



2023

highlights
report

empowering
responsibility at

array

array

/ə'rā/

noun: an impressive display or collection

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CEO's Message

We are excited to share our latest Annual Environmental, Social, and Governance (ESG) Highlights Report, demonstrating our commitment to sustainability and continuous improvement.

As we continue to grow and evolve, we recognize the importance of not only meeting our business objectives but also our responsibility to society and the environment. At Array, we believe in being responsible corporate citizens, addressing environmental and social challenges, and contributing positively to our communities. Our ESG Highlights Report showcases our progress in key areas, including environmental stewardship, social responsibility, and governance practices, as we strive for sustainable development.

We are dedicated to improving our ESG performance, mitigating risks, and capitalizing on opportunities for a more sustainable future. Thank you for your continued support as we work towards our sustainability goals.

Steve

Steve Kremser
Chief Executive Officer

Our journey to a more sustainable future...

2015

Completed EcoVadis assessment for the first time, which has subsequently been completed annually

2016

Completed Carbon Disclosure Project assessment for the first time, which has subsequently been completed every year since

2017

Introduced **EcoDesign Principles** and **Life Cycle Assessment**

2018

ESG Program, Empowering Responsibility at Array, formalized

2019

Diversity & Inclusion at Array (DInA) program formalized

2020

Sustainability Scorecard and Assessment launched

2022

Carbon neutrality achieved at all Array facilities globally

2023

Development of **Science Based Targets**



The protection of our environment, and the health and safety of our team members is our top priority.



At Array, we all share the responsibility of creating a safe and healthy workplace, reducing the environmental impact of the business, and supporting the communities in which we operate.

We foster an ecosystem where we all have the opportunity to further or expand our knowledge on environmental, health and safety topics. Through this knowledge, we remain informed and empowered to help the organization continue to evolve in a sustainable way and achieve its targets on resource consumption, pollution reduction and incident prevention.

esg

Empowering Responsibility at Array

Empowering Responsibility at Array (ERA) is the overarching framework for Array's ESG strategy and associated programs. It's the foundation of Array's Corporate Social Responsibility mindset, which influences every business decision the organization makes.

Under our ERA umbrella, we have three pillars to highlight the key areas of our ERA program, and help ensure we conduct our business and grow in a sustainable, responsible way.

Environmental

Our commitment to the planet

We are committed to reducing the overall environmental impact of our business, our operations, and the products we manufacture through continuous improvement of our processes, systems, and activities.

Social

Supporting our people and our communities

We believe for a sustainable business to be successful, we must be mindful of our employees, our stakeholders, and the communities in which we operate.

It means building an inclusive and diverse working environment, maintaining strong health and safety practices, and treating our employees fairly and with respect. It means being a good neighbour and community member, locally and globally. And it means carrying out our business practices in an ethical way.

Governance

Operating our business

Business continuity planning, legal compliance, and proactive risk management are essential elements to operating sustainably. We're committed to building accountability, fostering ethical behavior, and ensuring the sustainable growth of our business.





At Array, we all share equally in the responsibility of promoting a safe and healthy work environment and ensuring the sustainable operation of our business. This commitment is the foundation for our ESG program and sets the framework for all our sustainability initiatives and actions.

We make sure our operations and business activities are meeting or exceeding legal requirements in all the regions we operate, and are aligned with industry best practices. Additionally, we look to international standards, such as UNGC, to further guide our decisions and evolve our processes and practices.

esg
governance

Sustainability Program Evaluations

We take part in several third-party assessments to benchmark our progress, as well as identify areas to build upon through our continuous improvement initiatives.



A-
Leadership Score

Member Since
2014

ecovadis



Sedex



EcoVadis is a third-party assessment Array uses to evaluate our sustainability management system. Performance is assessed based on the size of the organization, industry, sector and countries of operations, and assesses an organization's policies, actions and reporting in four categories: environment, labour & human rights, ethics and sustainable procurement. In addition to an annual score, we receive a list of strengths and areas for improvement.

Array has actively reported to EcoVadis since 2015. In 2022, Array received a Gold EcoVadis Sustainability Rating, placing us in the top 5% of the more than 90,000 companies participating globally. Our performance well exceeded the industry average.

Carbon Disclosure Project (CDP) is a third-party assessment Array used to evaluate our company's ability to manage climate-related risks and opportunities through our carbon management and reduction efforts and embed them into our business strategy. Annually, we voluntarily submit information related to our governance, business & financial planning, risk management process, opportunity & risk disclosure, value chain engagement, targets, Scope 1, 2 & 3 emissions, energy, and emissions reduction initiatives.

Array has actively participated in the CDP since 2016. Since 2019, Array has maintained an A- score in the Leadership band, placing Array in the top 12% of companies globally and far exceeding the industry average of C.

Sedex is one of the world's leading ethical trade membership organizations, working with more than 60,000 organizations across 180 countries to improve conditions in global supply chains, manage business risk, meet compliance, and drive positive change.

We have been a member of Sedex in Europe since 2014 and use SMETA 4-Pillar audits to evaluate our progress and confirm our compliance with the Ethical Trade Initiative and the International Labour Organization.

In 2023 we aim to start using Sedex to address ethical and sustainable sourcing across our supply chain.

This standard encourages organizations to embed sustainability principles throughout their operations, as well as help further synthesize how, where, and when sustainability issues affect their business. The Sustainability Standard - Supplier accreditation forms the cornerstone of the commitments made by POPAI UK & Ireland to empower our industry through tools, products, support and knowledge.

Since 2021, Array's sustainability program has been recognized by being awarded the prestigious Point-of-Purchase Advertising International/POPAI Sustainability Standard (PSS) accreditation. Through an in-depth and comprehensive analysis of our program, the PSS evaluation focuses on 7 key areas: corporate statements and goals; energy and waste management policies and monitoring; sustainable design practices; plant, materials and processes; supply chain management; logistics and the end-of-life.



Array's Commitments to the United Nations Global Compact



The United Nations Global Compact (UNGC) is the world's largest collaborative corporate sustainability initiative. With the vision of creating a better world for everyone, this non-binding pact calls on organizations to align their strategies and operations with universal principles on human rights, labour, the environment, and anti-corruption.

Since 2019, we have been an active member committed to reflecting these principles in the strategy, culture, and day-to-day operations of our business. We measure our progress against key performance indicators. Annually, we submit an Advanced Communication of Progress detailing how we've aligned our business practices to supporting these principles through our activities, actions, procedures and policies.

United Nations Sustainable Development Goals

UNGC's multi-year strategy to drive awareness and action includes a series of 17 Sustainable Development Goals (SDGs) with an aggressive objective: Achieve a better future for all by 2030 by ending extreme poverty, fighting inequality and injustice, and protecting the planet.

We have committed to furthering the objectives of 9 of the 17 SDGs applicable to our business by rolling out programs and initiatives aligned with their key principles.



environment

social

governance

A Culture of Ethical Behaviour

We believe a culture of ethical behaviour is critical to the success of our company. We ensure that all our colleagues understand their responsibilities under our Code of Conduct and Business Ethics and feel comfortable raising concerns without any fear of retaliation.

Every employee at Array has signed off on the Code of Conduct, demonstrating their commitment to safeguarding the integrity of our company.

Supply/Value Chain Engagement

Similarly, we value building long-term relationships with suppliers based on transparency, mutual respect, and shared responsibility. Our Supplier Code of Conduct sets the standards that our business partners follow the same ESG principles as Array.

We're committed to improving the sustainability performance of our suppliers. We conduct workshops to share our knowledge and findings with them, and reinforce those messages in our daily contact. Building partnerships around sustainability allows us to seek further improvements together.



LED Supplier switched to sustainable, one-material packaging.

When our teams tested alternative one-material, more sustainable packaging options, our Procurement Teams promoted our findings with our suppliers, who adopted the process and used the new packaging solutions.

Code of Conduct

1000%

employee participation



esg
environmental



Creating a Sustainable Future for Retail

We recognise that urgent action is needed to help mitigate and prevent climate change, especially from those in the business sector. That's why we have implemented comprehensive environmental programs and practices as part of our effort to actively minimize the environmental impact of our operations.

Understanding our Environmental Impact

To better understand which business activities require management under our environmental initiatives, we maintain a process for identifying environmental aspects and impacts, and consider them when setting objectives and targets. We believe this is critical as we strive to make informed decisions and responsible choices. Our key focus is understanding:

- Sources of energy and water consumption
- Requirements for protecting biodiversity
- Activities resulting in the potential release of pollution, locally or globally
- Chemical usage
- Waste management

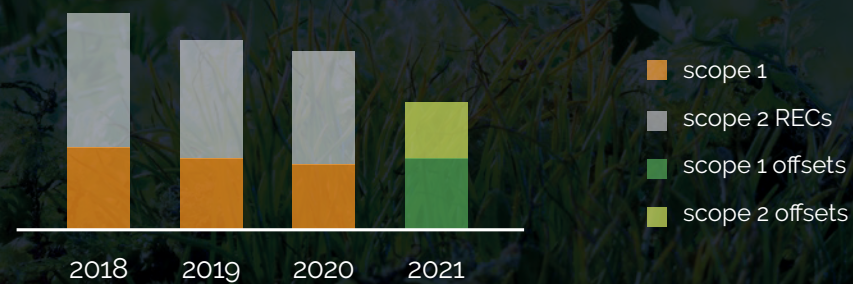


Our Journey to Achieving Carbon Neutrality by 2050

Array is proud to share that our facilities are carbon neutral! Our Emissions Management and Reduction program is aligned with the goals of the Paris Agreement. This program focuses on the monitoring, reduction and reporting of our emissions on a global scale. Our Emissions Offset policy is just the first step in our journey. Our reduction strategy is focused on the 4 main aspects of our business:

- **Products and services**
measure and reduce the carbon footprint of our products and services.
- **Supply / value chain**
measure and reduce the environmental impact throughout our supply and value chain.
- **Operations**
measure and reduce the environmental impact through increased circularity in production practices and waste management programs.
- **Investment**
investment in technologies, resources and solutions that drive our sustainability strategy forward.

While Array is focused on further reducing our emissions, as a part of our program Array has implemented an offsets policy to help achieve carbon neutrality. Our Emissions Offsets Policy states that if offsets are to be used as a method for achieving carbon neutrality, the offsets must ensure that carbon is eliminated from the atmosphere and support projects that are local to our operations. To further show our commitment to transitioning to a low carbon economy, Array is in the process of setting Science-Based targets.



Minimizing our Environmental Impact

One of our strategies for minimizing our environmental impact is implementing technologies that enable efficient energy use throughout our operation.

Clean Energy Consumption

Clean energy sources don't emit any greenhouse gases, such as carbon dioxide, during the electricity generating process. Increasing our clean energy consumption is a key element of our strategy to reduce our greenhouse gas emissions and mitigate climate change.

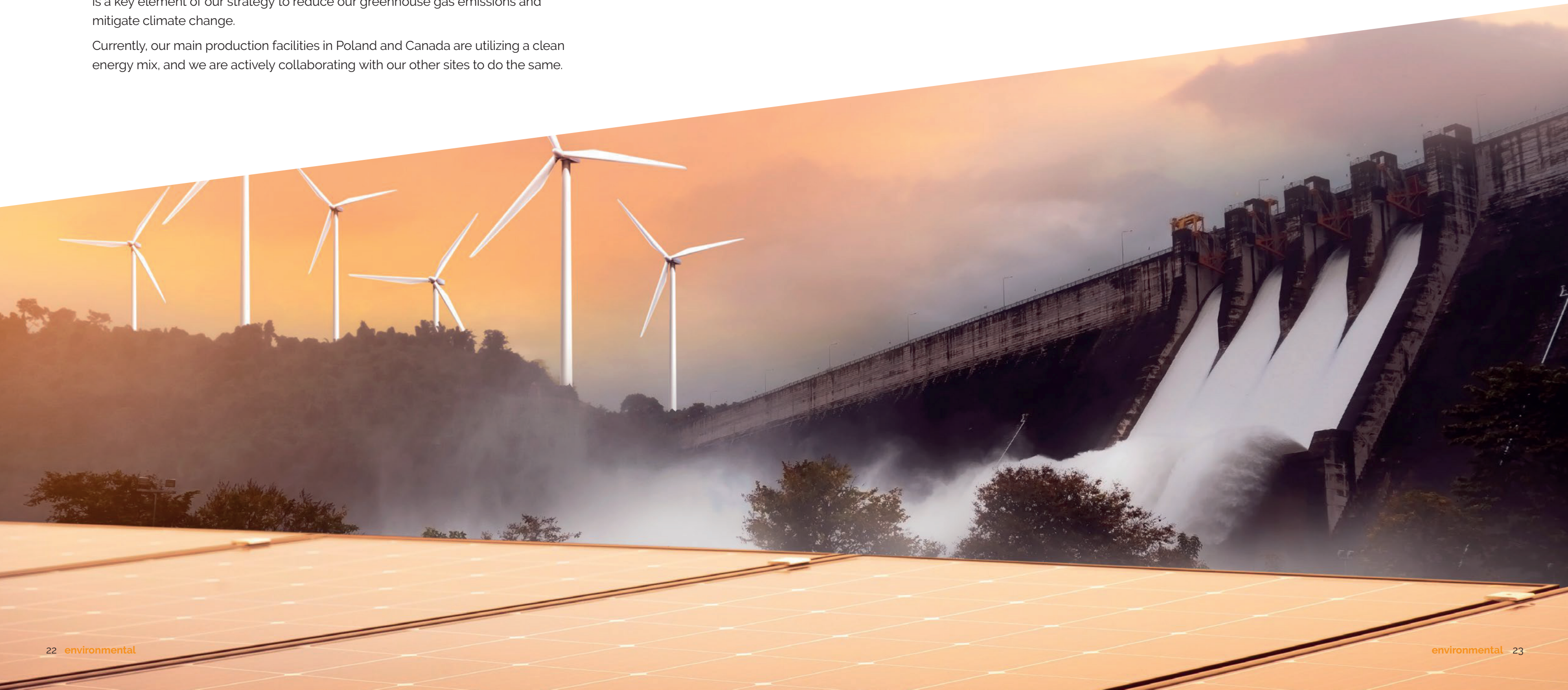
Currently, our main production facilities in Poland and Canada are utilizing a clean energy mix, and we are actively collaborating with our other sites to do the same.



Heat Recovery System

Array Poland's Heat Recovery system reduces the facility's reliance on natural gas by recovering heat generated by our injection molding machines, which we use to power fan coil units to heat our offices in Poland. This system heats 55,000 m³ of our factory and in 2022 delivered estimated energy savings of 125 377.59 kWh of gas.

▼ **125,000+** kWh
gas savings





prevent

reduce ↓

reuse

recycle

recover

dispose

The **Waste Management Hierarchy** provides a framework to evaluate our waste stream and moving up the hierarchy and preventing waste from being generated in the first place.

Waste Management Program

Managing waste generated through our operation is one of our main environmental initiatives.

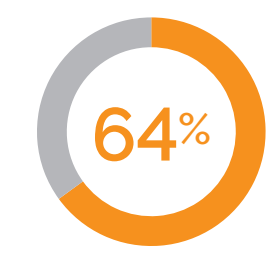
We have a global waste management program aimed at reducing our environmental footprint through proper waste management. By guiding our employees and suppliers on managing hazardous and non-hazardous waste generated at all our locations, we aim to divert waste from landfill.

We place a strong focus on the Life Cycle Assessments and the Waste Minimization Hierarchy to move our operations towards a circular economy.

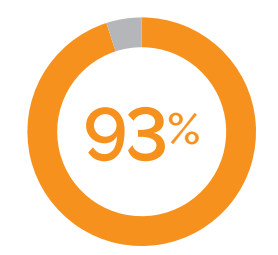
We've started partnering with clients to assist them at the end of their products' lifespan, making sure that the waste hierarchy can be applied. All the components that cannot be used again are reprocessed to new products.

We are continually improving our waste management practices and monitor our performance through our diversion rate.

2022
Waste
Diversion
Rates



toronto



poland

Driving Circularity

We believe that waste is a resource and seek to find innovative ways to better the environment and the economy by driving circularity in our operation and the products we manufacture. We retain and recover as much value as possible from resources by reusing, repairing, refurbishing, remanufacturing, repurposing or recycling products and materials.

Cosnova Recycling Project

For our partner Cosnova GmbH, we reused over 46,000 inserts and recycled 1,000 cosmetic bars, exceeding a recycling rate of 99% and preventing over 95 tons of CO2 from entering the atmosphere.

By partnering with several recycling companies, we were able to reprocess the different materials used and integrate the recycled materials into new inserts and pushers. When possible, components were directly re-used for different projects.

99%
materials
recycled

Closed Loop Production with L'Oréal

In partnership with Momentum Instore, we implemented a Closed Loop System, allowing us to recover used plastic from retail environments and grind it into new material to be used in future projects.









Array and L'Oréal partnered to create a closed loop system for the recycling of injection moulded components used in merchandising solutions for cosmetic products. This project is a key step in helping both organizations minimize their overall impact on the environment, while reducing emissions throughout the value chain.

26k kg
raw materials
saved



Lifecycle Assessment & EcoDesign

Array has developed a Life Cycle Assessment for our products to better understand their environmental impact and overall sustainability. To address each stage of our product's life cycle, we have developed eight eco-design principles. For every project that we work on, Array refers to our EcoDesign Principles to ensure we are selecting sustainable materials and production methods for our products, reducing the impact associated with their distribution and use, and allowing for them to be properly disposed of at end of life.

 Design for longevity	 Design with recycled or renewable materials	 Avoid harmful materials and processes	 Minimize the amount of materials used
 Reduce manufacturing waste	 Reduce transportation impacts	 Minimize energy consumption	 Design for recyclability

Scorecards

We have developed an EcoDesign Scorecard to evaluate adherence to Array's EcoDesign Principles and provide an overall sustainability score for our products. This tool can also be used to compare the sustainability of various design options.



Partnering with L'Oreal and Terracycle

The UK's biggest recycling program, including more than 1,000 stores including Superdrug, Tesco, Boots and Sainsbury's. With the goal of using Terracycle waste pellets as a sustainable alternative to virgin pellets and avoid materials being disposed in a landfill, we partnered with L'Oreal and Terracycle to design bins, manufacture them and manage the project roll out. This pilot project is just getting started and more data will be available in the next iteration of this report.

Sustainable Materials

To meet our sustainability goals as well as support our valued clients to meet theirs, we regularly research and explore new sustainable materials to incorporate into our designs. Here are some examples of sustainable materials our clients can choose to incorporate into their projects.

Pulp Molding

We have partnered with suppliers to bring pulp molding forward as a viable option to replace plastic undercarriages commonly used in our products. This allows us to offer parts that are paper-based, made from 100% renewable and recycled content, and can easily be recycled at the retail level. We conducted our first trial with Estée Lauder Companies, which has continued to use pulp molded elements in their units.

To understand the environmental impact when styrene vacforms are replaced with pulp molded undercarriages, we conducted a carbon analysis on the raw materials used per unit and based it on 10,000 units. These measures consider the environmental impact for the production and manufacturing of the

raw materials used. Based on this evaluation the results of each design are as follows:

Utilizing a pulp molded undercarriage over a traditional styrene, based on 10,000 units, results in an 85% reduction in emissions. The CO₂e saving realized from this change is equivalent to:

- Greenhouse gas emissions from 1,387 passenger vehicles driven over one year
- Electricity used for 1,087 homes over one year
- Charging 819,088,105 smartphones
- Carbon sequestered by 106,189 tree seedlings grown for 10 year

L'Oréal Universal FSDU

L'Oréal Universal FSDU is a modular system that reduces the single use nature of standard cardboard FSDUs. The FSDU has a Universal shelving system that allows for reuse across all L'Oréal CPD brands, with only simple redressing of decorative elements needed. Due to the ability to reuse the main structure, minimal elements need to be manufactured for updates, saving CO₂e in the materials, manufacturing and transportation stages of a lifecycle. It's manufactured using a number of recycled materials:

Steel | The main element of the furniture, 80% recycled content, fully recyclable

PET | 30% recycled content, fully recyclable

Paper | 100% recycled paper graphics, fully recyclable





We encourage our employees to be themselves and we celebrate their diversity, as we believe Array benefits from our cultural richness and being a truly inclusive workplace.

We strive to make a difference in the communities where we live and operate through investments and initiatives that make a positive impact.

esg
social

Diversity and Inclusion at Array (DInA)

We are committed to an equitable, diverse, and inclusive work environment. Through our Social Inclusion Program – Diversity and Inclusion at Array (DInA), we ensure that our workforce is representative of the population at large.

This program is intended to help identify and provide employment opportunities for individuals who face difficulty in accessing meaningful, sustainable employment and to improve the main source of revenue for socially or economically vulnerable individuals. Currently, we are focusing our initiatives amongst the following designated groups:

- Visible minorities
- Those with disclosed disabilities
- Women
- Temporary Work Permit
- Vulnerable Communities
- Maturing Workforce
- Veterans
- Prison Labor Rehabilitation Project



Meet Agnieszka

Agnieszka is a member of our HR team in Poland who proudly represents the community of people with hearing impairment. She is a Polish Sign Language (PJM) instructor and generously volunteers her time working with hearing impaired students to help break down barriers in the education system. As a result of her passion and dedication to this work, students can obtain professional qualifications that enable them to find employment.



unemployment rate
of convicted in Poland

↓ **21.7%**
since 2015

Prison Labor Rehabilitation Project

Array Poland

The reintegration of prisoners into society following their release is an important social challenge; in Poland in 2015, 27.4% of those released were unemployed.

In 2016, the country adopted a Work for Prisoner's program to give inmates the opportunity to work during their prison term. The program aims to help prisoners enhance their social skills and learn new technical skills to help them secure meaningful employment following release.

In 2022, we entered into a partnership with the Warsaw Bialoleka Detention Centre and using a hall in the prison, implemented a simple assembly line. By the end of 2022, we had trained 30 prison workers under the leadership of our skilled supervisors. In 2023, we will work in partnership with the facility to continue our Phase Three and Four efforts.

<p>pilot PHASE 1</p>	<p>expansion PHASE 2 3</p>		<p>integration PHASE 4</p>
<p>10 Prison Workers 1 Supervisor Simple Assembly Semi-finished Product (ex. Inserts) 2 QA touch Points</p>	<p>Up to 20 Prison Workers 1 Supervisor Simple Assembly Semi-finished Product (ex. Inserts) 2 QA touch Points</p>	<p>Up to 40 Prison Workers 2 Shifts 2 Supervisors Semi-finished Product (ex. Inserts) 2 QA touch Points</p>	<p>On-Site Production Specialized Skill Training Variety of Equipment and Manufacturing Processes Large Scale Employment</p>

Array Code of Conduct and Supplier Code of Conduct signed by Prison Management

- Work is **voluntary**
- **Wages are comparable** to free workers with similar skills and experience
- Wages are **paid directly to workers** with a clear and detailed wage slip
- **Daily working hours** are in accordance with the law



Learning & Development

Our people are our most valuable asset and our greatest competitive advantage. We believe that to continue to excel as an organization, we must provide employees the opportunity learn and grow.

We are focused on creating a culture of continuous learning through a skills-first approach in which we seek to understand what critical skills we need now, and which adjacent skills will be needed soon. We then design and implement training and learning interventions to close these gaps.

We offer our colleagues the opportunity to learn in a variety of ways:

In the flow of work

We understand that the majority of learning and permanent adoption of new skills happens day-to-day, "in the flow of work". We envision an environment where it's safe to take risks and even safer to talk about the outcomes – good and bad – in order to learn from them. We also support our employees' development through international assignments and cross-functional training opportunities.

Formal learning

We offer all our employees the opportunity to learn about a variety of different topics through our online learning management system, in-person training sessions, peer-led knowledge sharing sessions and, where appropriate, external courses.

In 2022, we delivered more than 2100 hours of training to our associates worldwide and are continuing to add more learning and development opportunities for all our employees.

Online learning

In November 2022, we launched an online learning management system offering office employees around the world access to readily available education topics. In the short period that it has been in use, our colleagues have taken 231 hours of online training.



Meet Megan

In 2020, we launched the Accelerated Career Experience (ACE) Program, a 2-year talent development pilot allowing participants to take on 4-6 month rotations in various roles in the organization, based on their skills and career aspirations. Megan Fast, our first ACE associate, is excited about the opportunity to be exposed to all areas of the business in multifaceted roles through her various assignments. After assignments in Design, Engineering, and within one of our business units, Megan took an international rotation at our Warsaw location before returning to North America to join our Prestige Business Unit as an Account Manager.



2100
hours
worldwide

231
hours
online



Sustainability Training

To ensure sustainability is embedded throughout our operations, all our employees are provided with training regarding Array's sustainability strategy, the role they play, and the impact they have on our sustainability program's outcomes and targets.

To foster this, we provide training sessions to employees on aspects of our overall sustainability program and job specific training such as chemical management, sustainable materials, EcoDesign Principles, etc.

In 2022, we delivered more than 300 hours of sustainability training to our colleagues around the world.

300+
hours

Health and Safety Training

We believe the best way to protect the health and safety of our employees is to embed a culture of safety in everything we do. We regularly provide our employees with health and safety training that includes refreshers on health & safety policies and procedures, and best practices, first aid, and fire fighting.

In 2022, we delivered more than 1400 hours of health and safety training to our colleagues around the world.

1400+
hours

Employee Recognition

We believe in recognizing the valuable contributions of our employees and showcasing how individuals and teams truly make a positive difference in our organization. Our recognition program BRAVO! gives employees the opportunity to recognize their peers or direct reports on a quarterly basis.

There are three recognition categories:

Above and Beyond

Recognizes individuals and teams that demonstrate the core company values.

Bright Idea

Recognizes individuals for bringing forward useful, practical and constructive ideas that improve the operations of a department or the company as a whole.

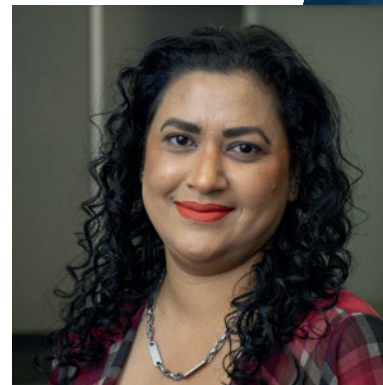
Health & Safety

Recognizes individuals who demonstrate the behaviours of a health & safety culture by:

- Anticipating potential risks and acting proactively to address them
- Actively engaging in improving health and safety performance, undertaking it the right way (aligned with our Array Values)

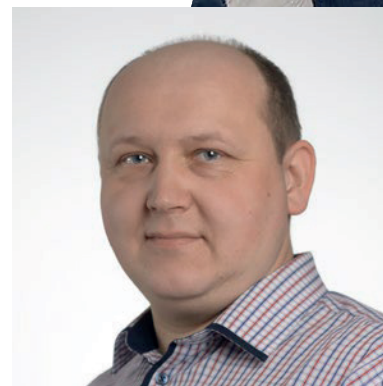
Meet Marilyn

Marilyn Reis is an Assembly Line Lead at our Toronto location. In 2022, she was nominated by her peers and honoured with a BRAVO award for demonstrating a health and safety culture. She regularly helps employees with health and safety concerns and helps ensure that everyone is complying with our Health and Safety Program. She truly champions a safe and healthy workplace.

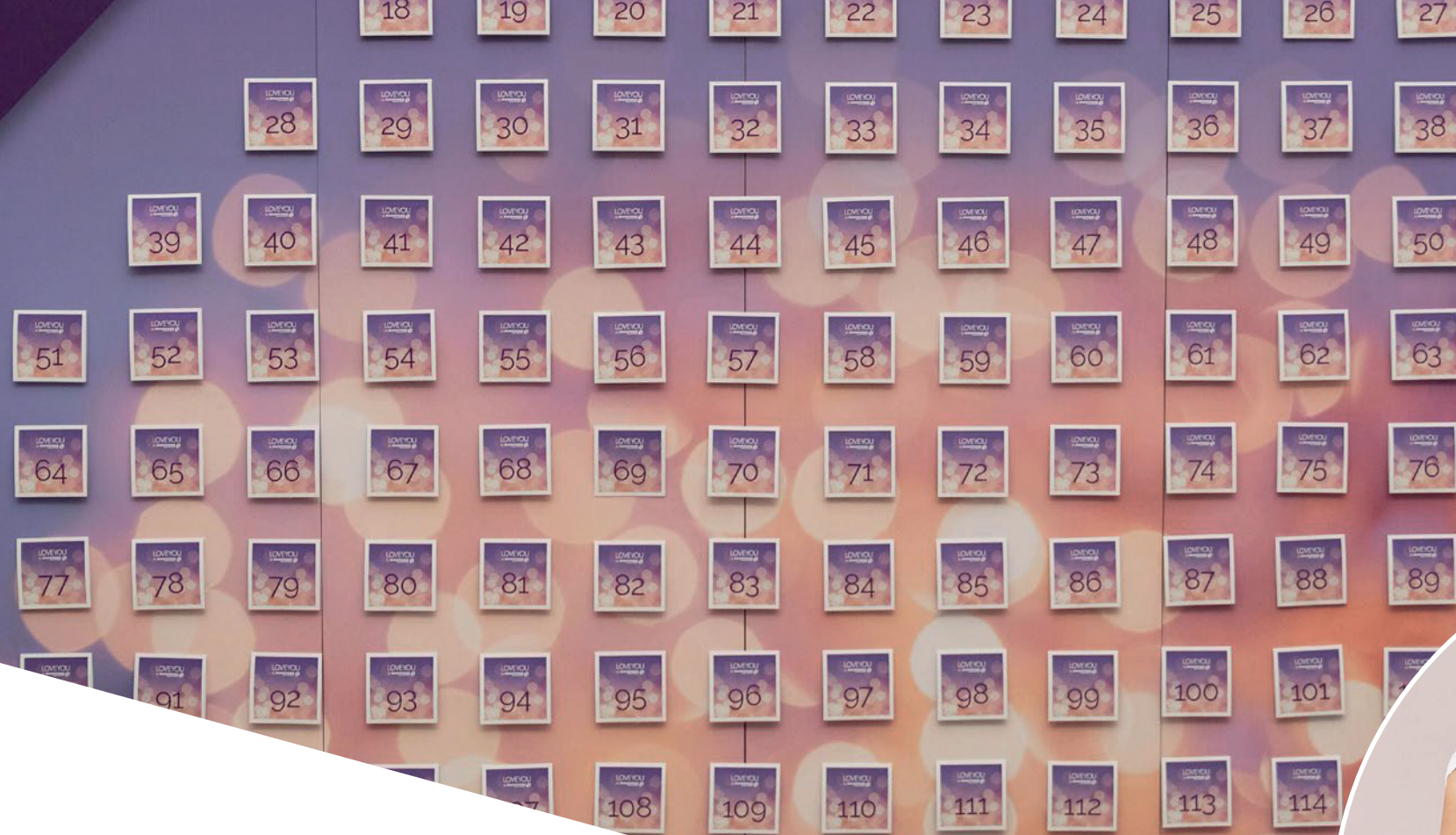


Meet Bartek

In production, operators sometimes used unprotected power supply LED strips with bare wires, which is very dangerous, and improper connections may cause damage to the element. Bartłomiej took Health & Safety seriously, proposing the production of safe universal power supplies, taking into consideration the various supply voltages and types of plugs used by the teams in Warsaw. The solution not only makes the assembly safer, but also saves time.



20+
years
of partnership



Mirror Ball – Look Good Feel Better

In Canada 1 in 2 women are expected to develop cancer during their lifetime (LGFB, 2023). One of the most challenging aspects of a cancer diagnosis is the loss of identity that comes with it. It can rob a woman of her sense of self.

For over 30 years, Look Good Feel Better has been on a mission to help women and teen girls facing the difficult cancer journey feel more like themselves again. Delivering complimentary workshops in over 115 hospitals and cancer centres across Canada, Look Good Feel Better offers a unique sense of community by connecting women with each other so they don't have to walk the journey alone. In that 30 years, Look Good Feel Better's programs have served over 250,000 women.

Array has stood with Look Good Feel Better in support of this important cause for more than 20 years. It's an important cause we commit to each year to let women affected by cancer know we stand with them. We are a proud partner, having supported the organization with a combination of sponsorships and in-kind donations of displays for their primary fundraising event, the Mirror Ball, as well as unique kiosks used in hospitals to promote their programs.

We look forward to expanding our partnership with Look Good Feel Better internationally in the coming years.

more than
\$350K
in cash & kind
donations



The Mirror Ball is the single largest annual fundraiser benefitting Canadian women with cancer. In 2022, we raised more than \$1.1M together in support of the programs we deliver every day. This would not be possible without incredible partners like Array.

*– Dee Diaz,
President & Chief Executive Officer
at Look Good Feel Better*



Support for Ukrainian Refugees

Poland shares a border with Ukraine, which is currently impacted by war. In an effort to support our neighbours, we have employed more than 65 people as temporary or permanent workers since March 2022. In addition, we have offered financial and other supports to aid their transition.

We have also provided financial support to the following charitable organizations offering assistance to Ukrainian refugees:

- **Polska Akcja Humanitarna** supports refugees in Poland and Ukraine, who have fled their homes, with direct aid
- **Polski Czerwony Krzyż** assists with the purchase of food, clothing and other essentials for those affected by the war
- **UNICEF** supports children in need of safe shelter, medical and psychological care, and clean water
- **Stowarzyszenie SOS – Wioski Dziecięce** supports orphaned children and foster families in Ukraine
- **National Bank of Ukraine** supports Ukraine's Armed Forces

In 2022, our employees raised more than 12,000PLN in support of Polska Akcja Humanitarna which was corporately matched by Array for a total donation of 24,000PLN.



Natasha's story

Natasha and her husband began working for Array, while their children remained with family in Ukraine. After overcoming many challenges, they brought their children to Poland, but were forced to leave all their belongings behind. Array employees helped support the family with essential items like clothing and school supplies.

Tamara's story

Tamara and her children are alone in Poland after fleeing from Ukraine. Her husband stayed behind to join the war efforts. Tamara joined Array as a temporary worker, with the team supporting her with additional fundraising efforts.

Oleksander's story

Oleksander was forced to leave his family behind at the eastern border of Ukraine. He took on a role at Array, while he worked on a plan to bring his family to Warsaw. Array employees supported Oleksander with funds for the trip to bring his family to Poland. And with others in need, he returned the money he did not spend.

Other Charitable Initiatives

POLAND

Noble Gift

Noble Gift is a nationwide initiative that provides material and emotional support to more than 14,000 families experiencing hardship in Poland. Supported by our team in Warsaw, what originally started as an HR team effort more than a decade ago has evolved into a company-wide activity. Every department gets involved in collecting and wrapping gifts, which can range from food, clothing and toys to home goods and appliances. Over the years, Array has supported over 15 families and donated more than 10,000 euros worth of gifts.



CANADA

Daily Bread Food Bank

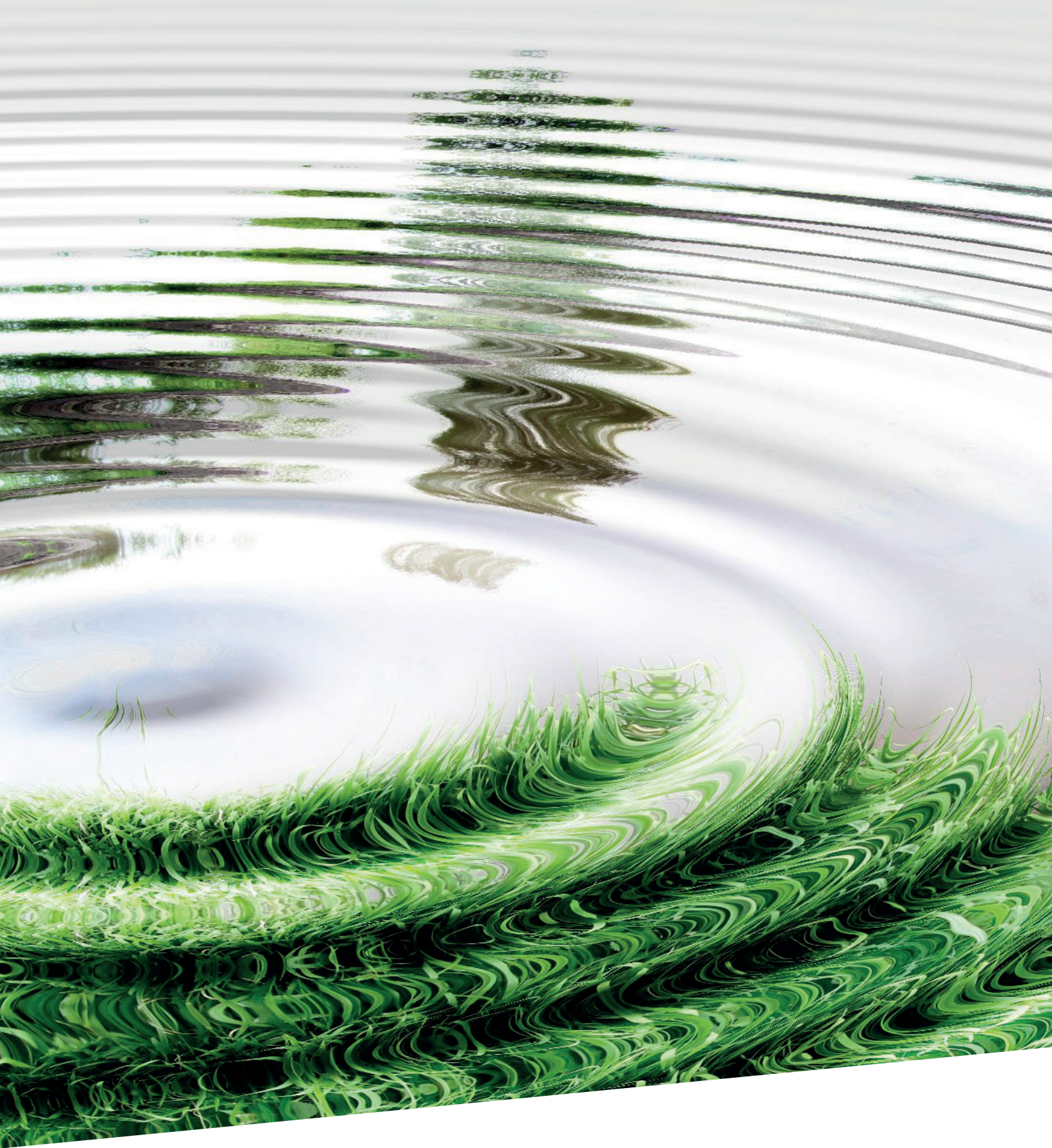
In conjunction with its holiday celebrations, Array's Toronto team annually supports the Daily Bread Food Bank, which supports those in the Toronto area struggling with food insecurity, with a donation drive.

MEXICO

Epiphany Day

In celebration of Epiphany Day in Mexico, the team in Texcoco annually participates in a toy drive, donating them to underprivileged areas in their community. This year, the team donated 196 toys to Sistema Nacional para el Desarrollo Integral de la Familia (DIF), a Mexican public institution of social assistance that focuses on strengthening and developing the welfare of Mexican families.





For more information about our ESG initiatives or to get involved, please visit our website at www.arraymarketing.com or email us at sustainability@arraymarketing.com.

array