



influence on non-controlling joint ventures and urges them to act in accordance with the relevant provisions of the Policy.

The Policy is compiled by the Risk Compliance and ESG Management Committee. The release of relevant policies and commitments has been approved by the Company's senior management and employees of the business focal department. Generally, the review and revision cycle of the Policy is yearly, to ensure the timeliness and applicability of the Policy. The Policy is prepared in Chinese and English versions. Any inconsistency between the Chinese and English versions, the Chinese version shall prevail.

Jinko Solar firmly believes that the principles of DEI are inherently congruent with its organizational culture. The Company commits to ensuring that all employees receive equitable treatment in all aspects of human resources management, including recruitment, compensation, benefits, training, promotion, etc. By cultivating a diversified workforce and fostering an inclusive culture rooted in open communication and respect for differences, the Company strives to deliver superior services to global customers while continuously elevating its comprehensive competitiveness.

The Company formulates DEI strategies centered around the three elements of "diversity", "equity", and "inclusion". In the dimension of "diversity", the Company commits to attracting and cultivating talents from diverse backgrounds through diversified recruitment and inclusive training programs. In the dimension of "equity", the Company commits to ensuring that all employees enjoy equal opportunities across all human resources management processes through transparent and fair processes. In the dimension of "inclusion", the Company commits to establishing an open communication



initiatives, leading the formulation, execution, and dynamic monitoring of DEI strategies, the implementation of DEI training and education programs, the promotion of inclusive organizational culture optimization, and the promotion and practice of diversified recruitment strategies. The Company's Risk Compliance and ESG Ma

establishing a global recruitment team, enhancing interactions among employees from different backgrounds, etc. These efforts aim to build a diverse talent pool, injecting innovation and development vitality into the enterprise.

The Company eliminates the interference of non-competence factors through a standardized recruitment process, ensures fair assessment with a quantitative performance system, provides employees with equal learning resources and personalized development support, and establishes a fair and impartial compensation and benefits system, effectively integrating equal opportunities throughout the entire cycle of employees' career development.

The Company has adopted mechanisms such as "U-talk with Executives", "Jinko Sunny Day", "Jinko Sharing", "Jinko Culture Month", "Progress with Light", "Employee Symposium", "Grid-based Communication", etc., to accelerate the integration of employees from different locations and foster a positive cycle of "daring to express - being valued - growing up".

understand and comply with relevant policies, and can effectively apply them in their daily work. Generally, training on DEI issues is conducted at least once a year.

- The Company incorporates DEI issues into suppliers' ESG audits, with a focus on their performance in these areas. The Company also integrates diversity into ESG expansion initiatives across the supply chain, gaining insights into suppliers' plans and actions regarding diversity to inform the formulation of long-term strategies.
- The Company has established a DEI information disclosure mechanism. The Company summarizes and reviews the progress and achievements of DEI issues annually, aiming to enhance communication with stakeholders through detailed DEI information disclosure. The Company publicly discloses the management progress of DEI issues in its annual ESG reports, so that stakeholders can be informed of the current management status regarding these issues.

Jinko Solar has always adhered to the equal emphasis on commercial value and social responsibility, and commits to creating a workplace where all employees are respected and treated with dignity. The Company commits to consistently upholding the principles of equal employment opportunity and DEI, ensuring that every employee receives fair and impartial treatment in all human resource management processes, including but not limited to recruitment, compensation and benefits, training, promotion, dismissal, and retirement. The Company strictly prohibits any form of discrimination, harassment (including but not limited to non-sexual harassment such as mobbing and bullying, as well as sexual harassment), and other insulting behaviors, and adopts a "zero-tolerance" stance towards all such behaviors in the workplace and business activities.

- To regulate the control of discrimination, harassment, and other insulting behaviors, the Company has formulated a series of internal control procedures, including the *Anti-Discrimination Management Procedure* and the

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conduct risk prevention and control of sexual harassment, discrimination, and other insulting behaviors in all human resource management processes.

- The Company commits to adopting measures of proactive measures to foster an inclusive, equal, caring, and friendly workplace, ensuring that all employees can grow and thrive in an environment of mutual respect, free from any form of discrimination, harassment, or other insulting behaviors.

In the recruitment and hiring processes, including but not limited to job postings, resume screening, interviews, hiring decisions, and onboarding.

popular training courses, if the number of applicants exceeds the training capacity, a fair and reasonable selection mechanism will be adopted to determine the participants. A transparent and impartial promotion mechanism has been established, with clear promotion criteria and processes to ensure that promotion decisions are fair and objective. Promotion records will be completely preserved for subsequent review and supervision.

- The Company regularly conducts training for all employees on themes related to anti-harassment, anti-discrimination, and human rights protection. Through diversified methods such as case studies and interactive discussions, the Company continuously strengthens employees' understanding of policies regarding anti-harassment, anti-discrimination, and human rights protection. The Company commits to ensuring that 100% of its employees receive training on anti-discrimination and anti-harassment by the end of 2025, to continuously build an equal and diversified workforce.
- The Company explicitly prohibits all forms of discrimination, harassment, and other insulting behaviors in its *Employee Handbook*, with detailed provisions on their definitions, manifestations, and the consequences of violations. The Company treats such behaviors with utmost seriousness, incorporating them into the scope of employee ethics supervision and audits. Upon identification of any such conduct, emergency remediation and mitigation measures will be promptly activated. Penalties will be imposed based on the severity of the circumstances, including but not limited to verbal apology, recording of demerits, performance deductions, disqualification from merit-based evaluations and selections, and termination of labor contracts. In cases where the act is serious enough to constitute a crime, the matter shall be transferred to public security authorities for handling in accordance with the law.

Jinko Solar commits to establishing a fair and transparent compensation system, designing a scientific performance evaluation system, and developing a diversified benefits system in accordance with the principles of "fairness, impartiality, and openness". These efforts ensure comprehensive protection of employees' rights and interests, continuously enhance their sense of belonging and cohesion, and achieve mutual growth between the Company and its employees.

To meet the requirements of the Company's strategic development and establish a scientific, efficient compensation system that is internally fair and market-competitive, the Company has formulated internal systems such as the *Compensation Management System*, and conducts employee compensation management accordingly to ensure that compensation is reasonable and incentive-driven.

Compensation in the Company generally comprises four components: fixed compensation, variable compensation, medium-to-long-term incentives, and benefits. Among these, variable compensation refers to incentive-based remuneration granted to employees based on their performance levels and performance evaluation outcomes. The specific components of variable compensation vary by position, typically including performance pay, sales commissions, bonuses, year-end bonuses, overtime pay, etc. The Company determines the corresponding variable compensation for eligible employees (these meeting internal assessment criteria) by comprehensively considering their performance appraisal results, merit-based evaluations and selections, and the Company's overall business performance.

To motivate the enthusiasm and R&D innovation of key talents, the Company provides long-term incentives (such as implementing restricted stock incentive plans) for eligible talents (these meeting internal assessment criteria) in core positions. The Company also regularly holds special seminars on incentive mechanisms to discuss the establishment of incentive systems and schemes for quantifying contributions, thereby developing an

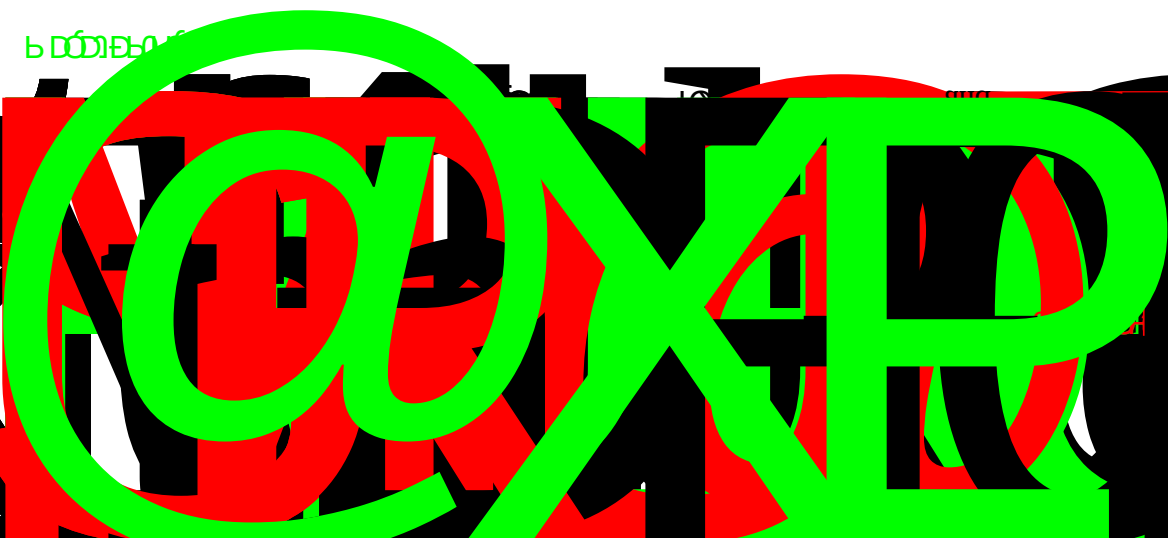


incentive mechanism that effectively benchmarks against the market. The Company's long-term incentive plans are generally restricted to eligible senior management personnel and professional technical personnel. The Company's long-term incentive measures have been incorporated into sustainable development performance targets, including major technological and patent breakthroughs, risk and compliance management, etc.

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benefits, health guarantee benefits, incentive benefits, festival and cultural development-oriented benefits, and life security benefits. For overseas employees, the Company clearly stipulates the contents and measures of distinctive benefits in the local special *Benefits Management System*.

The Company has kept pace with the times by upgrading its benefits management system, which encompasses workplace stress management, sports and health initiatives, family care, and more. In terms of workplace stress management, the Company has actively developed mental health programs for employees. The Company has organized special activities and lectures on employee mental health, provided employees with mental health counseling, thereby effectively helping employees alleviate stress. For sports and health initiatives, the Company has furnished employees with gyms equipped with professional fitness gear, while encouraging participation in activities such as the "Jinko Solar Online Marathon" and offline hiking to foster ongoing physical fitness. Regarding family care, the Company has promptly shared child care information with employees, set up baby care rooms, granted paid parental leave to caregivers, and provided leave for handling family matters, thereby ensuring employees can achieve a reasonable work-life balance.

The Company has implemented the non-fixed working hour system for certain eligible positions, primarily based on the characteristics of its production and operations as well as specific job requirements. Under this system, employees are entitled to flexible arrangements of working hours and locations, with flexible scheduling, remote work, and other such methods ensuring timely delivery of work.

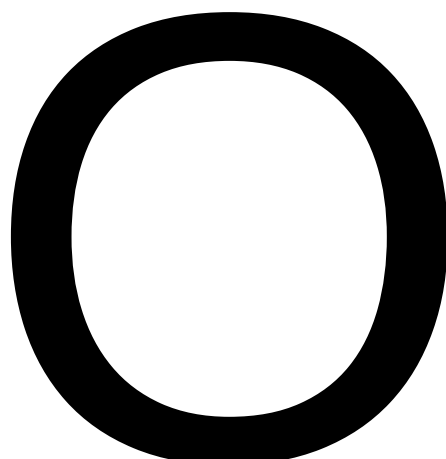
Jinko Solar commits to providing employees with clear career path planning and a diversified portfolio of career development training programs, tailored to meet their personalized career development needs. The Company further pledges that from 2023 to 2028, it will maintain a 3% year-on-year growth in per capita online training hours.



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The Company provides comprehensive internal and external support for employees' growth. The Company invites internal and external business exng



system encompassing strategic leadership, team leadership, and management. This system facilitates management's evolution from "team navigators".

The Company delivers cultural education via an integrated online-offline approach, leveraging internal forums and activities to encourage all employees to actively exchange cultural insights and share experiences in cultural practice. Additionally, through cultural practice evaluations, showcases of cultural cases, and interactive cultural activities, the Company ensures that its culture takes root in

transition plan is extended to employees approaching retirement. The Company plans to help this group with psychological adjustment and systematically complete experience accumulation, so that every employee who has contributed to the

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reported issues will be kept confidential to the greatest extent permitted and feasible by law. The Company maintains zero tolerance for any discriminatory or retaliatory behavior, and strictly prohibits any form of retaliation.