



2023 EEO-1 Report

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

As part of our commitment to increasing transparency around diversity and inclusion at First Solar, we are publicly disclosing our certified Employer Information Report (EEO-1) data. The EEO-1 report is submitted to the Equal Employment Opportunity Commission on an annual basis. Although the EEO-1 data is solely U.S.-focused, our diversity and inclusion initiatives are global. The following table depicts First Solar’s U.S workforce demographics as of December 31, 2023:

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Totals
	Male	Female	Male						Female						
			White	Black	Native Hawaiian or Other Pacific Islander	Asian	Indian	Two or more races	White	Black	Native Hawaiian or Other Pacific Islander	Asian	Indian	Two or more races	
Executive/Sr Officials & MGRS	1	0	32	0	0	10	0	2	7	0	0	3	0	1	56
First/Mid Officials & MGRS	9	3	172	11	0	23	1	7	54	1	0	6	0	3	290
Professionals	19	6	362	14	0	119	2	14	112	4	0	40	2	9	703
Technicians	26	6	378	31	0	12	1	29	96	15	0	3	0	4	601
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	0	1	34	1	0	5	0	2	29	2	0	5	1	1	81
Craft Workers	6	0	122	1	1	10	1	7	6	1	0	0	0	0	155
Operatives	26	20	342	109	0	3	2	48	202	58	0	6	3	32	851
Laborers & Helpers	4	0	58	9	0	0	1	6	15	2	0	0	0	2	97
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	91	36	1500	176	1	182	8	115	521	83	0	63	6	52	2834