

Human Capital Development Policy of Jinko Solar

一、 Introduction

Jinko Solar Co., Ltd. (referred to as "Jinko Solar" or "the Company") strictly complies with international initiatives and standards, and has formulated the Human Capital Development Policy of Jinko Solar (referred to as "the Policy"), to clarify the Company's commitments, principles, and stances in human capital development. The Company commits to fostering a diversity, equity, and inclusion (DEI) organizational culture, providing employees with work conditions in accordance with relevant norms and standards, offering fair employment opportunities, compensation and benefits based on employees' qualifications and competencies. The Company emphasizes employee learning and development, implements various educational and training programs to help employees enhance their professional skills, management capabilities, and professional literacy.

二、 Scope of Application

The Policy applies to all business and operational activities of the Company and its subsidiaries, including production and operation facilities, business facilities, products and services, distribution and logistics, waste management, etc., which are directly or indirectly controlled or operated by the Company or its subsidiaries. It also encourages all directors, senior management, and employees (including full-time employees, part-time employees, contractors, etc.) of the Company, as well as value chain partners (including service providers, suppliers, contractors, etc.) to adhere to the Policy and jointly promote the development of human capital. The Policy also applies to other key business partners (including distributors, consultants, outsourcing partners, etc.). The Policy is applicable simultaneously to all business activities of the Company such as mergers and acquisitions and due diligence activities carried out globally. The Company also commits to exerting

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

三、 Release Statement

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.

四、 Commitments and Actions for DEI

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.

1. Core Strategy and Targets

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

environment that encourages employees to share their perspectives and ensures their voices are solicited and incorporated.

The Company has set short- and long-term targets for DEI management. Short-term targets: improve employees' awareness of the importance of DEI, and enhance inter-team understanding and respect through education and training. Long-term targets: establish and maintain a sustainable DEI culture, and become a leader in DEI practices within the industry. The Company has incorporated these short- and long-term targets into the performance evaluations of the responsible departments and related positions, with the indicator quantified by "The Percentage of Employees Participating in Diversity-Themed Training". For departments and employees that have met these targets and demonstrated excellent overall performance, the Company has granted corresponding incentives based on specific circumstances.

To advance the achievement of these targets, the Company has established clear monitoring indicators for diversity issues, including but not limited to "The Number of Diversity Management Violations", "The Percentage of Employees Participating in Diversity-Themed Training", "The Percentage of Female Employees", "The Percentage of New Female Employees", "The Percentage of Female Management Employees", "The Number of Ethnic Minority Employees", "The Distribution of Employees by Nationality", "The Ratio of Average Salaries between Men and Women", "The Ratio of Median Salaries between Men and Women", etc. Additionally, the Company has set clear quantitative management targets for diversity issues, committing to making diversity-themed training accessible to 100% of its employees by the end of 2025. The Company also commits to ensuring that the percentage of female employees consistently exceeds 20% by 2028. With reference to these targets, the Company makes consistent adjustments to its global training and recruitment plans.

2. Governance and Responsibility Implementation

The Company's Board of Directors and senior management commit to fully supporting DEI policies, with the advancement of DEI strategies overseen by the Strategy and Sustainable Development Committee established under the Board of Directors. The Chief Human Resource Officer (CHO) serves as the highest responsible person for DEI

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 Management Committee collaborates with management at all levels and the Human Resource System to deeply integrate DEI principles into strategic decision-making processes, daily operational management, talent recruitment, etc., formulates DEI policies and promotes relevant project implementation. All employees of the Company are responsible for upholding DEI principles in daily operations and are encouraged to actively participate in DEI activities to collectively foster a DEI organizational culture.

3. DEI Initiatives

The Company actively pursues diversified recruitment to broaden its talent pool, ensures equal promotion opportunities through fair mechanisms, and endeavors to foster an inclusive organizational culture. The Company eliminates bias-related barriers, safeguards the rights and interests of diverse groups. These efforts foster deep team integration, spark innovative vitality, and achieve a win-win outcome for both the Company and individuals.

- **Join DEI initiatives:** In 2025, the Company officially joined the Women's Empowerment Principles (WEPs) of UN Women and became one of the global signatory corporate members of the organization, committing to actively promoting gender equality in business operations and fostering an organizational culture rooted in respect, diversity, inclusiveness, and development.
- **Advance DEI actions:** The Company formulates a series of DEI actions centered around the three elements of "diversity", "equity", and "inclusion", aiming to facilitate the achievement of DEI targets and the construction of an innovative and inclusive organizational culture.
 - (1) **Diversity:** The Company has adopted multiple measures to attract diverse talents, including but not limited to expanding global recruitment channels, optimizing job descriptions, training recruiters to identify unconscious biases,

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.

(2) Equity: 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.

(3) Inclusion: 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 together".

- **Female employees' empowerment:** The Company has formulated the *Regulations on Protection of Female Employees*, which clearly stipulates protective measures for female employees during their "four periods" (menstrual period, pregnancy period, childbirth period, and lactation period). The Company provides caring facilities such as baby care rooms and special seats in the canteen for pregnant employees, includes common female diseases in the annual physical examination plan, and offers exclusive benefits to female employees on Women's Day. Meanwhile, the Company attaches great importance to the cultivation of female leadership. It has launched a series of female leadership courses, and encourages employees to actively participate, thereby laying a solid ideological foundation for creating an inclusive workplace.
- **Training and development:** The Company provides ongoing education and training on DEI issues. Through online courses, offline meetings, case studies, and other methods, the Company integrates content related to DEI culture into employees' regular training. These efforts aim to ensure that all employees can

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.

- **External collaboration:** 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.
- **Stakeholder communication:** 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.

五、 Commitments and Actions against Harassment and Discrimination

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.

- **Systems and procedures:** 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

Procedure for Preventing Punitive Control. These procedures are designed to conduct risk prevention and control over potential harassment, discrimination, and other insulting behaviors in all human resource management processes.

- **Actions and measures:** The Company commits to adopting a series 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.

(1) Prevent discrimination in recruitment and hiring processes: In the recruitment and hiring processes, including but not limited to job postings, resume screening, interviews, hiring decisions, etc., the principles of fairness, openness, and impartiality are adhered to. Candidate screening is conducted solely based on objective job-related criteria such as professional skills, work experience, and educational background required for the position. Hiring decisions are made exclusively based on candidates' comprehensive performance in interviews and other recruitment stages. No discriminatory or offensive behaviors are involved throughout the entire process.

(2) Promote equal pay for equal work: A scientific and reasonable compensation system has been established, where compensation levels are determined based on factors such as job value, work performance, market conditions, etc., ensuring that employees in the same position with the same work performance receive equal compensation treatment. Equal benefits policies are provided to all employees, and special benefits shall be determined based on reasonable work needs or employees' actual difficulties, ensuring compliance with the principles of fairness and reasonableness. The Company commits to ensuring that 100% of its employees receive equal pay for equal work every year.

(3) Prevent discrimination in career development and promotion: Training opportunities are fairly and openly available to all employees, who can independently apply to participate based on their own circumstances. For

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.

- **Training and empowerment:** 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.
- **Remediation and mitigation:** 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.

六、 Commitments and Actions for Employee Compensation, Performance, and Benefits Management

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.

1. Compensation Management

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 incentives are generally targeted at eligible middle and junior 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.

2. Performance Management

To guide and encourage employees to deliver more work outcomes and enhance work efficiency, the Company has formulated internal systems such as the *Performance Management System*, and conducts employee performance management accordingly. By promptly tracking and feeding back employees' phased performance results, the Company identifies the gap between employees' individual performance status and performance expectations. Through performance communication and coaching, the Company effectively supports employees in achieving their individual growth and subsequent performance improvement, thereby fostering a win-win scenario for both the Company and its employees.

The Company conducts employee performance management following the process of "setting corporate strategic targets - undertaking performance indicators - reviewing performance results - evaluating performance results - conducting performance interviews and coaching - applying performance results". The Company primarily assesses employee performance across dimensions including key performance targets achievement, comprehensive capability assessment, practice of key values, and adherence to compliance red lines. Through the feedback mechanism of "timely feedback - mutual communication - provision of improvement suggestions", the Company supports employees in clarifying their improvement directions, thereby enhancing their work capability and efficiency.

3. Benefits Management

The Company has formulated the *Benefits Management System*, which clearly stipulates various benefits for all full-time employees within Mainland China, including statutory

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.

七、 Commitments and Actions for Employee Career Development

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.

1. Talent Development and Management

The Company deeply integrates strategic development with organizational talent cultivation. Based on the job characteristics, the Company strives to build a highly competitive workforce of professional, digital, and global talents through precise person-job fit and dynamic management. Meanwhile, the Company incorporates key human capital development indicators such as talent attraction and retention into the variable compensation assessment for senior management. The Company will also step up efforts to recruit diverse talents, prioritize the development of digital and innovative professionals, and explore industry-leading talent incubation models, thereby steadily responding to market changes and enhancing the competitiveness of the Company.

- **Talent echelon development:** Guided by the principles of openness and fairness on a global scale, the Company has established diversified recruitment channels to attract, recruit and allocate global talents, while continuously optimizing its talent structure. Each year, in accordance with the *Talent Inventory and Echelon Talent Management System*, the Company conducts talent inventories to comprehensively assess talent needs, identify high-potential talents, cultivate reserve talents, and build a diverse talent pool. Additionally, the Company leverages an online digital system to enhance the visualization of talent placement and distribution, thereby comprehensively elevating its capabilities in "identifying, employing, and developing talents".
- **Graduate and apprentice programs:** The Company recognizes campus talent recruitment as a critical component of its talent strategy and has developed tailored training programs for graduates. Based on comprehensive competency assessments, graduates are categorized into groups including "Jinko Elite", "Jinko Seed", and "Management Trainee". Through initiatives such as lectures, training sessions, workshops, and rotational assignments, the Company provides support to graduates to accelerate their growth in areas of workplace adaptation, professional competency building, and cultural integration. Additionally, the Company is dedicated to exploring innovative talent development models in university-enterprise collaboration. Through industry-academia-research collaboration methods such as

joint talent cultivation, signing agreements for employment practice bases, etc., the Company partners with universities to build an industry talent ecosystem.

2. Talent Capability Development

The Company provides abundant learning resources for employees across various positions, delivers customized training courses and development guidance tailored to their needs, and strives to build a diversified and inclusive learning organization. The Company's talent capability development programs cover all employees, including full-time employees, part-time employees, contractors, etc.

- **Growth and development support:** The Company provides comprehensive internal and external support for employees' growth. The Company invites internal and external business experts and managers with proven track records as coaches or mentors, who deliver empowerment and personalized development programs throughout employees' various growth stages. Furthermore, the Company has established internal and external knowledge forums and communities, where peers and experts across diverse fields gather to share insights and exchange ideas, thereby supporting employees in networked, social, and self-directed learning. The Company also encourages employees to form voluntary study groups to share knowledge, learn from one another, and achieve collective progress.
- **Training and development system:** The Company provides all employees with access to a systematic training curriculum, covering general skills, professional skills, management capabilities, ESG management awareness, etc. Additionally, forward-looking themes are integrated into the Company's training framework to foster employees' forward-thinking mindset, thereby injecting sustained impetus into the Company's long-term development.
 - (1) **Job-specific training:** Customized skills training is provided to employees in special positions such as marketing and technology, with training content covering professional skills, product knowledge, sales techniques, etc.

- (2) **Leadership development:** Management skills training is available to managements at all levels, covering management capabilities, leadership, and execution. For leadership specifically, the Company has established a systematic, practice-oriented, and forward-looking leadership development system encompassing strategic leadership, team leadership, and self-leadership. This system facilitates managements' evolution from "business backbones" to "team navigators".
- (3) **Cultural education:** The Company delivers cultural education via an integrated online-offline approach, leveraging internal forums and communities 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 employees' minds, thereby injecting the Company with sustained competitiveness.
- (4) **Digital transformation:** The Company has developed a highly forward-looking digital talent training program with the key target of enhancing employees' digital literacy and innovative capabilities. A well-designed digital training system has been formulated, covering both theoretical learning of cutting-edge digital technologies and practical application of digital tools in real business scenarios, thereby comprehensively helping employees master digital skills.
- (5) **Employee transition plan:** The Company has developed a full-cycle transition program tailored to employees leaving the Company. It not only includes pre-departure handover guidance and special interviews for experience accumulation, but also provides multiple support services such as social security connection and career planning consultation. From ensuring a smooth transition in work handover to offering warm support during identity transformation, this plan not only effectively guarantees business continuity, but also makes every colleague truly feel respect and care. Meanwhile, the

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 Company can bid farewell to the workplace with dignity and move forward into a new stage of life with ease.

- **Joint training programs:** The Company collaborates closely with external educational institutions to develop special advancement programs for employees, encompassing management capability enhancement, digital skill upgrading, language proficiency improvement, etc. Under these programs, the Company centrally procures external training courses and encourages all employees to actively participate in learning. These efforts empower all employees to keep pace with forward-looking development trends and enhance their overall competence.
- **Educational advancement programs:** The Company actively collaborates with renowned universities to promote academic education, providing tuition subsidies to encourage employees to pursue higher degrees, encompassing junior college-to-undergraduate programs and undergraduate-to-postgraduate programs. These programs are open to all employees, including full-time employees, part-time employees, contractors, etc. For eligibility for tuition subsidies, employees must "satisfy a specified length of service, maintain consecutive excellent performance appraisals, and have made significant contributions to the Company's development". Employees who have made exceptionally outstanding contributions may be exempted from the service length constraint.

3. Talent Promotion and Development

Aligned with business and position requirements, the Company has formulated internal management systems such as the *Promotion Management System*, and established four career development pathways: management, sales, technical, and functional support sequences. The Company implements employee mobility mechanisms including multiple annual promotion windows, year-round job transfer opportunities, internal competitions, job rotations, etc., to help employees broaden their career development pathways both horizontally and vertically.

Additionally, based on talent inventory results, the Company has developed a special training program for high-potential talents and launched the "High-Potential Director Development Program". The Company delivers management enhancement courses and hands-on practical sessions tailored to high-potential talents, focusing on strengthening their capabilities in handling complex business scenarios and driving innovation. These efforts aim to expand the pool of key middle and senior management talents, ensure a robust succession pipeline for the Company, and fuel its long-term innovative growth.

八、 Grievance Mechanism

The Company provides formal and public feedback channels (reporting email: jubao@jinkosolar.com) to internal and external stakeholders, and encourages stakeholders to actively identify and report risks. All of the Company's directors, senior management, employees (including full-time employees, part-time employees, contractors, etc.), value chain partners (including service providers, suppliers, contractors, etc.), as well as any other stakeholders (including distributors, consultants, outsourcing partners, etc.) can report any formal or potential non-compliance issues to the Company through these feedback channels, either anonymously or with real names.

The Company's feedback channels have been disclosed in the Policy and other public and transparent channels to ensure accessibility for internal and external stakeholders. Upon receiving a report, the Company's Human Resource System will promptly review the content of the reported issues. For issues confirmed to fall within the purview of the Human Resource System, a dedicated staff member will be assigned to conduct an investigation. If the investigation confirms the report to be untrue, the investigation will be immediately terminated and archived. If the report is confirmed to be valid, it will be processed through a hierarchical review mechanism until the issues are effectively resolved.

To better protect the privacy of reporters, the Company has established a dedicated internal procedure for reported cases, ensuring that reported issues are only known to the reporter, the recipient, and personnel involved in the reported cases. The content of

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.