PUBLIC RESPONSES

1. Please provide one or two examples that demonstrate how your company has identified, assessed, and mitigated risks to Human Rights Defenders through its human rights and environmental due diligence processes since the adoption of your commitment.

First Solar maintains an Ethics Hotline that is available to its associates and external stakeholders to raise concerns regarding ethics, compliance, labor, environmental, or human rights issues. This grievance mechanism supports the identification of potential risks to Human Rights Defenders or other human rights concerns by providing a means for individuals to report concerns confidentially and anonymously. Reports are reviewed and investigated through established procedures, and the company prohibits retaliation against individuals who raise concerns in good faith.

While First Solar is not aware of any incidents involving threats, attacks, or retaliation against Human Rights Defenders connected to its operations or business relationships, the company views accessible reporting channels and non-retaliation protections as important safeguards for identifying, assessing, and mitigating potential risks to Human Rights Defenders.

2. What steps does your company take to ensure that affected or potentially affected stakeholders are aware of its commitments regarding Human Rights Defenders?

First Solar communicates its commitment to respecting internationally recognized human rights, access to remedy, and non-retaliation through its Labor and Human Rights Policy, Corporate Responsibility Report, and annual Modern Slavery Statement. First Solar is also a member of the Responsible Business Alliance (RBA) implements the RBA Code of Conduct in its operations and supply chain, which includes expectations related to respect for human rights, non-retaliation, and the provision of effective grievance mechanisms.

3.What steps does your company take to ensure that business partners understand and respect its commitments regarding Human Rights Defenders?

First Solar communicates its policies in supplier and customer contracts. In addition, First Solar requires suppliers to operate in accordance with the RBA Code of Conduct, which includes expectations related to respect for human rights, non-retaliation, and the provision of effective grievance mechanisms. As part of its responsible sourcing and supplier oversight activities, First Solar evaluates supplier management systems, including grievance mechanisms, through supplier assessments and audits.

4. Please provide an example of how a Human Rights Defender or affected community member safely raised a concern related to your company's operations, projects, or business relationships.

First Solar is not aware of any instance in which a Human Rights Defender has raised a concern related to the company's operations or business relations. However, First Solar maintains reporting and grievance mechanisms that are accessible to associates and external stakeholders, including community members and other potentially affected parties. These channels allow concerns to be raised confidentially and anonymously. The company prohibits retaliation against individuals who report concerns in good faith and investigates reported concerns through established compliance and ethics processes.