

# 晶科能源股份有限公司 ESG 政策

## ESG Policy of Jinko Solar Co., Ltd.

晶科能源股份有限公司修订

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Revised by Jinko Solar Co., Ltd.

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### 1. 简介 Introduction

晶科能源股份有限公司（股票代码：688223.SH）（简称“晶科能源”或“本公司”）是一家以光伏产业技术为核心，以“改变能源结构，承担未来责任”为使命的全球知名光伏产品制造商和服务商。本公司现阶段主要从事太阳能光伏组件、电池片、硅片研发、生产和销售，以及光伏技术应用和产业化。本公司建立了从拉棒、硅片生产、电池片生产，到光伏组件生产的“垂直一体化”产能，产品服务于全球范围内的光伏电站投资商、开发商、承包商以及分布式光伏系统终端客户等。本公司不断探索光伏技术多元化规模应用场景，积极布局储能、光伏建筑一体化等领域，着力打造可持续的新能源生态圈。

Jinko Solar Co., Ltd. (Stock Code: 688223.SH) (referred to as "Jinko Solar" or "the Company") is a world-famous PV products manufacturer and service provider focusing on PV technologies. The mission of Jinko Solar is "optimize the energy portfolio and take responsibility for enabling a sustainable future". Currently, the Company is mainly engaged in the R&D, production, and sales of PV modules, cells, and silicon wafers, as well as the application and industrialization of PV technologies. The Company has established a vertically integrated production capacity from rod pulling, silicon material processing to wafer, cell and module production in the industry. The products of Jinko Solar serve PV power station investors, developers, contractors, distributed PV system terminal customers, etc. The Company actively develops energy storage system (ESS), building integration photovoltaic (BIPV), etc., striving to create a sustainable and clean energy ecosystem.

在长期发展过程中，晶科能源充分认识到将 ESG 融入产业发展对于推动光伏行业发展至关重要，同时 ESG 也是光伏企业应对全球能源结构转型以及气候变化风险的重要路径选择。晶科能源立足自身行业性质及目标追求，将核心优势与 ESG 融合，希望通过提升 ESG 整体表现，助力并推动全球能源绿色转型。

In the process of long-term development, Jinko Solar fully realizes that integrating ESG into industrial development is crucial for the development of the PV industry. At the same time, the Company realizes that ESG is an important pathway for PV enterprises to strive to global energy structure transformation and climate change risks. Based on the nature of the PV industry and targets, the Company integrates the core strengths with ESG. Jinko Solar hopes to improve the overall ESG performance, to promote the green transformation of global energy.

## **2. 适用范围 Scope of Application**

晶科能源股份有限公司 ESG 政策（简称“ESG 政策”或“本政策”）适用于本公司及本公司全球范围内各子公司的所有在职员工（包括全职员工、兼职员工、劳务派遣员工等）、高级管理人员和董事，本公司在全球直接或间接控制或经营的产业设施、产品、服务，以及兼并、并购等商业活动。同时，本公司承诺，对非控股合资企业施加影响，敦促其根据本政策相关规定行事。本政策中的部分内容适用于本公司合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等）与终端客户。

The ESG Policy of Jinko Solar (referred to as "the ESG Policy" or "the Policy") applies to all employees (including full-time employees, part-time employees, contractors, etc.), senior management and directors of the Company and our subsidiaries around the world, as well as the industrial facilities, products, services, mergers, acquisitions, and other business activities, directly or indirectly controlled or operated by the Company. Also, Jinko Solar commits to influencing non-controlling joint ventures and urges them to act in accordance with the ESG Policy. Some provisions of the ESG Policy apply to the

Company's partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.) and terminal customers.

### **3. 发布说明 Release Statement**

本政策由晶科能源股份有限公司风控合规中心 ESG 管理部视情况修订或补充，一般情况下调整周期为一年一次，以确保政策的时效性与适用性。本政策以中文和英文版本制备，若中英文版本不一致的，以中文版本为准。

The ESG Policy is revised or supplemented as needed by the ESG Management Department of Jinko Solar's Risk Control and Compliance Center. Generally, the revise 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.

### **4. 商业道德与反腐败 Business Ethics and Anti-Corruption**

#### **政策承诺 Policy Commitments**

本公司所有商业互动关系都应当遵循最高诚信标准。本公司所有人员（包括所有在职员工、高级管理人员和董事），合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等），以及终端客户，均需严格遵守本公司业务开展国家和地区的商业道德相关法律法规。

All business interactions with Jinko Solar should follow the highest standards of integrity. All personnel of Jinko Solar (including all employees, senior management, and directors), all partners of Jinko Solar (including service providers, distributors, suppliers, consultants, independent contractors, etc.), and terminal customers of the Company, shall strictly comply with the business ethics-related laws and regulations in the countries and regions in which Jinko Solar's business presence.

董事会是本公司商业道德议题的最高管治与决策机构，本公司审计委员会代表董事会负责全面监督违纪违规工作。同时，本公司设立违纪违规监督委员会，由董事长担任主席，由 CXO 级别高层管理者担任核心成员，负责指导商业道德相关事项战略方向。违纪违规监督委员会每年至少向董事会汇报监督执纪成果 1 次。

The Board of Directors is the highest governing and decision-making body of the Company on business ethics-related issues. The Audit Committee, on behalf of the Board of Directors, is responsible for comprehensive supervision of violation and discipline. Also, the Company has established the Violation and Discipline Supervision Committee, chaired by the Chairman and composed of CXO level senior managers as core members, responsible for guiding the strategic direction of business ethics-related issues. The Violation and Discipline Supervision Committee shall report the results of supervision to the Board of Directors at least once yearly.

本公司对所有形式的贪污贿赂、职务侵占和挪用公款等职务犯罪或违规行为持“零容忍”态度。任何情况下，本公司所有人员不得以直接或间接提供、承诺提供、收受或索取任何有价值或好处的形式，在业务开展过程中引诱他人采取违法动作或违反诚信义务，为本公司或个人谋取不正当利益。

The Company has a "zero tolerance" attitude towards all forms of corruption and bribery, duty encroachment, embezzlement and other work-related crimes or violations. Under no circumstances shall any personnel of Jinko Solar in any form to directly or indirectly provide or promise to provide or accept or request any valuables or benefits or induce others to take illegal actions or violate fiduciary obligations in the course of business development, to seek improper benefits for the Company or for oneself.

本公司严格遵守运营各地反洗钱及反恐怖主义相关法律法规，承诺开展业务时与资金来源合法且声誉良好的商业伙伴经营来往，及时上报商业活动中可能存在的大额交易和可疑交易。本公司承诺不进行任何欺诈交易、商业诋毁、侵犯商业秘密的活动，不参与任何共谋、合谋、相互勾结等不正当竞争行为，不滥用优势地位损害合作伙伴利益或提出不合理要求，为公平竞争创造良好的环境和条件。

The Company strictly complies with anti-money laundering and anti-terrorism laws and regulations in the regions where Jinko Solar operates, and commits to conducting business with reputable business partners whose source of funds is legitimate. The Company timely reports the large transactions and suspicious transactions that may arise in the business activities. To create a good environment and conditions for fair competition, the Company promises not to engage in fraudulent transactions, commercial slander, activities that infringement of commercial secrets, not to engage in any unfair competition such as conspiracy, or collusion, not abusing the dominant position to harm the interests of partners or make unreasonable demands.

本公司要求所有人员（包括所有在职员工、高级管理人员和董事）必须避免个人（包括直系亲属）的直接或间接利益与公司利益冲突。员工在遇到实际存在或可能发生的利益冲突时，必须通知本公司以取得针对其个案的处理意见。

The Company requires that all personnel (including all employees, senior management, and directors) must avoid direct or indirect conflicts between personal interests (including immediate family members) and the Company's interests. Employees who encounter actual or potential conflicts of interest must notify the Company to obtain advice on the handling of specific situation.

## **我们如何付诸行动 How to Take Actions**

### **内部商业道德管理 Internal Business Ethics Management**

本公司业务执行严格遵守“公平交易”原则，任何员工均不得提供或收受任何回扣，不得贿赂他人，也不得秘密提供或收受任何佣金或者任何其他个人利益。

The Company's business activities should strictly abide by the principle of "fair trading". No employee of Jinko Solar shall offer or accept any kickbacks, bribe others, or secretly provide or accept any commissions or any other personal interests.

本公司严格参照经营所在地法律法规要求，规范化开展慈善捐赠项目。本公司执行的慈善捐赠项目需经过前期接触、立项、审批和备案及签订协议后方可落地实施。本公司慈善捐赠项目实施过程由晶科青苗基金会秘书处全程监管，项目合作方应当在项目推进过程中定期报告资金使用情况和项目进展，项目结束后应当及时提交项目总结报告。项目执行过程中以及项目完成后，本公司将对项目开展情况进行全程评估，以提高资金使用效率，提升项目实施效果，杜绝发生任何有关慈善捐赠方面的商业道德相关不良事件。

The Company strictly adheres to the local laws and regulations, to standardize charitable donation projects. Charitable donation projects implemented by the Company can only be implemented after early contact, project approval, approval, filing, and signing of agreements. The implementation process of the projects are supervised by the Qingmiao Foundation secretariat. The partners shall regularly report the use of the funds and the progress of the projects during the process, and shall timely submit the summary report at the end of the projects. During project execution and after project completion, the Company will conduct a full evaluation of the projects to improve the efficiency of the use of funds, improve the implementation effect of the projects, and prevent any adverse events related to business ethics in charitable donations.

本公司禁止支付任何“疏通费”性质费用，包括但不限于向政府官员支付的费用，以加速政府处理工作，如：签证申请、工作许可、执照或许可申请、货物通关等。此类支付在多数国家及地区相关法律法规中都是非法的，本公司也明令禁止。

The Company prohibits the payment of any "facilitation fees", including but not limited to payments paid to government officials to expedite a Routine Governmental Action, such as visa applications, work permits, license or permit applications, cargo clearance process. Such payments are illegal according to the laws and regulations of most countries and regions, and such acts are also expressly prohibited by Jinko Solar.

## 供应商商业道德管理 Suppliers Business Ethics Management

本公司通过推动所有直接供应商签订《供应链合作伙伴行为准则》、面向所有核心供应商开展 ESG 审核等方式，核实、提升供应商伙伴商业道德管理表现：

The Company verifies and enhances the business ethics management of suppliers by promoting all direct suppliers to sign the *Supply Chain Partner Code of Conduct* (referred to as "COC"), conducting ESG audits for core suppliers, and other means:

(1) 本公司在《供应链合作伙伴行为准则》中纳入反贿赂与反腐败、尊重与保护知识产权、数据信息安全、供应链透明度、负责任采购等政策规定，且提供举报渠道，提出举报人管理等要求。本公司要求所有直接供应商在准入阶段签订《供应链合作伙伴行为准则》，当前已被纳入的直接供应商在《供应链合作伙伴行为准则》更新时，需重新签署该文件。

The Company's COC includes policies relating to anti-bribery and anti-corruption, respect and protection of intellectual property rights, data and information security, supply chain transparency, responsible sourcing, etc., and specifies reporting channels and whistleblower management requirements. The Company requires all direct suppliers to sign the COC during the admission phase. Those existing direct suppliers must re-sign the COC upon any updates to the documents.

(2) 本公司禁止任何形式的贿赂、贪污腐败与敲诈勒索，并要求所有直接供应商根据自身运营实际情况制定反腐败制度，定期针对反腐败制度执行情况开展内部审核。本公司于《供应链合作伙伴行为准则》中明确要求供应商配合并协调参与商业道德与合规相关外审。

The Company prohibits any form of bribery, corruption and extortion, and requires all direct suppliers to formulate anti-corruption systems based on their own operational situation. The Company requires suppliers to conduct regularly internal audits on the implementation of the anti-corruption systems. In the Company's COC, suppliers are explicitly required to cooperate and participate in external audits related to business ethics and compliance.

(3) 本公司要求所有供应商恪守反不正当竞争原则，主动申报利益冲突关系，不得以任何形式贿赂本公司员工。

The Company requires all suppliers to adhere to the principle of anti-unfair competition, takes the initiative to declare conflicts of interest, and must not to bribe the employees of Jinko Solar in any form.

(4) 作为供应商的第三方机构，本公司逐步开展核心供应商 ESG 审核工作，审查内容覆盖 ESG 的三个范畴，商业道德是其中的重要议题。

As a third-party institution of suppliers, the Company conducts ESG audits of core suppliers. The ESG audits cover all of three ESG categories, of which business ethics is an important issue.

### **商业道德审计 Audits of Business Ethics**

本公司在董事会下设审计委员会，代表董事会监督内审制度建设和具体工作实施，并定期向董事会报告内审工作进展。此外，本公司设立专职审计部，主要负责促成公司有效经营管理，帮助董事会和审计委员会行使其负有的责任。审计部接受审计委员会指导与监督，定期向审计委员会汇报工作。本公司内部审计活动涵盖经营活动的所有环节，包括但不限于例行综合管理审计、专项审计、离任审计/经济责任审计、突发事件调查等。

The Company has established the Audit Committee under the Board of Directors, responsible for supervising the construction of internal audit systems and overseeing the implementation of specific tasks on behalf of the Board of Directors. The Audit Committee regularly reports the progress of internal audits to the Board of Directors. Also, the Company has established the Audit Department. The main responsibilities of the Audit Department are to facilitate the effective management of the Company and to assist the Board of Directors and the Audit Committee in the exercise of their responsibilities. The Audit Department receives the guidance and supervision from the Audit Committee and regularly reports to the Audit Committee. The Company's internal audits cover all aspects of business activities, including but not limited to routine



comprehensive management audits, specialized audits, departure audits and economic responsibility audits, and emergency investigations.

本公司审计活动面向所有生产基地开展，根据年度审计计划滚动安排，以 2 至 3 年为周期覆盖所有生产基地。在当年度不能覆盖的，将开展内控自评。本公司各项综合及专项审计活动均涉及商业道德议题。商业道德议题审计频次及覆盖生产基地比例与内审活动一致，审计内容包括但不限于反贪污腐败、反不正当竞争、反洗钱、反欺诈、利益冲突等，以及《反腐败和反贿赂管理守则》贯彻执行情况。

The Company's audit activities are carried out for all bases, covering all bases on a 2 to 3 year cycle according to the rolling basis of the yearly audit plans. The bases that can not be covered in the current year will carry out internal control self-assessment. The Company's comprehensive and specialized audits all involve business ethics-related issues. The frequency and the proportion of bases covered about business ethics-related audits are consistent with internal audits. The business ethics-related audits include but are not limited to anti-corruption, anti-unfair competition, anti-money laundering, anti-fraud, conflicts of interest etc., as well as the implementation of the *Anti-Corruption and Anti-Bribery Management Code*.

本公司积极邀请外部第三方开展商业道德等议题的外审，审计内容包括但不限于《反腐败和反贿赂管理守则》内容的完备度及贯彻执行情况、商业道德管理体系及制度建设情况、商业道德相关风险控制流程等。

The Company actively invites external third parties to conduct external audits on business ethics-related issues, including but not limited to the completeness and implementation of the *Anti-Corruption and Anti-Bribery Management Code*, business ethics management system and systems construction, and business ethics-related risk control processes.

### **商业道德培训 Business Ethics Trainings**

本公司建立完善的商业道德培训机制，每年面向所有在职员工（包括全职员工、兼职员工、劳务派遣员工等）、高级管理人员和董事、核心供应商开展商业道德

培训，包括线上培训、线下集训、视频课程学习等形式，提升本公司所有人员以及外部供应商商业道德管理水平与责任意识，营造良好的廉洁文化氛围。

The Company has established a complete business ethics training mechanism to enhance the business ethics management level and responsibility awareness of all personnel and external suppliers, to create a good cultural atmosphere of integrity. The Company conducts business ethics trainings for all employees (including full-time employees, part-time employees, contractors, etc.), senior management, directors and core suppliers yearly. The training methods include online training, offline training, video courses, etc.

### **举报及举报人保护 Reporting and Whistleblowers Protection**

本公司监察部接受来自本公司所有人员（包括所有在职员工、高级管理人员和董事）和合作伙伴（包括服务提供商、经销商、供货商、顾问、独立承包商等），以及终端客户由于实际或疑似发现违规行为，进行的实名或匿名举报。本公司设置多种举报渠道，包括举报热线、举报邮箱、在线举报平台、信函以及当面举报等，监督所有类型的商业道德相关事件。（具体举报渠道见“监督与管理”章节）

The Company's Supervision Department accepts real-name or anonymous reports from all personnel of Jinko Solar (including all employees, senior management, and directors), partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.), and terminal customers, as a result of actual or suspected violations. The Company has set up a variety of reporting channels, including hotline, Email, online platform, letter, face-to-face reporting, etc., to supervise all types of business ethics-related incidents. (Refer to the chapter of "Supervision and Management" for specific reporting channels.)

本公司全程严格保密举报人身份信息及举报内容，并严禁打击报复，一旦核实举报者被打击报复，将从严肃处理涉事人员，必要时将采取法律措施。

The Company strictly keeps confidential the identity information of the whistleblowers and the contents of the report, and prohibits retaliation. Once it

is verified that the whistleblowers have been retaliated, the personnel involved will be strictly dealt with, and legal measures will be taken if necessary.

## 税务安全 Tax Security

本公司坚持“合法合规、按时申报”的税务管理原则，严格遵守税收相关法律法规及立法精神，坚持依法纳税。依托《税务管理制度》，本公司积极推动税务合规管理，按照运营所在地法规要求的节点完成申报、缴纳税款，做到应缴尽缴：

The Company adheres to the principle of tax management of "legal compliance, timely declaration", strictly abides by the relevant laws, regulations and legislative spirit of taxation, and insists on paying taxes according to law. Relying on the *Tax Management System*, the Company actively promotes tax compliance management, completes the declaration and payment of tax according to the time node required by the laws and regulations of the locations of operation, and achieves the full payment:

(1) 本公司的转让定价政策遵循独立交易原则，根据功能风险定位、商业活动价值创造归属，确定合理的利润目标。

The Company's transfer pricing policy follows the principle of independent transaction, and determines reasonable profit targets based on the functional risk positioning and the value creation ownership of commercial activities.

(2) 为提升内部税务管理人员的财税工作技能，本公司每季度面向税务管理人员，至少开展一次有关最新税收法规和涉税业务知识的培训。

In order to enhance the financial and taxation skills of internal tax management staff, the Company organizes trainings on the latest tax laws, regulations and tax-related knowledge for tax management staff at least once quarterly.

(3) 本公司持续优化内部税务管理相关制度。内部税务相关制度由税务管理部负责制定、更新、推动制度实施，在经董事会审议与批准后正式实施。

The Company continues to optimize the internal tax management systems. The Tax Management Department is responsible for formulating, updating, and promoting the implementation of the internal tax management systems.

The internal tax management systems shall be formally implemented after deliberation and approval by the Board of Directors.

## **5. 信息安全与隐私保护 Information Security and Privacy Protection**

### **政策承诺 Policy Commitments**

本公司致力于以全方位的管理方法保障企业信息安全及利益相关方隐私，搭建由 CEO 作为最高决策层负责人的信息安全委员会，基于信息安全“最高决策、管理支撑、落实执行、监督参与”四层架构，统筹信息安全管理规划、管控、监督与处置。此外，本公司在 CEO 办公室下设信息安全与保密管理部，负责推进信息安全管理与隐私保护措施落实，保障全员参与、全员监督。

The Company is committed to safeguarding corporate information security and stakeholders' privacy with an all-round management approach and implements a four-layer management framework for information security, characterized by "top decision-making, management support, implementation, supervision and participation". The Company has set up the Information Security Committee with the CEO as the head of the highest decision-making level, responsible for information security management planning, control, supervision and disposal. Also, the Company has set up the Information Security and Confidentiality Management Department within the CEO Office to promote the implementation of information security management measures, ensuring the participation and supervision of all staff.

### **我们如何付诸行动 How to Take Actions**

#### **信息安全管理 Information Security Management**

本公司严格遵守《中华人民共和国网络安全法》《中华人民共和国数据安全法》《中华人民共和国个人信息保护法》《信息安全等级保护管理办法》等法律法规

与相关规定，并参考 ISO/IEC 27001 建立信息安全管理体系，配套制定面向所有员工的信息安全专项管理制度：

Jinko Solar strictly complies with the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and the *Administrative Measures for the Graded Protection of Information Security* and other information security-related laws, regulations, and relevant provisions. Based on the ISO/IEC 27001, the Company has established an information security management system, and formulated specialized information security management systems applicable to all employees:

(1) 本公司积极营造“人人重视、人人参与”的信息安全保护氛围，以“线上直播+线下集训”相结合的方式，面向全员开展信息安全与保密专题培训。

The Company actively creates an information security protection atmosphere of "everyone values, everyone participates". Relying on the methods of "online live and offline training" combination, the Company carries out specialized training on information security and confidentiality covering all employees.

本公司将信息安全相关绩效纳入员工绩效考评。对于违反保密制度、故意或无意造成泄密或带来泄密风险的员工，将视影响程度进行处置。

Information security-related performance will be included in the employee performance evaluation. Employees who violate confidentiality systems, intentionally or unintentionally cause leakage or bring any risk of leakage shall be severely dealt with according to the degree of impacts.

本公司为员工提供线上线下相结合、不记名不公开的信息安全风险反馈渠道，鼓励员工积极识别、报告风险。在收到反馈并确认情况属实后，相关部门将立即采取策略，响应并处置。

The Company has provided multiple online and offline, anonymous and non-public information security risk feedback channels to encourage employees to actively identify and report risks. Upon receiving feedbacks and confirming the authenticity of the feedbacks, the relevant departments will immediately take strategies to response and disposal.

(2) 本公司持续防范信息系统安全风险，要求所有系统上线前均需开展渗透测试及漏洞扫描，包括模拟黑客测试等，确保无中高危风险。

The Company continues to guard against information systems security risks, requiring all systems to be conducted penetration testing and vulnerability scanning before launching, including simulated hacking tests, to verify that there are no medium-to-high-level security risks.

本公司建立了完善的信息安全应急处理机制，成立信息安全应急领导小组，按照“预防为主、全员参与、分级负责”原则，开展突发事件应急管理和应急处置。当发生重大突发信息安全事件时，将第一时间排查、识别原因，及时启动并执行应急预案，确保业务正常运转。本公司将全程记录处理过程，并做好事件总结。

The Company establishes a complete information security emergency management mechanism. The information security emergency leadership team has been set up to carry out emergency management and response in accordance with the principles of "prevention first, full participation, and hierarchical responsibility". When any major information security incidents occur, the Company will investigate and identify the cause of incidents immediately, and promptly start and implement the emergency response plans to ensure normal business operation. The Company will document the entire responding process and summarize the incidents.

本公司每年开展不少于 1 次的网络安全演练，以遭受网络安全攻击导致系统异常为核心场景，模拟网络安全紧急事件处理全流程，全面提升信息安全专兼职岗位员工应急处置综合能力。

The Company conducts network security emergency response drills at least once yearly. With system abnormalities caused by security attacks as the core scenario, the Company simulates the whole security emergency responding process, to comprehensively improve the emergency responding abilities of network security employees in full-time and part-time positions.

(3) 本公司每年邀请第三方审计机构审计 IT 相关系统及基础设施，并每年邀请专业测评机构对信息系统等保开展专项审核。

The Company invites third-party audit institutions to audit IT systems and infrastructures yearly. Also, the Company invites professional evaluation institutions to carry out audits for National Cybersecurity Level Protection yearly.

### **隐私安全保护 Privacy Security Protection**

本公司持续加强隐私安全管理,将核心利益相关方信息安全与隐私保护管理相关政策及制度建设纳入风险管理整体规划,并将隐私安全管理纳入内外部信息安全审计重要关注项,每年随内外部信息安全审计开展专项审查,审查内容主要涵盖隐私政策的合规性、遵守执行情况等,确保信息与隐私安全得到有效管控。

The Company continues to strengthen privacy security management. The Company integrates the core stakeholders' information security and privacy protection management policies and systems construction into the overall risk management plans, and includes privacy security management as a significant issue in both internal and external information security audits. Professional privacy security audits are carried out yearly along with internal and external information security audits, which mainly cover the compliance and the implementation of privacy policies, to ensure that information and privacy security are effectively controlled.

本公司获取信息的类型包括但不限于利益相关方名称、属性、联系方式、基本介绍、特别注意事项等。信息收集的渠道包括但不限于官方网站、官方微信、官方社交媒体广告、线上会议、论坛及研讨会、问卷调查与第三方提供等。信息收集的用途包括但不限于建立利益相关方档案、日常联系等。

The types of information obtained by the Company include but are not limited to names, attributes, contact informations, basic introductions, special precautions, etc. The channels of information collection include but are not limited to official websites and WeChats, official social media advertisements, online meetings, forums and seminars, questionnaires, and beings provided by third parties. The purposes of information collection include but are not limited to the establishment of stakeholder files and daily contact.

本公司将客户、员工、供应商等利益相关方信息视为核心机密，密切关注利益相关方信息安全及隐私保护，严格遵守“公开性、合法性、正当性”原则开展各项信息收集，并通过在合作协议中获得授权、单独签署保密协议或其他书面说明等方式，确保在正式开展信息收集之前 100%获得授权或同意。如利益相关方不同意信息收集，公司也为其提供相应的退出选项。

The Company treats the information of stakeholders such as customers, employees and suppliers as core confidential information. The Company prioritizes the information security and privacy protection of stakeholders, and strictly adheres to the principles of "openness, legality and legitimacy" in the collection of information and ensures that 100% authorization or consent is obtained prior to the formal collection of information by means of obtaining authorization in agreements, signing confidentiality agreements or other written explanations. If stakeholders do not agree to the information collection, the Company also provides them with the option to exit.

本公司充分尊重利益相关方信息知情、更正、删除等方面的权利，亦慎重评估获取信息的必要性，不接收或收集与业务和管理需求无关的信息。同时，本公司采取加密存储、严控提取流程、行为审计等方式，确保已获取的信息得到全方位合规管理，并及时删除非必要信息。

The Company fully respects stakeholders' right to know, correct and delete information, and carefully assesses the necessity of information collection. The Company does not receive or collect information unrelated to business and management needs. Additionally, the Company adopts methods including encryption storage, strict control of extraction process, behavior audits, etc., to ensure that the collected information is managed comprehensively and compliantly, and the unnecessary information is promptly deleted.

本公司坚持“零容忍”原则，对于违反隐私安全的员工，将视影响程度予以处置。

The Company adheres to the principle of "zero tolerance" and will deal with employees who violate privacy security according to the degree of impacts.



## 6. 员工权益 Employee Rights and Interests

### 6.1 多元化与合规用工 Diversification and Compliance Employment

#### 政策承诺 Policy Commitments

本公司致力于提供机会平等的工作环境，让每一位员工在工作中均能够得到公平的对待。本公司承诺积极遵守《世界人权宣言》《国际劳工组织公约》《联合国工商业与人权指导原则》等国际倡议和标准，禁止使用童工，不得贩卖人口以及聘用任何形式的强迫或强制劳动，禁止任何形式的歧视和骚扰行为，尊重和保障员工的各项权利；公平地做出招聘和晋升决定，不因员工性别、年龄、国籍、宗教信仰、出生地、民族、语言等不同而差异化对待；尊重员工合法结社自由和集体谈判的权利，为员工提供公平的薪酬、合理的工作时间和安全的工作条件，并制定相应的政策和控制措施，保障员工合法权益。

The Company is committed to providing a working environment with equal opportunities, where every employee is treated fairly. The Company actively adheres to international initiatives and standards such as the *Universal Declaration of Human Rights*, the *International Labor Organization Convention* and the *United Nations Guiding Principles on Business and Human Rights*. The Company commits to prohibiting the use of child labor, human trafficking and any form of forced or compulsory labor. The Company commits to prohibiting any form of discrimination and harassment, respecting and safeguarding the rights of the employees. The Company commits to making hiring and promotion decisions fairly, without discrimination based on genders, ages, nationalities, religions, birthplaces, ethnicities, languages, or any other factors. The Company commits to respecting the freedom of lawful association and the right to collective bargaining of employees, providing employees with fair wages, reasonable working hours and safe working conditions, and developing policies and control measures to protect the legitimate rights and interests of employees.

## 我们如何付诸行动 How to Take Actions

本公司始终坚持创造多元化和包容性的工作环境，尊重员工个性、能力和成长经历的差异性，珍惜拥有不同背景、才能、见解、经验和技能的人才，促进不同民族、国籍等背景身份的员工相互融合，并开展下列行动：

The Company is committed to fostering a diverse and inclusive working environment, respecting the differences in employees' personalities, abilities, and growth experiences. The Company is committed to cherishing people with diverse backgrounds, talents, insights, experiences and skills, and promoting the integration of employees with different ethnic and national backgrounds and identities. We have made efforts in the following aspects:

(1) 本公司注重为运营所在地创造更多就业机会。

The Company focuses on creating more employment opportunities in the locations of operations.

(2) 本公司将社会责任意识纳入员工在职培训体系，权益保护与多元化为重要培训议题。本公司每年面向所有人员（包括所有在职员工、高级管理人员和董事）至少开展一次多元化与权益保护政策相关培训，培训内容包括但不限于禁用童工及禁止强迫劳动、反歧视与反骚扰虐待、薪酬平等、结社自由与集体协商、合理工时与工作条件等，并将相关议题纳入新员工培训计划，致力于持续构建平等、多元的员工队伍。

Social responsibility awareness has been incorporated into the employees on-the-job training system. Rights and Interests Protection and Diversity are important training issues. The Company conducts Diversity and Rights and Interests Protection Policy trainings for all personnel (including all employees, senior management, and directors) at least once yearly, including but not limited to the prohibition of use of child labor and forced labor, anti-discrimination, anti-harassment and anti-abuse, pay equality, freedom of association and collective bargaining, reasonable working hours and working conditions, etc., and includes these issues in the new employees training programs to continue to build an equal and diverse workforce.

(3) 本公司设定多元化绩效目标，由战略与可持续发展委员会负责监督目标实施进展，由首席人力资源官负责总抓多元化目标实施，由 ESG 管理部联合人力资源体系负责目标管理与推进，具体目标包括但不限于“无员工多元化管理违规事件”“推动员工本地化比例提升”“推动女性员工比例提升”“提高多元化培训次数与员工参与率”等。其中，“提高多元化培训次数与员工参与率”与责任部门及关联岗位员工绩效挂钩，对于达成该目标且总体绩效表现优的部门和员工，本公司将视具体情况给予相应物质奖励。

The Company sets diversity targets. The Strategy and Sustainable Development Committee is responsible for overseeing the progress of the targets, the Chief Human Resources Officer is responsible for overseeing the implementation of the targets, and the ESG Management Department and the Human Resources Department are responsible for the management and promotion of the targets. Specific targets include but are not limited to No Violations of Employees Diversity Management, Promotion of the Increase of Employees Localization Ratio, Promotion of the Increase of Female Employees, Promotion of the Diversity Training Frequency and Employees Participation Rate, etc. Among these targets, the Promotion of the Diversity Training Frequency and Employees Participation Rate is linked with the performance of the responsible departments and employees. For the departments and the employees who achieve the target of Diversity Training Frequency and Employees Participation Rate and have excellent overall performance, the Company will give corresponding material rewards according to the specific circumstances.

(4) 本公司建立完善的福利体系，面向所有人员（包括所有在职员工、高级管理人员和董事）提供多样化福利，进一步增强员工幸福感与归属感：

The Company establishes a complete benefit system, provides diversified benefits to all personnel (including all employees, senior management, and directors), and further increases their happiness and belonging:

- 关爱员工心理健康：本公司积极探索员工心理健康建设方案，为员工开展心理健康辅导专题讲座，并在部分生产基地配备健康工程师和心理咨询室，为员工提供心理健康咨询，帮助员工缓解工作压力。

- Care for employees' mental health: The Company actively explores the programs for employee' mental health, conducts specialized lectures on mental health counseling, and provides counseling through the deployment of health engineers and psychological counseling rooms at some bases, to help employees relieve stress.
- 促进员工身体健康：本公司鼓励员工积极参与文体活动，加入员工文体活动社团，在丰富业余生活的同时，增强自身健康。
- Promote the health of employees: The Company encourages employees to actively participate in cultural and sports activities, join cultural and sports clubs to enrich leisure time and strengthen health.
- 为员工家庭提供支持：本公司为员工提供母婴室等关爱设施，部分子公司根据当地政策情况，协助员工子女获得入学名额与寒暑假托管，部分高级岗位可根据情况申请不定时工作或远程办公。
- Provide support for employees' families: The Company provides facilities such as nursing rooms for employees. Some subsidiaries may assist employees' children to obtain school enrollment quotas and summer/winter vacation care based on local policies. Some senior positions can apply for irregular hours or remote work, as appropriate.
- 为员工提供福利假期：本公司向作为主要照顾者的员工提供符合各运营所在地法规要求的带薪育儿假，帮助员工平衡工作与家庭生活。
- Provide welfare leave for employees: The Company provides paid parental leave in compliance with the regulations of each location of operation for employees as primary caregivers to help them balance work and family life.

(5) 本公司融合《责任商业联盟行为准则》等主流标准，建立完善的社会责任审计体系，围绕雇佣关系管理、童工和未成年保护、工作时间、薪酬福利、反歧视、人道待遇和惩戒、结社自由和集体协商、健康安全、环境九个维度共 130 余项指标，面向所有生产基地通过第三方审计与内部审计等方式评估人权、劳工

权益等议题管理缺失项，强化不符合项整改追溯，主动预防与降低人权及社会责任风险。

The Company integrates the *Code of Conduct for Responsible Business Alliance* and other mainstream standards to establish a complete social responsibility audit system. The Company focuses on nine dimensions including employment relationship management, child labor and juvenile labor protection, working hours, remuneration and benefits, anti-discrimination, humane treatment and punishment, freedom of association and collective bargaining, health and safety, and environment, encompassing over 130 indicators. For all bases, the Company assesses the gaps in the management of human rights and labor rights and interests issues through third-party audits and internal audits. Also, the Company strengthens the rectification and traceability of non-compliance issues, to proactively prevent and reduce human rights and social responsibility risks.

(6) 本公司 ESG 管理部负责持续监督人权、社会责任等风险，并定期向 ESG 管理委员会及战略与可持续发展委员会汇报。一旦发现任何雇佣童工或强迫劳工、骚扰虐待等侵犯或违反人权、行为准则等的行为，经调查属实，将视事件性质进行处置，处置方式包括终止劳动合同、内部通报警示等，确保事项得到有效解决，同时避免再次发生。

The Company's ESG Management Department is responsible for monitoring human rights, social responsibility and other human rights and social responsibility-related risks on an ongoing basis, and regularly reports to the ESG Management Committee and the Strategy and Sustainable Development Committee. Once any violations of human rights, code of conduct, etc., such as the use of child labor or forced labor, harassment and abuse, are found, appropriate measures will be carried out according to the nature of the incidents, including termination of the labor contracts, internal notifications and warnings, to ensure that the incidents are resolved effectively and prevent recurrence.

## **6.2 员工健康与安全 Employee Health and Safety**

## 政策承诺 Policy Commitments

本公司承诺将安全生产融入日常业务决策和运营全过程，依据不同设施场所活动性质，制定并实施相应的健康与安全相关程序，提供安全的工作环境。每一位员工都应当熟悉并遵守本公司健康与安全相关政策以及相关程序，有责任严格遵守相关安全指示，以维护自身和他人安全和健康。一旦发现任何事故或安全隐患，或是执行安全指示存在任何偏差，每一位员工都应当立即向主管人员汇报。

The Company is committed to integrating production safety into daily business decisions and the whole process of operations, developing and implementing health and safety-related procedures according to the nature of activities in different facilities and positions, to provide a safe working environment. Every employee shall be familiar with and comply with the health and safety-related policies and procedures. And it is the responsibility of every employee to strictly follow the relevant safety instructions for the safety and health of themselves and others. Every employee shall immediately report any incidents or safety hazards, or any deviations from the implementation of safety instructions, to supervisor.

## 我们如何付诸行动 How to Take Actions

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The Company strictly adheres to the relevant laws and regulations of occupational health and safety production such as the *Production Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, and establishes a complete production safety management system to safeguard the health and safety of employees. In order to safeguard the occupational health and safety, the Company has carried out the following actions:

(1) 本公司董事会负责落实 EHS 相关政策与目标制定,并决策 EHS 重大问题。本公司成立由首席运营官担任主席的 EHS 管理委员会,负责 EHS 政策与目标的具体管理与推进,并定期向董事会汇报各项 EHS 工作管理成果。安委办作为 EHS 管理委员会的常设机构,负责统筹协调 EHS 管理各项事宜。

The Board of Directors of the Company is responsible for supervising and making decisions on the formulation of EHS-related policies and targets, and making decisions on significant EHS issues. The Company has established the EHS Management Committee, chaired by the Chief Operating Officer, responsible for the management and promotion of EHS-related policies and targets. The EHS Management Committee regularly reports to the Board of Directors on the management outcomes of EHS activities. The EHS Management Committee has set up the Headquarter EHS Center as a permanent body to coordinate all issues related to EHS management.

(2) 本公司每年制定职业健康与安全生产相关目标,具体包括但不限于“持续降低百万工时伤害率”“维持高水平的到期隐患整改率”“100%完成职业禁忌症调岗”“100%EHS 合规性”等。本公司每年通过 ESG 报告披露目标进展。

The Company sets occupational health and safety-related targets yearly, including but not limited to Reduction of Million Hours Injury Rate Continuously, Maintain a High Level of Expiration Hidden Danger Rectification Rate, 100% Complete Occupational Contraindications Transfer, 100% EHS Compliance, etc. The Company discloses progress in achieving occupational health and safety-related targets yearly through the *ESG Reports*.

(3) 本公司通过职工代表大会评审、邀请相关员工参与评审等方式,积极推动员工参与职业健康与安全生产管理工作及相关制度制定过程,推动内部管理制度有效运行,保障员工安全权益。

The Company actively encourages employees to participate in the process of occupational health and safety management and related systems formulation through the review of employee representative meetings and inviting relevant employees to participate in the systems review, to ensure the effective

operation of the internal management system and safeguard the safety rights and interests of employees.

(4) 本公司建立安全生产事故隐患排查治理长效机制，按照属地部门主责原则，持续加强各生产基地安全隐患排查、监督与治理。其中包括每日安排专人检查重大危险源、关键装置和重点部位；每月开展专项安全检查；每季度开展全面审核；在极端天气及节假日等特殊节点开展隐患专项排查等措施。

The Company has established a long-term mechanism for the investigation and management of safety hazards. Following the principle of primary responsibility by local departments, the Company continuously enhances the investigation, supervision, and management of safety hazards. These safety hazard measures include but are not limited to daily inspections by dedicated personnel of major hazard sources, critical equipment and key areas, monthly specialized safety inspections and quarterly comprehensive audits, with additional specialize hazard investigations during extreme weather, holidays, and other critical periods.

(5) 本公司根据职业危害控制效果评价识别职业危害因素，建立职业危害风险岗位清单，并委托有资质的第三方每年定期开展职业危害因素检测。本公司通过工程改造、采买安全健康环保设备设施、特种设备检测、优化劳动防护用品等方式，持续完善职业健康管理体系建设，杜绝职业病发生。

The Company identifies occupational hazard factors based on the effectiveness evaluation of control measures, establishes a list of occupational hazard risk positions, and entrusts a qualified third party to carry out regular yearly assessments of hazard factors. The Company continues to improve the construction of occupational health management system and to eliminate the occurrence of occupational diseases through engineering renovation, purchase of safety, health and environmental protection equipments, special equipment testings, upgrading of labor protection articles, etc.

(6) 本公司面向所有人员（包括所有在职员工、高级管理人员和董事）开展职业健康与安全相关培训，提升全员的安全意识。



The Company conducts occupational health and safety-related training for all personnel (including all employees, senior management, and directors) to enhance the safety awareness of all staff.

(7) 本公司明确各类化学品管理方法，以“零危险化学品泄露事件发生”为目标，全面精细化管理化学品。本公司定期开展化学品安全应急演练，避免及降低化学品泄漏相关安全事故发生。

The Company establishes clear management protocols for various chemicals. With the target of "zero hazardous chemical leakage event", the Company comprehensive and effectively management of chemicals The Company regularly carries out chemical safety emergency response drills to avoid and reduce the occurrence of chemical leak-related safety incidents.

(8) 本公司制定详细的安全应急演练预案，并按要求向政府机关备案。本公司各生产基地每年开展一次专项应急预案演练，每半年开展一次重大危险源应急演练与现场处置方案演练，持续提升员工快速反应和安全应急处置能力，保障各项安全应急事项均可得到有效控制与妥善处置。

Each base of Jinko Solar has developed detailed safety emergency response drill plans and has filed them with the relevant government authorities as required,. Specialized emergency response plan drills are conducted yearly at each base, while major hazard source emergency response drills and on-site handling plan drills are conducted semiyearly. These have effectively improved the overall rapid response and safety emergency response capabilities of teams, to ensure effective prevention, control, and proper handling of all safety emergency response matters.

(9) 本公司建立完善的工伤事故调查处理流程。工伤事故发生后立即上报，并第一时间将伤员送医救治；根据事故情况，成立调查组，按程序开展工伤事故原因调查；及时确认整改和预防措施，完成工伤事故调查报告；安委办审核工伤事故调查报告，并落实“四不放过”处理原则，持续跟进整改和预防措施实施。

The Company has established a standardized process for investigating and handling occupational injury accidents. Report the accidents immediately after they occur, and promptly send injured employees for medical treatment.

Establish an investigation team based on the accident situation and conduct investigation of the occupational injury accidents according to procedures. Determine rectification and prevention measures immediately, and complete the investigation report on the occupational injury accidents. The Headquarter EHS Center reviews the investigation report on the occupational injury accidents and further implements "Four Not Principles" (i.e. not letting go if the cause of the accident is not identified; not letting go if the responsible person is not dealt with; not letting go if the rectification measures are not implemented; not letting go if the relevant personnel have not received education), to continue to follow up the implementation of corrective and preventive measures.

(10) 本公司每年定期开展职业健康与安全生产相关内外审，推动 EHS 管理体系纠偏与持续改进，确保 EHS 目标达成。其中，每季度开展一次覆盖所有生产基地的 EHS 审核，对生产工艺及设施、施工安全、生产环境、职业健康与安全事故等开展风险识别与评估。本公司定期委托第三方机构开展外部职业健康与安全审计，持续推动已投产生产基地获得 ISO 45001 职业健康安全管理体系认证。

The Company regularly carries out internal and external audits related to occupational health and safety production yearly, promotes the rectification and continuous improvement of the EHS management system, and ensures the achievement of EHS targets. Furthermore, the Company conducts EHS audits quarterly, covering all bases, to identify and assess the risks in production processes and facilities, construction safety, production environment, and occupational health and safety accidents. The Company regularly entrusts third-party institutions to carry out external occupational health and safety audits, and continues to promote the bases to obtain ISO 45001 occupational health and safety management system certification.

## **6.3 人力资本发展 Human Capital Development**

### **政策承诺 Policy Commitments**

本公司不断推动战略发展和组织人才培养深入落实，基于岗位特性，通过高效的

人岗匹配，完善人才动态管理，致力于打造一支全球化、高竞争力的人才队伍。本公司依据员工资质与能力，给予公平的任职机会，并以“贡献与回馈相称”为原则发放薪资。同时，本公司注重员工学习与发展，以投资于人力资源为首要任务，开展各项教育培训，帮助员工提高业务能力、管理水平、职业素养。

The Company continues to embrace the in-depth implementation of strategic development and talents training, based on the characteristics of positions, through efficient job-person matching, to enhance dynamic talents management and build a global, highly competitive talents team. The Company gives employees fair employment opportunities based on their qualifications and abilities, and pays salaries based on the principle of "contribution commensurate with return". At the same time, the Company values the learning and development of employees, takes investment in human resources as the primary task, and conducts various trainings to help employees improve business and management ability, and occupation quality.

## **我们如何付诸行动 How to Take Actions**

### **人才发展战略 Talents Development Strategy**

本公司建立健全人才发展战略，不断完善人才选拔与任用机制，旨在识别并培养出高潜力、创新型人才：

The Company has established a complete talent development strategy, and continuously improves the talent selection and appointment mechanism, to identify and cultivate high-potential and innovative talents:

(1) 本公司结合员工岗位层级分布情况制定人才发展三年规划，每年参照《人才盘点与梯队人才管理制度》开展人才盘点，全面评估公司人才需求，识别和培养后备人才，构建高潜人才池、全球化人才池及数字化人才池，并面向各类人才池进行针对性能力提升。

The Company formulates a three-year plan for talent development based on the distribution of employee job levels, and carries out talent inventory yearly with reference to the *Talent Inventory and Echelon Talent Management*

*System*, comprehensively evaluates talent needs, identifies and cultivates talented reserves, builds a pool of high-potential talent, global talent pool and digital talent pool. Furthermore, the Company enhances targeted capabilities for various talent pools.

(2) 本公司将校园人才选拔视为人才战略的重要一环，面向毕业生制定专项培养计划。本公司根据综合能力测评结果，将毕业生分为晶英生、晶苗生、管培生等类型，并通过讲座、培训、工作坊、轮岗学习等措施，从职场转身、专业能力塑造、文化融入等维度助力毕业生快速成长。

The Company regards the selection of campus talents as an important part of the talent strategy, and formulates specialized development programs for graduates. According to the comprehensive ability assessment results, the Company divides the graduates into Jinko Elite, Jinko Seed, Management Trainee, etc. Through lectures, trainings, workshops, job rotation programs and other measures, the Company develops specialized development programs tailored for graduates to facilitate their rapid growth in areas like career transition, professional skills development, and cultural integration.

(3) 本公司制定《干部管理制度》，推进干部融入项目，在保障新入职干部资源获取、能力提升、业务融入的同时，持续保障优秀干部培养与供给。

The Company has formulated the *Cadres Management System*, and implemented the cadres integration programs to ensure the ongoing training and the supply of outstanding cadres while guaranteeing the acquisition of resources, abilities improvement, and business integration of new cadres.

(4) 本公司构建管理序列、销售序列、技术序列、职能支持序列等不同类型的职业发展通道，通过持续完善晋升管理制度、全年开放转岗和优先内部竞聘，以及机制与保障完善的轮岗设计等措施，帮助员工横向、纵向拓展职业生涯发展。

The Company constructs different types of career development channels such as management sequence, sales sequence, technical sequence and functional support sequence. Through a variety of optimization measures, such as continuous improvement of the promotion management system, year-round open job transfer and priority internal competition, as well as a

complete job rotation design with robust mechanism, the Company helps employees expand their career development horizontally and vertically.

## **绩效评估与薪酬激励计划 Performance Evaluation and Pay Incentive Programs**

本公司参照“设定公司战略目标-绩效指标承接-绩效结果回顾-绩效结果评定-绩效面谈与辅导-绩效结果应用”的逻辑，开展面向所有在岗全职员工的绩效管理。本公司绩效评估主要参照内部标准，辅助目标和关键成果法、关键绩效指标和360度测评、多维度绩效评价、团队绩效评价和敏捷对话等工具，实施包括月度、季度和年度三个类型的评估，评估维度主要包括关键业绩达成、综合能力评估、核心价值观践行评估等。

The Company promotes performance appraisal management for all in-service full-time employees according to the logic of setting corporate strategic targets - performance indicators undertaking - performance results review - performance results evaluation - performance interview and guidance - performance results application. The performance appraisal should refer to internal standards, OKR (Objectives and Key Results) method, key performance indicators and 360-degree evaluation, multi-dimensional performance evaluation, team performance evaluation and agile dialogue and other tools, including monthly, quarterly and yearly assessment types, and the assessment dimensions mainly comprise key performance achievements, comprehensive capability assessment, and core values practice assessment.

本公司员工薪酬由固定薪酬、浮动薪酬、中长期激励和福利四部分构成。其中浮动薪酬是根据员工业绩水平和绩效评估结果，支付给员工的激励型收入，不同岗位类别有所差别，总体类别包括绩效工资、销售提成、奖金、年终奖及加班费等。本公司综合考虑员工绩效考核结果、评优评先及公司业绩情况，给予相应的奖励。

The remuneration of Jinko Solar consists of four major parts: fixed remuneration, floating remuneration, medium and long-term incentive, and welfare benefits. Among them, the floating remuneration is the incentive income paid to employees based on the assessment of performance, which

varies according to job categories. The overall types of floating remuneration include performance pay, sales commissions, bonuses, year-end bonuses, and overtime pay. The Company considers the results of employees' performance, the excellence and priority evaluation, and the performance of the Company, and gives employees corresponding rewards.

### **搭建专业培训体系 Establish a Professional Training System**

本公司建立人才在线学习平台，通过搭建覆盖各体系的培训学苑，提供满足多元化需求的线上培训资源，助力员工综合素质全面提升：

The Company has established an online E-Learning platform for talents. By building training academies that span across all systems, the Company provides online training resources to meet diversified needs of employees and helps them improve their comprehensive quality:

(1) 本公司面向所有人员（包括所有在职员工、高级管理人员和董事）开放系统化培训课程，覆盖管理能力、专业技术、安全生产、通用职业能力、环境保护、能源与气候、法律法规、社会责任等各方面内容。

The Company offers systematic training courses which are opened to all personnel (including all employees, senior managers, and directors), covering issues such as management skills, professional expertise, production safety, general occupational skills, environmental protection, energy management and climate change, laws and regulations, social responsibility.

(2) 本公司将专业培训课程与标准化管理制度、线上 OA 流程配套，依托数字化手段，在有效提升知识获取便捷度的同时，实现了培训数据可视化追踪。

The Company integrates professional training courses with standardized management systems and online OA procedures, and relies on digital solutions to effectively enhance the convenience of knowledge acquisition and achieve visual tracking of training data.

(3) 本公司为女性员工提供专项赋能培训，设置女性领导力专题培训课程，鼓励女性员工积极参与内外部培训，主动参与晋升。

The Company provides specialized empowerment programs for female employees, offers specialized courses on female leadership, and encourages female employees to actively engage in internal and external trainings and take initiative in promotion.

(4) 本公司以人才在线学习平台为载体，面向全员开展讲师选拔，进行师资队伍建设，促进外部知识内化与内部知识沉淀共享。

With the online E-Learning platform as the carrier, the Company conducts lecturers selection and teachers team construction for all personnel, and promotes the internalization of external knowledge and the sharing of internal knowledge.

### **继续教育支持 Continuing Education Support**

本公司积极与知名高校合作，以学费资助的形式，鼓励员工报考提升学历，学历教育涵盖专升本、本升硕等。本公司面向所有人员（包括所有在职员工、高级管理人员和董事）开放学历提升项目，选拔“满足一定工作年限、绩效考核优、对公司发展做出突出贡献”的员工给予学历提升赞助，其中个别贡献极为突出的不受年限限制。

The Company actively cooperates with well-known colleges and universities to encourage employees to apply for the promotion of academic qualifications in the form of tuition subsidies. The academic education covers the promotion of junior college student to university student and university student to master degree student. The education promotion program is open to all personnel (including all employees, senior management, and directors). The education promotion program selects employees who "meet a certain number of years of work, excellent performance assessment, outstanding contributions to the development of the Company" to provide education promotion sponsorship, and the employees with extremely outstanding contributions are exempt from the work experience requirement.

本公司面向人员（包括所有在职员工、高级管理人员和董事）开放技能提升类认证项目，包括但不限于英语能力等级测评与能力提升、数字化能力测评与能力提

升等项目。在技能提升类认证项目下，本公司集中采买外部体系化培训课程，鼓励全员积极参与学习，紧随前瞻性发展趋势，提升自身综合素质。

The Company opens skill upgrading certification programs to all personnel (including all employees, senior management, and directors), including but not limited to the English Proficiency and Digital Ability Assessment and Ability Improvement. Under the certification projects of skill upgrading, the Company focuses on purchasing external systematic training courses to encourage all personnel to actively participate in learning and follow the forward-looking development trend to improve comprehensive quality.

## **6.4 员工沟通与申诉 Employee Communication and Appeal**

### **政策承诺 Policy Commitments**

本公司积极建立正向的员工关系，持续营造公开、互信且畅通的沟通环境，在确保当事人隐私得到充分保护的前提下，回应员工合理诉求，保障员工合法权益。

The Company actively fosters positive employee relationships, continuously cultivates an open, mutual trust and smooth communication environment. Under the premise of ensuring that the privacy of all is fully protected, the Company responds to the reasonable demands and protects the legitimate rights and interests of employees.

### **我们如何付诸行动 How to Take Actions**

本公司为所有人员（包括所有在职员工、高级管理人员和董事）提供正式的沟通机制，充分保障所有人员的参与权与表达权：

The Company provides a formal communication mechanism for all personnel (including all employees, senior management, and directors), and fully guarantees the rights to participation and expression of all personnel:



(1) 本公司所有人员均可通过电话、邮件、“小晶通高管”平台、高管见面会等渠道，对公司内部违反合规雇佣、侵犯员工权益、骚扰歧视等行为进行申诉。

All personnel of Jinko Solar could file complaints of employment compliance, infringements of employees' rights and interests, harassment and discrimination via telephone, Email, "U-talk with Executives" platform, executive meeting and other communication channels.

(2) 本公司已建立正式的员工申诉处理机制与流程。如员工已知或怀疑发生合规雇佣、骚扰虐待、弱势群体歧视、福利保障不健全等问题，可通过系列沟通渠道及时上报给人力资源部。确认属于人力资源部负责的，由专人跟进处理；确认不属于的，移交相应部门。若员工对判定不满意或事项未解决，则返回重新指派，若无人答复则每隔三天向上一层级流转，直至问题解决。如发现任何执行高管出现违反合规雇佣、骚扰虐待、歧视等行为，应当及时上报给董事会的任何独董跟进处理。任何有关执行高管的已知或疑似违反相关行为的疑问和报告均需作为敏感信息，由董事会根据自行裁量予以处理。

The Company has established a formal employee complaint handling mechanism and process. If employees are known or suspected to have problems such as irregular employment, harassment and abuse, discrimination against vulnerable groups, inadequate welfare protection, the employees can timely report the violations to the Human Resources Department through a series of communication channels. If it confirms that the Human Resources Department is responsible for it, the compliance specialist will cooperate with employees to investigate the reported matters. Any complaints that are not the responsibility of the Human Resources Department are referred to the corresponding departments. If the employees are not satisfied with the decisions or the matters are not resolved, the matters will be returned and reassigned. If no replies are received, the matters will be escalated to the next level every three days until the matters are resolved. Any violations of compliance employment, harassment, abuse, discrimination, etc., involving executive officers should be reported to any independent directors of the Board of Directors timely. All questions and reports relating to known or

suspected violations related to executive officers should be treated as sensitive information at the discretion of the Board of Directors.

(3) 本公司严格保护所有人员隐私信息，建立内部管理规范，确保沟通渠道专人管理、沟通事项仅受理人员及涉及人员知悉。在充分保护隐私的前提下，分类汇总所收集到的沟通内容，参照事项类型及紧急程度制定跟进方案，确保相关问题得到及时的改善。

The Company strictly protects the privacy information of all personnel, establishes internal management regulations, to ensure that communication channels are managed by designated personnel and the communication contents are only known by handlers and the personnel involved. Under the premise of fully privacy protection, the collected communication contents are classified and summarized, and follow-up plans are formulated according to the types and the urgency of the matters, to ensure that the relevant matters are timely improved.

## **7. 可持续采购 Sustainable Sourcing**

### **政策承诺 Policy Commitments**

本公司承诺严格遵守《国际劳工组织核心公约》《联合国全球契约十项原则》等国际倡议和标准要求，构建基于“CARE”（承诺 Commit-评审 Assess-应对 Respond-协作 Engage）框架的供应链 ESG 管理体系，对供应商劳工权利、职业健康与安全、环境、冲突矿产<sup>1</sup>等方面提出明确的管理要求，规范供应商 ESG 行为，推动供应商 ESG 管理进一步体系化、规范化。

The Company strictly adheres to international initiatives and standards such as

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<sup>1</sup> 冲突矿产：从战乱地区或非法武装冲突中获得的矿产资源，包括来自冲突影响国家和地区被武装力量控制的锡（Sn）、钨（W）、钽（Ta）和金（Au）。这些资源的开采和交易往往与强迫劳动、环境破坏有关。

<sup>1</sup> Conflict Minerals: Mineral resources obtained from conflict zones or illegal armed conflicts, including tin (Sn), tungsten (W), tantalum (Ta), and gold (Au) controlled by armed forces from conflict-affected countries and regions. The exploitation and trading of these mineral resources are often associated with forced labor, environmental damage and other matters.

the *International Labor Organization Conventions* and the *Ten Principles of the UN Global Compact*. The Company has constructed a supply chain ESG management system based on the framework of "CARE" (Commit, Assess, Respond, Engage). Clear management requirements on labor rights and interests, occupational health and safety, environment, conflict minerals<sup>1</sup>, etc., have been set for suppliers, to standardize suppliers ESG behavior and promote systematization and standardization of suppliers ESG management.

本公司积极推动原材料本地化采购，以促进减排降碳，并带动本地化就业。本公司致力于保持较高的本地化采购比例，便于对供应链中所有矿物材料的属性与原产地进行跟踪。

The Company actively promotes local sourcing of raw materials, to support GHG emissions reduction and local employment. The Company is committed to maintaining a high proportion of local sourcing, to facilitate the tracking of the properties and origin of all mineral materials in the supply chain.

## **我们如何付诸行动 How to Take Actions**

### **督促供应商维护劳工权利与职业健康 Urge Suppliers to Safeguard Labor Rights and Interests and Occupational Health**

本公司承诺对供应商开展 ESG 审查，避免与存在雇佣或使用童工、强迫劳动、歧视、骚扰虐待，或存在重大安全问题的供应商合作：

The Company commits to conducting ESG audits of our suppliers, and strictly forbidding collaborating with suppliers who employ or use child labor, forced labor, discrimination, harassment and abuse or have significant safety concerns:

(1) 本公司要求供应商确保其每一位员工均享有行动自由，不得以任何形式雇佣或使用童工，不得贩卖人口，杜绝强迫劳动，禁止任何形式的骚扰虐待，禁止一切形式的用工歧视，保障员工的平等权利，包括结社自由与集体谈判的合法权利、获得合理的休息时间和平等的薪资福利的权利等。

Suppliers should ensure the freedom of movement of every employee, prohibit employ or use child labor in any form, prevent human trafficking, prevent forced labor, prohibit any form of harassment and abuse, prohibit all forms of employment discrimination, guarantee employees equal rights, including but not limited to the rights to freedom of association and collective bargaining, the rights to reasonable rest and equal pay and benefits.

(2) 本公司积极推动供应链中的多元化和包容性，要求供应商注意保护女性、少数民族、残障等员工的合法权益。

The Company actively promotes diversity and inclusion in the supply chain, requiring suppliers to protect the rights and interests of women, ethnic minorityies, disabled and other employees.

(3) 本公司要求供应商严格遵守职业健康与安全相关法律法规，建立完善的职业健康与安全管理体系，为员工提供安全健康的工作环境。

Suppliers should strictly abide by occupational health and safety-related laws and regulations, establish a complete occupational health and safety management system, to provide employees with a safe and healthy working environment.

### **督促供应商开展低碳环保实践 Urge Suppliers to Carry Out Low-Carbon Practices**

本公司投身光伏行业，推动清洁能源应用，同时期待本公司供应商在环境方面采取更多行动：

The Company is engaged in the PV industry to promote the use of clean energy. The Company's suppliers are expected to take more positive environmental actions:

(1) 本公司要求供应商遵守所有适用的污染物排放相关法律法规和标准，在持有相关环境许可和注册证照的基础上，积极降低经营活动中废水、废气、废弃物以及噪声污染，保护自然资源与生物多样性。

Suppliers are required to comply with all applicable laws, regulations, and standards related to the discharge of pollutants. Suppliers should actively reduce wastewater, exhaust gas, waste, and noise pollution while operating with holding relevant environmental permits and registration certificates, and protect natural resources and biodiversity.

(2) 本公司设定范围 3 减排目标，同时要求供应商企业积极使用清洁能源，鼓励供应商企业设定减排目标，推进低碳转型，控制并减少温室气体排放。

The Company sets the GHG emission reduction targets on Scope 3. At the same time, the Company encourages suppliers to actively engage in clean energy, establish GHG emission reduction targets, promote low-carbon transformation, and control and reduce GHG emissions.

(3) 本公司要求供应商企业积极推动可持续采购，识别和减缓对社会及气候变化造成的负面影响。

Suppliers should promote sustainable sourcing, identify and mitigate negative impacts on society and climate change.

## **负责任供应链管理 Responsible Supply Chain Management**

本公司积极推动 ESG 全方位融入供应链管理，落实对供应链的可持续发展风险管理，助力产业链实现可持续转型，并以此为立足点开展下列管理工作：

The Company actively promotes the full integration of ESG into supply chain management, implements the sustainable development risks management of supply chain, to help the industrial chain realize sustainable transformation. In order to achieve these targets, the Company carries out the following management work:

(1) 本公司建立并持续优化由高级管理层参与、市场分析与可持续发展部门负责、内部各部门合作的供应链 ESG 管理体系，以保障供应链 ESG 管理规范化。

The Company has established and continuously optimized the supply chain ESG management system, to ensure standardization of supply chain ESG management. The construction of this ESG management system involves the

full participation of senior management, the leadership of the Market Analysis and Sustainable Development, and the full cooperation of internal departments.

(2) 本公司参照《国际劳工组织公约》《责任商业联盟行为准则》等国际标准与规则，建立“线上+线下、二方+三方”相结合的供应链 ESG 审计管理体系，覆盖禁用童工与禁止强迫劳动、反骚扰和虐待、反歧视、劳工健康安全、环境合规、商业道德等人权、环境与治理议题，帮助及时识别供应商潜在 ESG 风险与改善机会，确保供应商遵守《供应链合作伙伴行为准则》：

The Company, by referring to international standards and rules such as the *International Labor Organization Conventions* and the *Code of Conduct for Responsible Business Alliance*, has established a supply chain ESG audit management system incorporating online and offline methods, and involving both second and third-party assessments. The supply chain ESG audit management system covers human rights, environment and governance issues such as prohibition the use of child labor and forced labor, anti-harassment and anti-abuse, anti-discrimination, labor health and safety, environmental compliance, and business ethics. This ESG audit management system enables timely identification of suppliers' potential ESG risks and opportunities for improvement, to ensure supplier compliance with the COC:

- 线上审计：本公司制定了供应商自检问卷，从合规雇佣、反歧视与骚扰、薪酬与福利、申诉机制、EHS 管理、反贪腐等维度了解供应商 ESG 管理现状。
- Online audits: The Company has developed Supplier Self-Assessment Questionnaires to assess the ESG management of suppliers across various dimensions, including employment compliance, anti-discrimination and anti-harassment, remuneration and benefits, complaint mechanisms, EHS management, anti-corruption, ect..
- 线下二方审计：本公司依据供应链 ESG 管理体系下的相关要求，实地审核供应商在社会、环境、商业道德等维度的表现。

- Offline two-party audits: According to the relevant requirements under the supply chain ESG management system, the Company conducts on-site audits to assess ESG performance of suppliers in social, environmental, and business ethics dimensions based on indicators under supply chain ESG management system.
- 线下三方审计：本公司参考主流审核标准，与第三方共建光伏行业 ESG 审核标准，并依托该标准开展实地审核。
- Offline third-party audits: With reference to the main audit standards, the Company jointly establishes the supply chain ESG audit standards for PV industry with the third parties. The Company relies on the standards to conduct on-site audits.

(3) 对于 ESG 审计表现优秀的供应商，本公司设置相应的激励机制，包括：加深业务合作、提升合作优先度与给予荣誉激励等。

For suppliers with excellent ESG audit performance, the Company has set up corresponding incentive mechanisms, including deepening business cooperation, increasing cooperation priority and providing recognition and awards.

(4) 对于 ESG 审计表现落后的供应商，本公司 ESG 管理团队将为其提供线上和线下重点辅导，辅导内容涵盖合规管理体系、劳工权利与健康安全、环境管理、商业道德等，以向供应商传递本公司的 ESG 要求。在辅导计划结束时，本公司将开展二次稽核，确保辅导计划有效。如二次稽核仍无改善，本公司将视情况采取减少采购额、停止采购并要求整顿等措施。

For suppliers whose ESG audit performance is lagging behind, the Company's ESG management team will provide them with online and offline guidances, covering issues such as compliance management systems, labor rights and interes and health and safety, environmental management, and business ethics, to help suppliers learn more about our ESG expectations. At the end of the guidance plans, a follow-up audit will be conducted to verify the effectiveness of the guidances. If the follow-up audit shows no improvement,

measures such as reducing purchase volumes, suspending purchases and requiring rectification will be taken depending on the situation.

(5) 本公司为供应商提供 ESG 管理培训。本公司通过现场走访、远程辅导、专项培训等方式，开展供应商 ESG 赋能，内容涵盖劳工、环境、健康与安全、消防安全系统、商业道德等议题。本公司不定期与供应商分享行业最佳实践及优秀 ESG 案例，帮助供应商了解自身与最佳实践间的差距。

The Company provides ESG management training for suppliers. The Company conducts ESG enablement training for suppliers through on-site visits, remote guidance, and specialized training, mainly covering issues such as labor, environment, health and safety, fire safety systems, and business ethics. The Company shares the best practices and excellent cases related to ESG management with suppliers aperiodically, to help suppliers understand the gaps between themselves and best practices.

(6) 本公司将可持续采购纳入采购员绩效考核，持续推动采购员参与 ESG 培训，影响更多供应商重视 ESG 管理。

The Company incorporates sustainable procurement into the performance evaluation of procurement officers and continuously encourages procurement officers participation in ESG training. Procurement officers act as intermediaries to influence more suppliers to prioritize ESG management.

### **负责任矿产供应链管理 Responsible Mineral Supply Chain Management**

本公司以“零冲突矿产采购及使用”为目标，推进冲突矿产管理工作。基于此目标，本公司积极辨识与冲突矿产相关联的采购环节，定期监测、追踪了解供应链中所有矿物材料的属性与来源地，并开展下列管理工作：

The Company aims to strengthen the management of conflict minerals with the target of "zero conflict minerals sourcing and usage". To achieve this target, the Company actively identifies the sourcing process related to conflict minerals, regular monitors and tracks the properties and the origin of all mineral materials in the supply chain, and carries out the following management activities:



(1) 本公司在《供应链合作伙伴行为准则》中明确“不使用、不销售冲突矿产”。

The requirement of "not using or selling conflict minerals" has been emphasized in the COC.

(2) 本公司积极识别有争议性的原材料比例，推进负责任矿产尽职调查，确保所采购原材料均未涉及冲突矿产。

The Company actively identifies the proportion of controversial raw materials and promotes responsible mining due diligence to ensure that all raw materials purchased by Jinko Solar are not involved in conflict minerals.

(3) 本公司鼓励供应商遵循《来自受冲突影响和高风险区域的矿石的负责任供应链尽职调查》的国际指南（OECD Guidance）、负责任的矿产倡议（RMI）等国际公约，开展负责任矿产调查，确保不涉及争议性采购，同时鼓励供应商向其上游供应商传递此原则。

Suppliers are required to strictly adhere to international conventions such as the *Due Diligence Guidelines for Responsible Supply Chains of Mineral from Conflict-Affected and High-Risk Areas* (OECD), the Responsible Minerals Initiative (RMI), and actively conduct responsible mineral investigations to ensure that no controversial procurement is involved, and suppliers are required to pass on this principle to their upstream suppliers.

(4) 本公司重点监管涉及 3TG（即钽、锡、钨和金）材料供应的供应商，并要求所有相关供应商每年提供《无冲突矿产声明》，承诺所供材料非产自受冲突影响国家和地区，并注明来源地。本公司同时要求相关供应商确保采矿活动无侵犯劳工权益的行为，包括但不限于童工雇佣、强迫劳工和不安全的工作条件等。

The Company focuses on monitoring suppliers involved in the supply of 3TG (i.e. Tantalum, Tin, Tungsten and Gold) materials, and requires all relevant suppliers to provide a *Conflict Minerals Free Declaration* yearly and indicate the place of origin, promising that the materials provided to Jinko Solar are not from conflict-affected countries and regions. Additionally, these suppliers are required to ensure that the mining activities are free from labor rights violations, including but not limited to use child labor, forced labor, and unsafe working conditions.

(5) 本公司在内部开展冲突矿产识别方法相关培训，提升采购人员对冲突矿产风险的识别、管理与处置能力。

The Company conducts internal training on conflict minerals identification to improve the procurement officers' ability to identify, manage and dispose of conflict minerals risks.

## **8. 环境保护 Environmental Protection**

### **政策承诺 Policy Commitments**

本公司严格遵守《中华人民共和国环境保护法》《中华人民共和国大气污染防治法》《中华人民共和国水污染防治法》《中华人民共和国固体废物污染环境防治法》《中华人民共和国节约能源法》等法律法规和标准及海外运营当地相关法律法规和标准，规范能源使用、温室气体排放、水资源使用、排放物管理、化学品管理及监督等，并以 ISO 14001 环境管理体系、ISO 50001 能源管理体系等为基础，开展内部环境管理体系和能源管理体系建设及升级工作。

The Company strictly abides by laws, regulations, and standards such as the *Environmental Protection Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste*, the *Energy Conservation Law of the People's Republic of China*, and the laws, regulations, and standards in overseas operations. The Company regulates energy usage and GHG emissions, water resources usage, emissions management, chemical management and supervision, etc. Efforts are also made in the construction and upgrading of internal environmental management systems and energy management systems based on the ISO 14001 environmental management system and ISO 50001 energy management system.

### **我们如何付诸行动 How to Take Actions**

## 环境管理 Environmental Management

本公司致力于持续改善环境管理绩效，由董事会负责落实 EHS 相关政策与目标制定，并决策 EHS 重大问题，持续监督环境绩效表现改善。本公司成立 EHS 管理委员会，由首席运营官担任委员会主席，负责 EHS 目标与政策具体管理与推进，并定期向董事会汇报各项 EHS 工作管理成果。安委办作为 EHS 管理委员会的常设机构，负责统筹协调 EHS 管理各项事宜。

The Company is committed to continuous improvement of environmental management performance. The Board of Directors is responsible for supervising and making decisions on the formulation of EHS-related policies and targets, and making decisions on significant EHS issues. The Board of Directors continuously oversees the improvement of environmental performance. The Company has established the EHS Management Committee, chaired by the Chief Operating Officer, responsible for the management and promotion of EHS-related policies and targets. The EHS Management Committee regularly reports to the Board of Directors on the management outcomes of EHS activities. The EHS Management Committee has set up the Headquarter EHS Center as a permanent body to coordinate all issues related to EHS management.

本公司依据海内外运营地环境相关法律法规要求，制定《环境运行管理制度》《能源管理手册》《废弃物管理制度》等制度文件，适用范围覆盖生产运营，以及设施设备、产品与服务、物流与运输、废弃物管理、供应商与承包商等其他关键业务伙伴、尽职调查等环节。

The Company has formulated the *Environmental Operation Management System*, the *Energy Management Manual*, the *Waste Management System* and other system documents in accordance with the requirements of relevant laws and regulations on the environment of the global operating bases. The applicable scope covers production and operation, facilities and equipment, products and services, logistics and transportation, waste management, suppliers and contractors and other core business partners, due diligence.

本公司每年定期委托有资质的第三方专业机构面向获得环境管理体系认证的生产基地至少开展一次环境审计，确保及时发现与整改各项环境问题。安委办及各事业部 EHS 部门按季度面向所有生产基地开展 EHS 审核、飞检工作，涵盖能源、水资源与废弃物管理等维度内容。

The Company regularly entrusts a qualified third-party institution to conduct environmental audits at least once yearly for bases that have obtained environmental management system certification, to ensure that environmental issues are detected promptly and rectified effectively. Meanwhile, the Headquarter EHS Center and the EHS departments of each Business Unit conduct EHS audits and unannounced inspections for all bases on a quarterly basis, covering the management of energy, water resources and waste.

本公司积极面向全员开展环保培训，涵盖环境合规性、节能降碳知识普及、水资源管理、环境因素识别与评价、三废规范化管理、突发环境事件应急预案、环境事故警示教育等内容，持续提升员工对环境管理的重视。

The Company actively organizes various environmental protection trainings for all personnel, covering environmental compliance, popularization of energy conservation and GHG emission reduction, water resources management, identification and evaluation of environmental factors, waste gas, wastewater, and solid waste management, response plans for environmental emergencies, and environmental accident warning education, to continually enhance employees' attention to environmental management.

## **能源管理和应对气候变化 Energy Management and Climate Change Response**

本公司将气候变化相关议题纳入 ESG 管理重要范畴。董事会是本公司应对气候变化工作的最高管治与决策机构，由战略与可持续发展委员会代表董事会监督气候变化管理决策，审议气候行动战略规划、目标与实施进展、气候风险与机遇评估结果及管理情况。ESG 管理委员会是本公司应对气候变化工作的管理机构，由 ESG 工作核心关联部门负责人组成，负责制定气候行动战略、发展目标、制度政策，管理气候风险与机遇识别和应对工作。各协同部门作为执行层，由 ESG

工作关联部门负责人及主要联络人构成，负责推进气候行动在各业务端口落地，评估并执行气候风险缓释措施，同时作为主要联系端口支持集团层面各项气候战略落地。本公司采用国内外通用标准或指引执行温室气体盘查，并汇总披露，其范畴包括：直接温室气体排放、间接温室气体排放与其他间接温室气体排放。

The Company incorporates climate change-related issues into ESG management. The Board of Directors is the highest climate-related governance and decision-making body of the Company. On behalf of the Board of Directors, the Strategy and Sustainable Development Committee oversees climate-related management decisions, reviews the strategic planning, targets and implementation progress of climate actions, and assesses climate risks and opportunities. The ESG Management Committee is the management body of the climate change. It is composed of the heads of the core related departments of ESG work. It is responsible for formulating climate action strategies, development targets, institutional policies, and managing the identification and response of climate risks and opportunities. The Collaborative Departments, as the executive level and composed of the heads of ESG-related departments and main contacts, are responsible for promoting the implementation of climate actions at each base, assessing and implementing climate risk mitigation measures. Additionally, they act as the main interface to cooperate with the implementation of various climate strategies at the Group level. The Company adopts domestic and international common standards and guidelines to carry out the inventory of GHG and aggregate disclosure, including direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions and other indirect (Scope 3) GHG emissions.

本公司时刻注意气候变化对运营活动产生的影响，并根据运营状况及温室气体盘查结果，制定年度节能目标，推进能源结构转型，不断提升清洁能源使用占比，同时每年评估节能目标的实现进展，确保年度目标如期实现。本公司将气候变化应对相关指标（如可再生能源使用占比等），列入高级管理层、能源与设备岗位、以及 ESG 管理团队年度考评体系，与团队及个人绩效挂钩。

The Company is constantly concerned about the possible impacts of climate change on operational activities, and sets yearly energy conservation targets, promotes the transformation of energy structure and constantly increases the proportion of clean energy in accordance with operational status and the results of GHG inventory. The Company evaluates the progress of the energy conservation targets yearly to ensure that the targets are achieved as scheduled. The Company includes climate change response-related indicators (such as the ratio of renewable energy use) in the yearly evaluation system of executive management, energy and equipment positions, and the ESG management team. These indicators are aligned with team and individual performance targets.

本公司对产品研发、原材料采集、生产加工、流通存储、消费使用、循环利用、最终报废的整个生命周期进行全面、综合、客观地环境影响评价，识别主要影响因素，并采取系列举措管控重点产品全生命周期碳排放，确保产品具有低碳优势。本公司致力于推动可持续消费，持续提供具有低碳优势的产品。

A comprehensive and objective environmental impact assessment is performed through the entire lifecycle covering products R&D, raw material collection, production and processing, circulation and storage, consumption and usage, recycling, and final disposal. It identifies the main factors that affect the environmental impacts of product lifecycle. A series of measures are employed to manage and control the GHG emissions of core products throughout their lifecycle, to ensure that the products have low-carbon advantage. The Company is committed to promoting sustainable consumption by continuously offering products with a low-carbon advantage.

本公司定期委托第三方专业机构开展外部能源管理审计，持续推动已投产生产基地获得 ISO 50001 能源管理体系认证。

The Company regularly entrusts the third-party institutions to carry out the external energy management audits, continues to promote the bases to obtain the ISO 50001 energy management system certification.

## 水资源管理 Water Resources Management

本公司将水资源节约相关要素融入高层决策重要考量，由董事长和总经理指导水风险管理战略方向，由战略与可持续发展委员会代表董事会监督水资源战略落实，由 ESG 管理委员会推动水资源管理措施实施，由运营经管中心承接具体管理目标，推动水风险识别与分析，实施水资源管理战略，推动所有生产基地开展具体节水项目，监测所有生产基地水资源使用量。

The Company incorporates issues related to water conservation into high-level decision-making considerations. The Chairman and the CEO guide the water risks management strategic direction, and the Strategy and Sustainable Development Committee oversees the implementation of water resource strategy on behalf of the Board of Directors. The ESG Management Committee promotes the implementation of water resource management measures. The Operation and Management Center is responsible for specific management targets and promoting the identification and analysis of water-related risks, implementing water resources management strategies, promoting specific water conservation projects at all bases, and monitoring water usage at all bases.

本公司所有生产基地水资源管理程序主要遵照内部《能源运行控制程序》。本公司明确划分各相关部门职责，积极推进节水技术和设施设备升级，确保水资源管理目标高效达成。

The water resources management procedures of all bases are mainly governed in accordance with the *Energy Operation Control Procedures*. The Company clearly divides the responsibilities of the relevant departments, actively promotes the upgrading of water-saving technologies and facilities and equipment, to ensure the efficient achievement of water resources management targets.

本公司每年通过 WRI 水风险评估工具，对旗下所有生产基地的水压力情况进行盘查，并将水资源风险程度作为节水目标设置过程中的重要参考。同时，本公司依托公开数据库和模型，积极探索评估自身生产运营对水资源产生的潜在影响，识别供应链中水资源高依赖和高影响地区，探索评估和量化水资源对业务的经济

贡献和潜在财务风险。根据评估结果，本公司积极采取推进水资源循环利用、节水技改等措施支持可持续实践。

The Company conducts yearly assessment of water risks at all bases through Aqueduct Water Risk Atlas released by WRI, and takes the risks degree of water resources as an important reference in the setting of water saving targets. At the same time, the Company relies on public databases and models to actively explore and evaluate the potential impacts of production operations on water resources, identify high dependency and high impact scenarios in the supply chain on water resources, and explore evaluating and quantifying the financial contribution and potential financial risks of water resources to the business. Based on the evaluation results, the Company actively implements measures to promote the recycling of water resources and the transformation of water-saving technologies to support sustainable practices.

本公司全方位推进水资源精益化管理，将水资源节约理念融入生产运营全流程，面向全部生产基地设定水资源消耗目标及单耗目标，并在全部生产运营范围内开展节水技改专案，推动多场景下的水资源节约化和循环利用。

The Company promotes lean management of water resources in an all-round way, integrates the concept of water conservation into the whole process of production and operation. The Company sets water consumption targets and per-unit consumption targets for all bases, and carries out water-saving technical transformation projects across all production and operational activities, to promote water conservation and recycling in multiple scenarios.

在供应商管理环节，基于《供应链合作伙伴行为准则》的要求，本公司面向核心供应商开展专业化培训与经验分享，推动关键供应商设立水资源节约目标，并逐步探索建立供应链节水计划，打造节水型供应链。

In terms of supplier management, based on the requirements of the COC, the Company has conducted professional training and experience sharing for core suppliers, to promote core suppliers to establish water conservation targets. The Company has gradually explored the establishment of supply chain water-saving programs, to build a water-saving supply chain.



## 排放物管理 Emissions Management

本公司以“严于各运营所在地法定排放标准 20%”为内控要求，开展排放物管理工作，并将相关内控要求纳入环保相关岗位绩效考评：

The Company adheres to the internal control requirement of "being 20% stricter than the local statutory emissions standards of each base" in emissions management, and includes this target in the yearly performance evaluation of positions related to environmental protection:

(1) 本公司所有生产基地严格按照排污许可管理规定和有关标准规范，依法制定自行监测方案，并根据自行监测方案委托有资质的第三方定期监测废气、废水、噪声等数据，确保监测数据真实、准确。本公司按规定如实公开污染物排放信息。

All bases of the Company formulate a self-monitoring plan in strict accordance with the requirements of the emissions permit management and relevant standards and regulations. The Company regularly entrusts a qualified third party to monitor exhaust gas, wastewater and noise, according to the requirements of the environmental assessment and self-monitoring, to ensure the authenticity and accuracy of emission data. The Company truthfully discloses pollutant discharge information in accordance with the regulations.

(2) 本公司全程管控所有生产基地废水、废气的产生、处理、排放过程，秉持“清污分流、雨污分流、分质处理、一水多用、源头处理、过程管控、末端监控”的原则，制定科学可行的治理方案，选用专业处理设施。本公司重点排污单位按法规要求安装自动监测设备，并与生态环境部门监控系统联网，24 小时监控排口数据。本公司积极配合生态环境部门对各类污染物的监督监测工作，确保废水、废气管理依法合规。

The Company conducts full process control over the generation, treatment, and emissions of exhaust water and gas at all bases, adheres to the principles of "separating clean and polluted water, rainwater and wastewater, treating different qualities of water, multiple uses of water, source treatment, process control, and end monitoring", develops scientific and feasible treatment plans

for wastewater and exhaust gases, and utilizes professional treatment facilities. The key pollutant discharge units install automatic monitoring equipment in accordance with the requirements of laws and regulations, and network with the monitoring system of the local ecological and environmental departments to monitor the discharge data continuously. The Company actively cooperates with the ecological and environmental departments in supervising and monitoring of various pollutants to ensure that the exhaust water and gas management complies with the laws and regulations.

(3) 本公司在所有生产基地采用先进的设备、工艺技术，并强化管理，减少固废产生。本公司依据通用要求披露固废产生和处置量。针对运营产生的一般固废，致力于提升资源化处理水平，持续提升回用或资源化使用比率；针对危险废物，规范收集、贮存以及厂内运输过程管理，按照运营当地法律法规和标准要求，依法交由有资质的单位处理，同时定期核实处置单位资质和技术能力。

All bases of the Company have adopted advanced equipment, technology and management, to reduce the generation of solid waste. The Company discloses the amount of solid waste generated and disposed of in accordance with general requirements. For solid waste generated by operations, the Company is committed to improving the resource-based treatment capacity and continuously increasing the rate of reuse or resource usage. For hazardous solid waste, the Company manages the collection, storage and in-base transportation, and ensures proper handling by qualified institutions in accordance with the requirements of laws, regulations and standards, and regularly verifies the certifications and capabilities of the disposal institutions.

### **原材料管理 Raw Material Management**

本公司积极将可持续发展理念融入原材料管理，从源头探索降低产品对环境产生的影响，优化资源使用效率，确保产品具有生态优势：

The Company actively integrates the concept of sustainable development into raw material management, explores from the source to reduce the

environmental impacts of products, optimizes the efficiency of resource use, and ensures that products have ecological advantages:

(1) 本公司重视原材料管理，由董事会作为可持续原材料管理的最高管治与决策机构。原材料管理相关制度由研发、采购等部门共同研究制定，经过董事会审议批准后正式实施，确保其符合本公司可持续发展需要。

The Company attaches great importance to the management of raw materials, with the Board of Directors as the highest governing and decision-making body for sustainable raw material management. The relevant systems of raw materials management are jointly formulated by R&D, Procurement and other relevant departments, and are formally implemented after review and approval by the Board of Directors to ensure that the systems meet the needs of sustainable development of the company.

(2) 本公司致力于将环境影响较小的原材料、再生材料纳入采购考量，并持续探索新型环保材料，以减少生产活动对环境造成的影响。

The Company is committed to incorporating raw materials and recycled materials with less environmental impacts into procurement considerations, and continuously explores new environmentally friendly materials to reduce the impacts of production activities on the environment,.

(3) 本公司将可持续原材料管理融入研发环节，在合理范围内提升原材料使用效率。

The Company integrates sustainable raw material management into R&D, and improves the efficiency of raw material use within a reasonable range.

(4) 本公司积极与 PV CYCLE、国际能源署等国际环保组织合作，开展光伏产品生命末期环境影响评价，推动回收并再利用退役组件。

The Company actively cooperates with international environmental institutions such as PV CYCLE and IEA, to carry out end-of-life environmental impact assessments of PV products and promote the recycling and reuse of decommissioned modules.

(5) 本公司将可持续原材料相关内容融入员工培训体系，通过主题培训，提升更多员工对于可持续原材料的了解和认识。

The Company integrates the issue of sustainable raw materials into the employee training system, to enhance the awareness of sustainable raw materials of more employees through thematic trainings.

### **生物多样性管理 Biodiversity Management**

本公司严格遵守《中华人民共和国环境影响评价法》《建设项目环境保护管理条例》等法律法规要求，将生物多样性保护融入工程建设全生命周期，明确在项目开发、建设、运营与退出环节必须考量生物多样性保护因素，以实现最大程度降低生产运营对环境、自然资源与生物多样性的影响。

The Company strictly follows the requirement of laws and regulations, such as the *Law of the People's Republic of China on Environmental Impact Assessment* and the *Regulations on the Administration of Construction Project Environmental Protection*, and integrates the concept of biodiversity conservation into the entire lifecycle of engineering construction. The Company explicitly states that biodiversity protection must be considered during project development, construction, operational activities, and decommissioning, to minimize the impacts of production and operations on the environment, natural resources, and biodiversity.

本公司致力于不断拓展“光伏+”应用方案的聚焦领域，将高效光伏方案与农业、荒漠治理等相结合，不断降低生产运营对环境、自然资源和生物多样性的影响，促进社会与自然和谐共生。

The Company continues to expand the application fields of "PV+" solutions. The Company combines high-efficiency PV systems with agriculture, desertification control, etc. Through a series of measures, the Company continuously reduces the impacts of production and operation on the environment, natural resources, and biodiversity, and promotes harmonious coexistence between society and nature.

本公司积极动员多元利益相关方共同参与生物多样性保护工作,通过生物多样性主题活动、培训等方式,将生物多样性保护理念传播至更广泛的群体。

The Company actively mobilizes multiple stakeholders to participate in biodiversity conservation, by spreading the concept of biodiversity conservation among a broader group through biodiversity themed activities, trainings and other means.

本公司生物多样性保护工作由董事会作为最高管治与决策机构,生物多样性保护相关政策与承诺需经董事会审议批准后实施,并由战略与可持续发展委员会代表董事会监督生物多样性工作决策与实施。

The Company's biodiversity conservation work is governed by the Board of Directors as the highest governing and decision-making body. Policies and commitments related to biodiversity conservation shall be implemented after review and approval by the Board of Directors, and the Strategy and Sustainable Development Committee is responsible for supervising the decision-making and implementation of biodiversity conservation work on behalf of the Board of Directors.

## **9. 监督与管理 Supervision and Management**

本公司及其全球各地子公司所有在职员工(包括全职员工、兼职员工、劳务派遣员工等)、高级管理人员和董事,以及合作伙伴(包括服务提供商、经销商、供货商、顾问、独立承包商等)、终端客户均应知晓并遵守本政策。本公司所有人员以及外部合作伙伴、终端客户均可通过下列途径上报任何实际或可疑违规行为。

All employees (including full-time employees, part-time employees, contractors, etc.), senior management and directors of the Company and its subsidiaries worldwide, as well as the partners (including service providers, distributors, suppliers, consultants, independent contractors, etc.) and terminal customers should be aware of and comply with the ESG Policy. All personnel of the Company, as well as external partners and terminal customers, are encouraged to report any actual or suspected non-compliance through the following

channels.

举报热线：021-51808616 或内线 6616

Reporting Hotline: 021-51808616 or internal line 6616

举报邮箱：jubao@jinkosolar.com

Report Email: jubao@jinkosolar.com

在线举报平台：晶彩公众号“廉洁晶科”，点击“我要举报-在线举报”；OA 系统监察门户

Online Reporting Platform: Enterprise FabJinko and click on " I want to report - Online report"; OA System Supervision Portal

信函方式：上海市闵行区申长路 1466 弄 1 号楼晶科中心监察部（注明“举报”）

Letter: Supervision Department, Jinko's HQ Workplace, No.1, Lane 1466, Shenchang Road, Minhang District, Shanghai (Please mark "report")