on conflict minerals, including the requirement to conduct inquiries and, if necessary, due diligence into the source and chain of custody of any conflict minerals included in our products. As of May 8, 2025, all smelter and refiner facilities that may have processed the necessary conflict minerals used in our products during 2024 were RMAP-conformant or undergoing an RMAP assessment. First Solar's Specialized Disclosure and Conflict Minerals reports are available on our public website (see the "**Specialized Disclosure**" tab in SEC Filings).

Recognition and Awards

First Solar works hard to raise the bar for our industry, and we're always proud to have our accomplishments recognized by our peers, publications, analysts, and other institutions. We have received global recognition for our state-of-the-art environmental controls, performance, and manufacturing excellence. Our facilities in Perrysburg and Lake Township, Ohio, have received the Ohio Environmental Protection Agency's Encouraging Environmental Excellence Platinum Level Award, which recognizes companies demonstrating exceptional achievements in environmental stewardship, from product design and resource efficiency to community support. In 2021, First Solar Vietnam was awarded third place in the Ho Chi Minh City Environment Award, which recognizes individuals, organizations, and communities that contribute significantly to environmental protection. In 2020, First Solar Malaysia received the prestigious State Environmental Excellence Award from the Kedah Department of Environment in recognition of our leadership and continuous efforts to demonstrate full environmental compliance in our manufacturing operations.

- **2025: America's Most Responsible Companies — Newsweek and Statista**
  Recognized for 4th consecutive year
- **2025: Global 100 Most Sustainable Corporations in the World — Corporate Knights**
  Ranked #14 among top 1% of the world's most sustainable companies
- **2024: World's Best Companies — TIME**
  Recognized among 1,000 companies changing the world
- **2024: 15 Climate Tech Companies to Watch — MIT Technology Review**
  Recognized for our advanced solar panel technologies
- **2024: EPEAT Silver — Ecolabel for Solar**
  1st EPEAT Climate+ Champion in the solar industry
- **2024: AA (Leader) Rating — MSCI ESG Research**
  Highest rating in the solar industry
- **2024: Prime Rating — Institutional Shareholder Service ESG**
  For demonstrating best-in-class responsible business practices and transparency
- **2024: Low Risk ESG Rating — Sustainalytics**
  In recognition of the company's strong overall management of material issues
- **2024: A- (Leadership) Water Security rating — CDP**
  For leadership on water stewardship and disclosure and management of water-related risks
- **2023: FTSE4Good Index Series**
  In recognition of the company's strong environmental and social responsibility practices

CORPORATE CULTURE.

Our Culture

At First Solar, our talented, passionate, mission-driven people work together to realize our vision of leading the world's sustainable energy future. We pursue success through our values-based culture, by cultivating agility, collaboration, and accountability throughout our workforce. The safety and well-being of our people is an ongoing priority. And our global culture is a diverse tapestry of different viewpoints, approaches, voices, and perspectives, all of which come together to help us to produce better products and services.

Agility

We are creative and resilient.

Collaboration

We help each other succeed.

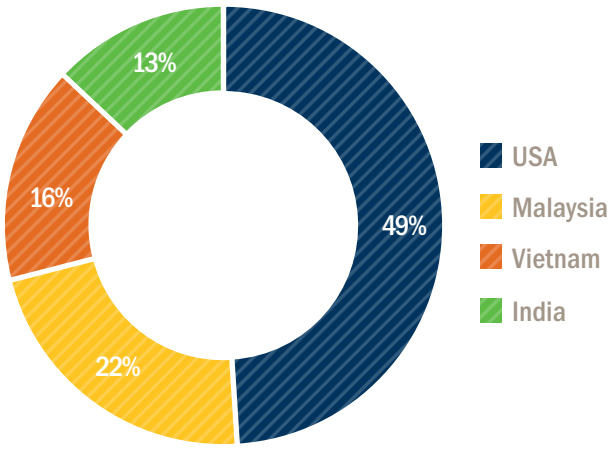
Accountability

We own the results of our actions.

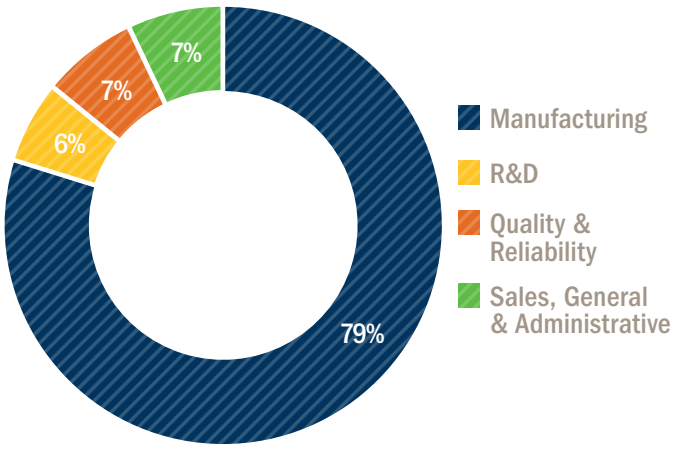
Working at First Solar

As of Dec. 31, 2024, First Solar employed approximately 8,100 associates, including full-time, part-time, interns, and temporary associates (compared to approximately 7,000 at 2023 EOY). The majority of these associates work in the United States, Malaysia, Vietnam, and India. The increase in the number of associates in 2024 as compared to 2023 is primarily attributed to our manufacturing expansions in Alabama and Ohio. During 2024, we commenced operations in Alabama, our fourth manufacturing facility in the United States. We are in the process of constructing our fifth US manufacturing facility in Louisiana, which is expected to commence operations in the second half of 2025. Approximately 79% of our associates work in manufacturing, and the remainder of our associates are in research and development, quality and reliability, sales, and general/administrative positions. In 2024, 99.83% of our associates were full-time while the rest (14) associates were part-time.

Associates by Region in 2024



Associates by Function in 2024



First Solar Associates as of December 31, 2024

Female	Male	Other	Not Disclosed	Total
NUMBER OF EMPLOYEES (HEADCOUNT/FTE)				
1,992	6,086	12	15	**8,105**
NUMBER OF PERMANENT EMPLOYEES (HEADCOUNT/FTE)				
1,906	6,011	12	15	**7,944**
NUMBER OF TEMPORARY EMPLOYEES (HEADCOUNT/FTE)				
86	75	0	0	**161**
NUMBER OF NON-GUARANTEED HOURS EMPLOYEES (HEADCOUNT/FTE)				
0	0	0	0	**0**
NUMBER OF FULL-TIME EMPLOYEES (HEADCOUNT/FTE)				
1,983	6,081	12	15	**8,091**
NUMBER OF PART-TIME EMPLOYEES (HEADCOUNT/FTE)				
9	5	0	0	**14**

APAC	North America	EMEA	Total
NUMBER OF EMPLOYEES (HEADCOUNT/FTE)			
4,078	3,937	90	**8,105**
NUMBER OF PERMANENT EMPLOYEES (HEADCOUNT/FTE)			
3,917	3,937	90	**7,944**
NUMBER OF TEMPORARY EMPLOYEES (HEADCOUNT/FTE)			
161	0	0	**161**
NUMBER OF NON-GUARANTEED HOURS EMPLOYEES (HEADCOUNT/FTE)			
0	0	0	**0**
NUMBER OF FULL-TIME EMPLOYEES (HEADCOUNT/FTE)			
4,078	3,923	90	**8,091**
NUMBER OF PART-TIME EMPLOYEES (HEADCOUNT/FTE)			
0	14	0	**14**

Inclusive Culture

At First Solar, we are committed to developing and providing career growth opportunities for all our associates. We believe a strong, values-based, and inclusive culture is essential to the success of our company. This starts by creating an environment where different voices are encouraged, heard, and valued, including people of all backgrounds. At First Solar, we are one global community serving a common purpose of leading the world's sustainable energy future.

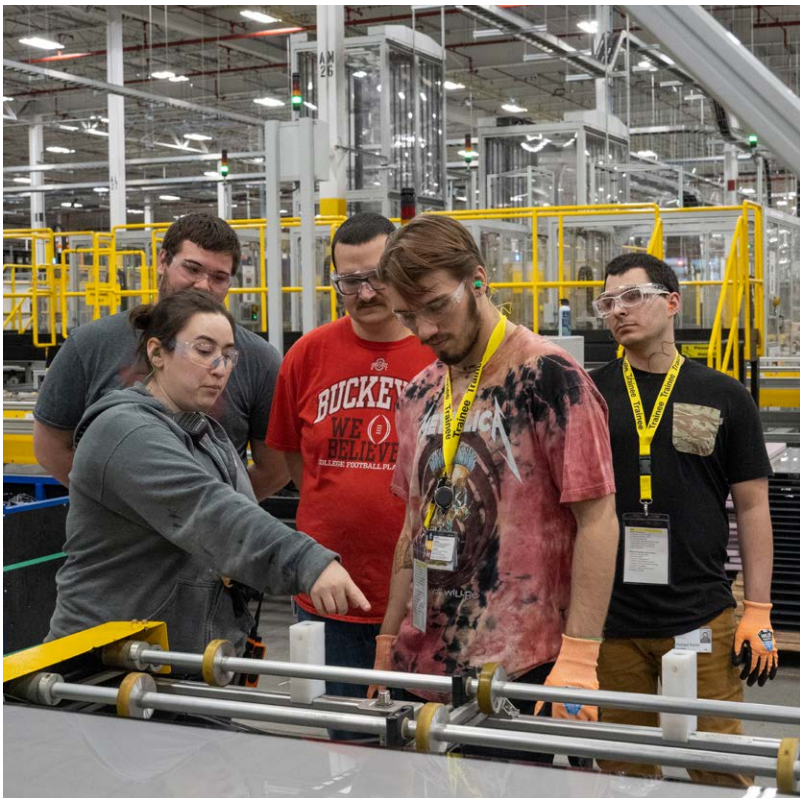
LEADERSHIP: First Solar's Board of Directors and Executive Leadership Team set the tone from the top, which enables the company to drive belonging, participation, and inclusion throughout our organization; as well as helping us to better engage with and understand key stakeholders. Our Board of Directors and its Nominating and Governance Committee take into consideration not only personal background and perspectives, but also the mix of qualifications of directors and candidates, including their tenure, skills, experiences, and talents in the context of the company's evolving needs. They are committed to actively seeking highly qualified candidates of diverse backgrounds as part of the search process for new board members. If a stockholder submits a nominee recommendation, the Nominating and Governance Committee evaluates the qualifications of this nominee using the same selection criteria that is used to evaluate other potential nominees. The composition of our board, and each board member's respective knowledge, skills, and experience, is disclosed in our **proxy statement**.

TALENT ACQUISITION: At First Solar, we seek to hire outstanding, qualified talent globally to further our mission. We take a consciously inclusive approach in our hiring practices to access the broadest and best talent pipelines, and to build high-performing teams globally. We look beyond resumes to identify individuals whose skills and values align with our mission and culture, and we leverage data-driven insights to hire people who will help shape our future.

In 2025, First Solar launched the Connector Program, a 90-day program that pairs a new associate with an existing associate — similar to a "buddy program." This connection facilitates a smoother onboarding experience and integration into First Solar's workplace culture, while fostering a collaborative and welcoming work environment. The program piloted in 2023 and 2024 and is currently available to all US non-hourly associates, including global transfers. Similar programs exist in Malaysia and Vietnam, and one is under development in India.

PAY AND PROMOTIONS: We follow a pay-for-performance model in which associates are compensated for achieving goals and associated metrics, and for demonstrating First Solar values. First Solar monitors the market to ensure that we are paying a fair living wage to all our associates. We review all elements of compensation (salaries, merit increases, bonuses) to check for internal and external equity, including assessments of pay gaps, minimum wages, and living wages across our global operations. First Solar provides a Global Career Framework for our associates' growth and development; and a pay-for-performance model, which rewards associates for achieving goals, reaching associated metrics, and demonstrating First Solar values. Promotions are managed within our Global Career Framework, which provides a common language to describe career pathways, job and skill requirements, as well as enable talent movement. Within this framework, we use a Global Grading System — a rigorous process for job-leveling and a consistent, systematic approach for evaluating individual positions in the context of the entire company.

TRAINING: First Solar's people strategy represents an inclusive, integrated approach that connects talent, performance, and learning on a foundational, global, total-rewards program. All associates have the opportunity to learn, grow, and succeed. Our Global Career Framework gives all associates control over their own futures and provides career pathways by transparently describing the job and critical skill requirements needed to facilitate talent movement, from entry-level to executive leadership-level positions. Our Training Academy is available to all associates to ensure equal learning opportunities. We have Training Advocates on the manufacturing floor who encourage associates to leverage all of the learning opportunities available to them. There are many examples of First Solar associates who started as hourly production operators and successfully became manufacturing managers and plant managers. Additionally, we have integrated career advancement, mentorship, and leadership programs to enable the professional growth and development of our talent worldwide.



BENEFITS PROGRAMS AND POLICIES: First Solar offers competitive compensation and benefits packages to our global full-time, part-time, and intern associates. Benefits packages may include health care and other insurance benefits, retirement programs, paid time-off, paid parental leave, flexible work schedules, and education assistance. First Solar is committed to helping associates face the demands of balancing work, family, and life-related issues by offering a number of alternative work options. A hybrid virtual working model called FLEX empowers our associates to work on-premises, at home, or both depending on circumstances and business needs. First Solar's alternative work schedules enable women returning from maternity leave to work part-time while transitioning back into the workforce. First Solar also offers four-week paid parental leave to all US associates who meet basic employment requirements, enabling them and their families to care for and bond with a newborn child, a newly adopted child, or a newly placed foster child. We also provide various rewards and recognition programs for our associates, including gift cards, Lifemart discounts, auto and home insurance financing, Excellence in Action awards, and other financial rewards.

ENGAGEMENT AND INCLUSION: We gather and respond to associate feedback in a variety of ways, including through anonymous, periodic engagement with associates as well as inclusion surveys, pulse surveys, town halls, and one-on-one interactions. A global inclusion and engagement survey is conducted on an annual basis. We had a record high response rate of 91% in 2024 (up from 78% in 2023), with an increase in favorable responses in every question category. In 2024, the global engagement index increased slightly to 83.87% (from 83.47% in 2023 and 80% in 2022). The global inclusion index was 80% in 2024 (a slight increase from 79% in 2023). Engagement scores for associates who stated their intent to stay at First Solar for the next year was 85% (increasing by 2% over 2023). Out of all associates surveyed, 85% consistently stated their pride in working for First Solar (in both 2023 and 2024). Furthermore, 87% of associates in 2023 and 2024 believe that First Solar operates in a socially and environmentally responsible manner (an increase from 83% in 2022).

Global Employee Networks and Associate Resource Groups

Consistent with First Solar's culture and philosophy, our Global Employee Networks and Associate Resource Groups promote an inclusive and supportive work environment, enhance employee engagement, support recruitment, promote retention, enhance associates' professional and personal development, and drive a culture of belonging throughout the organization. Members include associates from all levels of the organization, who are appointed senior-level sponsors. These groups have highly visible support and high levels of involvement from our leadership.

The Global Women's Network (GLOW): Launched in 2019 and open to all associates, GLOW's aim is to attract and develop future leaders through mentoring, sponsorship, networking, as well as a collaborative learning culture and enriching dialogue across the business. Since 2021, GLOW's membership has grown twelve-fold to over 500 members. In 2024, GLOW participated in the Women in Cleantech & Sustainability Talks; celebrated International Women's Day; engaged with local universities and youth on STEM; participated in career fairs; hosted an all-men panel on allyship focused on the actions, behaviors, and practices that individuals take to foster an inclusive workplace; and enhanced professional and personal development through inspiring discussions and webinars with thought leaders from across the company. In 2024, First Solar Board Member Lisa Kro and Chief Financial Officer Alex Bradley gave an empowering presentation to GLOW members on the importance of being bold in business. In addition to working with local universities, First Solar partners with external organizations, such as Women in Cleantech and Sustainability, to foster an industry network of professionals with a mission of furthering the roles of women in growing the renewables economy and making a positive impact on the environment.

HEROES @ First Solar: HEROES is a Military Associate Resource Group that offers easy access to valuable resources, information, and support for veterans. This group works to support professional development, and strengthens the veterans community within First Solar. HEROES aims to empower military personnel and veterans to reach their full potential by honoring their strengths, unique perspectives, and experiences. The group provides a safe and inclusive space for the proud community of active military, veterans, and those who support military personnel (family, friends, colleagues), where they can connect, share experiences, and support one another. HEROES helps to build camaraderie through shared experiences, mutual support, veteran recruitment, community engagement, and retention.

M.A.T.T.E.R. (Mental Health and Well-Being): M.A.T.T.E.R. promotes well-being among First Solar associates by diminishing the stigma around mental health and equipping associates with resources to thrive in both their personal and professional lives. This group strives to empower individuals to prioritize their mental health as an important component of their overall well-being; remind associates that they matter; and help support individuals who are assisting family members facing mental health challenges. Launched for all global associates in October 2024, the network had over 300 members by year-end and continues to grow.

RenewABLE: As a voluntary, employee-led group with a broad representation of abilities and backgrounds, RenewABLE focuses on collaborating, educating, and empowering associates to make First Solar a disability-friendly, accessible workplace. RenewABLE's goal is to provide cultural support to associates who were born with or have acquired a disability; who have children with disabilities; or who serve as a caregiver to adults with disabilities. In 2024, the RenewABLE Associate Resource Group celebrated Autism Awareness Month by attending an event hosted by Avenues for Autism; volunteered to be "buddies" to Miracle League of Northwest Ohio baseball players; and coordinated annual disability-etiquette training. At First Solar, we believe that each and every associate is a valuable asset and contributes to our continuing efforts to lead the world's sustainability future.

Sustainability Ambassadors: First Solar's global internal Sustainability Ambassadors program enables our associates to identify and implement local sustainability initiatives, such as resource-efficiency and reduce/reuse/recycle (3R) projects; educational and awareness-building workshops; site clean-ups; and local community outreach and volunteering. In 2024, First Solar had 146 Sustainability Ambassadors across six countries who collectively helped recycle more than 10 million kilograms of waste, save 66 million liters of water and 7.9 kilowatt hours of electricity; spent more than 480 volunteer hours supporting local communities; planted 13,000 trees; and set up a library for primary students in Vietnam—among many other initiatives.

GOVERNANCE.

Board of Directors

First Solar's business is conducted under the oversight of our Board of Directors. The primary responsibility of the board is to oversee and review senior management's performance of First Solar's business operations. As of 14 May 2025, our Board of Directors is composed of nine directors, including seven independent directors (as defined under the standards adopted by the SEC and NASDAQ), two non-independent directors, the Chairman of the Board, and the CEO. The Audit, Compensation, and Nominating and Governance Committees are each composed solely of independent directors. In 2021, the Board of Directors established the position of Lead Independent Director and adopted a Lead Independent Director Charter that set forth the duties and responsibilities of the position. In July 2024, William J. Post was unanimously selected by the independent directors of the board of directors to serve an additional one-year renewable term, bringing extensive executive and public company board experience to the role, as well as considerable technical experience and expert knowledge on how to grow utility markets.

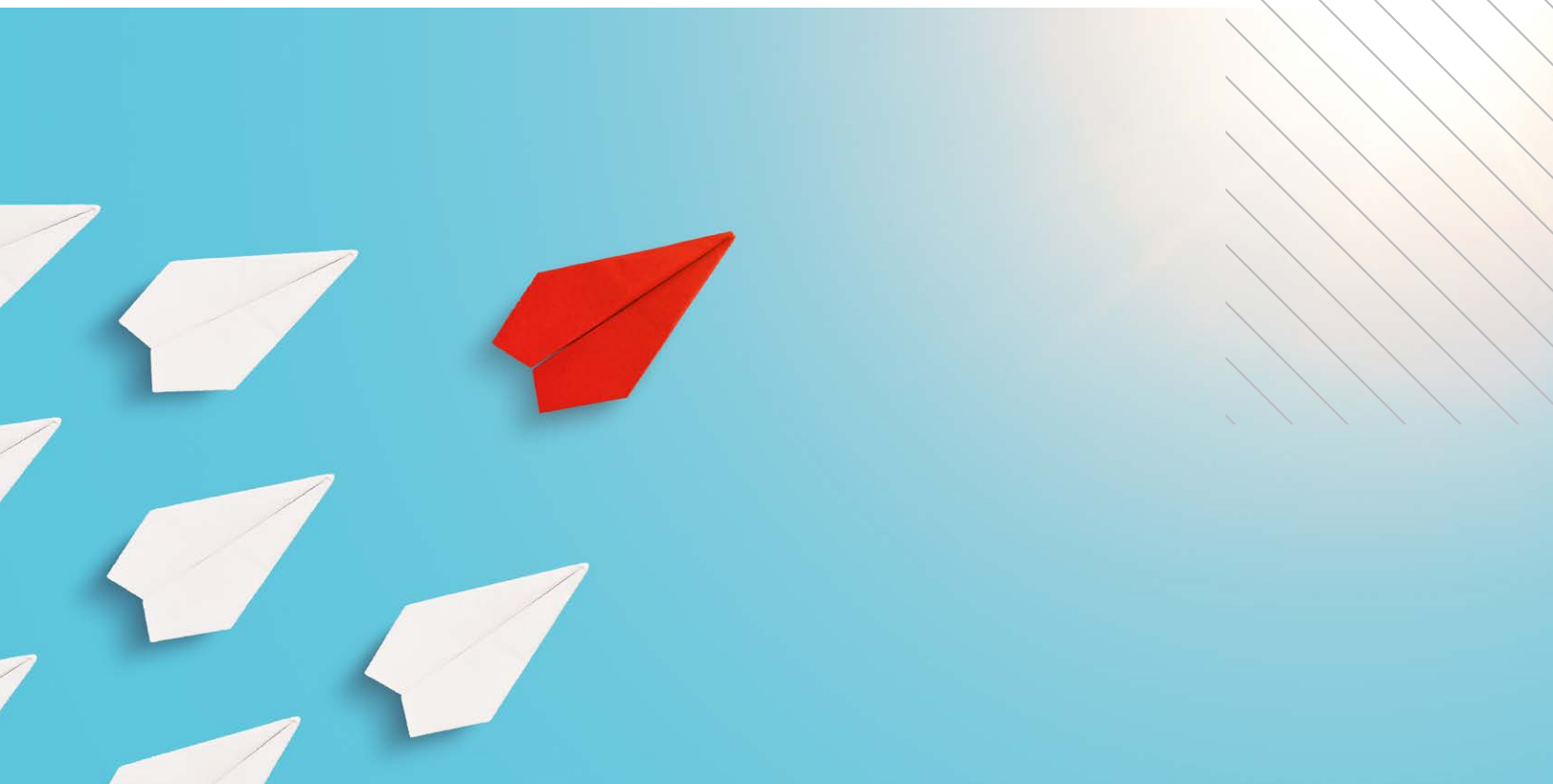
First Solar provides enhanced disclosure regarding the skills and demography of our board in our **annual proxy statement**.

For more information, please visit our website:
http://www.firstsolar.com/en/About-Us/Leadership

Executive Leadership Team

First Solar's CEO and executive leadership team are responsible for managing the company's day-to-day business operations, including the preparation of financial statements and short- and long-term strategic planning.

For more information, please visit our website:
http://www.firstsolar.com/en/About-Us/Leadership



Ethical Business Conduct

First Solar holds ethical business conduct as a core principle, and we are committed to operating at the highest ethical standards in every area of our business—everywhere we do business. Our **Code of Conduct (Relentless Integrity: How We Conduct Business Ethically)** demonstrates our commitment to this principle and guides the company's business conduct. The Code of Conduct applies to everyone, from members of the Board of Directors to our officers, associates, and valued partners. We have a longstanding commitment to conduct our business in compliance with applicable laws and regulations. This commitment — along with our culture of agility, collaboration, and accountability — enables us to advance our mission to provide cost-advantaged solar technologies through rigorous safety practices, innovation, customer engagement, industry leadership, and operational excellence.

First Solar's Chief Ethics and Compliance Officer reports regularly to the Board of Directors and the Executive Leadership Team on the status of our ethical culture; and develops processes and procedures to further monitor and advance our ethics and compliance programs. We maintain a mechanism for reporting any misconduct or policy violations via various channels, including our **Ethics Hotline**. Any First Solar associate, supplier, or external stakeholder can report concerns free of any retaliation, discrimination, or harassment via the third-party operated Ethics Hotline, which provides an anonymous and confidential outlet for communicating any concerns regarding conduct.

Anti-Corruption

First Solar performs risk assessments that consider the possibility of fraud and related indicators. We currently operate in, and may expand into, many parts of the world that have experienced governmental corruption to some degree and, in certain circumstances, strict compliance with anti-bribery laws may conflict with local customs and practices. First Solar's Global Anti-Corruption Policy requires all associates to comply with the US Foreign Corrupt Practices Act (FCPA) and all other applicable local anti-corruption laws. The Global Anti-Corruption Policy prohibits bribery, kickbacks, and the giving of other improper payments to obtain or retain business; and covers any person engaged to perform work on behalf of First Solar, including freelancers, independent contractors, temporary contractors, independent professionals, agents, and consultants. We communicate our anti-corruption and anti-bribery policies in our customer and service contracts. FCPA training is provided to associates in higher risk-profile jobs and tailored according to the region. First Solar has implemented processes and procedures to help ensure compliance with all applicable anti-corruption laws. These processes and procedures are monitored and audited on an ongoing basis.

Public Policy

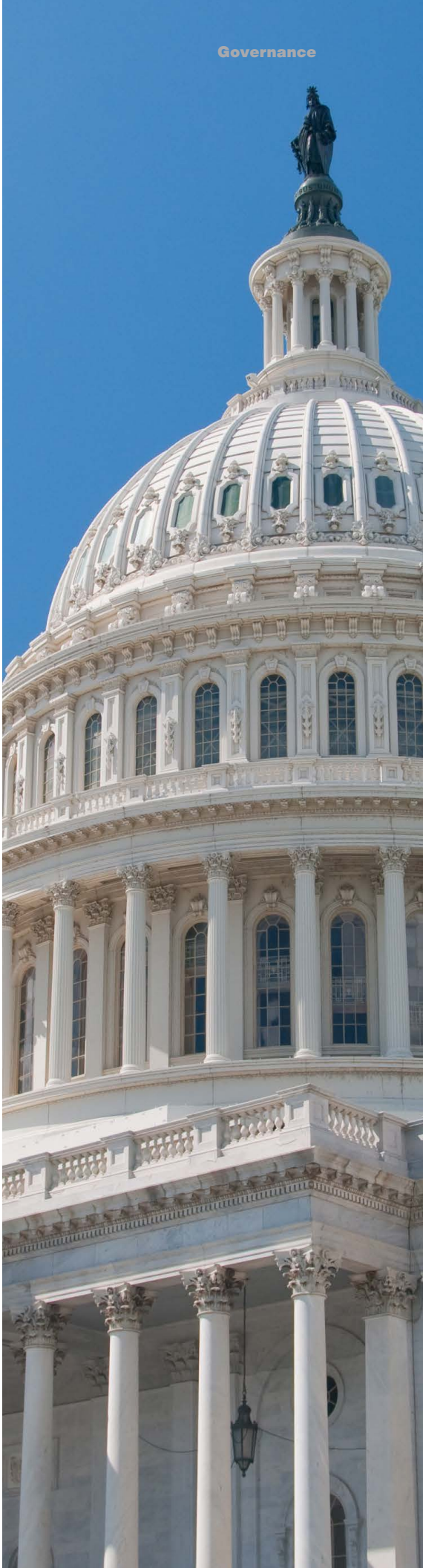
First Solar participates in the political process to help shape public policy, legislation, and other governmental actions that are consistent with our business objectives and values. We believe corporate participation in the public policy process is an important means of enhancing shareholder value and is fundamental to democratic societies. The company's political activities are managed by the Executive Vice President, Corporate Affairs, who reports directly to the Chief Executive Officer.

First Solar Political Action Committee

The First Solar Political Action Committee ("First Solar PAC") was formed in 2010 to promote good citizenship and further business interests that are of concern to the company. Funds in the First Solar PAC come directly from voluntary contributions from eligible associates and stockholders.

Beyond administrative support, as permitted under US election laws, no corporate funds are used to support the First Solar PAC. The First Solar PAC activities are governed by a voluntary board consisting of First Solar executives (the "PAC Board") that manages funds, approves budgets, and considers contributions to individual candidates. Contributions to, and disbursements from, the First Solar PAC are regulated by federal and state laws and are managed by the PAC Board under guidelines governing its operations, including the selection and approval of contributions to candidates.

The First Solar PAC may make bipartisan contributions to candidates for federal office or to candidates for state office. Contributions from the First Solar PAC generally support candidates, parties, and/or committees whose views on specific issues are consistent with First Solar's interests. First Solar PAC contributions are made without regard to the private political preferences of the company's Executive Management Team or any other company executive.



Political Contributions

In strict compliance with federal and state laws, First Solar makes bipartisan contributions to political candidates, organizations, and initiatives that support public policy and sustainable market growth for our business in line with our Corporate Political & Social Engagement Policy. We believe that engaging in this manner is in the best interests of the company. First Solar reviews potential contributions to candidates based on the totality of their positions on matters important to our company. Contributions made by First Solar or the First Solar PAC to an individual or political organization do not mean First Solar or our PAC support or agree with every position taken by contribution recipients on every issue.

Factors that may be considered in determining whether to support a candidate include:

- The geographical area of the candidate's representation
- The candidate's position or voting record on key issues affecting our industry
- The candidate's committee standing and ranking
- The candidate's elected political leadership position and voting record
- Whether the candidate is the most pro-business or pro-clean energy candidate in a given state or district

Additionally, First Solar may make contributions for ballot initiatives that could affect our business operations. When First Solar makes these types of ballot initiative contributions, we do so to promote the interests of the company.

Lobbying

Lobbying is a highly regulated activity and often gives rise to lobbying registration and/or reporting obligations for either (or both) the person lobbying and the company or other entity for which he or she is lobbying. Communications on behalf of First Solar by First Solar associates, contractors, or agents with government officials may be considered "lobbying" in some jurisdictions, depending on the applicable law. In addition, the federal government, all states, and some cities, counties, etc., each have their own lobbying laws.

First Solar complies with any applicable registration and reporting requirements, and all lobbying activity is approved in advance by the company's Executive Vice President of Corporate Affairs.

Federal lobbying reports are available at: **Lobbying Disclosure, Office of the Clerk (house.gov), Home | Lobbying Disclosure (senate.gov)**

Individual Associates' Political Activities and Engagement

First Solar associates are free to participate in the political process and social movements voluntarily but must do so using their personal time and resources and must not imply that they are acting on behalf of the company. Associates may not use First Solar corporate stationery or letterhead, their corporate title, or any other First Solar resource in connection with making or soliciting political contributions, making personal political statements, or engaging in social political discourse (not online, in public, in writing, or orally).

Associates must notify their direct supervisor and receive written approval from the Executive Vice President of Corporate Affairs before running for political office or accepting such a position by appointment.

Any exceptions to this policy require prior written approval from both the Executive Vice President of Corporate Affairs and the Chief Compliance Officer.

Participation in Trade Associations and Independent Groups in the US

Like many major corporations, First Solar is a member of various industry trade organizations in the United States. Many of these organizations engage in lobbying activities, and some operate their own political action committees.

First Solar may not necessarily agree with every position taken by each organization of which it is a member or with the positions of the other members of such organizations, but believes that, on balance, membership in and contributions to such organizations are consistent with promoting public policy aligned with the company's overall business objectives.

In instances where the company disagrees with our trade groups, or other trade group member companies, First Solar expects that the associates representing First Solar share our company's positions in a constructive manner, working within the organization's structure toward greater alignment on policy issues important to First Solar and our stakeholders.

First Solar regularly evaluates our trade association memberships. When First Solar makes payments to these organizations, including membership fees and dues, we restrict the organization from using the funds for any election-related activity at the federal, state, or local level, including contributions and expenditures in support of, or opposition to, any candidate for any office, ballot initiative campaign, political party committee, or PAC. In the event First Solar contributes to a PAC affiliated with a trade association, such approval, governance, and reporting must be conducted in accordance with the company's political contribution policies.

2024 Political Contributions

First Solar's political engagement in 2024 primarily focused on working toward our policy objectives, including strategies to level the playing field for US solar manufacturing.

2024 First Solar Political Action Committee Contributions to Federal, State, or Local Candidates

Type	Democrat	Republican
House*	$18,500	$36,000
Senate*	$19,000	$9,500
State**		$5,000
PACs/Joint Fundraisers*	$45,000	$31,000

***First Solar PAC contribution reports are available at: Home | FEC**
****** **State contribution made to Jeff Landry, Governor of Louisiana.**

2024 First Solar Corporate Contributions to Political Action Committees

Recipient	Full Year 2024 Contributions
Future Forward USA Action	$200,000

Human Rights Standards and Practices

First Solar is committed to protecting human rights, enforcing fair labor practices, and addressing the potential risks of forced labor, child labor, human trafficking, and slavery across our operations and supply chain. As part of this commitment, we stand against all forms of modern slavery and have zero tolerance for forced labor, human trafficking, and child labor. Our **2024 Transparency in Supply Chains and Modern Slavery Statement** describes our efforts to address the risks of modern slavery across our operations and supply chain. This statement was published in accordance with the California Transparency in Supply Chains Act of 2010 (SB 657) and the UK Modern Slavery Act of 2015, and is available on our website.

First Solar is committed to complying with the laws established to protect human rights in each country where we operate and respecting the rights set forth in the International Labour Organization (ILO) 1998 Declaration on Fundamental Principles and Rights at Work as well as the UN Guiding Principles on Business and Human Rights, which provide further instruction to companies dedicated to preventing adverse impacts on the communities with which they are involved. In accordance with the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, we are committed to identifying, preventing, and mitigating potential adverse human rights and environmental impacts.

Our **Labor and Human Rights Policy**, which references international human rights declarations and due diligence guidelines, applies to everyone at First Solar and our affiliates, including all associates, officers, and directors. As a member of the Responsible Business Alliance, we implement the **RBA Code of Conduct** within our operations and our supply chain. Under the terms of First Solar's supplier agreements, suppliers must commit to comply with the RBA Code of Conduct and require their suppliers to do the same. Suppliers must also represent, warrant, and covenant that they will not use child, slave, prisoner, or any other form of forced or involuntary labor, or engage in abusive employment in the supply of goods or provision of services.

Our Chief Ethics and Compliance Officer manages First Solar's Global Compliance Organization, which oversees our Ethics and Compliance program. The goal of this organization is to implement policies, processes, training, monitoring, and general awareness programs to promote ethics and compliance with applicable legal and regulatory standards. Subject to the requirements of local law, and after due diligence and full and fair investigation, any associate found to have directly engaged in or knowingly engaged suppliers engaged in slave labor or human trafficking will be subject to immediate termination of employment.

Collective Bargaining and Freedom of Association

In 2024, 16% of our associates were covered by a collective bargaining agreement. Other than our associates in Vietnam and Sweden, none of our associates are currently represented by labor unions or covered by a collective bargaining agreement. Our associates in Vietnam are represented by the Vietnam General Confederation of Labor; and our associates in Sweden are represented by the Engineers of Sweden. First Solar recognizes that in the locations where we operate, associates have the right to freely associate or not associate with third-party labor organizations, along with the right to bargain or not bargain collectively in accordance with local laws. First Solar respects those rights and we are committed to creating an environment of open, two-way communication where associates can speak with their managers about their ideas, concerns, or problems, and work together to address workplace issues.

Cybersecurity and Data Privacy

First Solar maintains a cyber risk management program designed to identify, assess, and manage cybersecurity risks. The underlying controls of the cyber risk management program incorporate best practices and standards for cybersecurity, including guidance from the National Institute of Standards and Technology (NIST) Cybersecurity Framework. Our cyber risk management program includes various risk assessments that are completed on a regular basis, including architectural and technical assessments with third-party experts; internal and external penetration testing with third-party service providers; continuous cyber risk register reviews; and risk prioritization with our executive officers. The identification of cybersecurity risks is aided by a technical toolset as well as threat-hunting and counterintelligence services provided by third-party service providers. We conduct annual audits and testing of our information security and data privacy programs, as well as engaging external partners periodically. As a result of these practices and ongoing monitoring, First Solar has not experienced an information security breach in more than three years. Our associates engage in annual cybersecurity training and periodic phishing simulation exercises with targeted training. A formal cyber communication cadence provides topical awareness on a monthly basis (or more frequently). The Head of Cybersecurity oversees the Information Security team, which assesses and manages cybersecurity risks at First Solar as part of our information security program. The Head of Cybersecurity reports to the Chief Information Officer and regularly briefs the Chief Financial Officer and the Audit Committee of the Board of Directors on cybersecurity matters.

First Solar is committed to complying with all data protection and privacy laws applicable to our business. First Solar's Global Data Protection Compliance program operates as part of our Global Compliance program. The company's Global Data Protection Policy establishes minimum standards that First Solar and our subsidiaries must apply to personal data on a company-wide basis. All First Solar associates are required to comply with our Global Data Protection Policy, including by ensuring that they have completed the requisite training to enable them to do so. Non-compliance with this policy may lead to disciplinary action, up to and including dismissal or contract termination. First Solar conducts periodic and as-needed training regarding the lawful and intended purposes of processing personal data; the need to protect and keep information accurate and up-to-date; and the need to maintain the confidentiality of the data to which associates have access. Confidential information-protection training is regularly provided to associates who have access to personally identifiable information, reside in certain jurisdictions, or have privileged access.

ABOUT THIS REPORT.

About this Report.

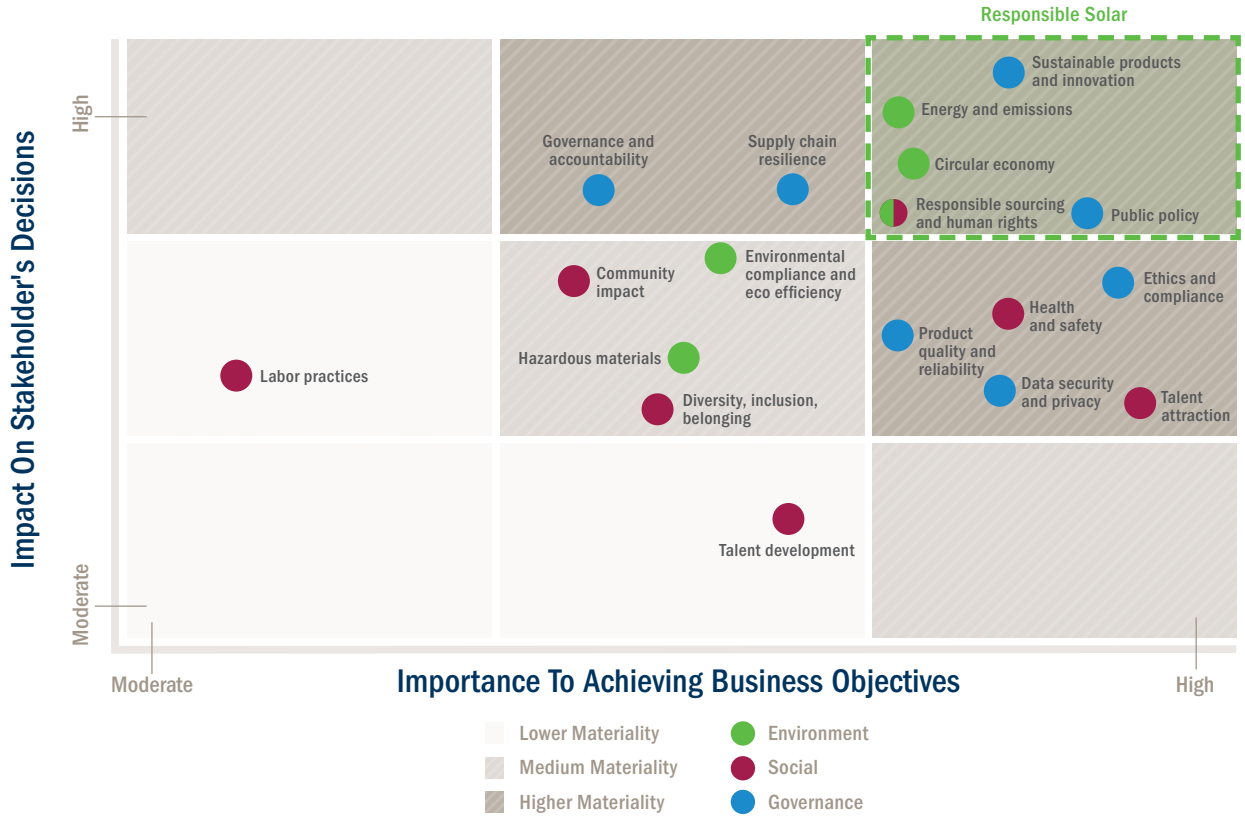
First Solar's Corporate Responsibility Report was developed in accordance with the Global Reporting Initiative's (GRI) Sustainability Reporting Standards and references the European Sustainability Reporting Standards (ESRS). This report covers significant economic, social, and environmental impacts associated with our global manufacturing, R&D, and recycling operations. Unless otherwise specified, this report includes environmental performance data from all of First Solar's manufacturing plants and our R&D facility in Santa Clara. First Solar's manufacturing data covers all processes (from the beginning of the manufacturing process to the finished module) and includes all of the company's manufacturing facilities in the US (Ohio and Alabama), Malaysia, Vietnam, and India. First Solar's advanced thin film modules are manufactured in a high-throughput, automated environment that integrates all manufacturing steps into a continuous-flow operation under one roof.

The reporting period spans Jan. 1, 2024, up to and including Dec. 31, 2024. We have not sought third-party verification for this report; however, our greenhouse gas emissions inventories of Scope 1 and Scope 2 sources were externally verified in 2024 with limited assurance. First Solar's GHG emissions inventory is externally verified on an annual basis with the International Standard ISO 14064 Part 3 (ISO 14064-3) as well as the WRI/WBCSD GHG Protocol. We also register our products in the **EPEAT** registry, which includes both product-specific and corporate criteria that are evaluated by a third party. EPEAT is a globally recognized, US EPA-approved, Type 1 Ecolabel that combines life cycle-based, multi-attribute criteria with independent validation, enabling public and private purchasers to identify environmentally leading products from socially responsible companies. First Solar was the first company to register its products in EPEAT when the PV modules and inverters category was introduced in 2020, and the first to achieve EPEAT Climate+ designation.

To provide feedback on our Corporate Responsibility Report, please contact:
Sustainability@firstsolar.com

Sustainability Materiality Assessment

As part of our stakeholder mapping and materiality assessment process, First Solar conducts a survey with our external-facing departments, including Business Development, Government Affairs, and Investor Relations, to identify key aspects that significantly impact our company and our stakeholders—both within and outside our organization. First Solar's stakeholders were prioritized according to their ability to significantly influence or be significantly impacted by our company. Our 2024 sustainability materiality assessment builds on the results from our 2020 survey and interviews with internal and external stakeholders, including associates, management, customers, and investors. In addition to the survey results and interviews, we leverage the PV industry's sustainability leadership standard (NSF/ANSI 457 – 2019), which identifies relevant corporate reporting criteria for the PV industry through a multi-stakeholder process led by NSF International and the Global Electronics Council. As part of our efforts to move toward more dynamic materiality assessments, a cross-functional taskforce reviews and refreshes the company's materiality map on a biannual basis. This cross-functional task force is also responsible for identifying strategic risks, opportunities, gaps, and challenges; anticipating trends that could impact the company; and proposing new policies, practices, targets, metrics, and disclosures. The material topics were mapped out based on their importance to First Solar's business objectives and their impact on stakeholders' decisions. The material topics included in the upper-right quadrant of the chart below represent First Solar's approach to Responsible Solar, which helps to competitively differentiate the company and create long-term value.



Stakeholder Engagement Matrix

First Solar engages with various stakeholder groups, including associates, customers, industry associations, NGOs, local communities, scientific organizations, media, investors, and stockholders. The following chart depicts First Solar's approach to stakeholder engagement, including frequency of engagement by type and stakeholder group, along with key topics and concerns raised:

Stakeholder Groups	How We Engage	Engagement Frequency	Key Topics and Concerns
Associates	Training sessions, meetings, newsletters, surveys, global webcasts/ town halls, Sustainability Ambassador program	Daily, ongoing basis	• Circular economy • Community impact • Energy & emissions • Environmental compliance & eco-efficiency • Labor practices • Talent attraction & retention • Training & education
Customers/ Technical Advisors	Meetings, seminars/ conferences, technical workshops, product presentations	Ongoing basis	• Circular economy • Data security & privacy • Economic performance • Energy & emissions • Environmental compliance & eco-efficiency • Hazardous materials • Public policy • Quality & reliability • Responsible sourcing & human rights • Sustainable products & innovation
Investors/ Stockholders	Meetings, earnings calls, analyst days, ESG engagement calls	Quarterly, annually, ongoing basis	• Economic performance • Energy & emissions • Inclusion, diversity & belonging • Governance & accountability • Labor practices • Responsible sourcing & human rights
Local Communities	Meetings, town council sessions, presentations to community organizations, school visits and lectures, manufacturing tours, training programs	Ongoing basis	• Circular economy • Community impact • Environmental compliance & eco-efficiency • Health & safety • Job creation • Quality & reliability • Sustainable products & innovation

Stakeholder Groups	How We Engage	Engagement Frequency	Key Topics and Concerns
Government/ Regulators	Meetings & hearings, conference presentations, seminars & workshops, committees, tax audits	Ongoing basis	• Circular economy • Community impact • Economic performance • Energy & emissions • Environmental compliance & eco-efficiency • Ethics & compliance • Hazardous materials • Public policy • Quality & reliability
NGOs	External surveys and benchmarks, partnerships, meetings, conferences, workshops, standards development	Ongoing basis, annually	• Circular economy • Environmental compliance & eco-efficiency • Hazardous materials • Health & safety • Job creation • Labor practices • Responsible sourcing & human rights • Sustainable products & innovation
Scientific Community	Conferences, workshops, meetings, working groups, technical seminars, collaboration, peer reviews, standards development	Ongoing basis, annually	• Circular economy • Energy & emissions • Environmental compliance & eco-efficiency • Health & safety • Raw material availability • Responsible sourcing & human rights

Key Performance Indicators

Key Performance Indicators	2023	2024	Boundary	GRI	SASB	NSF 457	CSRD
Net Sales ($ Billion)	3.3	4.2	Global (Equity Share)	2-6			SBM-1
Total Modules Produced (Millions)	25.2	31.4	Global Manufacturing	2-6		11.2.1	SBM-1
Total Gigawatts Produced (GW)	12.1	15.5	Global Manufacturing	2-6	RR-ST-000.A	11.2.1	SBM-1
Current and Future Revenue from Activities Aligned with EU Taxonomy (%)	100%	100%	Global	--			SBM-1
Total Energy Consumption (MWh)	1,449,109	1,782,056	Global (Equity Share)	302-1			E1-5
Energy intensity per revenue (MWh/ $ revenue)	0.00044	0.00042	Global	302-3			E1-5
Total Electricity Consumption (MWh)	1,392,240	1,695,850	Global (Equity Share)	302-1			E1-5
Consumption of Purchased Non-Renewable Electricity (MWh)	1,384,708	1,689,089	Global (Equity Share)	302-1			E1-5
Consumption of Self-Generated Renewable Electricity - Solar (MWh)	7,532	6,761	Manufacturing and Recycling	302-1	RR-ST-130a.1		E1-5
Share of Grid Electricity in Total Energy Consumption (%)	96%	99.6%	Global (Equity Share)	--			E1-5
Share of Renewable Sources in Total Energy Consumption - On-site Solar (%)	1%	0.4%	Global (Equity Share)	--			E1-5
Total Fuel Consumption from Non-Renewable Sources (MWh)	56,869	86,206	Global (Equity Share)	302-1			E1-5
Natural Gas	56,078	85,850	Global (Equity Share)	302-1			E1-5
Diesel/Gas oil	636	356	Global (Equity Share)	302-1			E1-5
Motor Gasoline	155	0	Global (Equity Share)	302-1			E1-5
Manufacturing Energy Consumption (MWh)	1,376,981	1,606,674	Manufacturing	--	RR-ST-130a.1	11.2.1	E1-5
Manufacturing Energy Intensity (kWh per Watt Produced)	0.11	0.10	Manufacturing	302-3		11.2.1	E1-5
Total Scope 1 and 2 GHG Emissions (Metric Tons CO_2eq)	788,140	936,044	Global (Equity Share)	305-1 & 2			E1-6
Scope 1 GHG Emissions (Metric Tons CO_2eq)	11,638	16,593	Global (Equity Share)	305-1		11.2.1	E1-6
Scope 2 GHG Emissions - Market-Based (Metric Tons CO_2eq)	776,502	919,451	Global (Equity Share)	305-2		11.2.1	E1-6
Scope 2 GHG Emissions - Location-Based (Metric Tons CO_2eq)	793,171	931,879	Global (Equity Share)	305-2		11.2.1	E1-6

Key Performance Indicators	2023	2024	Boundary	GRI	SASB	NSF 457	CSRD
Scope 3 GHG Emissions (Metric Tons CO_2eq)	3,660,151	4,401,699	Supply Chain	305-3			E1-6
Annual Displaced Emissions (Million Metric Tons CO_2eq/year)	7	9	Global (PV Modules Sold)				
Avoided Emissions Over Lifetime (Million Metric Tons CO_2eq)	224	287	Global (PV Modules Produced Annually)				
Cumulative Avoided Emissions over Lifetime (Billion Metric Tons CO_2eq)	1.14	1.42	Global (Modules Sold Since 2002)				
GHG Intensity per Net Revenue (Scope 1 and 2 Metric Tons CO_2eq/$ Revenue)	0.00024	0.00022	Global	305-4			E1-6
GHG Intensity (Scope 1 and Scope 2 Metric Tons CO_2eq per Megawatt Produced)	65	60	Global (Equity Share)	305-4		11.2.2	E1-6
Reduction of Scope 1 GHG Emissions (Metric Tons CO_2eq)	0	0	Global (Equity Share)	305-5			E1-7
Reduction of Scope 2 GHG Emissions (Metric Tons CO_2eq)	7,779	0	Global (Equity Share)	305-5			E1-7
Total Waste Generation (Metric Tons)	52,471	65,415	Manufacturing	306-3		11.2.1	E5-5
Non-Hazardous Waste Generated (Metric Tons)	46,865	57,146	Manufacturing	306-3			E5-5
Hazardous Waste Generated (Metric Tons)	5,606	8,269	Manufacturing	306-3			E5-5
Total Waste Diverted from Disposal	45,575	57,864	Manufacturing	306-4			E5-5
Non-Hazardous Waste Diverted from Disposal (Metric Tons)	44,697	54,533	Manufacturing	306-4			E5-5
Recycled Non-Hazardous (Metric Tons)	42,589	54,310	Manufacturing	306-4		11.2.1	E5-5
Reused Non-Hazardous (Metric Tons)	2,108	105	Manufacturing	306-4			E5-5
Non-Hazardous Waste Recovered by Other Operations (Metric Tons)	n/a	117	Manufacturing	306-4			E5-5
Hazardous Waste Diverted from Disposal (Metric Tons)	878	3,331	Manufacturing	306-4			E5-5
Recycled Hazardous (Metric Tons)	541	1,824	Manufacturing	306-4	RR-ST-150a.1	11.2.1	E5-5
Hazardous Waste Reused (Metric Tons)	82	0	Manufacturing	306-4			E5-5
Hazardous Waste Recovered by Other Operations (Metric Tons)	255	1,507	Manufacturing	306-4			E5-5
Waste Directed to Disposal (Metric Tons)	6,895	7,551	Manufacturing	306-5			E5-5

Key Performance Indicators	2023	2024	Boundary	GRI	SASB	NSF 457	CSRD
Disposed Non-Hazardous Waste (Metric Tons)	2,168	2,613	Manufacturing	306-5		11.2.1	E5-5
Non-Hazardous Waste Landfilled (Metric Tons)	1,735	2,485	Manufacturing	306-5			E5-5
Non-Hazardous Waste Incinerated	217	65	Manufacturing	306-5			E5-5
Non-Hazardous Waste Disposed via Other Disposal Operations	216	63	Manufacturing	306-5			E5-5
Disposed Hazardous (Metric Tons)	4,728	4,938	Manufacturing	306-5	RR-ST-150a.1	11.2.1	E5-5
Hazardous Waste Landfilled (Metric Tons)	3,074	3,811	Manufacturing	306-5			E5-5
Hazardous Waste Incinerated (Metric Tons)	1,651	952	Manufacturing	306-5			E5-5
Hazardous Waste Disposed by Other Disposal Operations (Metric Tons)	3	175	Manufacturing	306-5			E5-5
Manufacturing Waste Intensity (Grams per Watt Produced)	4.3	4.2	Manufacturing	--			-
Total Water Withdrawals (Megaliters)	3,859	4,673	Manufacturing, Recycling and R&D	303-3	RR-ST-140a.1	11.2.1	E3-4
Manufacturing Water Intensity (Liters per Watt Produced)	0.31	0.29	Manufacturing	--			E3-4
Total Water Recycled or Reused (Megaliters)	318	619	Manufacturing, Recycling and R&D	--		11.2.2	E3-4
Operations in Water Stressed Areas (%)	8%	11%	Manufacturing, Recycling and R&D	303-3	RR-ST-140a.1	11.2.2	E3-4
Water Withdrawn in Water-Stressed Areas (%)	0.06%	0.04%	Manufacturing, Recycling, and R&D	303-3	RR-ST-140a.1	11.2.2	E3-4
Total Wastewater Discharge (Megaliters)	1,701	2,125	Manufacturing, Recycling and R&D	303-4			E3-4
Wastewater Generation Intensity (Liters per Watt produced)	0.14	0.14	Manufacturing, Recycling and R&D	--			-

Key Performance Indicators	2023	2024	Boundary	GRI	SASB	NSF 457	CSRD
Total Number of Associates	6,957*	8,105*	Global	2-7			S1-6
Total Number of Associates by Country	United States: 2,834 Malaysia: 1,760 Vietnam: 1,303 India: 977 Other: 83	United States: 3,937 Malaysia: 1,760 Vietnam: 1,267 India: 1,051 Other: 90	Global	2-7			S1-6
% Male Workforce	76%	76%	Global	405-1			S1-6
% Female Workforce	24%	24%	Global	405-1			S1-6
Workforce by Age - % Under 30 Years Old	35%	33%	Global	405-1			S1-9
Workforce by Age - % 30-50 Years Old	56%	56%	Global	405-1			S1-9
Workforce by Age - % Over 50 Years Old	9%	11%	Global	405-1			S1-9
Unadjusted Male-Female Pay Gap (%)	0%	0%	Global				S1-16
% Women on the Board	25%	30%	Board	405-1			S1-9
First Solar Global Recordable Injury Rate (per 200,000 hours)	0.58	0.53	Global	403-9		11.2.1	S1-14
Number of Recordable Work-related Injuries	42	46	Global	403-9			S1-14
First Solar Manufacturing Recordable Injury Rate (per 200,000 hours)	0.69	0.57	Global				S1-14
First Solar Global Lost Time Injury Rate (per 200,000 hours)	0.14	0.14	Global	403-9			S1-14
Number and Rate of Work-related Fatalities	0	0	Global	403-9		11.2.1	S1-14
Number and Rate of High-Consequence Work-related Injuries	0	0	Global	403-9			S1-14
Number of Cases of First Solar Work-related Ill Health	0	0	Global	403-10			S1-14
Total Hours Worked	14,476,363	17,340,388	Global	403-9			S1-14
ISO 14001 Certification of Mfg. %	100%	100%	Global	--			E1-7
ISO 45001 Certification of Mfg. %	100%	100%	Global	--			S1-1
PV Panel Recycling Program in Place	Yes	Yes	Global	--		11.2.2	E5-3

* Includes full-time, part-time, and temporary employees as well as interns.

TCFD Index

TCFD Framework	References	Summary of Alignment with the Task Force on Climate-related Financial Disclosures (TCFD)
GOVERNANCE		
Board's oversight of climate-related risks and opportunities	2024 CDP Corporate Response	First Solar's Board of Directors' Nominating and Governance Committee has overall oversight of the company's environmental, social, and corporate governance (ESG) strategy and policies, as defined in its charter. The Nominating and Governance Committee receives updates from management on a biannual (or more frequent) basis about significant ESG activities, including, among others: (i) energy, emissions, and resource efficiency; (ii) inclusion, diversity, and belonging; (iii) product innovation and reliability; (iv) responsible sourcing and human rights; (v) public policy; and (vi) circular economy. Our Board of Directors comprises members with expertise in strategic planning, business development, risk management, and corporate governance, as well as experience in disciplines related to our business, such as the renewable energy industry, low carbon energy technology, sustainability, climate finance, and infrastructure, among others. The board's Nominating and Governance Committee takes an active role in reviewing and overseeing the company's climate-related goals and strategy, monitoring progress on environmental targets, and reviewing/overseeing the company's due diligence efforts regarding human rights.
Management's role	2024 CDP Corporate Response	First Solar's ESG Steering Committee, led by our Chief Executive Officer and consisting of our Executive Leadership Team, has the highest level of direct responsibility for ESG matters, and reports to the Board of Directors on a biannual (or more frequent) basis. The full Board of Directors approves the company's Modern Slavery Statement on an annual basis. First Solar's ESG and Sustainability team coordinates the cross-functional task force of ESG focus leaders responsible for defining, measuring, and reporting on progress to the ESG Steering Committee on a quarterly basis. The cross-functional ESG task force is responsible for identifying strategic ESG risks and opportunities (including transitional and physical climate-related risks and opportunities related to our approach to Responsible Solar), gaps, and challenges; anticipating ESG trends that could impact the company; and proposing new policies, practices, targets, metrics, and disclosures. First Solar's VP of Global Policy, Marketing, and Sustainability is part of the cross-functional task force that is responsible for driving the company's approach to Responsible Solar, including public policy in alignment with the goals of the Paris Agreement, among other topics. First Solar's cross-functional task force leaders help advance the company's approach to Responsible Solar by driving progress on key strategic ESG areas, including: (i) energy, emissions, and resource efficiency; (ii) circular economy; (iii) inclusion, diversity, and belonging; (iv) innovative products; (v) public policy and public sentiment; (vi) reliable products; and (vii) responsible sourcing and human rights.

TCFD Framework	References	Summary of Alignment with the Task Force on Climate-related Financial Disclosures (TCFD)
STRATEGY		
Climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term	2024 CDP Corporate Response	First Solar's risk- management process considers risks and risk trends over a five-year horizon. We use forward-looking scenario analyses in considering climate-related risks and opportunities over a medium-term (5-10 years) and long-term (10-30 years) horizon.
Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	2024 CDP Corporate Response	Both climate-related risks and opportunities have influenced our business, strategy, and financial planning. We are focused on minimizing risks for our factory locations and supply chain as it relates to the dollars we are putting to work in manufacturing capex. Increases in the cost of electricity to power our manufacturing facilities (direct costs) or impacts to our supply chain that increase the cost of raw materials (indirect costs) can be impacted by climate change. As part of our own mitigation strategy, we have committed to being powered by 100% renewable electricity. The demand for our solar products is driven by decarbonization objectives, utility and corporate demand for clean energy, and increasing overall electric load growth — especially as a result of AI-driven data center demand. Our sales reached a new record high in 2024, with 14.1 GW of modules sold during the year. Given the unprecedented demand for low-cost power-generation capacity that can be rapidly delivered, we believe that utility-scale solar is uniquely positioned to not just meet the moment but to become a permanent fixture of the energy mix in advanced economies as we progress into the next decade.
Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree Celsius or lower scenario	2024 CDP Corporate Response	We derive 100% of our revenues from clean energy products. Our commitment to Responsible Solar drives our company's ESG strategy and differentiation, and is interwoven into every aspect of our business and product life cycle-— from raw materials sourcing to end-of-life recycling.
RISK MANAGEMENT		
Organization's processes for identifying and assessing climate-related risks	2024 CDP Corporate Response	We evaluated climate-related physical and transition risks using possible projections under 1.5-degree Celsius, 2-degree Celsius, and 3-degree Celsius.
Organization's processes for managing climate-related risks	2024 CDP Corporate Response	A risk-balancing assessment is implemented to evaluate the impact of risks in the company's operating and monetization model, and to determine which risks to mitigate, transfer, accept, or control— and how.

TCFD Framework	References	Summary of Alignment with the Task Force on Climate-related Financial Disclosures (TCFD)
How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	**2024 CDP Corporate Response**	First Solar's enterprise risk-management process leverages existing functional operating systems and embedded risk-management activities to manage risks within each domain. A cross-functional taskforce is responsible for identifying strategic risks and opportunities (including transitional and physical climate-related risks and opportunities); identifying gaps and challenges; anticipating ESG trends that could impact the company; and proposing new policies, practices, targets, metrics, and disclosures.
METRICS AND TARGETS		
Metrics used by the organization to assess climate-related risks and opportunities in line with our strategy and risk-management process.	**2024 CDP Corporate Response**	First Solar incentivizes associates across the company to manage climate-related issues and make progress against our energy and GHG targets. Our corporate bonus plan and Executive Performance Equity Plan (long-term incentive) includes metrics on sustainable products and innovation.
Scope 1, Scope 2, and Scope 3 GHG emissions	Corporate Responsibility Report: Key performance indicators; **2024 CDP Corporate Response**	First Solar has participated in and publicly reported to CDP since 2011. We also report our Scope 1, Scope 2, and Scope 3 GHG emissions in the KPI chart in our Corporate Responsibility Report.
Targets used by the organization to manage climate-related risks and opportunities, and performance against targets	**2024 CDP Corporate Response**	In line with limiting the global temperature rise to 1.5 degrees Celsius above pre-industrial levels, we have set science-based targets to: • Reduce absolute Scope 1 and Scope 2 GHG emissions by 34% by 2028 and 95% by 2050 • Reduce Scope 3 GHG emissions intensity from purchased goods and services by 45% per MW produced by 2028 • Reduce Scope 3 GHG emissions from purchased goods and services, capital goods, and fuel- and energy-related activities by 97% per MW produced • Achieve net-zero GHG emissions by 2050, relative to 2020 In 2023, First Solar became the first of the world's largest solar manufacturers to have our net-zero target validated by the Science Based Targets initiative (SBTi). We are also a member of RE100 and committed to powering our global operations with 100% renewable energy by 2028. RE100 is a global initiative that brings together the world's most influential businesses committed to using 100% renewable electricity in their operations.

GRI Content Index

GRI Standards	CSRD	General Disclosures	Cross-Reference
2-1		Organization details	First Solar Inc. 350 W Washington St #600, Tempe, AZ 85288, United States
2-2	BP-1	Entities included in the organization's sustainability reporting	Annual Report and 10-K
2-3		Reporting period, frequency and contact point	Jan. 1, 2024 – Dec. 31, 2024 Sustainability@firstsolar.com
2-4	BP-2	Restatements of information	
2-5	BP-1	External assurance	About this Report
2-6	SBM-1	Activities, value chain, and other business relationships	Annual Report and 10-K; Supply Chain Overview
2-7	SBM-1, S1-6	Employees	Corporate Culture
2-9	GOV-1	Governance structure and composition	Governance; Proxy Statement
2-10		Nomination and selection of the highest governance body	Proxy Statement
2-11	GOV-1	Chair of the highest governance body	Proxy Statement
2-12	GOV-2	Role of the highest governance body in overseeing the management of impacts	Governance; TCFD Index
2-13	GOV-2	Delegation of responsibility for managing impacts	Governance; TCFD Index
2-14	GOV-5	Role of the highest governance body in sustainability reporting	TCFD Index
2-15		Conflict of interest	Proxy Statement
2-16	S1-3; S2-3	Communication of critical concerns	Ethical Business Conduct
2-17	GOV-1	Collective knowledge of the highest governance body	Proxy Statement; Governance
2-18	GOV-2	Evaluation of the performance of the highest governance body	Proxy Statement
2-19	GOV-3	Renumeration policies	Proxy Statement
2-20	GOV-3	Process to determine renumeration	Proxy Statement
2-21	S1-16	Annual total compensation ratio	Proxy Statement
2-22	SBM-1	Statement on sustainable development strategy	Message from the CEO
2-23	GOV-4	Policy commitments	Human Rights Standards and Practices; Ethical Business Conduct
2-24	GOV-2	Embedding policy commitments	Human Rights Standards and Practices; Ethical Business Conduct
2-25	S1-S4	Processes to remediate negative impacts	Responsible Sourcing
2-26	S1-3; S2-3	Mechanisms for seeking advice and raising concerns	Inclusive Culture; Responsible Sourcing; Ethical Business Conduct

GRI Standards	CSRD	General Disclosures	Cross-Reference
2-27	SBM-3	Compliance with laws and regulations	Responsible Solar; Ethical Business Conduct
2-28		Membership associations	**2024 CDP Corporate Response**
2-29	SBM-2	Approach to stakeholder engagement	Stakeholder Engagement
2-30	S1-8	Collective bargaining agreements	Collective Bargaining and Freedom of Association
3-1	IRO-1	Process to determine material topics	Materiality Assessment; TCFD Index
3-2	SBM-3	List of material topics	Materiality Assessment
3-3	IRO-2	Management of material topics	TCFD Index
	DC-P	Policies adopted to manage material sustainability matters	**Sustainability Documents**
	DC-A	Actions and resources in relation to material	Responsible Solar; Inclusive Culture
	DC-M	Metrics in relation to material sustainability matters	Responsible Solar
	DC-T	Tracking effectiveness of policies and actions through targets	Responsible Solar; Proxy Statement

GRI Standards	CSRD	Material Topics	Cross-Reference
3-3	E1-1	Transition plan to reach climate neutrality by 2050	Path to Net Zero (2024 Sustainability Report)
305-5	E1-4	GHG emission-reduction targets	Environmental Targets; Path to Net Zero (2024 Sustainability Report)
302-1	E1-5	Energy consumption within the organization	Key Performance Indicators
305-1	E1-6	Direct Scope 1 GHG emissions	Key Performance Indicators
305-2	E1-6	Energy indirect (Scope 2) GHG emissions	Key Performance Indicators
305-3	E1-6	Other indirect (Scope 3) GHG emissions	Key Performance Indicators
305-4	E1-6	GHG emissions intensity	Environmental Metrics and Targets; Key Performance Indicators
	E1-7	GHG emissions reductions	Key Performance Indicators; Key Performance Indicators
	E1-9	Exposure of the benchmark portfolio to climate-related physical risks	ESG Risk Management; **CDP Climate Change Response**
306-2	E2-5	Waste by type and disposal method	Key Performance Indicators
301-2	E5-2	Sustainable products and innovation	About First Solar
301-2	E5-2	Circular economy	About First Solar
303-3	E3-1	Water withdrawal	Environmental Metrics; Key Performance Indicators
308-1 414-1	S2-1	Responsible sourcing and human rights	Responsible Supply Chain Management
415-1	GOV-4	Public policy	Public Policy
403	S1-14	Health and safety	Commitment to Safety
405-2	S1-16	Remuneration metrics	Key Performance Indicators; Proxy Statement
401	S1-1	Talent attraction	Inclusive Culture
418	S4	Data security and privacy	Cybersecurity and Privacy
	SBM-3	Product quality and reliability	About First Solar
308, 414	S2	Supply chain resilience	Responsible Sourcing; Supply Chain Overview
	E2, E1-1	Environmental compliance and eco-efficiency	Responsible Solar
413	S3	Community impact	Powering Prosperity
403-2	E5-5	Hazardous materials	Responsible Solar
405	S1-9	Diversity, inclusion, and belonging	Inclusive Culture; Key Performance Indicators
404	S1-13	Talent development	Working at First Solar
402	S1-1	Labor practices	Working at First Solar

First Solar

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