First Solar

RESPONSIBLE BY DESIGN.









CORPORATE RESPONSIBILITY REPORT 2026



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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.



MARK WIDMAR | Chief Executive Officer

Responsible By Design

We are at a defining moment for the global energy system. Electricity demand is rising at an unrelenting pace, fueled by advanced manufacturing, the global artificial intelligence race, data centers, and the electrification of the broader economy. The world is entering an era in which access to reliable, affordable, and scalable electricity will shape economic competitiveness, national security, and technological progress.

At the same time, energy price shocks, geopolitical instability, and supply chain disruptions have exposed the risks of overreliance on concentrated foreign supply chains for energy and essential technologies. Nations are increasingly asking not only whether they can produce enough energy, but also who controls the technologies and materials required to generate it.

Against this backdrop, power generation technologies have emerged as strategic assets that are fundamental to technological progress, national security, and economic growth. For nations seeking security, resilience, reindustrialization, and growth, such as the United States and India, energy infrastructure must be affordable and reliable. But it must also be domestically sourced and manufactured, strategically mitigating exposure to adversarial supply chains.

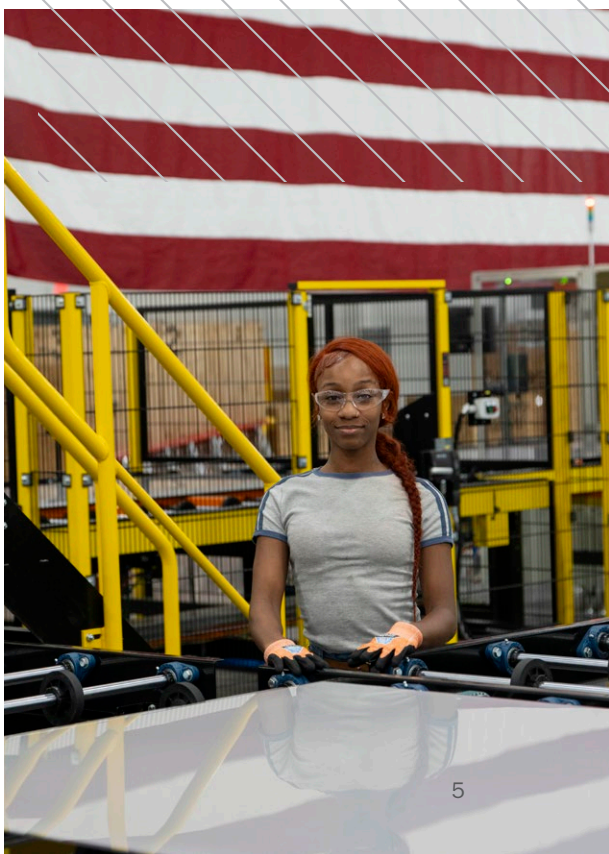
First Solar was built for moments like this. Meeting rising demand while strengthening energy security requires technology that is affordable, reliable, and quick to deploy. Real, domestic, fuel-free solar, built with transparent supply chains, is a critical part of that solution. It is deployable at scale, cost-competitive, responsibly manufactured, and has become essential to supporting modern industry as well as local economies in a resource-constrained world. When solar technology is developed, sourced, manufactured, and recycled domestically, it becomes not only an energy solution, but also helps restore industrial capacity that is essential to long-term economic strength.

More than two centuries ago, the economist and philosopher Adam Smith used the metaphor of an invisible hand; not the blind faith in markets it is so often mistaken for, but a condition. When capital is invested in productive industry at home, private gain and the public good move in the same direction. Smith's own preference was for the support of domestic over foreign industry. For a generation, that preference was set aside: capital chased the lowest cost and triggered a race to the bottom, essential production and on-off switches moved offshore, and the communities that had built things for generations were left to manage the decline.

First Solar is what it looks like when that condition is restored. In the United States, First Solar has invested over $4.5 billion in real, domestic manufacturing of a strategic technology that helps deliver a public good — electricity — and powers economic growth. We are creating and supporting good-paying jobs, not just on our factory floor, but across our value chain, and in the process revitalizing communities that bore the brunt of deindustrialization. All while adhering to our guiding principle of balancing growth, profitability, and liquidity, underpinned by an unwavering commitment to Responsible Solar.

The impact is tangible. A study commissioned by First Solar and conducted by the University of Louisiana at Lafayette found that, in 2025, First Solar supported nearly 30,000 estimated American jobs, generated an estimated $3.0 billion in labor income, and contributed approximately $5.8 billion to US gross domestic product. By 2027, with the planned ramp of our South Carolina finishing facility, our US operations are projected to support nearly 40,000 jobs, generate approximately $4.0 billion in labor income, and contribute approximately $7.8 billion annually to US GDP.







The value we create is reflected in paychecks, stronger regional economies, and tax-funded investments in community infrastructure, including schools and first responders. It is reflected in the stories of our associates and workers across our value chain who have been able to build good lives for themselves and their families while injecting money into their local economies. And it is reflected in the progress our technology enables: from helping power reindustrialization, the AI revolution, and economic growth, to providing farmers and rural communities with a stable source of supplementary income.

These impacts separate us from others in our industry and strengthen our position as a singularly differentiated solar company. Our technology, manufacturing process, and the transparency of our supply chains have few, if any, parallels. We own our intellectual property, control our manufacturing processes, and design our products to be secure, traceable, recyclable, and reliable over decades of operation.

We are also differentiated in our belief that how something is made matters. Our advanced thin film manufacturing operations require less energy, water, and chemical intensity than traditional crystalline silicon (c-Si) solar manufacturing, and we are committed to continuing to improve resource efficiency as we scale responsibly.

Our network of high-value recycling facilities reduces waste while recovering critical materials such as tellurium and returning high-quality glass, steel, and aluminum back into domestic industrial supply chains. Today, we are the only solar manufacturer with more than 20 years of experience operating global, in-house PV recycling facilities. This is an example of capital invested in a capability that allows us to retain industrial value domestically and conserve vital resources, while creating and supporting jobs and economic growth.

Crucially, energy infrastructure succeeds only when it earns public trust. Communities depend on power that is reliable, affordable, and respectful of local resources. That is why utility-scale solar — when built responsibly with American technology — earns broad support in the United States, our largest market.

A 2026 national poll conducted by Fabrizio, Lee & Associates and commissioned by First Solar found that support among Republican and Republican-leaning voters increased from 51% to 70% when solar technology is American-made and free from Chinese supply chain ties. The poll reveals that while solar has long been treated as a partisan symbol, voters acknowledge it for what it is: a way to produce fuel-free energy, put people to work, and revitalize communities.

Today, responsibly developed solar projects deliver dependable electricity while minimizing strain on local water resources and ecosystems. Projects using First Solar technology are transforming previously contaminated, unproductive, or underutilized land into long-term assets. And they are helping farmers and ranchers maintain working lands and enhance land productivity — all while reducing water use, improving soil health, and protecting biodiversity.





At the core of all we do is our commitment to Responsible Solar. Doing things the right way means owning our technology, maintaining zero tolerance for forced labor, building resource-efficient and vertically integrated manufacturing operations, and relying on resilient domestic supply chains rather than foreign adversaries.

At First Solar, we have long invested capital with purpose: helping rebuild industrial capacity, driving innovation, and laying a durable foundation for long-term energy security, resilience, economic strength, and prosperity. And given this model, corporate responsibility isn't a construct — it is the default.

Our responsibility is clear, and so is our commitment: to build the energy future this moment demands, responsibly, and at scale.

Mark Widmar
Chief Executive Officer

2025 **Highlights.**

16.1 GW PRODUCED

20 YEARS
of in-house high-value PV recycling

$5.8 BILLION
estimated contribution to US GDP

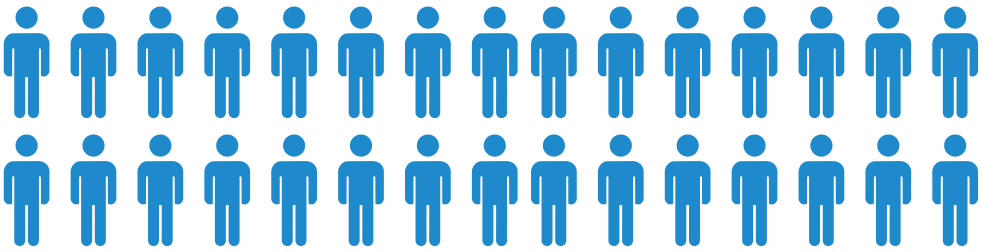
UP TO **50X** LOWER
chemical and gas intensity than c-Si manufacturing

510 MILLION LITERS
of water recycled
equivalent to 204 Olympic-sized swimming pools

30 YEARS
of modules operating at the Department of Energy solar test site
retaining more than 80% of their original performance

~30K
estimated direct, indirect, induced US jobs supported

=1,000 Jobs





About First Solar.

About **First Solar.**

First Solar is America's leading photovoltaic (PV) solar technology and manufacturing company. Developed in Toledo, Ohio, and underpinned by intellectual property that is wholly in First Solar's hands, our differentiated thin film technology — together with our vertically integrated manufacturing process — reduces reliance on Chinese polysilicon and the complex, multi-tiered supply chains that define conventional crystalline silicon (c-Si) module production.

For more than 25 years, we have demonstrated that solar can be high-performing, reliable, and responsibly made. First Solar brings together world-class technology with a domestically anchored manufacturing, supply chain, and recycling platform to deliver durable value for customers, communities, and the broader economy. We call this Responsible Solar — our commitment to sustainability, respect for human rights, transparency, and long-term performance across the value chain. By combining innovation with impact, we are helping build a stronger, more resilient energy future while bringing economic growth and prosperity to the communities where we operate.

Headquartered in Phoenix, Arizona, First Solar has a global manufacturing footprint that spans the United States, India, Malaysia, and Vietnam. Since 2020, our US nameplate capacity has more than doubled, reaching approximately 13 GW in 2025 and accounting for more than half our global capacity. We are in the process of expanding our domestic capacity with the construction of our sixth US facility, which will onshore final production processes for modules initiated by our international fleet and is expected to commence operations in the second half of 2026. By 2027, we are projected to have more than 17 GW in annual US nameplate module capacity — nearly tripling our capacity in just seven years.



*Commercial operation expected 2H 2026

Domestic Strength at Scale

At a time when solar supply chains remain heavily concentrated outside the United States, First Solar offers a distinctly American alternative. We are the only US-headquartered company among the world's largest solar manufacturers, and our technology is independent of c-Si supply chains. Our growing domestic manufacturing footprint and supplier base are designed to meet rising demand for secure, locally produced energy infrastructure.

Energy security depends on reliable, domestically produced technology. By anchoring design, development, manufacturing, and recycling domestically, we reduce exposure to supply chain disruptions, support domestic job creation, and help ensure that the economic benefits are realized locally, not overseas. By eliminating dependence on foreign PV supply chains and reducing a critical vulnerability to energy infrastructure, domestically produced solar technology supports national security, contributes to a more resilient grid, and integrates seamlessly with energy storage, natural gas, and nuclear generation as part of an all-of-the-above energy strategy.



Advanced Thin Film Technology: Delivering Performance, Responsibly

First Solar's Cadmium Telluride (CdTe) PV technology is the result of decades of focused research and innovation — and it performs differently from conventional c-Si modules in important ways.

Our modules deliver a higher lifetime energy yield in real-world operating conditions, with up to 4% more annual energy output in high-humidity environments due to our semiconductor's superior spectral response, and up to 2% more annual energy in hot climates, thanks to its superior temperature coefficient. They are less sensitive to power loss in shaded conditions due to their unique electrical design and are inherently immune to failure modes that affect c-Si technologies — including cell-cracking, light-induced degradation (LID), and light and elevated temperature-induced degradation (LeTID). Combined with First Solar's innovative CuRe technology, which significantly reduces long-term degradation, our modules provide consistent, long-term performance and a lower levelized cost of electricity (LCOE) over the life of a project.



Our manufacturing approach is equally differentiated and results in a lower environmental footprint. Our vertically integrated manufacturing process transforms a sheet of glass into a finished solar module using less energy, water, and semiconductor material than conventional c-Si manufacturing. The result is industry-leading energy payback time: our Series 7 modules generate the energy required for their production in less than two months and deliver approximately 190 times that energy over a 30-year lifetime — demonstrating both engineering excellence and responsible production. That is not just innovative engineering — it is responsible production.

* 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.

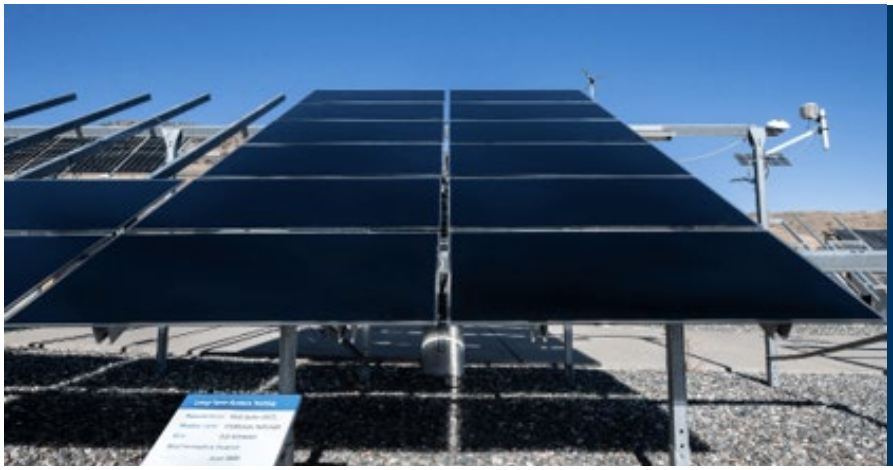
Engineered to Perform in the Real World

With more than 93 GW of modules sold worldwide as of the end of 2025 and over 280 million modules installed in 58 countries, our technology has a demonstrated history of reliable performance in diverse climates. From desert heat to coastal humidity, energy infrastructure must perform under demanding conditions. Our products are engineered and rigorously tested to withstand extreme weather and demanding applications, from utility-scale power plants and agricultural installations to industrial facilities and mission-critical military bases.

93GW
Sold at end of 2025

First Solar's superior warranted annual degradation rate is backed by extended life and stress tests that mirror decades of field exposure, as well as field data from our global test sites in hot and arid, hot and humid, and temperate climates. First Solar modules have been operating for more than 30 years at the US Department of Energy's oldest outdoor PV test site in Golden, Colorado. Those modules are not only still operating — they continue to retain more than 80% of their original module performance.

55+
Countries with First Solar modules



First Solar modules have been operating for more than 30 years at the US Department of Energy's oldest outdoor PV test site in Golden, Colorado.

The safety of First Solar PV modules is grounded not only in stable materials, robust encapsulation, and rigorous testing, but also in decades of proven field performance. Projects using First Solar modules have operated through a wide range of challenging conditions — including major hurricanes, desert sandstorms, extreme heat, hail, floods, and even tornado events — without a single reported adverse impact on the environment or human health. These outcomes reflect the durability and safety of the technology as part of a broader system, though performance in extreme weather can vary based on site conditions, system design, and installation. This is solar that earns the trust of utilities, developers, and communities seeking dependable power generation over the long term — not just the early years of operation.

Economic Impact in Local Communities



The benefits of domestic solar manufacturing extend well beyond the factory floor. A comprehensive economic analysis — conducted by the Kathleen Babineaux Blanco Public Policy Center at the University of Louisiana at Lafayette — quantified First Solar's impact in meaningful terms: jobs, economic output, and value generated in 2025, along with projections for 2027.

By 2027, First Solar's US manufacturing operations in Alabama, Louisiana, Ohio, and South Carolina are projected to support nearly 40,000 direct, indirect, and induced jobs across the national economy, generating approximately $4 billion in labor income nationwide, and contribute roughly $7.8 billion annually to the US GDP.

In the communities where we operate, this translates into high-quality jobs, support for local suppliers, and sustained investment in regions with deep industrial heritage. This is what responsible corporate citizenship looks like in practice: economic value that is tangible, local, and enduring.

Innovation That Keeps Us Ahead



First Solar's leadership in thin film solar technology is built on sustained investment in research and development. Our R&D pipeline targets next-generation thin film technologies, including tandem and perovskite-based innovations, as well as module semiconductor enhancements such as our CuRe technology, which is expected to enhance performance by improving efficiency, bifaciality characteristics, temperature coefficient, and warranted annual degradation rate. Perovskites have the potential to significantly increase the efficiency and reduce the cost of PV solar modules either through single-junction or potentially multi-junction devices. While additional work remains before broader scaling, we believe perovskites represent a potentially transformational opportunity that is best pursued by a company such as First Solar with vast thin film manufacturing expertise.

Our investments in leading-edge technology don't just advance First Solar's competitive position — they support the domestic innovation ecosystem that drives long-term economic resilience.

Moving Forward

Demand for secure, sustainable energy continues to accelerate. First Solar is positioned to meet it — with advanced technology, domestic manufacturing scale, and a clear commitment to corporate responsibility.

We remain committed to advancing innovation, investing in domestic manufacturing and jobs, delivering long-term value for customers and communities, and championing Responsible Solar as a higher standard for our industry.

Where solar is made — and how it is made — matters. By combining advanced American technology and a genuine commitment to corporate responsibility, First Solar is helping build an energy future that is stronger, more reliable, and more resilient.

Case Study: **Powering India's Energy Security Beyond China-Dependent Solar Supply Chains**

India represents one of the world's fastest growing energy markets, where rising demand must be met in a way that balances affordability, energy security, and environmental performance. First Solar's manufacturing and recycling presence in India, representing an investment of approximately $700 million, plays an important role in advancing India's ambitions to scale renewable energy while strengthening domestic industry and supply chain resilience, as the country seeks to diversify its solar supply chains away from China. By producing and deploying advanced thin film modules domestically, First Solar also provides a higher net energy gain to the grid with greater avoided emissions compared to c-Si modules produced with imported components.

Each gigawatt (GW) of First Solar modules deployed in India can avoid tens of millions of metric tons of CO_2 emissions over their operating life. The 2.8 GW of First Solar modules produced in India in 2025 will help avoid approximately 3 million metric tons of CO_2 equivalent (CO_2e) annually, which is more than 14 times our India facility's operational (scope 1 and scope 2) emissions in 2025. Over a 25-year lifetime, 2.8 GW of First Solar modules will help avoid approximately 75 million metric tons of CO_2e. Since 2011, the 5 GW of First Solar products sold in India are projected to avoid approximately 178 million metric tons of CO_2e over lifetime*. In less than 2 months, a First Solar Series 7 module produced in India generates the amount of energy that was required to manufacture it, providing an abundant net energy gain to the electricity grid- with an energy return on energy invested that is 2.5 times higher than a c-Si module with 22.9% efficiency imported from China and installed in India. This demonstrates how a higher nameplate efficiency does not necessarily result in a higher lifetime energy yield.

First Solar's Sriperumbudur facility is the world's first net-zero water withdrawal PV manufacturing facility and India's first high-value PV recycling facility — both of which operate with zero wastewater discharge. Our domestic high-value recycling operations — featuring closed-loop semiconductor recovery — can achieve up to a 45% reduction in overall module environmental footprint on a multi-criteria basis.

This impact is further enhanced by the superior real-world energy yield of First Solar's CdTe technology — particularly in hot and humid environments common across India. Higher lifetime energy translates directly into improved project economics and greater avoided emissions per watt installed relative to c-Si technologies.

First Solar's performance advantages in these conditions are driven by fundamental technology differentiation:

- Stronger temperature coefficient, supporting higher energy generation in high-heat environments
- Enhanced spectral response, improving output under diffuse light and humid conditions
- Superior shading response, reducing the amount of power loss associated with partial shading conditions caused by trees, buildings, clouds, and other obstructions
- Inherent resistance to degradation mechanisms, enabling more stable long-term performance

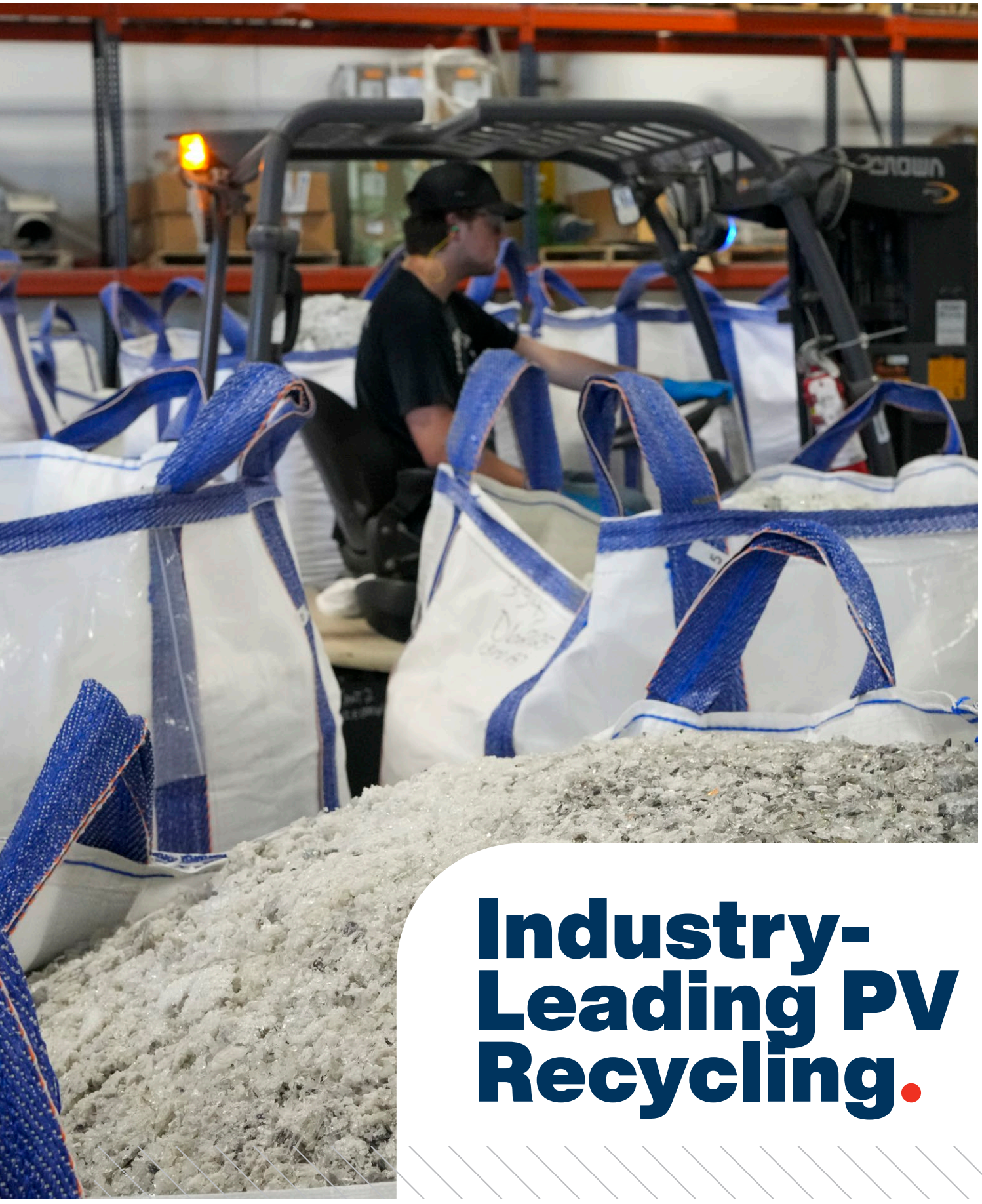
Beyond operational performance, First Solar's vertically integrated and resource-efficient manufacturing in India contributes to upstream emissions reductions. Compared to conventional c-Si production, our process requires less energy, water, and semiconductor material. The avoided emissions enabled by domestic solar deployment in India illustrate a broader principle: where and how energy infrastructure is built matters. High performing, responsibly manufactured solar technologies not only accelerate emissions avoidance, but do so with greater durability, efficiency, and long-term value. Each project commissioned using First Solar modules represents not just energy added to the grid — it represents domestic manufacturing capacity utilized, local supply chains activated, and emissions permanently displaced.





* Avoided emissions are calculated using historic and recent Indian national grid emission factors from the International Energy Agency (2022), and the life cycle greenhouse gas emission intensity of CdTe photovoltaic modules manufactured and deployed in India as reported by Sinha et al, Net Zero Water Withdrawal Strategies and Multicriteria Impacts for PV Manufacturing, in IEEE Journal of Photovoltaics, vol. 14, no. 1, pp. 201-207, Jan. 2024, doi: 10.1109/JPHOTOV.2023.3323777. Scope 1 and Scope 2 emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard using First Solar's 2025 India facility energy consumption data.

* c-Si data: R. Frischknecht, Environmental Life Cycle Assessment of Electricity from PV systems (2022 Update). International Energy Agency (IEA) PVPS Task 12, 2022, updated using 22.9% module efficiency. First Solar data: Sinha et al., Net Zero Water Strategies and Impacts for PV Manufacturing, IEEE Journal of Photovoltaics, 2023.



Industry-Leading PV Recycling.

Retaining Industrial Value and Strengthening Supply Chains

At First Solar, we believe responsibility doesn't end when a module ships — it extends across the full product life cycle. Our approach to Responsible Solar is interwoven across every stage of the product life cycle — from raw material sourcing and manufacturing to responsible recycling and reintegration in domestic industries. Responsible life cycle management is not an afterthought — recycling has been embedded from the beginning as an extension of our PV manufacturing platform. We established the solar industry's first global PV recycling program in 2005 and continue to operate dedicated recycling facilities at all of our manufacturing sites. Today, First Solar is the only solar manufacturer with 20-plus years of experience operating global, in-house PV recycling facilities.

First Solar's high-value recycling process is purpose-built to recover critical materials and enable their reintegration into domestic solar manufacturing and industrial supply chains. Our high-value recycling process achieves closed-loop semiconductor recovery for use in new modules while providing high-quality secondary resources for domestic glass, steel, and aluminum industries. This not only helps to keep critical and strategic materials in productive use within domestic economies but also strengthens national supply chain resilience while diverting materials from landfills.

Our approach stands in contrast to conventional PV recycling pathways, which often focus only on frame removal and mechanical shredding with no further attempt to recover critical materials. Others rely on outsourced downstream processing beyond the initial front-end step, reducing traceability and limiting the ability to retain industrial value within domestic supply chains.

For First Solar, recycling is not simply a waste management solution — it is industrial value retention at scale.

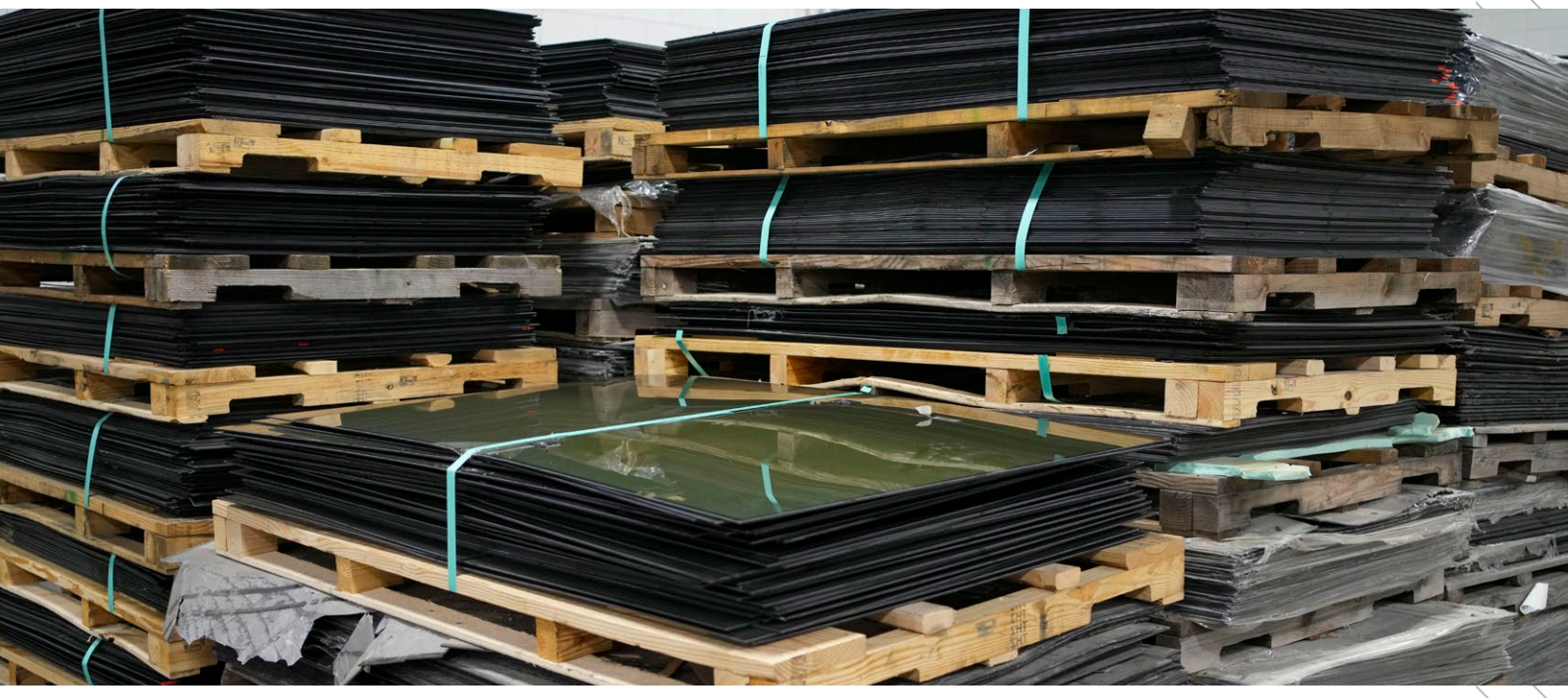


In 2025, First Solar's recycling facilities achieved a global average material recovery rate of more than 95%. This includes recovering critical and strategic materials such as tellurium, aluminum, and steel. The remainder of the recycled module scrap (approximately 5%) consists of glass fines captured by our dust-control and high efficiency air-filtration systems, which cannot be used in secondary raw materials and are handled using other responsible waste treatment techniques.

Global PV Recycling Material Recovery	2025
Total PV material collected (in metric tons)	59,522
Total recycled — metals; not including semiconductor materials (%)	1.9
Total recycled — semiconductor materials (%)	1.3
Total recycled — glass (%)	92
Total recycled — other materials (%)	0.3
Recycling rate (%)**	**~95**
Total disposed — sent to a thermal energy recovery facility (%)	0.5
Total disposed — sent to a thermal or landfill facility for disposal (%)	1
Products or components prepared for reuse* (%)	0

*Products or components that are used again for the same purpose for which they were conceived without any pre-processing (i.e., refurbishment)
**The quotient of total recycled and total collected.

Total PV material collected includes both manufacturing-line scrap and modules returned from the field. Global material recovery data are subject to an estimated ±2% measurement uncertainty due to variations in moisture content and inclusion or exclusion of packaging materials such as pallets.



Recycling in Action

First Solar offers industry-leading, globally available Recycling Service Agreements (RSA) to all our customers to help PV module owners responsibly recycle our modules at the end of their useful life. First Solar's "pay-as-you-go" RSA structure allows customers to fund recycling through later-year project cash flows rather than upfront fees — providing a scalable, cost-effective pathway to circularity without impacting project economics.

Case Study

Customer: Ørsted

Project: Muscle Shoals

Location: Colbert County, Alabama

The Muscle Shoals solar project is a 227-MW project owned and operated by Ørsted. As with any large-scale infrastructure, some equipment replacement is expected over the project's life cycle. As part of its commitment to reusing or recycling 100% of its end-of-life solar modules, Ørsted leveraged its recycling service agreement with First Solar to recycle approximately 4,000 solar modules that were damaged during construction.



1 Removal and Packaging

Before being sent to First Solar's recycling center in Ohio, the solar modules were loaded onto pallets made by family-owned Graber Box and Pallet. The Harlan, Indiana-based small business uses sustainably sourced wood from Alabama, Mississippi, and Maine to create the packaging needed to ensure First Solar's panels arrive at their destinations securely.

"We're an Amish family-owned business making boxes and pallets to encase and transport finished First Solar panels. Pallets move the world, and we enjoy making a product for the solar industry to help move their products at an affordable price. We can deliver our pallets and take back their scrap pallets to be completely recycled. Because we don't treat it with chemicals it can all be mulched and turned into animal bedding."

| Joshua Graber, Operations Manager, Graber Box & Pallet



2 Domestic Processing and Material Recovery

Once the solar modules arrive at First Solar's recycling center, we remove the junction box and the steel or aluminum back rails.

In Alabama, steel back rails are sent back into the circular steel supply chain located within 25 miles of our facility. Steel is infinitely recyclable and helps drive an additional 7% reduction in the already industry-leading carbon footprint of our solar modules.



3 Closed-Loop Semiconductor Recycling

The solar modules are then loaded into hoppers and fed into a mechanical shredder that breaks the modules into very small pieces. The broken module pieces are then sent into our chemical process where a leaching solution helps to extract the strongly bonded metals from the glass.

The metals are then precipitated into an unrefined semiconductor material product which is sent to a third-party for refining and returned to us for manufacturing new solar modules.

One kilogram of First Solar's semiconductor material can be recycled 41 times without losing functional performance, which translates into a use time of more than 1,200 years.



4 Clean glass for domestic manufacturing and use

The clean glass cullet is rinsed with water and packaged for domestic glass manufacturing industries. By using high-quality, antimony-free float glass in manufacturing, our recycling process generates a more desirable clean glass cullet recycling byproduct which can be used in a variety of glass manufacturing applications, including containers, fiberglass, and reflective glass beads used in road markings. These applications help return recovered glass to productive use while supporting circularity in adjacent industries.

This illustrates how integrating recycling into project design and financing — combined with domestic recovery infrastructure — enables solar to operate as a truly circular energy technology at scale.



Innovation at Scale

More than two decades ago, First Solar established the solar industry's first global PV recycling program. Today, we operate seven industrial-scale, high-value PV recycling facilities in the US (Ohio, Alabama, and Louisiana), India, Malaysia, Vietnam, and Germany. Altogether, these facilities deliver a global designed capacity of 136,000 metric tons — equivalent to up to 12 million modules annually. Globally, First Solar has recycled approximately 500,000 metric tons of modules to date. Although current PV waste streams remain low due to the product's long lifetime, our scalable recycling infrastructure ensures that as solar deployment grows, the ability to recover and retain critical materials scales with it — a requirement for long-term industry sustainability and resilience.



1st Generation
Batch Process Based on Mining Industry

2nd Generation
Batch Process Based on Chemical Industry

3rd Generation
Continuous Process with 30% Less Capital, Chemicals and Waste

4th Generation
Higher Leaching Efficiency with Reduced Chemical Consumption

5th Generation
Broader Thin Film PV Technology Processing Capabilities

As PV technologies evolve, maintaining the ability to recover and retain critical materials becomes even more important. First Solar is advancing its fifth-generation recycling process, designed to support next-generation thin film technologies such as perovskites as well as the eventual development of mobile recycling. Our recycling innovation efforts are focused on maximizing material recovery while maintaining industrial-grade outputs and enhancing process resource efficiency to help drive down the cost of recycling. First Solar recycling plants are designed to generate zero wastewater discharge, further minimizing their operational impacts. Our integrated role as a manufacturer and recycler enables us to design our PV modules for longevity, reliability, and high-value recycling — embedding circularity from the outset.

The true value of recycling is not simply what is diverted from waste, but what is actually returned to productive use.

First Solar partners with the REMADE Institute, national laboratories, and universities across the US on high-value recycling R&D projects to help close the loop on glass and aluminum, as we currently do with our steel and semiconductor material. As solar becomes a cornerstone of the global energy system, the ability to recover and retain critical materials will define long-term industry success.

In partnership with our suppliers and recycling byproduct customers, we continue to increase the recycled content of our products. The total minimum recycled content of our Series 6 Plus Bifacial modules, Series 7 India, and Series 7 US modules amount to 19%, 16% and 28% respectively. The minimum recycled content in our products was calculated in accordance with the requirements of the EPEAT ecolabel criterion 6.1.1.



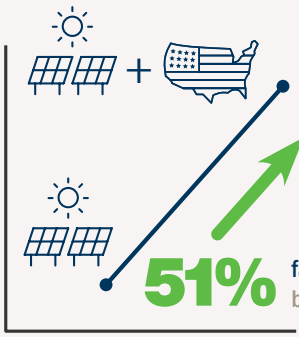
Powering Prosperous Communities.

Powering **Prosperity.**

Building a more resilient energy future requires more than delivering electricity — it depends on earning and maintaining the trust of the communities we serve. Across the United States, public support for utility-scale solar is not static; it increases when projects are developed responsibly with clear economic benefits and strong environmental safeguards, as well as aligning with core economic and security priorities shared by most Americans. That increase in support is especially pronounced when solar projects use American-made technology — a factor that transforms solar from an energy source into an economic and national security asset.

Americans across the political spectrum increasingly recognize the value of energy infrastructure that strengthens local economies while reducing long-term risks. A 2026 national survey conducted by Fabrizio, Lee & Associates found that a majority of Republican and Republican-leaning voters support utility-scale solar as part of an all-of-the-above energy strategy. Critically, that support increases to 70% — a margin of nearly 20 points — when solar technology is manufactured in the United States using domestic materials and supply chains. This shift highlights an important dynamic: the perceived value of solar extends beyond electrons. It is closely tied to how and where the technology is produced.

Utility-Scale Favorability



70% favor the use of utility-scale solar **if American-made with no ties to China** vs. just 19% opposed

51% favor the use of utility-scale solar; by a more than 20-point margin

79% agree the government should **allow all forms of electricity-generation to compete on their own merits without political interference**, vs. 11% who disagreed

68% agree the US needs all forms of electricity generation, including utility-scale solar, for lower electricity costs, vs. 22% who disagreed

Domestic manufacturing, responsible development, and alignment with local priorities are not abstract concepts — they are the drivers of trust. Across the United States, these principles are already being put into practice. Paired with American technology, First Solar's customers are deploying responsibly developed projects that go beyond energy generation to create measurable economic, environmental, and community value. From enhancing land productivity to benefitting schools, public utilities, and rural communities, these projects demonstrate how solar can be integrated in ways that enhance land productivity, stabilize costs, and deliver long-term local benefits.

Case Studies: **Enhancing Land Productivity.**

Solar development doesn't have to come at the expense of agriculture — in fact, the two are proving to be natural partners. Across the country, agrivoltaics projects are finding creative ways to combine renewable energy production with active land use, delivering benefits that extend well beyond the grid.

Site: Christiana Solar Farm | Rutherford County, Tennessee

Developer & Owner: Silicon Ranch

For generations, American farmers have lived by a simple principle: care for the land so it can keep providing for those who depend on it. A new chapter in that story is now unfolding across the country — and it runs on solar energy.

At its Christiana Solar Farm in Christiana, Tennessee, developer, owner, and operator Silicon Ranch recently completed the first commercial deployment of CattleTracker™, its patented cattle-compatible agrivoltaics platform. The landmark facility — powered by American-made First Solar modules — is designed to produce renewable energy and regenerative grazing outcomes on the same property in a way that is good for solar generation, good for the land, and good for the animals.

The result of several years of research and two awarded patents, CattleTracker integrates a solar tracking system engineered to shift into "grazing mode," allowing cattle to safely move and feed beneath the panels. Silicon Ranch Chief Technology Officer Nick de Vries served as principal investigator for the research, developing technology that keeps both the herd and the solar array working as intended — neither compromising the other.

Silicon Ranch's Regenerative Energy® approach integrates regenerative agriculture and energy production into the design, construction, and operation of solar energy projects — enabling these critical infrastructure investments to improve land quality and nurture soil health by promoting deep-rooted, multi-species grasses and pollinator habitat under and around solar arrays. It also creates new opportunities for family farms and aspiring farmers who may not otherwise have sufficient access to land to begin their agricultural operations.

Middle Tennessee Electric (MTE), the second-largest electric cooperative in the United States, is purchasing the facility's power and environmental attributes, delivering cost savings to the more than 750,000 Tennesseans it serves across 11 counties.

"CattleTracker was born at the intersection of American energy, American manufacturing and American farming — all areas that are under tremendous pressure to evolve and grow," said Reagan Farr, CEO and co-founder of Silicon Ranch. "We have long believed that doing what's right for our country, our grid and our economy can also benefit our land, our animals and our farmers. I am confident it will yield many benefits for the surrounding community and wider region for a long time to come."



Courtesy of Silicon Ranch

Site: Scurry County, Texas

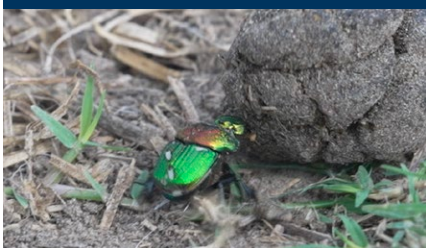
Farmer: Chad Raines

The Christiana Solar Farm represents the frontier of agrivoltaics — but the practice of co-locating livestock and solar energy is already delivering real results for American farmers. Nowhere is that clearer than in West Texas, where fourth-generation farmer Chad Raines has turned solar grazing into a lifeline.

For years, volatile crop prices, mounting debt, and increasingly unpredictable weather made traditional cotton farming unsustainable for Raines. His family's land — and livelihood — felt perpetually at risk. Then came solar grazing. Today, Raines manages more than 6,000 sheep across approximately 8,000 acres spanning four solar projects, all powered by First Solar modules, running a profitable and resilient operation that has brought his family farm back from the brink of bankruptcy.

The ripple effects extend beyond his fence lines. As solar grazing expands across the United States, demand for sheep has increased, helping revitalize the domestic sheep industry and creating new revenue streams for agricultural producers nationwide. "I think the solar grazing opportunity in America is going to transform and actually save the sheep industry," said Raines, who now serves as president of the American Solar Grazing Association (ASGA).

> "I think the solar grazing opportunity in America is going to transform and actually save the sheep industry."
>
> **| Chad Raines**, President, American Solar Grazing Association





Site: Three Corners Solar | Kennebec County, Maine

Owner: Longroad Energy

Longroad Energy's Three Corners Solar project in Maine doesn't just generate renewable energy — it supports a thriving ecosystem that might not exist without it.

The project has become a thriving haven for biodiversity, hosting more than 80 vertebrate species — including a family of bobcats, over 50 bird species, abundant wild turkeys, and protection of large areas of deer wintering habitat. The Three Corners site is even home to more than half of Maine's snake species, including the eastern ribbon snake, a species of concern whose populations are declining due to habitat loss. Here, it has found a refuge.

This isn't accidental. From the outset, Three Corners Solar was developed with habitat stewardship as a design principle. Careful management of wetlands and their buffers has created habitat for species tied to aquatic environments — green frogs, pickerel frogs, bullfrogs, eastern newts, and spotted salamanders. Meadow grasses under and around the solar panels round out the habitat mosaic, making Three Corners Solar a remarkably diverse managed ecosystem.

To document just how diverse, researchers from the University of Arkansas, the Renewable Energy Wildlife Institute, and Tetra Tech have been using camera traps and acoustic monitoring to conduct vertebrate biodiversity surveys on-site. Their work is generating new science on how utility-scale solar facilities can serve as functional wildlife habitat.

Solar development and ecological health don't have to be in tension — and Three Corners Solar provides proof. By pairing renewable energy generation with thoughtful land management and rigorous collaborative research, the project shows what responsible solar development looks like: American-made energy that is good for the land it sits on.







Photos Courtesy of Longroad Energy

Case Studies: **Transforming Landfills into Long-term Assets.**

Closed landfills are among the most stubborn challenges in community land use. Once full, they sit capped and largely idle — environmental liabilities with few productive options. But a growing number of solar developers are changing that equation, turning dormant sites into lasting sources of renewable energy and economic value. Powered by American-made First Solar technology, projects in Connecticut and Ohio are showing what's possible when innovative thinking meets otherwise unusable land.

Site: Three Closed Municipal Landfills | Deep River, Middletown, & Montville, Connecticut

Developer & Owner: Verogy

In Connecticut, Verogy has developed a portfolio of landfill-based solar projects that are putting capped municipal properties back to work. The company currently owns and operates three systems, leasing landfill acreage directly from host towns — generating steady lease revenue and increased tax income for local governments, while exporting electricity to the grid. The arrangement benefits everyone: municipalities earn from land they couldn't otherwise develop, and communities gain a local source of renewable energy.



One standout example is a 2.5-acre project in Middletown that transforms a former landfill into a productive energy asset. Each year, the system offsets an estimated 712 metric tons of carbon emissions — the equivalent of greenhouse gases from 88,000 gallons of gasoline — while helping the city reduce its environmental footprint and save taxpayer dollars.

"Where some see an unused space, we see potential," said Will Herchel, CEO of Verogy. "Our work with the City of Middletown has turned this former landfill into a productive asset that generates clean energy, reduces carbon emissions, and demonstrates the power of innovative thinking in sustainability."

> "Our work with the City of Middletown has turned this former landfill into a productive asset that generates clean energy, reduces carbon emissions, and demonstrates the power of innovative thinking in sustainability."
>
> **| Will Herchel**, CEO, Verogy



Site: Brooklyn Landfill Solar Project | Cuyahoga County, Ohio

Developer: CEP Renewables

> "This is really important to us because it helps both bring in revenue to a workforce and it helps reduce our costs as a county government."
>
> **| Mike Foley**, Adminstrator, Cuyahoga Green Energy



Nearly 600 miles west, a similar story is unfolding in Brooklyn, Ohio. When the Brooklyn landfill reached capacity and closed in 2010, it became what so many capped sites do: a methane-venting plot of land with almost no viable future uses. "There isn't a whole lot you can do with landfills," said Kurt Princic, senior development manager for CEP Renewables. "These landfills generate methane gas, so you really don't want to have any occupied structures."

In 2018, a 4-MW solar facility was built atop the 17-acre capped site using ballast-mounted panels — no drilling, no grading required. Now CEP Renewables — a developer that repurposes sites such as brownfields and landfills for utility-scale solar plants — is working to expand the project to 10.5 MW. Operated by Cuyahoga County and featuring First Solar modules, the expanded facility will supply electricity to Cleveland Public Power at a discounted rate, helping address growing energy demand across the region.

“It's taking advantage of land that can't be used for anything else,” said Mike Foley, Administrator, Cuyahoga Green Energy, a microgrid-focused electrical utility. “So on an economic development frame this is really important to us because it helps both bring in revenue to a workforce and it helps reduce our costs as a county government.”

"It really takes what are environmental liabilities and turns them into assets," said Jenita McGowan, deputy chief of Climate and Sustainability for Cuyahoga County. "We think solar energy is an important part of managing growing electricity demand."

Together, these projects make a compelling case: with the right partners and the right technology, a closed landfill doesn't have to be the end of the story. It can be the beginning of something far more valuable.







Case Studies: **Delivering Affordable Energy and Water.**

When public utilities control their energy costs, everyone benefits. Solar projects are helping water authorities, electric cooperatives, and other public service providers lock in affordable, long-term electricity rates — keeping bills manageable for the communities they serve.

Site: Cabot Solar Project | Lonoke County, Arkansas
Developer: Scenic Hill Solar
Owner: Central Arkansas Water

For a public water utility, every operational decision eventually shows up on a customer's bill. That is why Central Arkansas Water — serving more than 450,000 people across the greater Little Rock region — took a hard look at one of its biggest manageable costs: energy.

The answer was a 4.8-MW solar facility developed in partnership with Scenic Hill Solar, one of the largest solar arrays in Arkansas to date and a model of what a smart public-private partnership can deliver. Equipped with First Solar technology, the system is expected to meet approximately 20% of the utility's total electrical demand.

"The thinking Central Arkansas Water went through to decide if it should invest in solar was centered around affordability," said Tad Bohannon, CEO of Central Arkansas Water. "What changes can we make in our operations to keep water affordable for everybody in the community? And power is one of those areas we were looking at."

Under the arrangement, Scenic Hill Solar leases the project site, owns and operates the facility, and sells electricity back to the utility at a fixed rate — giving Central Arkansas Water long-term cost certainty without upfront capital investment. The initial agreement runs 20 years, with two potential five-year extensions and an option for the utility to purchase the system outright after five years.

Bohannon notes the most significant savings for ratepayers will materialize 10 to 12 years out, when locked-in solar rates increasingly diverge from rising grid electricity prices. In the meantime, the utility gains something equally valuable: the ability to plan and budget with confidence.

It is a straightforward proposition: a public utility, a private solar developer, and American-made technology working together to keep water affordable for nearly half a million Arkansans.



> "The thinking Central Arkansas Water went through to decide if it should invest in solar was centered around affordability."
>
> **| Tad Bohannon**, CEO, Central Arkansas Water

Case Studies: **Supporting Financial Stability and Education.**

Solar projects powered by First Solar modules are helping schools and universities reduce utility expenses, strengthen long-term financial stability, and create new opportunities for hands-on student learning.

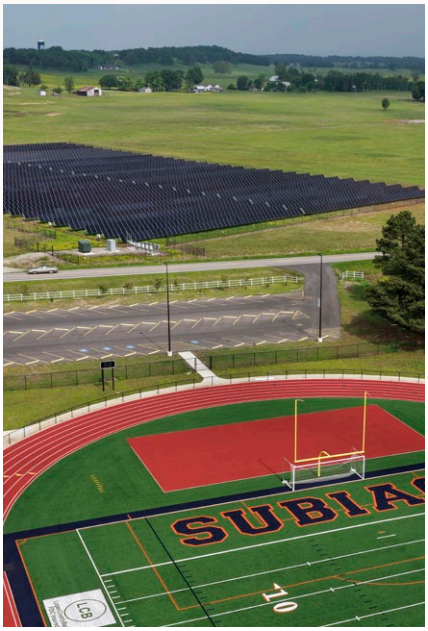
Site: Subiaco Abbey, Academy, and Retreat Center | Logan County, Arkansas

Developer: Entegrity Energy Partners

Nestled in the Arkansas River Valley, Subiaco Abbey has been a cornerstone of faith, education, and community since its founding in 1878. Today, it is also a model for what smart energy investment can look like — one that is paying dividends for students, faculty, and the institution's long-term future.



A new solar installation at the Subiaco Abbey, Academy, and Retreat Center now offsets approximately 95% of the campus's total energy needs, dramatically reducing its reliance on utility-supplied electricity. The financial impact is just as striking: the project generates more than $200,000 in annual energy savings and is expected to save nearly $6 million in electrical costs over 30 years — with a payback period of under 10 years. Those savings directly support the Academy's ability to limit future tuition increases and keep a Subiaco education within reach for more families.



For Abbot Elijah Owens, O.S.B., the project reflects something deeper than dollars saved: "We wanted to be able to show that Subiaco Abbey, founded in 1878 as an Arkansas institution, is in fact a wonderful place to demonstrate how renewable energy can work. We have Arkansas employees, working for an Arkansas company, providing American-made products that we're able to use for renewable energy, all benefitting the local economy. It is a win-win situation that doesn't need politics or ideology involved."

The project also enriches life in the classroom. Subiaco Academy students gain direct, hands-on exposure to real-world energy systems powered by American-made First Solar technology — bringing their STEM curriculum to life in a way few textbooks can match.

At its core, the Subiaco project is a story about stewardship: of resources, of students, and of a 147-year legacy. American-made renewable energy isn't changing what makes Subiaco special. It is helping ensure that it endures.

Case Studies: **Revitalizing Rural Communities**

Solar energy provides a powerful economic engine for rural America. From expanded tax revenue to local job creation, utility-scale projects are bringing meaningful, long-term benefits to the rural communities where they are built — strengthening local economies and supporting essential public services for years to come.

Site: Ridgely Solar | Lake County, Tennessee

Developer and Owner: Leeward Renewable Energy

In Lake County, Tennessee, opportunity has sometimes been hard to come by. One of the most economically distressed counties in the state, it is a place where local leaders have long worked to stretch limited resources to meet community needs. A 177-MW solar project is quietly changing that.

Leeward Renewable Energy's Ridgely Solar project, located roughly 100 miles north of Memphis, is expected to generate emission-free electricity for the next 30-plus years. But the project's most immediate impact isn't measured in megawatts — it is measured in the county budget.

The solar facility has created a substantial new source of county revenue through increased land value and personal property taxes tied to the solar infrastructure. **The result: Ridgely Solar now contributes an estimated 7-8% of Lake County's annual budget — a meaningful lift that helps fund local services, supports schools, and reduces pressure on residents who might otherwise bear those costs.**

For rural communities with limited development options, it is exactly the kind of outcome that makes responsibly developed solar projects so compelling. The land still works. The agricultural character of the region is preserved. And the county gains a dependable revenue stream that didn't exist before — one that generates value, season after season, for decades to come.

For Lake County, Ridgely Solar isn't just a source of energy. It is an investment in the community's future — and proof that rural Tennessee has plenty to offer the renewable energy economy.

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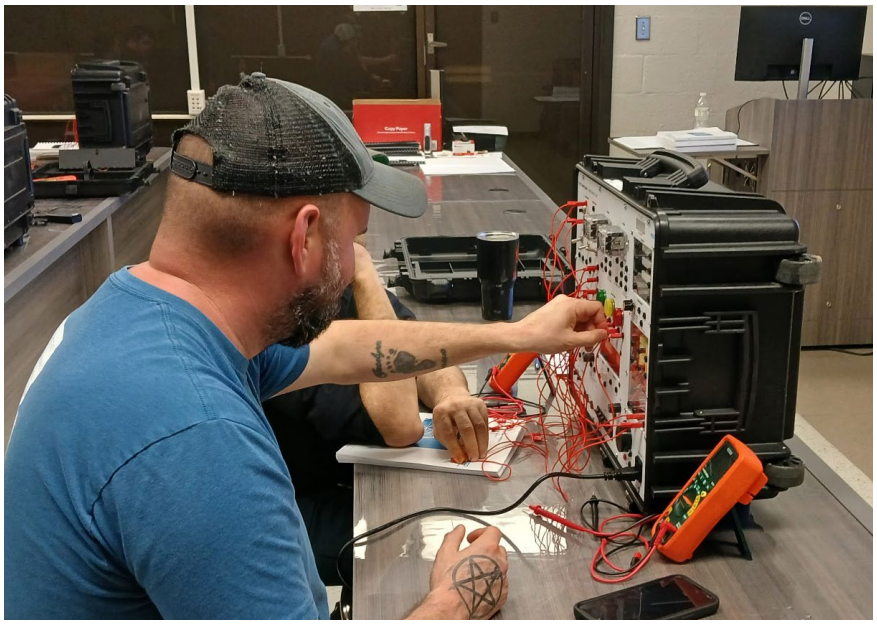




Growing the Workforce of Tomorrow

First Solar invests in people. We partner with the University of Louisiana at Lafayette — home to the Louisiana Solar Energy Lab, one of the largest outdoor solar testing facilities in the southeastern United States — on engineer training, talent recruitment, and advanced solar research. We also partner with South Louisiana Community College in Lafayette, to train First Solar technicians and equipment operators by combining lectures with hands-on practice. The specialized program is designed to prepare Louisiana's workforce for key roles at First Solar's manufacturing plant, reinforcing the state's national and global role as a leader in diversified energy. Since December 2025, South Louisiana Community College has trained more than 60 associates and hosted over 15 training sessions in basic robotics, electrical, and pneumatics. By supporting vocational training and helping associates pursue advanced education, we contribute to upskilling the workforce and reinforcing community prosperity for the long term.







Making a Difference **Around the World.**

Our commitment extends beyond our own operations. Through our global community giving program, we partner with NGOs to improve quality of life in communities worldwide by supporting sustainable education initiatives, expanding access to sustainable energy and water in underserved areas, and funding innovative technologies that address urgent human needs.

First Solar's impact is measured in paychecks, thriving local businesses, stronger tax bases, and the quiet power of renewable energy at work across rural communities, urban centers, military bases, and on sites once considered unusable. We are proud to bring prosperity to communities — and we remain deeply committed to growing that impact.

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

- Corporate donations (i.e., donations made through **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)

In 2025, First Solar donated more than $580,000 in total cash and in-kind contributions.



Global Community Giving Program	Type	2025
Manufacturing and Office Site Donations	Community	$234,426
Business Development Donations	Community	$66,538
Corporate Community Fund Donations	Corporate	$282,147
	Total	**$583,111**

Community Giving Initiatives | **2025**

Sisters of St. Francis | Sylvania, Ohio

A new solar installation in Sylvania, Ohio, is doing more than reducing electricity bills. It is extending the reach of a century-old mission to serve those most in need. The long-term savings generated by the system will be reinvested into the charitable ministries of the Sisters of St. Francis, extending the benefits of renewable energy well beyond the campus and into the communities the Sisters serve.

The 475-kW multi-phase installation centers on large solar carports in the campus parking lot powered by modules donated by First Solar. It is expected to reduce carbon emissions by 328 metric tons annually — and generate approximately $63,000 in energy savings each year over its lifespan. For the Sisters of St. Francis, those savings aren't an end in themselves. They are a means to something greater.

"We see it as a responsibility of our baptism to care for the Earth that God has given us," said Congregational Minister Sister Sharon Derivan, OSF. That commitment to stewardship — of the planet and of people — runs through everything the Sisters do, and the solar project reflects both dimensions at once.

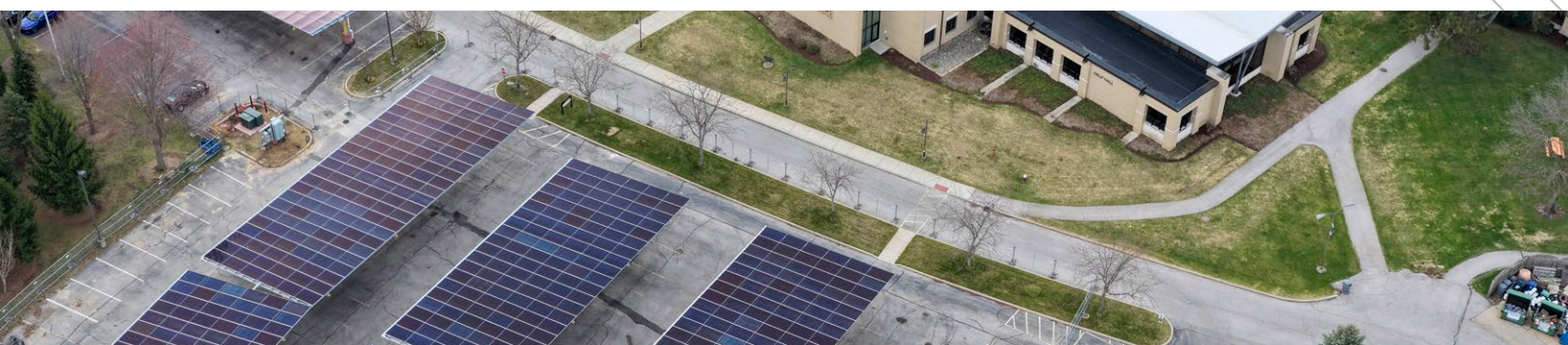
The long-term utility savings are expected to help fund a range of ministries and community services that support vulnerable populations across northwest Ohio. That includes nursing care, counseling programs, and beekeeping, as well as critical support for organizations like Bethany House, which provides a safe haven for victims of domestic violence and their children; and the Sophia Center, which offers support for children, adolescents, college students, and adults navigating life's challenges.

In other words, every kilowatt-hour the solar array produces is, in a sense, an investment in a neighbor — someone receiving care, finding safety, or accessing services they couldn't otherwise afford.

For mission-driven organizations operating on constrained budgets, the financial case for solar is straightforward: lower operating costs mean more resources available for the work that defines their purpose. For the Sisters of St. Francis, energy and community service aren't separate priorities. They are part of the same calling.



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

In 2025, First Solar continued its support of a partnership with Rockwell Automation Vietnam and Ho Chi Minh City University of Technology and Education that prepares students for careers as automation and controls engineers across a range of industries. The program encourages students to pursue studies in science, technology, engineering, and mathematics (STEM), helps build a skilled talent pool for these fields, and connects participants to networking, internship, and career placement opportunities as they transition from the classroom to the workforce.



Captain Scupper's Kids Club: Recycled Regatta National Museum of the Great Lakes | Toledo, Ohio

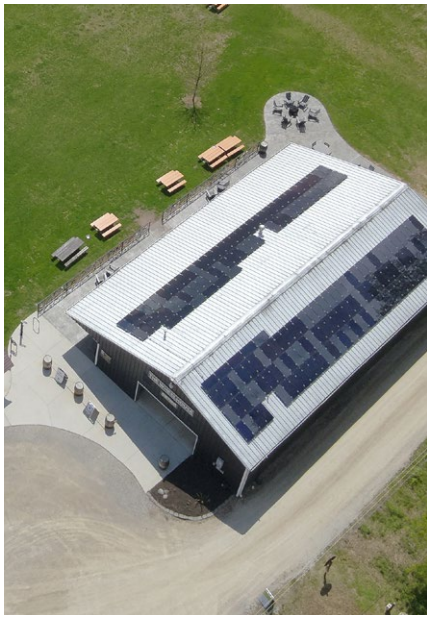


First Solar provided a grant to the National Museum of the Great Lakes in Toledo, Ohio, to support Captain Scupper's Kids Club's Recycled Regatta, a summer-long program of interactive educational activities for young visitors. The grant, made through the First Solar Community Giving Fund, helped the museum provide a hands-on engineering and sustainability program in which children and their families designed, built, and raced mini boats made entirely from recycled materials such as milk jugs and scrap cardboard. With guidance from museum educators on concepts like buoyancy and balance, participants learned how creative reuse can turn everyday waste into something of value — engaging young visitors with the Great Lakes and the importance of protecting the ecosystem.

Community Support in Malaysia

In March 2025, First Solar's People Steering Council, an associate-led group, organized a community outreach visit to a residential home for neglected and abandoned children. Seventeen First Solar volunteers donated fans and bookstore vouchers for the children and took part in a gotong-royong (communal clean-up) at the home. Volunteers also led hands-on educational activities, including a session in which the children built solar-powered cars to learn about renewable energy.





Oak Openings Metropark | Toledo, Ohio

First Solar donated approximately $11,000 worth of modules to Glass City Community Solar for installation on the wheelhouse at Oak Openings Metropark. The project helps offset approximately 95% of the facility's electricity costs while showcasing the benefits of renewable energy in a community setting. By supporting this installation, the company helps expand access to renewable energy education and demonstrates its commitment to sustainability, community partnerships, and long-term environmental stewardship.

Otsego Schools and Frontline Hives | Otsego, Ohio

Through its sponsorship of a new pollinator initiative, First Solar helped fund the installation and ongoing support of beehives at a local school campus, creating both environmental and educational benefits for the community. The program is managed by Frontline Hives, an organization dedicated to supporting veterans through beekeeping by providing therapeutic opportunities, skills training, and pathways to meaningful careers. In addition to promoting pollinator health and biodiversity, the sponsorship introduces students to the vital role played by bees in our ecosystem through hands-on learning experiences. The initiative has already sparked strong engagement among students, educators, and community leaders, with plans to further expand the program and involve local veterans as resident beekeepers. This partnership reflects First Solar's commitment to sustainability, community investment, and creating positive social impact as a responsible corporate neighbor.











Responsible Solar.

Responsible **Solar.**

Responsible Solar is how we put our purpose into practice: delivering energy that strengthens communities, conserves natural resources, and creates lasting economic value. We believe the way solar is made, sourced, and deployed matters as much as the energy it generates. That conviction shapes how we operate. Across our operations and supply chain, we build safe and worker-centered workplaces; uphold responsible sourcing with zero tolerance for forced labor; and partner with the communities where we operate to share in the value we help create.

Our advanced thin film technology and vertically integrated manufacturing deliver industry-leading environmental performance, minimizing life cycle impacts through resource-efficient operations and advancing a more circular economy through high-value recycling. As we expand end-to-end manufacturing and build more resilient domestic supply chains, we are revitalizing industrial ecosystems, strengthening domestic capacity, and delivering reliable, competitively priced energy at scale.

Society



- Safe, inclusive, and worker-centered workplace
- Shared local value through community partnership
- Responsible sourcing and zero tolerance for forced labor

Environment



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

Economy

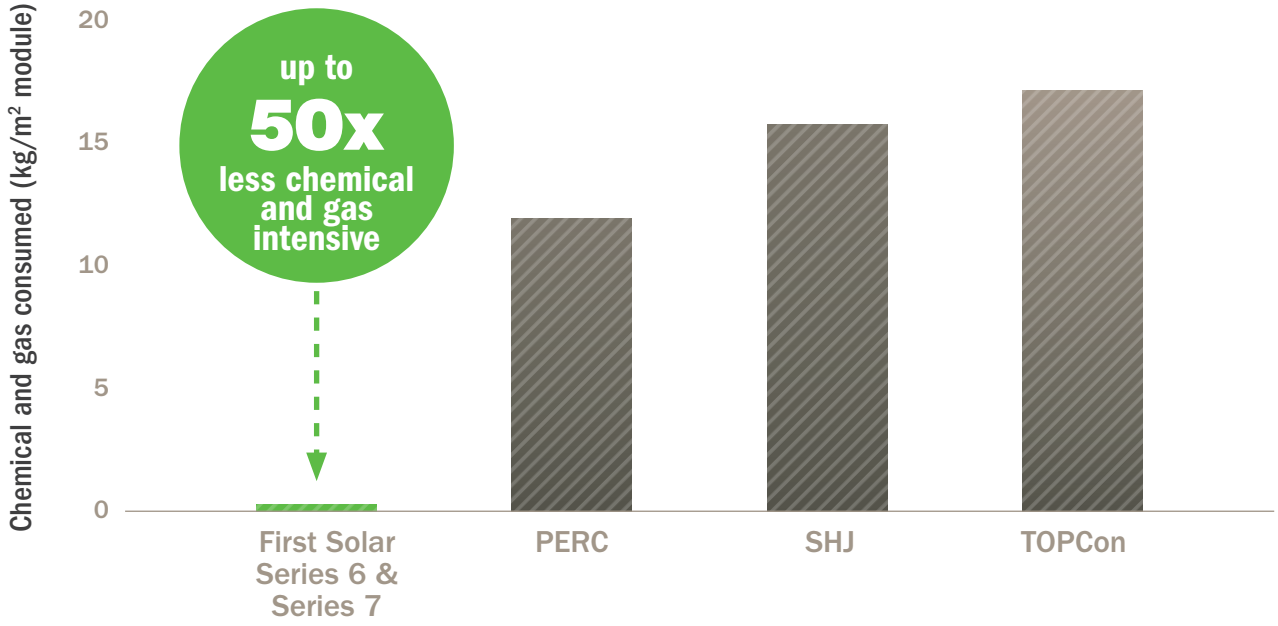


- End-to-end manufacturing and resilient supply chains
- Revitalizing communities and industrial ecosystems
- Ethical governance and transparency backed by credible validation

Resource-efficient Manufacturing

A PV module's environmental footprint is set long before it ever reaches a project site. It is determined by what goes into the product, the energy and resources consumed to make it, and what happens when its decades of service are done. That is why where and how solar is manufactured matters — and why First Solar engineers responsibility into our modules from the very first step. Our advanced thin film technology is purpose-built to keep life cycle impacts low: relative to conventional c-Si technology, it delivers the industry's fastest energy payback time, a lower carbon footprint and water footprint, and reduced material intensity. These are not single-stage comparisons — they hold across the full life cycle, from raw material extraction and manufacturing to transportation and end-of-life recycling. In a sector where sustainability claims often outpace substance, our numbers speak for themselves. Independent life cycle assessments confirm that thin film PV draws on less cumulative energy and chemicals, with fewer process-intensive steps, than silicon-based alternatives. Data from the study shows that CdTe PV manufacturing uses up to 50 times less chemicals and gases than c-Si manufacturing.

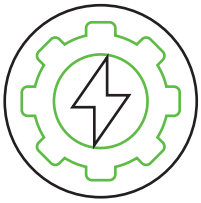
COMPARISON OF PV MANUFACTURING CHEMICALS & GASES CONSUMPTION

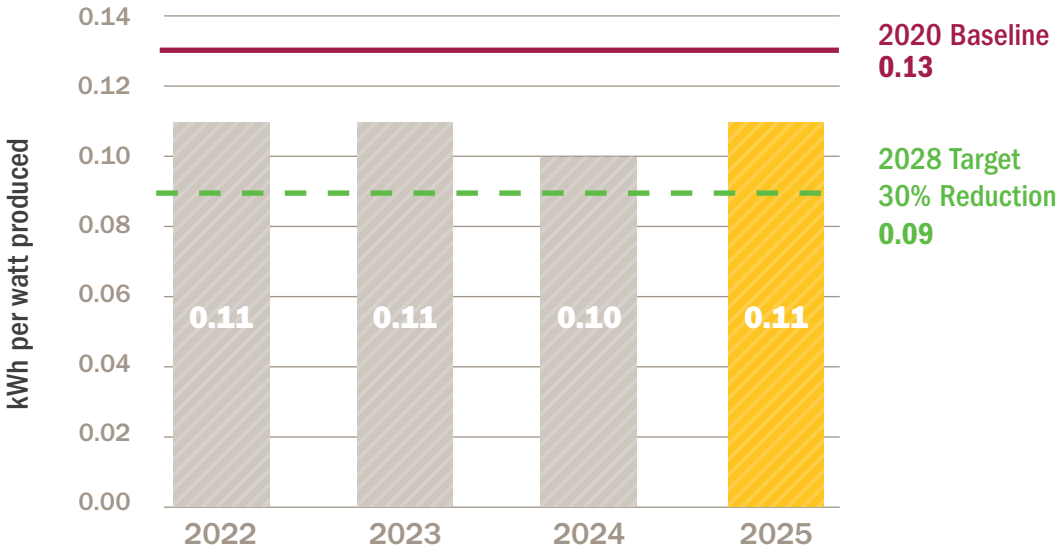


Julia Otero, Sergi Vinardell, César Valderrama, Environmental performance of solar photovoltaics across three generations: A cradle-to-gate comparison, Energy Conversion and Management, Volume 361, 2026, 121617, ISSN 0196-8904, https://doi.org/10.1016/j.enconman.2026.121617.

That advantage is a starting point, not a finish line. We hold ourselves to the goal of continuously reducing the energy, water, waste, and greenhouse gas emissions embodied in every watt we produce. Since 2009, we have delivered those reductions through targeted resource conservation, renewable energy, and sustained gains in module efficiency, throughput, and yield — improving operational and life cycle performance together, even as we scale. This is what Responsible Solar looks like at the product level: a better-performing module, made the right way, and made better every year.

MANUFACTURING ENERGY INTENSITY





First Solar's manufacturing energy intensity captures the total energy — electricity and fuel — consumed across our global manufacturing operations on a per-watt-produced basis, spanning every process from the start of manufacturing through to finished modules. Since our 2020 baseline, we have achieved a 15% reduction in our manufacturing energy intensity, progressing halfway toward our 2028 target to improve global energy efficiency per watt produced by 30%. In 2025, our manufacturing energy intensity rose by 10% compared to 2024, primarily due to the underutilization of our manufacturing facilities in Malaysia and Vietnam as well as the ramp-up of production at our manufacturing facility in Louisiana.

As part of our commitment to Responsible Solar manufacturing, we continue to expand the use of renewable electricity across our global operations through a combination of off-site procurement, on-site generation, and high-quality, traceable energy attribute certificates (EACs). We endeavor to prioritize sourcing renewable energy that is both credible and connected to our value chain, including projects built with First Solar technology.

In 2025, we procured and retired more than 413,000 MWh of Green-e® energy certificates generated by two US utility-scale solar projects that use First Solar modules, increasing our US renewable electricity consumption

to approximately 38%. Together with our on-site PV installations and solar carports at manufacturing facilities in Ohio, Malaysia, and Vietnam, and at our recycling facility in Frankfurt (Oder), Germany, these efforts contributed to approximately 23% renewable energy usage across our global operations. Looking ahead, we continue to scale our impact through long-term procurement strategies, including a 15-year power purchase agreement with Cleantech Solar signed in 2024, which is expected to generate the equivalent of approximately 40% of our electricity needs in India in 2026.

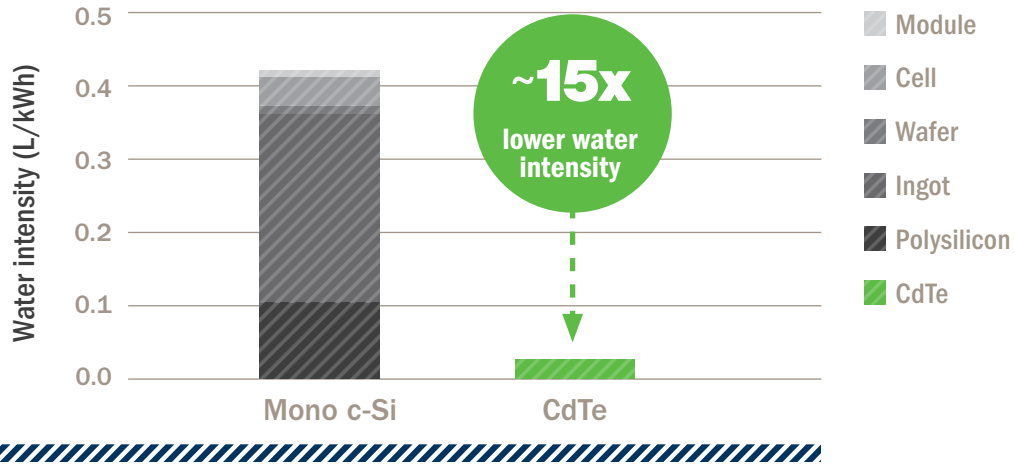
Water Stewardship

As part of our commitment to Responsible Solar, First Solar delivers solutions that help address water scarcity and the unsustainable consumption of natural resources. By generating electricity without operational emissions, water use, or waste, First Solar PV modules help reduce the energy system's water intensity and enhance its resilience.

Our thin film PV technology also offers important advantages at the manufacturing stage. CdTe PV's streamlined manufacturing process avoids several of the most water-intensive steps required to produce conventional c-Si solar panels. Based on harmonized water withdrawal data from peer reviewed studies, CdTe PV manufacturing requires on average 15 times less water than c-Si PV manufacturing when polysilicon, ingot, wafer, cell and module are included. Thin film PV's structural efficiencies not only reduce resource use, but also support more flexible and resilient manufacturing in regions where water availability is increasingly constrained.

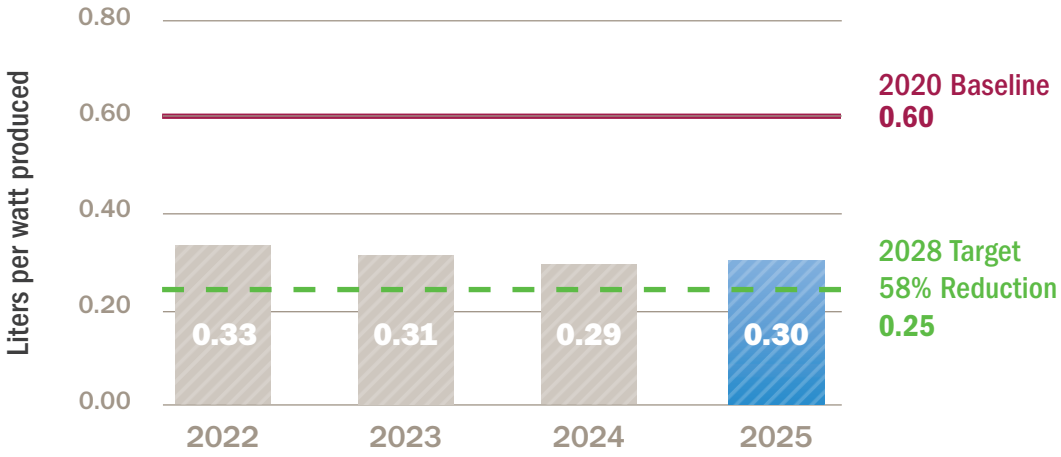
We remain focused on further reducing water intensity across our manufacturing footprint through efficiency initiatives, process optimization, and responsible water management. Since our baseline year of 2020, we have achieved a 50% reduction in our manufacturing water intensity, well on our way to our 2028 target of improving global water intensity per watt produced by 58%.

COMPARISON OF PV MANUFACTURING WATER INTENSITY



Deborah L. McGott, Hope M. Wikoff, Zachary Parker, James McCall, Jordan Macknick, Samantha B. Reese, Water intensity of photovoltaic module manufacturing at the terawatt scale, Energy Conversion and Management: X, Volume 28, 2025, 101229, ISSN 2590-1745, https://doi.org/10.1016/j.ecmx.2025.101229.

MANUFACTURING WATER INTENSITY



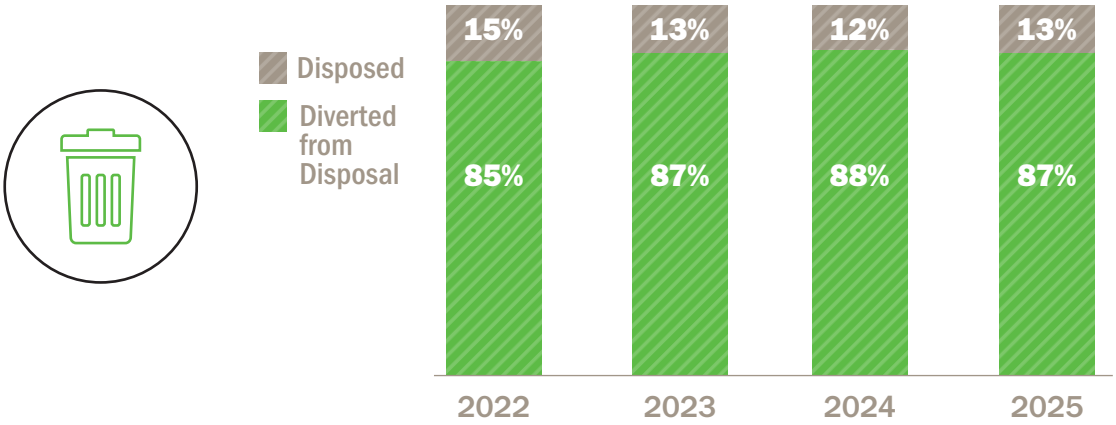
In 2025, our manufacturing water intensity (water consumption per watt produced) increased by approximately 3%, primarily due to the underutilization of our manufacturing facilities in Malaysia and Vietnam as well as the ramp-up of production at our facility in Louisiana. In total, we recycled 510 million liters of water in 2025, equivalent to approximately 9% 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 United States, Malaysia, and Vietnam operate in areas with low to very low baseline water stress, our manufacturing facility near Chennai in Tamil Nadu, India, operates in a region classified as 'high' baseline water stress according to the World Wildlife Fund (WWF) Water Risk Filter. 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. In 2025, the India facility also began using recovered rainwater for greenbelt and landscape irrigation in place of raw water, further reducing demand on local freshwater resources in this high water-stress region.

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. 100% of our water withdrawals (or 5,429 million liters) come from third-party water utilities or municipal wastewater treatment plants. In 2025, approximately 47% of First Solar's total water withdrawals (or 2,540 million liters) were discharged as wastewater from our industrial wastewater treatment systems at our non-ZLD (Zero Liquid Discharge) sites. Approximately 88% of our wastewater was sent to a third party (i.e., municipal wastewater facilities) and approximately 12% was discharged directly to fresh surface water (i.e., rivers). At non-ZLD sites, 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.

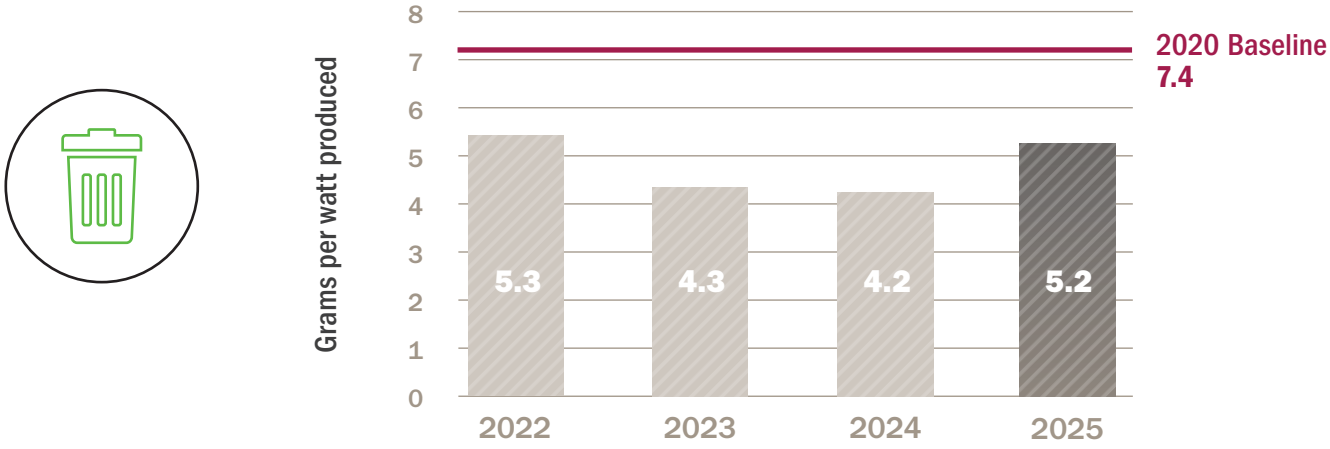
Diverting Waste from Landfills

MANUFACTURING WASTE DIVERTED FROM DISPOSAL



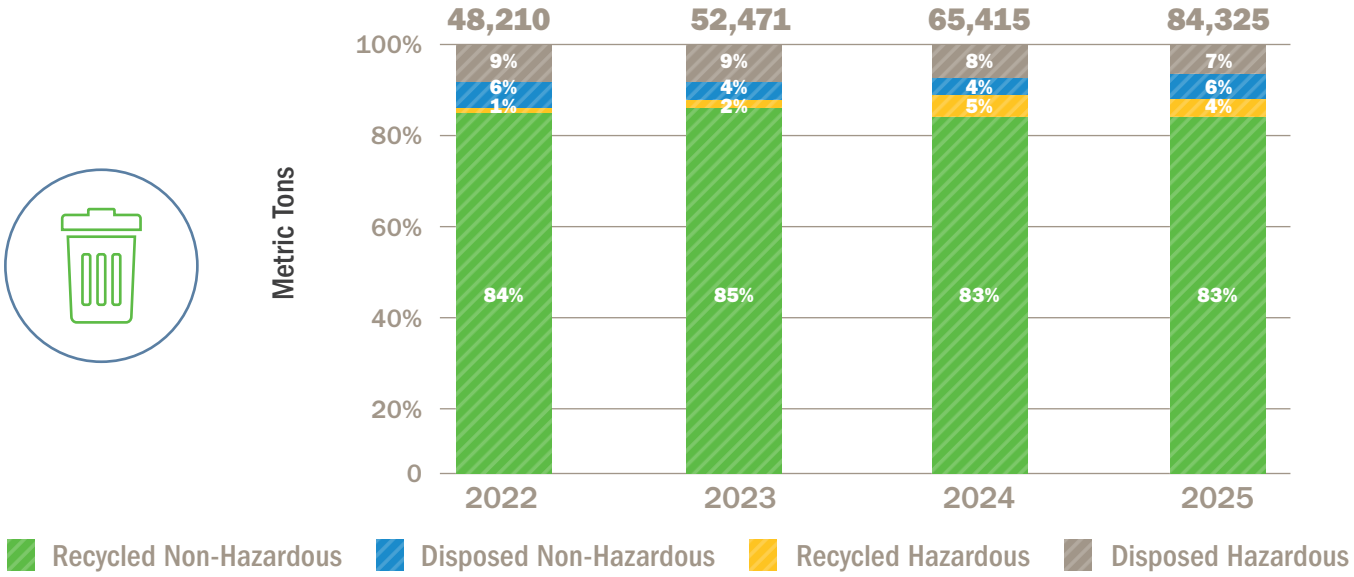
This graph depicts waste recycled and disposed by First Solar's manufacturing and recycling facilities in Ohio, Alabama, Louisiana, India, Malaysia, and Vietnam. The data includes modules that we recycle on-site (both manufacturing-line scrap and modules returned from the field) along with many other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

MANUFACTURING WASTE INTENSITY



First Solar's manufacturing waste generation intensity (grams per watt produced) has decreased by approximately 30% since our baseline year of 2020 (from 7.4 g/watt) as a result of increased module efficiency and manufacturing throughput combined with recycling and waste minimization projects. In 2025, our manufacturing waste intensity increased by approximately 24% compared to 2024, primarily due to the ramp-up of production at our manufacturing facilities in Alabama and Louisiana, as well as reduced capacity utilization at our facilities in Vietnam and Malaysia.

WASTE BY TYPE AND DESTINATION



The graph above depicts First Solar's absolute manufacturing waste produced in metric tons with a percentage breakdown by type and destination. In 2025, absolute waste generation increased by approximately 30% compared to 2024, primarily due to the ramp-up of new manufacturing facilities. Of the total waste generated 87% was diverted from disposal through recycling and other recovery methods.

First Solar is committed to reducing and recycling hazardous waste through our ISO 14001-certified environmental management system. Since 2020, we have reduced our hazardous waste generation intensity by 45%, reflecting ongoing investments in waste minimization and process improvements. As one example, in 2025 our India manufacturing facility commissioned a screw press for its wastewater treatment plant, reducing the volume of sludge and hazardous waste generation per watt produced.

Hazardous waste is classified according to the definitions used in the countries where we operate: 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 United States; and the Hazardous and Other Wastes (Management and Transboundary Movement) Rules 2016 and its amendments in India.

We are committed to ensuring zero electronic waste ends up in landfills. We accomplish this by repurposing IT equipment through donations (e.g., to schools) and partnering with local vendors in each of our locations who certify that equipment is either repurposed or properly disposed of. Our e-waste management partners in the United States, Vietnam, and Malaysia are R2- or ISO-14001 certified. In India, we work with an e-waste recycler holding a certificate of authorization for e-waste dismantling and recycling from the Tamil Nadu Pollution Control Board. In the United States, we have also worked with hardware providers to reduce non-recyclable packaging materials. For our laptop and desktop computers, docks, and monitors, 100% of packaging is recycled.

Responsible Sourcing and Supply Chain Management

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 set a high bar for the industry. As a member of the Responsible Business Alliance (RBA), we implement the RBA Code of Conduct within our operations and our supply chain. We take a comprehensive approach to supply chain due diligence to identify, prevent, mitigate, and account for potential adverse human rights and environmental impacts, consistent with the Organisation for Economic Co-operation and Development's (OECD) due diligence guidance for responsible business conduct. That approach rests on five pillars:

- **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. We leverage third-party tools and indices to identify potential natural disaster, sustainability, human rights, and operational risks based on suppliers' locations. In 2025, we assessed 100% of our Tier 1 suppliers that provide materials and components for manufacturing, and 100% of new suppliers against social and environmental criteria. We require all major suppliers, including on-site service providers, to complete an RBA self-assessment questionnaire (SAQ) on an annual basis.
- **Certification:** Our 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 RBA Code of Conduct 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.
- **Audits:** We audit new and existing suppliers against quality, environmental management, health and safety, labor, human rights, and ethics by leveraging the RBA Code as our framework. In 2025, First Solar conducted 21 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 2025, First Solar provided global internal training on forced labor in global supply chains to associates involved in procurement, legal, and global trade compliance. The training includes recognizing signs and indicators of forced labor, addressing the risks of forced labor in supply chains, and how to report concerns. Associates are also required to acknowledge First Solar's Labor and Human Rights Policy as well as the RBA Code of Conduct. 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 2025. 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. The Ethics Hotline is available in local languages and shared on our internal and external websites, in our Code of Conduct, at global town halls, and through physical Ethics Hotline awareness materials posted in common areas at our sites.

Holding Our Own Operations to the Same Standard

Trust in a supply chain begins with trust in one's own factories. 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 and 2025. First Solar is the first among the world's largest solar manufacturers to join the RBA, and remains the only one to have subjected its vertically integrated operations to independent, third-party, RBA VAP audits. An audit at First Solar's manufacturing facilities is the equivalent to auditing a c-Si manufacturer's ingot, wafer, cell, and module-assembly facilities. As of December 2025, our Vietnam facility achieved an RBA Silver rating, our Ohio facilities achieved Gold, and our Malaysia facility achieved Platinum — the highest RBA rating — each outperforming country and industry norms across all three locations. There were no priority findings during any of the audits conducted.

Consistent with the UN Guiding Principles on Business and Human Rights (UNGPs), First Solar prioritizes human rights risks based on the potential severity of impacts on people across our operations and business relationships. Informed by our due diligence processes — including annual risk assessments, third-party audits, stakeholder engagement, and operational experience — we have identified key areas of potential heightened risk given the nature of global manufacturing and supply chains. For example, we recognize that the presence of vulnerable groups such as migrant workers is associated with a higher modern slavery risk. In our operations, modern slavery risks are predominantly associated with on-site service providers (e.g., security, janitorial, landscaping, warehouse operation and facilities maintenance).

We work to prevent these risks by assessing all major suppliers and on-site service providers on an annual basis, requiring compliance with our standards and the RBA Code of Conduct in contract agreements, and building capacity through training. We conduct due diligence aligned with the UNGPs and OECD Guidelines and enact remediation where issues are identified. As an RBA member, First Solar has adopted, and we require our suppliers to commit to the RBA Code of Conduct, which stipulates that workers shall not be required to pay employers' agents or sub agents' recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker. First Solar has engaged with human rights experts and NGOs to understand and implement best practices in prevention, mitigation, and remediation.



Zero Tolerance for Forced Labor

Eradicating forced labor from global supply chains requires a single, uncompromising standard: zero tolerance, applied uniformly across all operations, suppliers, and business relationships. Any framework that permits partial compliance or segmented sourcing risks perpetuating the very harms it seeks to address.

A supply chain that is secure, fully traceable, and free from forced labor is not a compliance obligation. It is Responsible Solar.

Prevailing solar industry traceability initiatives — notably those advanced by the Solar Energy Industries Association (SEIA) and the Solar Stewardship Initiative (SSI) — allow companies to maintain bifurcated supply chains, separating "compliant" export-oriented material streams from those linked to high-risk regions. Often, certification tiers can be achieved with traceability covering only a small fraction of transactions (10% or less). While these approaches may improve disclosure, they do not eliminate exposure to forced labor and can create a false signal of progress.

First Solar does not rely on bifurcation as a risk-management strategy. We maintain a strict prohibition on sourcing module components from Xinjiang, China (a region known for forced labor practices), and we screen our supply base against the Uyghur Forced Labor Prevention Act (UFLPA) Entity List to prevent direct or indirect linkage to forced labor risks.

We believe that bifurcated supply chains undermine the objective of preventing forced labor. When companies sustain parallel "clean" and "at-risk" supply streams, demand for materials produced under coercive conditions continues. Evidence suggests this dynamic is not theoretical: despite the expansion of traceability initiatives, polysilicon production in Xinjiang increased significantly between 2020 and 2024, indicating that industry approaches have not reduced reliance on high-risk regions. In practice, shipments denied entry under UFLPA are frequently redirected to alternative markets, further weakening the intended deterrent effect.

Civil society and human rights experts have raised similar concerns. Anti-Slavery International has concluded that companies relying on suppliers operating bifurcated supply chains may not only be linked to forced labor risks, but may also be contributing to their persistence. More broadly, human rights authorities have emphasized that, in this context, disengagement from the Uyghur region is necessary to align with the UNGPs.

Accordingly, our approach prioritizes prevention over mitigation. We apply a single global sourcing standard, exclude high-risk regions and entities, and enforce robust supplier due diligence and traceability controls across our value chain. This ensures that compliance is not contingent on geography or market destination.

We believe policymakers and customers alike have a critical role to play in reinforcing this standard. Frameworks that recognize partial traceability or segmented supply chains risk normalizing incomplete solutions and weakening the integrity of forced labor enforcement. Durable progress depends on

aligning market incentives with a clear expectation: that products are free from forced labor in their entirety — not only within selected transactions or end markets.

Our commitment is grounded in this principle. Through our engagement with the RBA and our continued investment in transparent, verifiable supply chains, we aim to advance a model of solar manufacturing that delivers both environmental performance and unambiguous respect for human rights. We recognize that human rights due diligence is an ongoing process and we will keep working with our suppliers to improve the lives of workers across our value chain. But our standard remains clear: solar technology should be free from forced labor in its entirety — not only within selected transactions, markets, or material streams.



Supplier Screening and Audits

GRI Indicator	Title	2025 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, non-retaliation, and conflict minerals)
414-2	Negative impacts on social impacts in supply chain and actions taken	12	In 2025, First Solar conducted 21 on-site audits at supplier sites on quality, environmental, and social criteria based on the RBA Code of Conduct. Of the 21 supplier audits, three suppliers were identified as having significant actual or potentially 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. 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. Beyond corrective actions, audit findings help inform our understanding of salient risks and the development of preventive controls such as policy updates, training, and ongoing monitoring.
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	16	In 2025, First Solar conducted 21 on-site audits at supplier sites on quality, environmental, and social criteria based on the RBA Code of Conduct. Out of the 21 audits, seven 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 received waste or wastewater notice of violations, which were remediated.

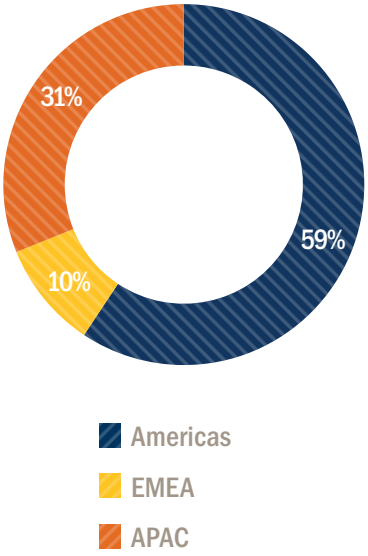
Supply Chain Overview

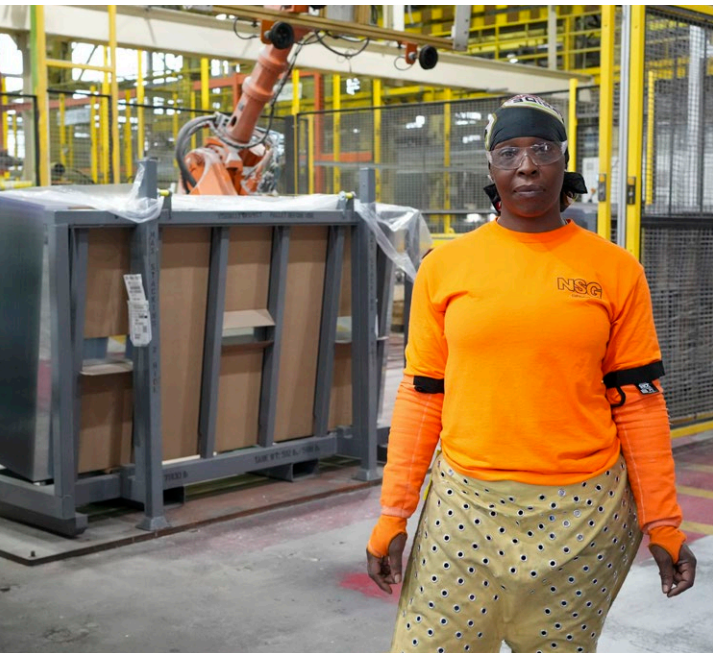
Our thin film module manufacturing process uses approximately 30 types of raw materials and components to produce a solar module. Critical raw materials and components in our manufacturing process include Cadmium Telluride, front glass coated with transparent conductive oxide, other semiconductor materials, organics such as adhesives, heat-strengthened back glass, frames, packaging components such as interlayer, junction boxes, wire assemblies 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.

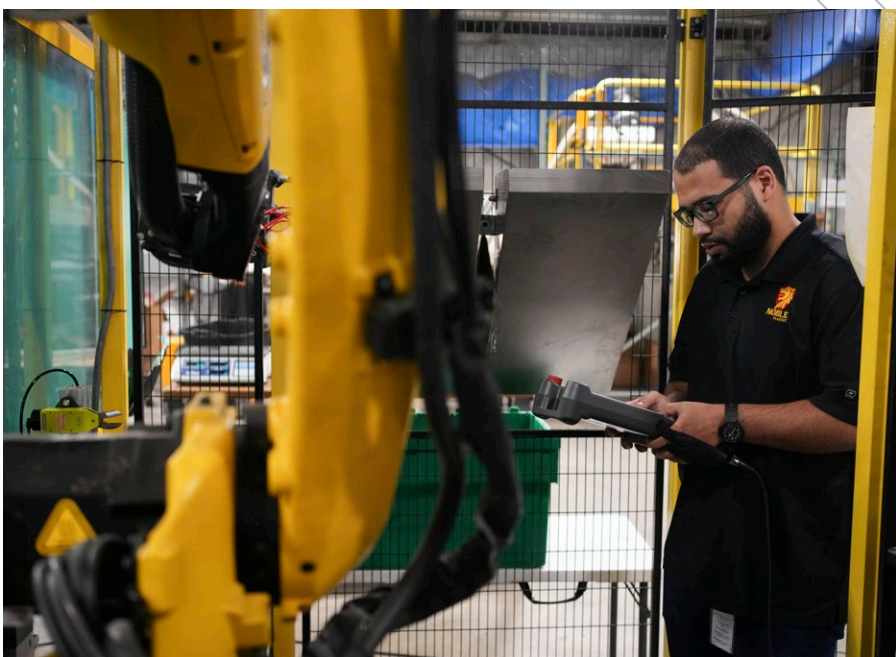
First Solar has a global set of specifications for the materials used in our products, which results in a tightly controlled supply chain, superior traceability, and high-quality products. We also own and operate the facilities that manufacture our modules — turning a sheet of glass into a completed module in approximately four hours, without the multiple process tiers associated with c-Si manufacturing. Many traditional tier one c-Si PV manufacturers have multiple bills of materials for the same products — along with sprawling supply chains — which result in increased risks relating to variability, quality, reliability, and traceability.

In 2025, First Solar spent more than $3.6 billion across our global supply chain, including our manufacturing bill of materials, project spend, capital spend, and indirect expenses. Approximately 58% of our spend in 2025 went to local suppliers in the United States to support our module-manufacturing operations. Across the year, approximately $316 million was awarded to women-, minority-, and disabled veteran-owned business enterprises (based on purchase order data).

2025 Supplier Spend by Region (%)







Conflict Minerals

By sourcing responsibly, we seek to contribute to a better, more sustainable world. We are firmly opposed to the use of conflict minerals associated with human rights violations, environmental devastation, and the financing 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. 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 that 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. 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 part of our responsible sourcing program, we communicate our expectations to relevant suppliers and use information obtained through our inquiry and due diligence processes to assess alignment with our policies and standards. Where warranted, we may conduct additional review or supplier engagement consistent with our risk-based approach.

Recognition and Ratings

In keeping with our commitment to Responsible Solar, First Solar works hard to raise the bar for our industry, and we are proud of the recognition we've received:

Awards & Recognitions

- **2026: America's Most Responsible Companies — Newsweek and Statista**
  Recognized for 5th consecutive year
- **2026: World's Most Sustainable Companies — Time and Statista**
  Based on sustainability commitments, reporting transparency, and key environmental KPIs; only the top 750 of 5,800 companies analyzed are recognized globally
- **2026: Clean 200™ — As You Sow and Corporate Knights**
  Global list of 200 publicly traded companies leading the sustainable economy through clean energy, electrification, efficiency, and enabling technologies
- **2026: America's Best Midsize Employers — Forbes**
  Recognized for workplace quality and employee satisfaction; ranked #70 among 500 US companies with 1,000–5,000 employees
- **2026: Outstanding Performer, Module Manufacturer Category — Confederation of Indian Industry (CII) National Performance Excellence Awards**
  Demonstrating superior operational performance, innovation, and sustainability, benchmarked against national and global best practices
- **2025: Platinum Award, Power Sector — Indian Chamber of Commerce (ICC) 19th Environment Excellence Awards**
  Recognized for strong waste management, resource efficiency, and circularity initiatives
- **2025: Silver Award — Confederation of Indian Industry (CII) National EHS Excellence Awards**
  For excellence in EHS practices in the Energy & Utilities sector
- **2025: "Trendsetter" in 2025 CPA-Zicklin Index of Corporate Political Disclosure and Accountability — Center for Political Accountability**
  Scored 94.3% for leadership in corporate political transparency and accountability

Ratings

- **2026: AAA (Leader) Rating — MSCI ESG Research**
  Highest rating in the solar industry (as of Mar. 23, 2026)
- **2026: Prime rating — Institutional Shareholder Service ESG**
  For demonstrating best-in-class responsible business practices and transparency
- **2026: Low Risk ESG Rating — Sustainalytics**
  In recognition of the company's strong overall management of material issues
- **2026: Silver Sustainability Rating — EcoVadis**
  Ranked in the 92nd percentile among rated companies
- **2025: A - Supplier Engagement Assessment — CDP**
  For leadership on how we engage our supply chain on climate-related issues



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 across the workforce. The safety and wellbeing of our people is our priority. And our global culture is a tapestry of different viewpoints, approaches, voices, and perspectives, all of which come together to help us produce better products and services.

Agility

We are creative and resilient.

Collaboration

We help each other succeed.

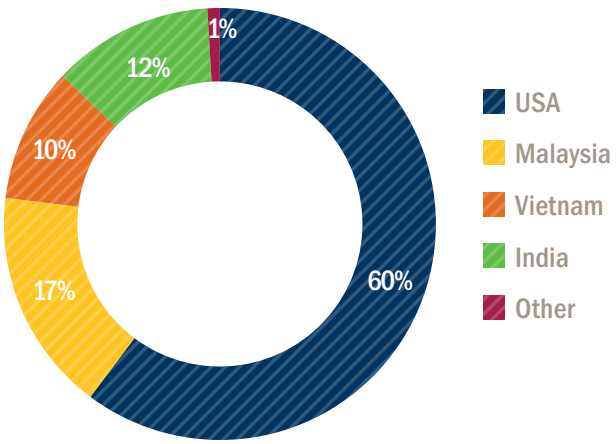
Accountability

We own the results of our actions.

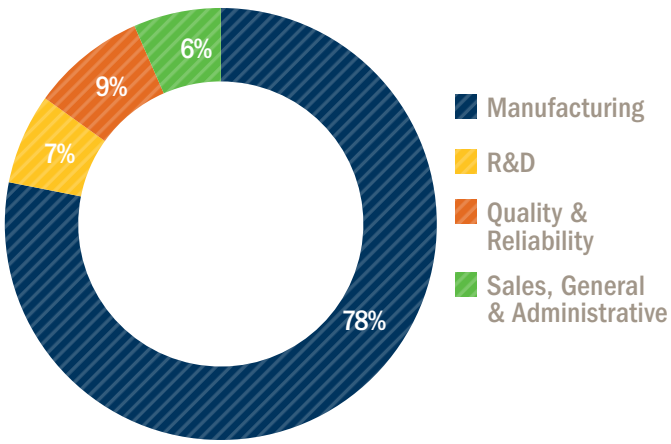
Working at First Solar

As of Dec. 31, 2025, First Solar employed approximately 7,900 associates, including full-time, part-time, interns, and temporary associates (compared to approximately 8,100 at 2024 end of year). Most of these associates work in the United States, Malaysia, Vietnam, and India. Approximately 78% 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 2025, 99.8% of our associates were full-time, with 14 associates working part-time.

Associates by Region in 2025



Associates by Function in 2025



First Solar Associates as of December 31, 2025

Female	Male	Other	Not Disclosed	Total
NUMBER OF ASSOCIATES (HEAD COUNT/FTE)				
1,935	5,948	-	15	**7,898**
NUMBER OF PERMANENT ASSOCIATES (HEAD COUNT/FTE)				
1,932	5,948	-	15	**7,895**
NUMBER OF TEMPORARY ASSOCIATES (HEADCOUNT/FTE)				
3	0	0	0	**3**
NUMBER OF NON-GUARANTEED HOURS ASSOCIATES (HEAD COUNT/FTE)				
0	0	0	0	**0**
NUMBER OF FULL-TIME ASSOCIATES (HEAD COUNT/FTE)				
1,926	5,943	-	15	**7,884**
NUMBER OF PART-TIME ASSOCIATES (HEAD COUNT/FTE)				
9	5	0	0	**14**

APAC	North America	EMEA	Total
NUMBER OF ASSOCIATES (HEAD COUNT/FTE)			
3,068	4,757	73	**7,898**
NUMBER OF PERMANENT ASSOCIATES (HEAD COUNT/FTE)			
3,065	4,757	73	**7,895**
NUMBER OF TEMPORARY ASSOCIATES (HEAD COUNT/FTE)			
3	0	0	**3**
NUMBER OF NON-GUARANTEED HOURS ASSOCIATES (HEAD COUNT/FTE)			
0	0	0	**0**
NUMBER OF FULL-TIME ASSOCIATES (HEAD COUNT/FTE)			
3,068	4,748	68	**7,884**
NUMBER OF PART-TIME ASSOCIATES (HEAD COUNT/FTE)			
0	9	5	**14**





Performance Culture

At First Solar, we are committed to developing and providing meaningful career growth opportunities for all associates. We believe a strong, values-based culture is essential to our long-term success. This begins with creating an environment where each associate's perspectives are encouraged, heard, and respected — bringing together people of all backgrounds as one global team united by a shared purpose: leading the world's sustainable energy future.

LEADERSHIP: Our Board of Directors and Executive Leadership Team set the tone from the top, reinforcing a culture grounded in accountability, collaboration, and engagement. This leadership commitment enables us to foster participation and engagement across the organization, strengthening our ability to understand and respond to stakeholder expectations.

The Board of Directors, through its Nominating and Governance Committee, considers a broad range of factors when evaluating director candidates, including experience, skills, tenure, and perspectives aligned with the company's evolving needs. The Nominating and Governance Committee is committed to actively seeking highly qualified candidates from wide-ranging backgrounds and applies consistent evaluation criteria to all nominees, including those recommended by stockholders. Details on board composition, qualifications, and experience are disclosed in our annual proxy statement.

TALENT ACQUISITION: We seek to attract and hire exceptional talent globally to advance our mission. Our hiring practices enable us 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, we expanded our Connector Program, a 90-day onboarding experience that pairs new associates with established colleagues to support integration and engagement. Initially piloted in 2023 and 2024, the program is now available to all US non-hourly associates, including global transfers, with similar programs in place in Malaysia and Vietnam and under development in India.



PAY AND PROMOTIONS: First Solar is committed to providing fair and competitive compensation across our global workforce. We regularly benchmark compensation and review all components — including salary, merit increases, and bonuses — to ensure internal and external equity, together with assessments of pay gaps, minimum wages, and living wage across our global operations.

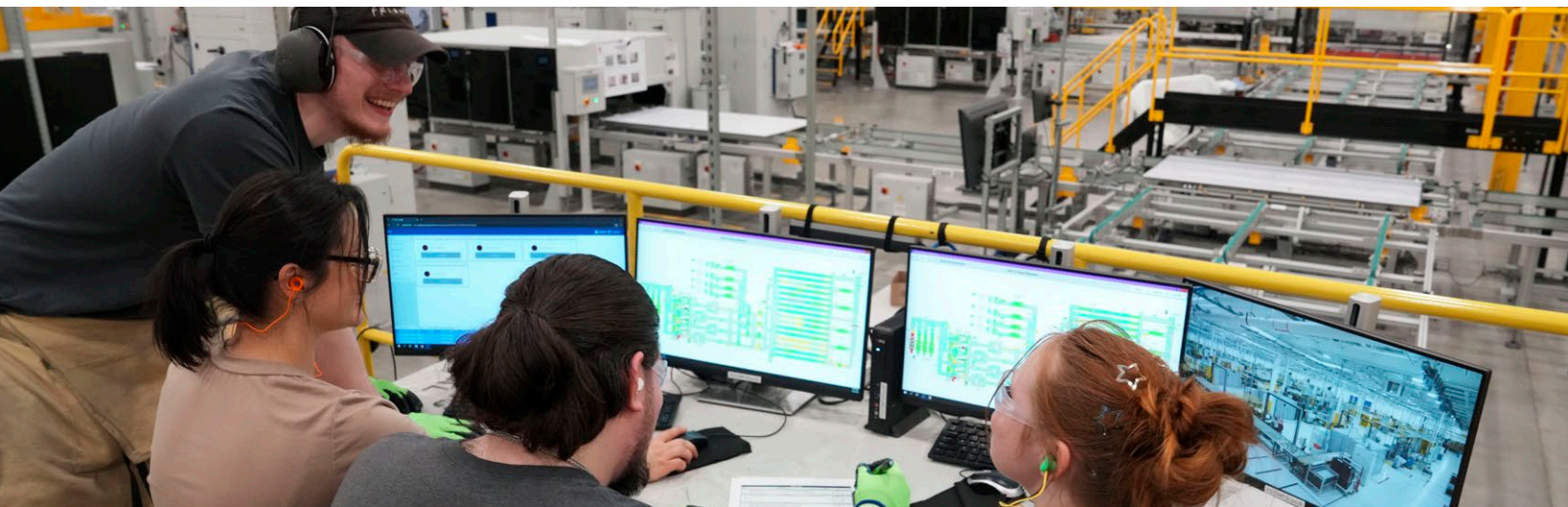
Our Global Career Framework provides a transparent and consistent structure for career growth, defining job roles, required skills, and pathways for advancement. This framework is supported by a Global Grading System, which enables consistent job leveling and ensures equitable evaluation of roles across the organization. We operate a pay-for-performance model that rewards associates for achieving business objectives, demonstrating our core values, and contributing to company success.

TRAINING: We take an integrated approach to workforce development, connecting talent, performance, and learning through a globally consistent strategy. Our goal is to ensure that every associate has the opportunity to learn, grow, and advance.

Through our Global Career Framework, associates have clear visibility into career pathways and the skills required to progress across roles — from entry-level positions to executive leadership. Our Training Academy provides accessible learning opportunities to associates worldwide, supported by on-site Training Advocates who encourage participation and skill development, particularly within manufacturing operations.

Career advancement at First Solar is supported by structured programs including mentorship, leadership development, and skills-based training. We are proud of the many examples of associates who have progressed from entry-level manufacturing roles to leadership positions, reflecting the strength of our development programs and our commitment to internal mobility.

In 2025, we launched the first cohort of our Mentorship Program, a six-month pilot program designed to foster meaningful connections, build critical capabilities, and support leadership development. The program combines one-on-one mentoring with curated learning resources and structured guidance to strengthen engagement and accelerate professional growth.



BENEFITS PROGRAMS AND POLICIES: First Solar offers competitive compensation and benefits designed to support the wellbeing of our global workforce, including our global full-time, part-time, and intern associates. Our benefits packages include health care and other insurance benefits, retirement programs, paid time off, paid parental leave, flexible work schedules, and education assistance, depending on eligibility.

Our FLEX hybrid working model enables eligible associates to balance on-site and remote work based on role requirements and business needs. We also provide alternative work arrangements to support life transitions, including part-time return-to-work options for associates following parental leave.

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 offer a range of recognition and rewards programs, including performance awards and other financial rewards.

ENGAGEMENT AND INCLUSION: We actively seek and respond to associate feedback through multiple channels, including anonymous engagement and inclusion surveys, pulse surveys, town halls, and direct conversations. This feedback is critical to strengthening our culture and improving the associate experience.

In 2025, we conducted a global Inclusion & Engagement Pulse Survey, achieving an 86% response rate — demonstrating strong participation across our workforce. The survey included both globally consistent questions and site-specific inputs to reflect local priorities. Results showed continued positive momentum, with overall favorability increasing from 76% in 2024 to 78% in 2025. Notably, associates rated communication with their manager or supervisor at 84% favorability, underscoring strong performance in an area critical to trust, engagement, and workplace culture.



Global Employee Networks and Associate Resource Groups

Consistent with First Solar's culture and philosophy, our Global Employee Networks and Associate Resource Groups promote a mutual learning and supportive work environment, enhance associate engagement, support recruitment, promote retention, enhance associates' professional and personal development, and drive a culture of connection and growth 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): GLOW attracts and develops future leaders through mentoring, sponsorship, and networking, underpinned by a culture of collaborative learning and enriching dialogue across the business. Since 2021, GLOW's membership has grown twelve-fold to over 600 members. In 2025, GLOW advanced First Solar's commitment to community impact and associate wellbeing through initiatives across the company's global operations. In Malaysia, associates celebrated International Women's Day with a charity garage sale benefiting the Women's Centre for Change. In the United States, GLOW members joined over 1,200 participants in the American Heart Association's Toledo Heart Walk. In Vietnam, associates celebrated Vietnamese Women's Day with meaningful recognition for female associates. In India, associates hosted a session on fitness, confidence, and women's safety featuring fitness coach Shenaz Rahman. GLOW also invested in members' professional development through a Growth Mindset in Action Workshop and closed the year with Bright Paths: Women Illuminating the Way at First Solar — a global virtual leadership panel spotlighting women driving innovation across the company. Beyond internal programming, First Solar also partners with external organizations, such as Women in Cleantech and Sustainability, to build an industry-wide network of professionals with a mission of furthering the roles of women in growing the energy economy and making a positive impact.





HEROES @ First Solar: Launched in 2023, HEROES is a Military Associate Resource Group with over 100 members offering valuable resources, information, and support for veterans. The group supports professional development and strengthens the veterans community within First Solar by empowering military personnel and veterans to reach their full potential. HEROES provides a safe space for active military, veterans, and their supporters (family, friends, colleagues) to connect and support one another. In 2025, HEROES organized several meaningful events. In December, the group participated in a Coalition event where members created and donated holiday cards to retirement homes, adult disability centers, and VA facilities. For Veterans Day, HEROES collected veterans' stories and showcased them on café TV screens to celebrate the community. The group also displayed flags on Veterans Day, Fourth of July, and Memorial Day to honor veterans. Additionally, our Alabama facility created a 5K run sponsored by HEROES for Veterans Day, while the Louisiana facility participated in a Memorial Day 5K run to support veterans.

HEROES
A Military ARG





M.A.T.T.E.R. (Mental Health and Wellbeing): Launched in 2024, First Solar's M.A.T.T.E.R. global associate network has grown to over 500 members and continues to expand. The initiative promotes associate wellbeing by reducing stigma around mental health and equipping associates with resources to thrive personally and professionally. In October 2025, the organization hosted "From the Top – Mental Health M.A.T.T.E.R.S," a virtual event featuring over 90 associates in an open dialogue about workplace mental health. Senior leaders shared personal stories and insights on the importance of wellbeing and the role of leaders in breaking down mental health stigma. The discussion emphasized that transparency, openness, and self-care are essential to fostering a supportive workplace culture where challenges are normalized and associates feel empowered to prioritize their health.

M.A.T.T.E.R.



First Solar

RENEWABLE

EMPLOYEE RESOURCE GROUP

RenewABLE: Launched in 2021, RenewABLE has grown to more than 100 members and is dedicated to fostering a disability-friendly and accessible workplace. The group provides support and community for associates with disabilities, those with children with disabilities, and caregivers of adults with disabilities. In 2025, RenewABLE partnered with Avenues for Autism during Autism Acceptance Month to host a workplace discussion led by Executive Director Stacy Harper and Board Member Jennifer Repka. The event provided firsthand perspectives on supporting adults on the autism spectrum in professional settings. RenewABLE members also attended the Avenues for Autism Suzanne Tyner Autism Assistance Fund Luncheon, joining the broader community in celebrating and supporting individuals affected by autism. In addition to these activities, RenewABLE associates created approximately 70 holiday cards for residents of Sunshine Communities, a nonprofit organization serving individuals with developmental disabilities. Members also participated in a job fair hosted by The Ability Center of Greater Toledo, supporting employment opportunities and workplace inclusion for individuals with disabilities across Northwest Ohio.

Sustainability Ambassadors: First Solar's global Sustainability Ambassadors program had over 300 active members by the end of 2025. The initiative empowers associates to identify and implement local sustainability initiatives, including resource-efficiency and reduce/reuse/recycle (3R) projects, educational workshops, site clean-ups, community outreach, and volunteering. In 2025, First Solar's global Sustainability Ambassadors program empowered associates to drive local sustainability initiatives spanning renewable energy, water conservation, waste reduction, and community engagement. In India, associates saved 32 million liters of water, planted 165 trees, and eliminated approximately 2,500 single-use cups per day by transitioning to reusable mugs and bottles. In Malaysia, associates launched EV charging stations across three site locations and piloted a metal hydroxide sludge recycling initiative that increased the site's recycling rate by 3–4%. In Vietnam, associates launched a "No Plastic Bags at the Café" initiative and marked Earth Hour and World Environment Day through associate-led competitions and awareness activities. In the United States, associates organized e-waste recycling events and community clean-ups.

Sustainability Ambassadors



AI-Powered Workforce Development & Training

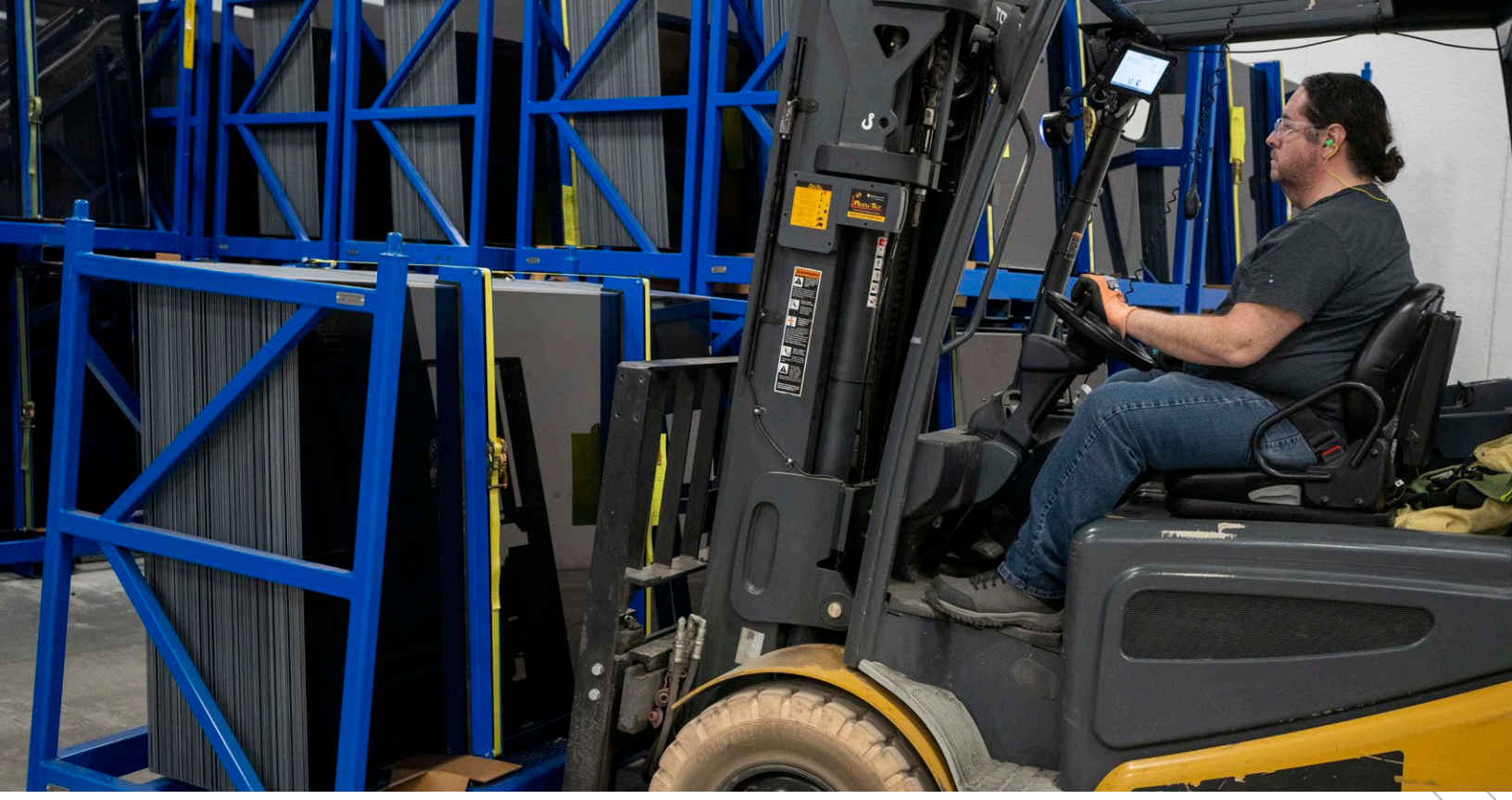
At First Solar, we believe leadership in advanced manufacturing requires both cutting-edge technology and a skilled, empowered workforce. Our approach to artificial intelligence reflects this belief. We deploy AI to augment human capability — not replace it — enabling our associates to work more safely, effectively, and intelligently.

We are embedding AI across our manufacturing operations with clear objectives: to improve safety, quality, cost, and performance while evolving our facilities into continuous learning systems. These capabilities are already delivering tangible benefits — AI-driven tools help detect defects before they result in scrap, predict equipment failures before they occur, optimize production variables in real time, and standardize best practices across shifts and global sites.

Importantly, this transformation is also reshaping how our workforce develops. By integrating AI into daily operations, we are equipping associates with advanced digital tools and insights that enhance decision-making, reduce variability, and strengthen operational discipline. This creates new opportunities for skill development, enabling our workforce to grow alongside the technologies they use and reinforce our commitment to being a responsible, future-focused employer.

We are also advancing how we train and support our people through AI-enabled learning. First Solar was recognized as a 2026 Sesames Award winner for Excellence in AI-Driven Learning Programs, reflecting our efforts to thoughtfully integrate artificial intelligence into workforce development. Our approach leverages AI-driven recommendations to personalize learning at scale, delivering role-based training pathways tailored to individual needs. In parallel, we are deploying generative AI tools to support learning globally — improving accessibility, consistency, and engagement across our workforce.





Safety First — Always

Safety is foundational to Responsible Solar and to how we operate as a responsible employer and neighbor. At First Solar, our commitment is clear: Safety First — Always. We are dedicated to ensuring that every associate and contractor returns home safely each day, and we continuously invest in the systems, training, and culture required to make that commitment real.

We have built a strong global safety culture grounded in accountability, transparency, and continuous improvement. Our associates work in clean, high-tech environments designed with safety in mind, and our goal remains an injury-free workplace. Since 2008, we have reduced our recordable injury rate (RIR) by 69% (from 2.6 per 200,000 hours), reflecting sustained progress in risk reduction, operational discipline, and workforce engagement.

Environmental, health, and safety (EHS) considerations are embedded into everyday work across our operations. We require contractors and suppliers to adhere to our safety standards through contractual obligations. All operating First Solar manufacturing sites are certified to globally recognized standards: ISO 14001 (Environmental Management), ISO 9001 (Quality Management), and ISO 45001 (Occupational Health and Safety). Our EHS Policy is publicly available and reinforced through internal communications, training, and site-level engagement across all facilities.

Our safety management system prioritizes the identification and control of hazards with the potential for serious injury or fatality (SIF), including confined space entry, electrical exposure and arc flash, line-of-fire hazards, lockout/tagout, machine guarding, vehicle interactions, suspended loads, and working at heights. All incidents are assessed for SIF potential to identify trends and strengthen preventive measures.

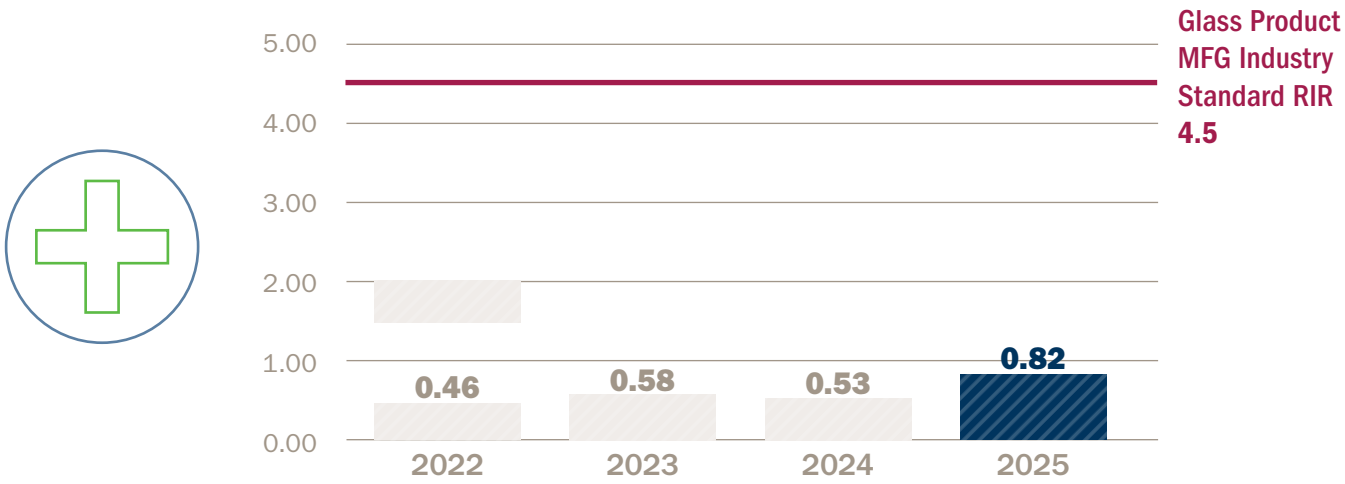
Our programs are designed not only to respond to incidents, but to proactively identify and prevent them. We emphasize leading indicators that strengthen prevention and empower associates to actively participate in workplace safety. Programs such as Safety Walk and Talk (SWAT) and Good Catch encourage hazard recognition, early intervention, and continuous improvement. SWAT discussions foster direct engagement between leaders and associates, while Good Catch reporting encourages associates to identify unsafe conditions and behaviors before incidents occur.

We also utilize Field Verification of Critical Controls (FVCC), a proactive process that verifies critical controls are in place during work activities through real-time observations. This approach strengthens risk awareness, reinforces safe behaviors, and helps ensure compliance across safety programs.

Beyond operational controls, we continue to advance safety-by-design through EHS requirements for new equipment, expanded automation and enclosure of processes, and robust industrial hygiene practices, including air monitoring and biomonitoring.

In 2025, our companywide RIR increased. While our rate remains approximately one-fifth of the US Bureau of Labor Statistics industry average for comparable glass product manufacturing, this performance fell short of our expectations and underscores the need for continued focus and improvement.

RECORDABLE INJURY RATE (PER 200,000 HOURS)

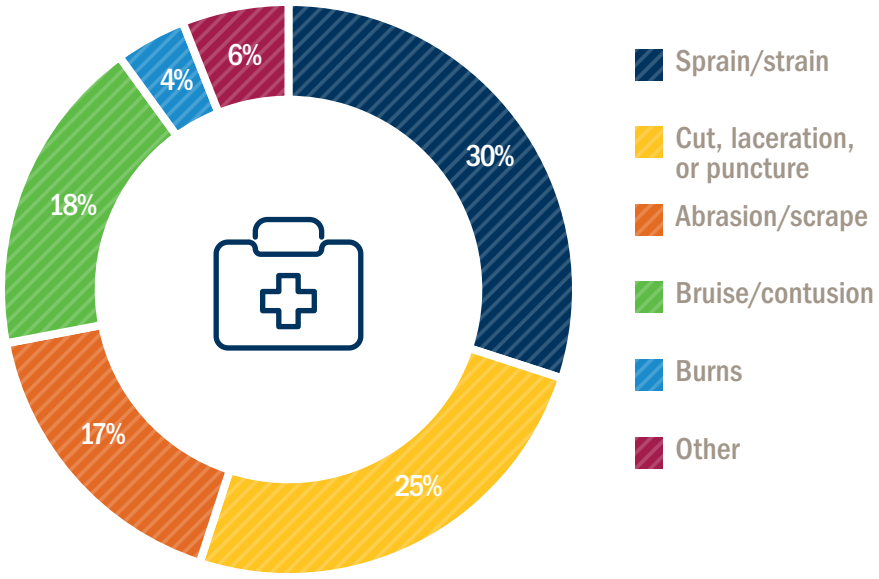


Our RIR includes all manufacturing, R&D, and office locations globally and is calculated per 200,000 hours worked. Recordable injuries are those requiring medical treatment beyond first aid. First Solar's manufacturing safety data covers all processes from the beginning of the manufacturing process to finished modules, and includes all of the company's manufacturing facilities in the United States, Malaysia, Vietnam, and India.

In 2025, First Solar experienced a workplace loss in one of our manufacturing facilities. While the incident occurred within an established safety management system that includes certified management systems, SIF-risk management processes, critical control verification, robust associate safety training, and other preventive safeguards, it underscored the reality that even mature safety programs require continual strengthening. Following a comprehensive review of opportunities to further enhance risk management across our operations, we strengthened our global safety governance by establishing a Global Safety Steering Committee and five focused, cross-functional workstreams addressing activities associated with life safety programs, learning integration, and systemic risk reduction. These groups meet bi-weekly and are accountable for driving consistent implementation of critical safety controls, sharing lessons learned, strengthening organizational learning and advancing safety performance across our global operations.

Safety at First Solar is a shared responsibility. All associates receive required safety training and routine refresher training tailored to their roles. Contractors are required to operate under our safety policies, programs, and procedures. We maintain 100% workforce representation in formal joint management–worker safety site teams, ensuring that safety is shaped collaboratively and informed by frontline experience. These site teams meet regularly to review incidents, identify corrective actions, and escalate insights through our governance structure, including to the site EHS Steering Committee.

INJURIES BY TYPE | 2025



Safety data includes all global manufacturing and offices.

Our commitment to safety extends beyond the workplace to the facilities we operate and the products we manufacture. First Solar integrates environmental, health, and safety considerations into product design, process changes, and chemical use across its operations. We maintain 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.

As part of the EPEAT registration process, we screen all substances used in our manufacturing facilities and products. The First Solar Series 6 family of modules, including Series 6 Plus, Series 6 Plus V2, and Series 6 Plus Bifacial, and Series 7 modules consist of four articles (components): 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: December 2025) 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.





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 May 14, 2026, our Board of Directors comprised ten directors — eight independent directors (as defined under the standards adopted by the SEC and NASDAQ) and 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. William J. Post continues to serve as Lead Independent Director, 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.

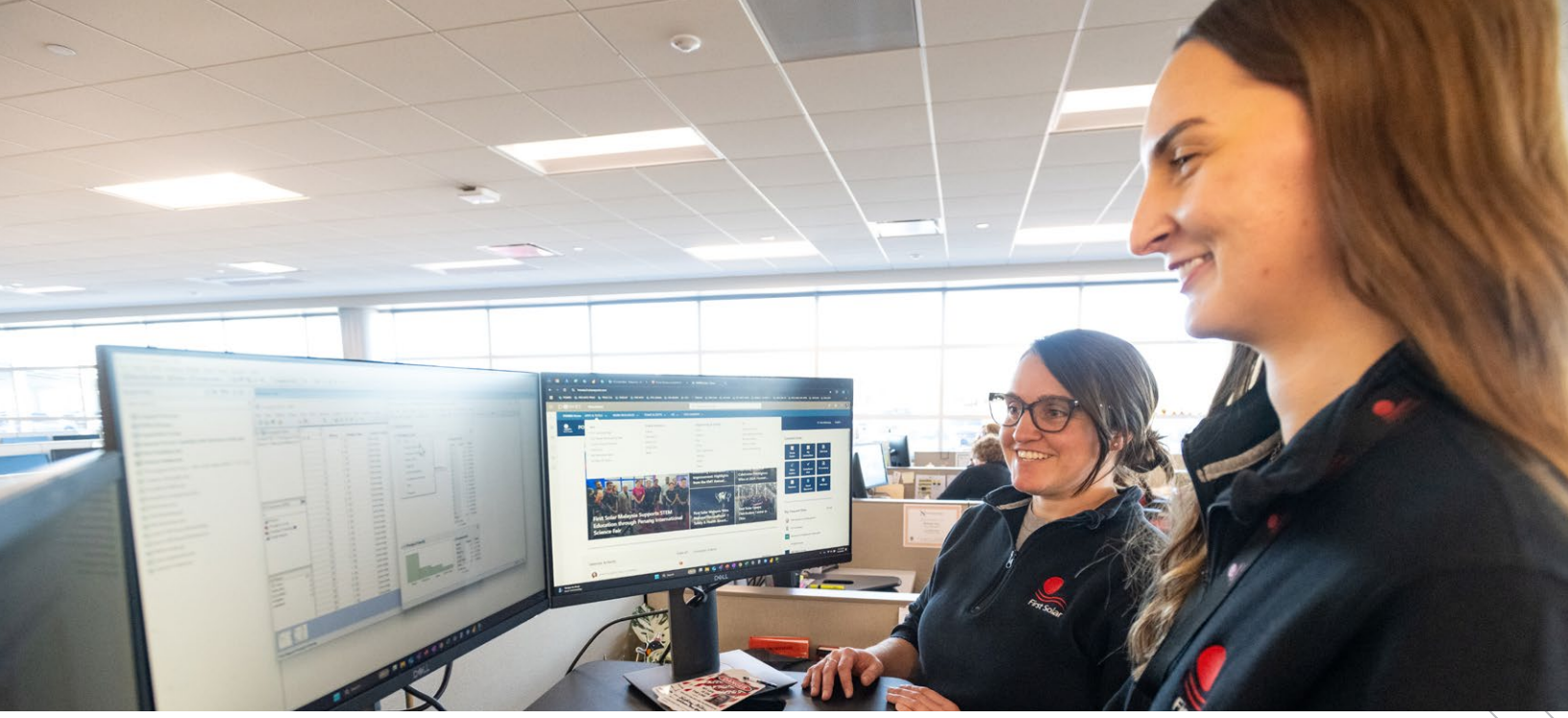
For more information, please visit our website.

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.





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 technology 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 a 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. Third Party Intermediaries engaged to perform work, or act, on behalf of First Solar must go through our third-party due diligence process prior to engaging in business activities on behalf of First Solar. 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 of 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 leadership 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.

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-American made 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 Executive Vice President of Corporate Affairs. Federal lobbying reports are available at: Lobbying Disclosure, Office of the Clerk (house.gov), and 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 or 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 its 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.

2025 Political Contributions

First Solar's political engagement in 2025 primarily focused on working toward our policy objectives, including strategies to level the playing field for US solar manufacturing.

2025 First Solar Political Action Committee Contributions to Federal, State, or Local Candidates

Type	Democrat	Republican
House	$6,000	$22,000
Senate	$5,000	$47,500
State*		$7,500

First Solar PAC contribution reports are available at:
Home | FEC

***State contributions made to Louisiana Senator Blake Miguez and Louisiana Representative Beau Beaullieu**

2025 First Solar Corporate Contributions to Political Action Committees

Recipient	Full Year 2025 Contributions
Trump Vance Inaugural Committee	$250,000



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 2025 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.

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. 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 OECD Guidelines for Multinational Enterprises, we are committed to identifying, preventing, and mitigating potential adverse human rights and environmental impacts.

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 2025, 11% of our associates were 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 in which 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 assess the cybersecurity of our suppliers and 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 identified any cybersecurity threats or incidents that have materially affected, or are reasonably likely to materially affect, the company, its business strategy, financial condition, or results of operations. 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. Board reviews related to cybersecurity take place on a quarterly basis.

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 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.

Responsible AI Governance

As artificial intelligence becomes increasingly central to how we work, we are committed to harnessing its potential responsibly. Our approach is guided by a clear principle: using AI to strengthen our product, our processes, and our people's skills.

We maintain a governance structure designed to foster innovation while ensuring cross-functional alignment and visibility across the organization. Our AI Council provides oversight by reviewing use cases; assessing solutions for value, impact, safety, security, and ethics; and advancing responsible AI development across the business. First Solar provides AI compliance and governance training to equip associates to use AI responsibly and ethically. We align our AI governance practices with the National Institute of Standards and Technology (NIST) AI Risk Management Framework in providing a structured, risk-based approach to responsible AI.

In 2025, we introduced a formal Generative AI Policy that establishes clear standards for the acceptable use of AI tools. This policy reflects our commitment to protecting confidential information and personal data, verifying the accuracy of AI-generated outputs, mitigating bias, and maintaining transparency with our associates and stakeholders about how AI supports our work. All AI use is governed by the same principles of ethics, equity, and integrity that anchor our Code of Conduct.



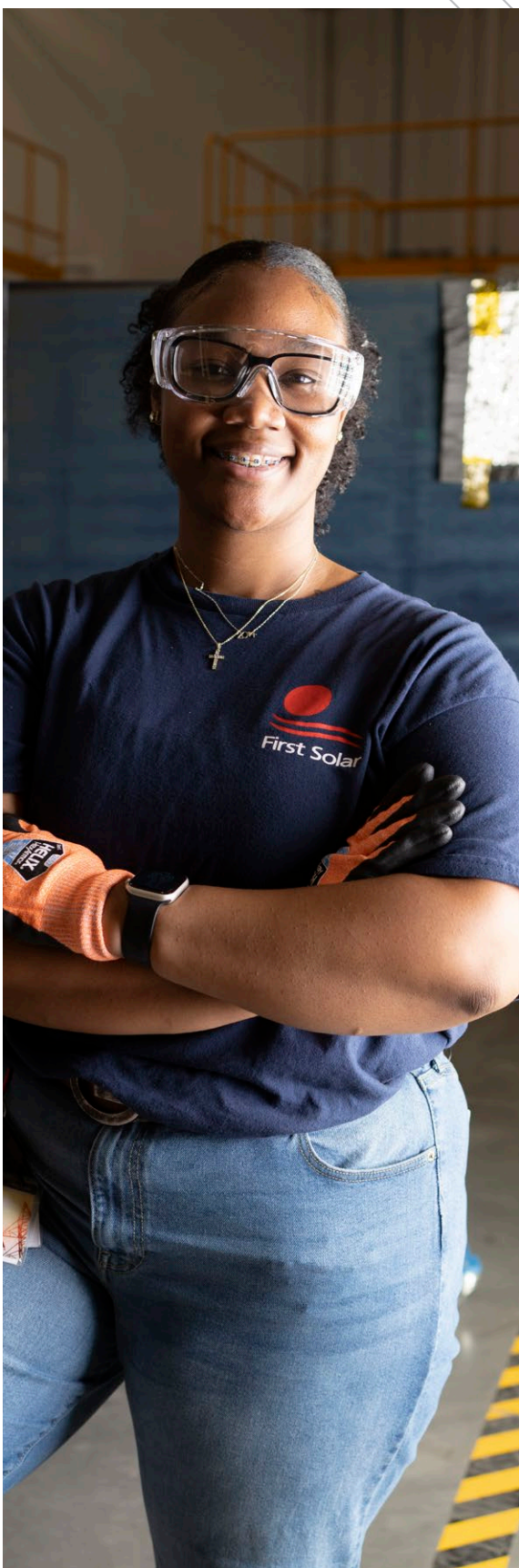
About This Report.

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), Sustainability Accounting Standards Board (SASB), and International Sustainability Standards Board (ISSB). 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, California. 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 United States, 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. Portions of this report were prepared with the assistance of AI-enabled tools. Human expertise, judgment, and oversight guided its development, and all content was reviewed, validated, and approved by First Solar associates. Responsibility for the report remains solely with First Solar.

The reporting period spans Jan. 1, 2025, up to and including Dec. 31, 2025. We have not sought third-party verification for this report; however, our greenhouse gas emissions inventories of Scope 1 and Scope 2 sources are externally verified on an annual basis with limited assurance, in accordance 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 solar 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 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, we leverage AI-enabled tools to refresh the map and incorporate feedback provided through ongoing stakeholder engagements throughout the year. 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 & development • 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 • Product quality, reliability & innovation • Responsible sourcing & human rights
Investors/ Stockholders	Meetings, earnings calls, analyst days, investor engagement calls	Quarterly, annually, ongoing basis	• Economic performance • Energy & emissions • Workforce and performance culture • Governance & accountability • Data security & privacy • 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 • Product quality, reliability & innovation
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	Boundary	2024	2025	GRI	CSRD	SASB	NSF	ISSB
Economic Performance								
Net Sales (USD $ Billion)	Global	4.2	5.2	2-6	SBM-1			
Total Modules Produced (Millions)	Global Manufacturing	31.4	32.0	2-6	SBM-1		11.2.1	
Total Gigawatts Produced (GW)	Global Manufacturing	15.5	16.1	2-6	SBM-1	RR-ST-000.A	11.2.1	
Revenue from EU Taxonomy-Aligned Activities (%)	Global	100	100		SBM-1			
Energy								
Total Energy Consumption (MWh)	Global (Operational Control)	1,782,056	1,960,995	302-1	E1-5	RR-ST-130a.1		
Total Electricity Consumption (MWh)	Global (Operational Control)	1,695,850	1,843,715	302-1	E1-5			
Non-renewable Electricity Purchased (MWh)	Global (Operational Control)	1,689,089	1,838,770	302-1	E1-5	RR-ST-130a.1		
Self-generated Renewable Electricity — Solar (MWh)	Global (Operational Control)	6,761	4,945	302-1	E1-5			
Total Fuel from Non-renewable Sources (MWh)	Global (Operational Control)	86,206	117,280	302-1	E1-5			
Natural Gas (MWh)	Global (Operational Control)	85,850	116,931	302-1	E1-5			
Diesel/Gas Oil (MWh)	Global (Operational Control)	356	348	302-1	E1-5			
Motor Gasoline (MWh)	Global (Operational Control)	0	0	302-1	E1-5			
Manufacturing Energy Consumption (MWh)	Manufacturing	1,606,674	1,801,874		E1-5	RR-ST-130a.1	11.2.1	S2 32
Manufacturing Energy Intensity (kWh/W)	Manufacturing	0.10	0.11	302-3	E1-5		11.2.1	
Energy Intensity per Revenue (MWh/$)	Global (Operational Control)	0.00042	0.00038	302-3	E1-5			
Share of Grid Electricity in Total *Energy* Consumption (%)	Global (Operational Control)	95	94	302-1	E1-5	RR-ST-130a.1		S2 32
Renewable Electricity in Total Energy Consumption - on-site solar + EACs (%)	Global (Operational Control)	0.4	21			RR-ST-130a.1		

Key Performance Indicators	Boundary	2024	2025	GRI	CSRD	SASB	NSF	ISSB
GHG Emissions								
Scope 1 GHG Emissions (Metric Tons CO_2eq)	Global (Operational Control)	16,593	22,386	305-1	E1-6		11.2.1	S2 29
Scope 2 GHG Market-based (Metric Tons CO_2eq)	Global (Operational Control)	919,451	753,843	305-2	E1-6		11.2.1	S2 29
Scope 2 GHG Location-based (Metric Tons CO_2eq)	Global (Operational Control)	931,879	924,840	305-2	E1-6		11.2.1	S2 29
Total Scope 1 and 2 GHG Emissions (Metric Tons CO_2eq)	Global (Operational Control)	936,044	776,229	305-1 & 2	E1-6			S2 29
Scope 3 GHG Emissions (Metric Tons CO_2eq)	Supply Chain	4,401,699	3,981,422	305-3	E1-6			S2 29
Reduction of Scope 1 GHG Emissions (Metric Tons CO_2eq)	Global (Operational Control)	0	0	305-5	E1-7			S2 33–36
Reduction of Scope 2 GHG Emissions (Metric Tons CO_2eq)	Global (Operational Control)	0	165,608	305-5	E1-7			S2 33–36
Scope 1 and Scope 2 GHG intensity per Revenue (MT/$)	Global (Operational Control)	0.00022	0.00015	305-4	E1-6			
GHG Intensity per MW Produced (MT/MW)	Global (Operational Control)	60	48	305-4			11.2.1	
Annual Displaced Emissions (Million Metric Tons CO_2eq/yr)	Global (PV Modules Sold)	9	11					
Avoided Emissions Over Lifetime (Million Metric Tons CO_2eq)	Global (PV Modules Produced Annually)	287	292					
Cumulative Avoided Emissions Over Lifetime (Billion Metric Tons CO_2eq)	Global (Modules Sold Since 2002)	1.42	1.67					
Water								
Total Water Withdrawals (million liters)	Manufacturing, Recycling, and R&D	4,673	5,429	303-3	E3-4	RR-ST-140a.1	11.2.2	
Manufacturing Water Intensity (L/W)	Manufacturing	0.29	0.30		E3-4			
Total Water Recycled or Reused (million liters)	Manufacturing, Recycling, and R&D	469	510		E3-4		11.2.2	

Key Performance Indicators	Boundary	2024	2025	GRI	CSRD	SASB	NSF	ISSB
Operations in Water-stressed Areas (%)	Manufacturing, Recycling, and R&D	11	9	303-3	E3-4		11.2.2	
Water Withdrawn in Water-stressed Areas (%)	Manufacturing, Recycling, and R&D	0.04	0.02	303-3	E3-4	RR-ST-140a.1	11.2.2	
Total Wastewater Discharge (million liters)	Manufacturing, Recycling, and R&D	2,125	2,540	303-4	E3-4			
Wastewater Generation Intensity (L/W)	Manufacturing, Recycling, and R&D	0.14	0.16		E3-4			
Waste								
Total Waste Generated (Metric Tons)	Manufacturing	65,415	84,325	306-3	E5-5		11.2.1	
Non-hazardous Waste Generated (Metric Tons)	Manufacturing	57,146	74,623	306-3	E5-5			
Hazardous Waste Generated (Metric Tons)	Manufacturing	8,269	9,702	306-3	E5-5	RR-ST-150a.1		
Total waste diverted from disposal (Metric Tons)	Manufacturing	57,864	73,686	306-4	E5-5			
Non-hazardous Waste Diverted from Disposal (Metric Tons)	Manufacturing	54,533	69,682	306-4	E5-5			
Non-hazardous Waste Recycled (Metric Tons)	Manufacturing	54,310	69,421	306-4	E5-5		11.2.1	
Non-hazardous Waste Reused (Metric Tons)	Manufacturing	105	60	306-4	E5-5			
Non-hazardous Waste Recovered by Other Operations (Metric Tons)	Manufacturing	117	201	306-4	E5-5			
Hazardous Waste Diverted from Disposal (Metric Tons)	Manufacturing	3,331	4,003	306-4	E5-5			
Hazardous Waste Recycled (Metric Tons)	Manufacturing	1,824	1,768	306-4	E5-5	RR-ST-150a.1	11.2.1	
Hazardous Waste Reused (Metric Tons)	Manufacturing	0	0	306-4	E5-5			
Hazardous Waste Recovered by Other Operations (Metric Tons)	Manufacturing	1,507	2,235	306-4	E5-5			
Total Waste Disposed	Manufacturing	7,551	10,639	306-5	E5-5			

Key Performance Indicators	Boundary	2024	2025	GRI	CSRD	SASB	NSF	ISSB
Non-hazardous Waste Directed to Disposal (Metric Tons)	Manufacturing	2,613	4,941	306-5	E5-5		11.2.1	
Non-hazardous Waste Landfilled (Metric Tons)	Manufacturing	2,485	4,846	306-5	E5-5			
Non-hazardous Waste Incinerated (Metric Tons)	Manufacturing	65	52	306-5	E5-5			
Non-hazardous Waste other Disposal Operations (Metric Tons)	Manufacturing	63	42	306-5	E5-5			
Hazardous Waste Directed to Disposal (Metric Tons)	Manufacturing	4,938	5,699	306-5	E5-5		11.2.1	
Hazardous Waste Landfilled (Metric Tons)	Manufacturing	3,811	4,979	306-5	E5-5			
Hazardous Waste Incinerated (Metric Tons)	Manufacturing	952	685	306-5	E5-5			
Hazardous Waste Other Disposal Operations (Metric Tons)	Manufacturing	175	34	306-5	E5-5			
Manufacturing Waste Intensity (g/W)	Manufacturing	4.2	5.2		E5-5			
Health & Safety								
Recordable Injury Rate (RIR) per 200,000 Hours	Global	0.53	0.82	403-9	S1-14		11.2.1	
Recordable Injuries	Global	46	71	403-9	S1-14			
Manufacturing RIR per 200,000 Hours	Global	0.57	0.96	403-9	S1-14			
Lost Time Injury Rate (LTIR) per 200,000 Hours	Global	0.14	0.24	403-9	S1-14			
Fatalities from Injuries	Global	0	1	403-9	S1-14		11.2.1	
Fatalities from Injuries per 200,000 Hours	Global	0	0.01	403-9	S1-14		11.2.1	
High- consequence Work-related Injuries	Global	0	0	403-9	S1-14			
First Solar Work-related Ill-health	Global	0	0	403-10				
Total Hours Worked	Global	17,340,388	17,301,933	403-9	S1-14			

Key Performance Indicators	Boundary	2024	2025	GRI	CSRD	SASB	NSF	ISSB
Social								
Total Associates	Global	8,105*	7,898*	2-7	S1-6			
Total Number of Associates by Country	Global	US: 3,937 MYS: 1,760 VNM: 1,267 IND: 1,051 Other: 90	US: 4,757 MYS: 1,319 VNM: 796 IND: 953 Other: 73	2-7	S1-6			
Male Workforce (%)	Global	76	75	405-1	S1-6			
Female Workforce (%)	Global	24	25	405-1	S1-6			
Workforce by Age Under 30 (%)	Global	33	30	405-1	S1-9			
Workforce by Age 30–50 (%)	Global	56	57	405-1	S1-9			
Workforce by Age Over 50 (%)	Global	11	13	405-1	S1-9			
Unadjusted Male/ Female Pay Gap (%)	Global	0	0	405-2	S1-16			
Women on the Board (%)	Global	30	22	405-1	S1-9			
Other								
PV Panel Recycling Program in Place	Global	Yes	Yes		E5-3		11.2.2	
ISO 14001 Certification of Mfg.	Global	100	100		E1-7			
ISO 45001 Certification of Mfg.	Global	100	100		S1-1			

* Includes full-time, part-time, and temporary associates 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	2025 CDP Corporate Response	First Solar's Board of Directors' Nominating and Governance Committee has overall oversight of the company's significant environmental, social, and corporate governance activities and practices, as defined in its charter. The Nominating and Governance Committee receives updates from management on a biannual (or more frequent) basis. 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.
Senior management's role	2025 CDP Corporate Response	First Solar's Executive Leadership Team has the highest level of direct responsibility for Corporate Responsibility matters, and reports on such matters to the Board of Directors' Nominating and Governance Committee on a biannual (or more frequent) basis. The full Board of Directors approves the company's Modern Slavery Statement on an annual basis.

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	2025 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	2025 CDP Corporate Response 2025 Form 10-K (Item 1A. Risk Factors)	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 renewable energy, and increasing overall electric load growth. In First Solar's primary market, the United States, the rapidly rising demand for electricity — driven by artificial intelligence, data centers, advanced manufacturing, and the everyday energy needs of communities across the country — represents a meaningful opportunity to cement our position as part of a comprehensive solution to reliably and cost-effectively deliver power when and where it is needed. In 2025, our sales reached a new record high, with 17.5 GW of modules sold during the year and net sales increasing 24% to $5.2 billion. The unprecedented expansion of data centers, AI workloads, electrification of industrial processes, and broader economic growth has increased demand for new generation capacity and has expanded the number of potential buyers of our modules, as utility-scale solar offers low-cost, rapidly deployable new generation.
Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2-degree Celsius or lower scenario	2025 CDP Corporate Response	We derive 100% of our revenue from renewable energy products. Our commitment to Responsible Solar drives our company's Corporate Responsibility strategy and differentiation, and is interwoven into every aspect of our business and product life cycle — from raw materials sourcing and manufacturing to end-of-life recycling.

TCFD Framework	References	Summary of Alignment with the Task Force on Climate-related Financial Disclosures (TCFD)
RISK MANAGEMENT		
Organization's processes for identifying and assessing climate-related risks	2025 CDP Corporate Response 2025 Form 10-K (Item 1A. Risk Factors)	We evaluated climate-related physical and transition risks using possible projections under 1.5°C, 2°C, and 3°C. Identified physical risks, such as flooding, hurricanes, wildfires, and tornadoes, are factored into our manufacturing site selection, design, and construction processes.
Organization's processes for managing climate-related risks	2025 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.
How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	2025 CDP Corporate Response	First Solar has established a robust Enterprise Risk Management (ERM) system, identifying key risk areas across the organization, each with designated risk owners. The key risk domains include regulatory, operational, financial, reputational, market, technology, supply chain, organizational adaptability, and corporate responsibility risks. Integrated within these domains are climate-related risks, such as potential disruptions to manufacturing, facility outages, infrastructure breakdowns, and the evolving expectations around disclosures. These also cover market changes, insurance coverage, and opportunities related to our approach to Responsible Solar. First Solar's Corporate Responsibility and Sustainability team is responsible for defining, measuring, and reporting on progress, and collaborating cross-functionally to identify gaps, challenges, and opportunities; anticipating corporate responsibility trends that could impact the company; and proposing new policies, practices, targets, metrics, and disclosures.

TCFD Framework	References	Summary of Alignment with the Task Force on Climate-related Financial Disclosures (TCFD)
METRICS AND TARGETS		
Metrics used by the organization to assess climate-related risks and opportunities in line with our strategy and risk-management process.	2025 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	2025 CDP Corporate Response KPI Chart	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	2025 CDP Corporate Response	In line with limiting the global temperature rise to 1.5°C above pre-industrial levels, we 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. In 2025, First Solar retired more than 413,000 MWh of energy attribute certificates (EAC) generated by two utility-scale solar projects built with First Solar modules. Rather than relying on anonymous, unbundled certificates, we endeavor to source credits traceable to identifiable assets and retire them through an accredited tracking registry, matched to our electricity use under recognized vintage standards, with documented retirements available for independent audit. This asset-level traceability strengthens the integrity of the renewable attributes we report and pairs our domestic manufacturing leadership with transparent, verifiable energy — core to our Responsible Solar commitment. Since establishing our targets to power our US and global operations with 100% renewable electricity, our production has grown nearly four-fold. In fact, our 2025 renewable energy consumption alone would have been enough to fully power our 2020 US operations. In 2025, renewable energy accounted for 38% of our electricity consumption in the United States and 23% globally.

GRI Content Index

GRI Standards	General Disclosures	Cross-Reference
2-1	Organizational details	4300 E Camelback Road, Suite 220, Phoenix, AZ 85018 USA
2-2	Entities included in the organization's sustainability reporting	Form 10-K (Exhibit 21.1)
2-3	Reporting period, frequency, and contact point	Jan. 1, 2025 – Dec. 31, 2025 Sustainability@firstsolar.com
2-4	Restatement of information	Our 2024 recycled water figure has been restated to 469 megaliters to correct a data entry error in the previously published value. We recycled 469 million liters of water in 2024, equivalent to approximately 10% of our absolute water use that year.
2-5	External assurance	About this report
2-6	Activities, value chain, and other business relationships	Annual Report and 10-K; Responsible Sourcing and Supply Chain Management
2-7	External assurance	About this report
2-9	Activities, value chain, and other business relationships	Annual Report and 10-K; Responsible Sourcing and Supply Chain Management
2-10	Employees	Working at First Solar; Key Performance Indicators
2-11	Governance structure and composition	Governance; 2025 Proxy Statement
2-12	Nomination and selection of the highest governance body	2025 Proxy Statement
2-13	Chair of the highest governance body	2025 Proxy Statement
2-14	Role of the highest governance body in overseeing the management of impacts	Governance; TCFD Index
2-15	Delegation of responsibility for managing impacts	Governance; TCFD Index
2-16	Role of the highest governance body in sustainability reporting	TCFD Index
2-17	Conflict of interest	2025 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement
2-19	Remuneration policies	2025 Proxy Statement
2-20	Process to determine remuneration	2025 Proxy Statement
2-21	Annual total compensation ratio	2025 Proxy Statement
2-22	Statement on sustainable development strategy	Message from the CEO
2-23	Policy commitments	Human Rights Standards and Practices; Ethical Business Conduct
2-24	Embedding policy commitments	Human Rights Standards and Practices; Ethical Business Conduct
2-25	Processes to remediate negative impacts	Responsible Sourcing

GRI Standards	General Disclosures	Cross-Reference
2-26	Mechanisms for seeking advice and raising concerns	Performance Culture; Responsible Sourcing and Supply Chain Management; Ethical Business Conduct
2-27	Compliance with laws and regulations	Responsible Solar; Ethical Business Conduct
2-28	Membership associations	**2025 CDP response**
2-29	Approach to stakeholder engagement	Stakeholder Engagement
2-30	Collective bargaining agreements	Collective Bargaining and Freedom of Association
3-1	Process to determine material topics	Materiality Assessment; TCFD Index
3-2	List of material topics	Materiality Assessment
3-3	Management of material topics	**Corporate Responsibility Report; 10-K**

GRI Standards	Material Topics	Cross-Reference
3-3	Transition plan to reach climate neutrality by 2050	Path to Net Zero (2024 Sustainability Report)
305-5	GHG emission-reduction targets	TCFD Index; Path to Net Zero (2024)
302-1	Sustainability Report)	Key Performance Indicators
305-1	Direct Scope 1 GHG Emissions	Key Performance Indicators
305-2	Energy indirect (Scope 2) GHG emissions	Key Performance Indicators
305-3	Other indirect (Scope 3) GHG emissions	Key Performance Indicators
305-4	GHG emissions intensity	Key Performance Indicators
306-2	Waste by type and disposal method	Key Performance Indicators
301-2	Product quality, reliability, and innovation	About First Solar
301-2	Circular economy	About First Solar; Responsible Solar
303-3	Water stewardship	Responsible Solar; Key Performance Indicators
308-1 414-1	Responsible sourcing and human rights	Responsible Solar; Human Rights Standards and Practices
415-1	Public policy	Public Policy
403	Health and safety	Safety First — Always
405-2	Remuneration metrics	Key Performance Indicators; 2025 Proxy Statement
401	Talent attraction	Corporate Culture
418	Data security and privacy	Cybersecurity and Data Privacy
308, 414	Supply chain resilience	Responsible Solar
413	Community impact	Powering Prosperous Communities
403-2	Hazardous materials	Responsible Solar
405	Workforce and performance culture	Corporate Culture; Key Performance Indicators
404	Talent development	Corporate Culture
402	Labor practices	Corporate Culture



LEADING THE WORLD'S
SUSTAINABLE ENERGY FUTURE

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