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Jinko Solar Human Capital Development Policy

Version No.: 2026V1.1

1. Overview

Jinko Solar Co., Ltd. (hereinafter referred to as "Jinko Solar" or "the Company") strictly complies with applicable international initiatives and standards and has formulated the Jinko Solar Human Capital Development Policy (hereinafter referred to as "this Policy") to define the Company's commitments, principles and positions on human capital development. The Company commits to fostering a diverse, equitable and inclusive organizational culture; providing employees with working conditions that meet applicable requirements and standards; offering equitable employment opportunities, compensation and benefits based on employees' qualifications and capabilities; and emphasizing employee learning and development by providing education and training to help employees enhance their professional capabilities, management skills and professional competencies.

2. Scope of Application

This Policy applies to all business and operational activities of the Company and its branches and subsidiaries, including production operations and business facilities, products and services, distribution and logistics, and waste management directly or indirectly controlled or operated by the Company or its branches and subsidiaries. The Company encourages all directors, senior management and employees (including full-time, part-time and dispatched employees), as well as value chain partners (including service providers, suppliers and contractors), to comply with this Policy and jointly advance human capital development. This Policy also applies to other key business partners, including distributors, consultants and outsourcing partners. It further applies to mergers, acquisitions and other business activities conducted by the Company worldwide, as well as related due diligence activities. The Company also commits to exercising influence over non-controlled joint ventures and encouraging them to act in accordance with this Policy.

3. Issuance Statement

The Risk Compliance and ESG Management Committee is responsible for version control of this Policy and its commitments. Departments and teams under the Human Resources System monitor annual management progress and conduct policy reviews and updates, subject to review and confirmation by the Board of Directors and senior management. As a general rule, this Policy is reviewed annually to ensure its continued relevance and applicability. This Policy is prepared in both Chinese and English. In the event of any inconsistency between the two versions, the Chinese version shall prevail. This Policy is publicly available in the ESG section of Jinko Solar's website, and key stakeholders are informed through emails, meetings, online notifications and other means.

4. Commitments and Targets

Jinko Solar's core values are "Customer-centric and Driven By Results." Employees are at the heart of these values and are also an integral part of the Company's strategy. Following review by the Board of Directors and approval by senior management, the Company makes the following commitments:

Diversity, Equity and Inclusion: The Company commits to attracting and developing talent from diverse backgrounds through diverse recruitment and inclusive training programs; ensuring that all employees have equal opportunities throughout human resources management through transparent and impartial processes; and creating an open communication environment that encourages employees to share their views and ensures that their voices are heard and respected. The Company has established short- and long-term targets for diversity, equity and inclusion (DEI) management. Its short-term target is to raise employee awareness of the importance of DEI and enhance understanding and respect among teams through education and training. Its long-term target is to establish and sustain a strong DEI culture and become an industry leader in DEI practices. The Company incorporates these targets into performance assessment observation items for responsible departments and relevant positions and quantifies performance using the proportion of employees participating in diversity-related training. Departments and employees that achieve the target and demonstrate strong overall performance may receive appropriate incentives depending on the circumstances.

To advance achievement of these targets, the Company has established clear diversity-related monitoring indicators, including but not limited to the number of diversity management violations, the proportion of employees participating in diversity-related training, the proportion of female employees, the proportion of women among new hires, the proportion of women in management, the number of ethnic minority employees, the distribution of employees by nationality, the ratio of average compensation between men and women, and the ratio of median compensation between men and women. The Company has also set clear quantitative diversity management targets, committing to making diversity-related training available to 100% of employees by the end of 2025 and maintaining the proportion of female employees above 20% through 2028[1], with global training and recruitment plans adjusted with reference to this target.

Anti-Harassment and Anti-Discrimination: The Company commits to upholding the principles of equal employment opportunity, diversity, equity and inclusion and ensuring that every employee is treated fairly and equitably throughout all human resources management processes, including recruitment, compensation and benefits, training, promotion, termination and retirement. The Company firmly opposes all forms of discrimination, harassment (including, but not limited to, non-sexual harassment such as mobbing and bullying, as well as sexual harassment) and other degrading treatment, and adopts a zero-tolerance approach to all such conduct in the workplace and business activities. By the end of 2025, the Company commits to providing anti-discrimination and anti-harassment training to 100% of employees and continuing to build an equitable and diverse workforce.

Compensation and Performance Management: Guided by the principles of fairness, impartiality and transparency, the Company commits to establishing an equitable and transparent compensation system, designing a robust performance evaluation system and developing a diversified benefit system to safeguard employees' rights and interests comprehensively, continuously enhance their sense of belonging and cohesion, and enable the Company and its employees to grow together.

[1] As a leading manufacturing enterprise with more than ten production bases worldwide, the Company has taken frontline and production employees into account in setting this target.

Employee Training and Development: The Company commits to providing employees with clear career path planning and a broad range of career development training programs to meet their individual development needs. From 2023 to 2028, the Company commits to maintaining annual growth of 3% in average online training hours per employee compared with the previous year.

5. Actions and Practices

The Board of Directors and senior management commit to building a corporate culture of "fairness, accountability, pragmatism and transcendence," creating a diverse, equitable and inclusive workplace, supporting a performance and compensation assessment system that is fair, competitive, motivating, effective and compliant, establishing a talent management system characterized by clear standards, precise identification and orderly development, and building a global, digitally enabled workforce. By fostering an inclusive culture of open communication and respect for differences, the Company commits to providing better services to customers worldwide and continuously enhancing its overall competitiveness.

(1) Management Structure and Dedicated Functions

The Strategy and Sustainable Development Committee under the Board of Directors oversees the formulation of strategies relating to workforce diversity and equity, compensation assessment, promotion and development. The Company's Chief Human Resources Officer is the highest-ranking person responsible for workforce development and leads the formulation, implementation and dynamic monitoring of management plans concerning diversity, equity, inclusion and innovation; coordinates the delivery of related training and education; and promotes the enhancement of corporate culture. The Risk Compliance and ESG Management Committee works with management at all levels and the Human Resources System to deeply integrate diversity, equity, inclusion and innovation into strategic decision-making, day-to-day operational management and talent recruitment, formulate relevant policies and advance the implementation of related programs.

(2) Diversity, Equity and Inclusion

The Company actively promotes diverse recruitment to broaden its talent pool, safeguards promotion opportunities through equitable mechanisms and works to foster an inclusive corporate culture. In 2025, the Company officially became a global signatory to the UN Women's Empowerment Principles (WEPs), committing to actively advancing gender equality in its business operations and fostering a corporate culture of respect, diversity, inclusion and development.

Building a diverse, equitable and inclusive culture: Centered on the three elements of diversity, equity and inclusion, the Company plans a series of DEI initiatives to support the achievement of its DEI management targets and the development of an innovative and inclusive corporate culture.

Diversity	The Company employs diverse measures to attract diverse talent, including but not limited to expanding global recruitment channels, optimizing job descriptions, training recruiters to identify unconscious bias, establishing global recruitment teams, and strengthening interaction and communication among employees from different backgrounds. These measures build a diverse talent pool and inject vitality into the Company's innovation and development.

Equity	The Company eliminates interference from non-competency factors through standardized recruitment processes, ensures fair assessments through a quantitative performance system, provides employees with equal access to learning resources and individualized development support, upholds and monitors the implementation of equal pay for equal work, and establishes an equitable and impartial compensation and benefit system, thereby embedding equal opportunity throughout the employee career lifecycle.
Inclusion	Through mechanisms such as "U-talk with Executives," "Jinko Sunny Day," "Jinko Sharing," "Jinko Culture Month," "Progress with Light," employee symposiums and grid-based communication, the Company accelerates employee integration across locations and creates a positive cycle in which employees are encouraged to speak up, feel valued and grow together.

Women's empowerment: The Company has formulated the Regulations on the Protection of Female Employees, which specify protective measures for female employees during menstruation, pregnancy, childbirth and lactation. The Company provides care facilities such as nursing rooms and designated cafeteria seating for pregnant employees, includes common female-specific illnesses in annual health examinations, and offers exclusive benefits to women on International Women's Day. It also attaches great importance to developing women's leadership, offers a series of women's leadership courses and encourages active participation, thereby building awareness conducive to an inclusive workplace.

Training and development: The Company provides ongoing education and training on DEI. Through online courses, in-person meetings and case studies, it integrates DEI culture into routine employee training to ensure that all employees understand and comply with relevant policies and apply them effectively in their daily work. As a general rule, training on this topic is conducted at least once a year.

External collaboration: The Company incorporates DEI into supplier ESG audits, with a focus on suppliers' performance in this area. It also includes diversity in supply chain ESG engagement initiatives to understand suppliers' diversity-related plans and actions and inform the development of long-term plans.

Information transparency: The Company has established a DEI disclosure mechanism and annually summarizes and reviews progress and results relating to these topics, seeking to strengthen communication and engagement with stakeholders through detailed disclosure. The Company publicly discloses its DEI management progress in its annual ESG report so that stakeholders can understand the status of its management of these topics.

(3) Anti-Harassment and Anti-Discrimination

To manage discrimination, harassment and other degrading treatment, the Company has established internal control procedures including the Anti-Discrimination Management Procedures and the Procedures for Preventing Disciplinary Control. It adopts a zero-tolerance approach to any harassment, discrimination or other degrading treatment that may occur throughout human resources management and implements risk prevention and control measures for such conduct.

Preventing discrimination in recruitment and hiring: Throughout job posting, résumé screening, interviews, hiring decisions and other recruitment and hiring processes, the Company follows the principles of fairness, openness and impartiality. Candidates are screened solely on objective, job-related criteria such as professional skills, work experience and educational background, and hiring decisions are based solely on candidates' overall performance in interviews and other recruitment stages. No discriminatory or offensive conduct is permitted at any stage.

Promoting equal pay for equal work: The Company has established a sound and reasonable compensation system under which compensation levels are determined based on factors such as job value, work performance and market conditions, ensuring that employees in the same positions with the same performance receive the same compensation. Equal benefit policies are provided to all employees, while special benefits must be based on reasonable work requirements or employees' actual difficulties and comply with the principles of fairness and reasonableness. The Company commits to maintaining the proportion of employees receiving equal pay for equal work at 100% each year.

Preventing discrimination in career development and promotion: Training opportunities are made fairly available to all employees, who may apply based on their individual circumstances. Where applications for popular courses exceed capacity, participants are selected through a fair and reasonable mechanism. The Company has established a transparent and impartial promotion mechanism with clear standards and processes to ensure fair and objective promotion decisions. Complete promotion records are retained for subsequent review and oversight.

Training and empowerment: The Company regularly provides all employees with training on anti-harassment, anti-discrimination and human rights protection. Diverse formats, including case analysis and interactive discussions, are used to continuously strengthen employees' understanding of the relevant policies.

Remediation and mitigation: The Employee Handbook expressly prohibits all forms of discrimination, harassment and other degrading treatment and explains in detail their definitions, manifestations and consequences. The Company treats such conduct seriously and includes it within the scope of employee ethics monitoring and audits. Upon identifying such conduct, the Company initiates emergency remediation and mitigation measures and, depending on severity, may require a verbal apology, issue a demerit, deduct performance-based compensation, revoke eligibility for recognition or awards, or terminate the employment contract. Serious cases constituting a criminal offense are referred to the public security authorities in accordance with the law.

(4) Compensation and Performance Management

To support the Company's strategic development and build a scientific and efficient compensation system characterized by internal equity and market competitiveness, the Company has formulated internal policies including the Compensation Management System and manages employee compensation accordingly to ensure that it is reasonable and motivating.

Employee compensation generally consists of four components: fixed compensation, variable compensation, medium- and long-term incentives, and benefits. Variable compensation is incentive income paid based on employee performance and performance evaluation results. Its composition varies by position and generally includes performance-based pay, sales commissions, bonuses, year-end bonuses and overtime pay. Taking into account employee performance evaluation results, recognition and awards, and the Company's business performance, the Company provides appropriate variable compensation to employees who meet internal assessment requirements and grants additional honors and rewards to outstanding teams or departments. In addition, the Company monitors employee compensation structures on an ongoing basis and, based on living wage survey results, assesses the share of overtime pay and variable performance-based compensation in total compensation. By adjusting compensation structures and benefit plans, the Company seeks to prevent extreme situations in which employees must rely on overtime and variable performance-based compensation to attain a living wage.2

[2] In 2025, the Company placed strong emphasis on compliant employment. No cases were identified in which employees relied on variable income such as overtime pay or performance-based compensation to attain a living wage, and all employees' earnings were well above applicable local living wage benchmarks.

To motivate core talent and encourage R&D innovation, the Company provides long-term incentives, such as restricted share incentive plans, to employees in core positions who meet internal evaluation criteria. It also regularly holds dedicated workshops to discuss the establishment of incentive mechanisms and methods for quantifying contributions, thereby developing effective incentive mechanisms benchmarked against the market. The Company's long-term incentives generally target eligible junior and middle management and technical professionals. Long-term incentive measures incorporate sustainable development performance targets, including major technological and patent breakthroughs and risk and compliance management.

To guide and encourage employees to deliver more results and improve efficiency, the Company has formulated internal policies including the Performance Management System and manages employee performance accordingly. By tracking and providing timely feedback on employees' interim performance results, the Company identifies gaps between current and expected individual performance and uses performance communication and coaching to support personal growth and performance improvement, enabling mutually beneficial development for the Company and its employees.

The Company conducts semiannual and annual employee performance management through a process comprising corporate strategic goal setting, performance indicator alignment, performance result review, performance rating, performance interviews and coaching, and application of performance results. Employee performance is evaluated primarily across dimensions including achievement of key performance objectives, overall capability, practice of core values and compliance with red lines. Through a feedback process featuring timely feedback, two-way communication and improvement recommendations, employees are helped to clarify areas for improvement and enhance their capabilities and efficiency.

(5) Employee Training and Development

The Company provides employees in different positions with extensive learning resources and offers customized training courses and development guidance based on their needs, seeking to build a diverse and inclusive learning organization. The Company's talent capability development covers all employees, including full-time, part-time and dispatched employees.

Growth and development support: The Company provides extensive internal and external support for employee growth and development. Internal and external business experts and managers with proven practical experience are invited to serve as coaches or mentors, empowering employees and providing individualized development at different stages of their growth. The Company builds internal and external knowledge forums and communities, bringing together peers and experts from various fields to share and exchange insights and support networked, social and self-directed learning. Employees are also encouraged to form groups voluntarily to share, learn from one another and progress together.

Training and development system: The Company makes systematic training courses available to all employees, covering general skills, professional skills, management skills, ESG management awareness and other areas. It also incorporates forward-looking topics into training plans to develop employees' foresight and provide sustained momentum for the Company's long-term development.

Role-Specific Training	Customized skills training is provided to employees in specific professional positions, such as marketing and technology, covering professional skills, product knowledge and sales techniques.

Leadership Development	Management skills training is provided to managers at all levels, covering management, leadership and execution. For leadership in particular, the Company has built a systematic, practice-oriented and forward-looking development system encompassing strategy, teams and the self, helping managers progress from business specialists to team leaders.
Culture Education	Culture education is delivered through a combination of online and offline methods. Internal forums and communities encourage all employees to actively exchange cultural insights and share experiences in practicing the corporate culture. Assessments of cultural practices, showcases of cultural cases and interactive cultural activities help embed the culture in employees' minds and actions and provide the Company with sustained competitiveness.
Digital Transformation	The Company develops highly forward-looking digital talent training programs centered on improving employees' digital literacy and innovation capabilities. It carefully plans a digital training system ranging from theoretical study of cutting-edge digital technologies to hands-on application of digital tools in real business scenarios, comprehensively helping employees acquire digital skills.

Joint training programs: The Company works closely with external educational institutions to develop dedicated employee enhancement programs, including management capability, digital capability and language proficiency enhancement. Under these programs, the Company centrally procures external training courses and encourages all employees to participate actively, stay abreast of forward-looking development trends and improve their overall competencies.

Educational advancement program: The Company actively collaborates with renowned universities to promote degree education and provides tuition assistance to encourage employees to pursue higher qualifications, including progression from junior college to bachelor's degree and from bachelor's to master's degree. The program is available to all employees, including full-time, part-time and dispatched employees. Tuition assistance is granted to selected employees who have completed a specified length of service, consistently received priority performance ratings and made significant contributions to the Company's development; exceptionally outstanding contributors are not subject to the service-length requirement.

Employee transition program: The Company provides a tailored, full-cycle transition plan for departing employees. In addition to pre-departure handover guidance and dedicated knowledge-capture interviews, the plan provides support such as social insurance transition assistance and career planning consultation. From ensuring a smooth handover to offering thoughtful support during a change in employment status, the program safeguards business continuity while enabling every departing colleague to feel respected and cared for. The transition program is also extended to employees approaching retirement. By helping them prepare psychologically and systematically preserve their experience, the Company seeks to ensure that every senior employee who has contributed to the business can leave the workplace with dignity and embark confidently on a new stage of life.

(6) Talent Pipeline Development

The Company deeply integrates strategic development with organizational talent development and, based on job characteristics, builds a highly competitive professional, digital and global workforce through precise person-job matching and dynamic management. It also incorporates key human capital development indicators, such as talent attraction and retention, into senior management's variable compensation assessments; strengthens diverse talent recruitment; emphasizes the development of digital and innovative talent; and explores industry-leading talent incubation models to respond steadily to market changes and enhance competitiveness.

Talent pipeline development: Upholding the principles of openness and impartiality worldwide, the Company establishes diverse recruitment channels, attracts, recruits and deploys talent globally, and continuously optimizes its talent structure. Each year, it conducts a talent review in accordance with the Talent Inventory and Echelon Talent Management System, comprehensively assesses talent needs, identifies high-potential employees and develops successor talent, thereby building a diverse talent pool. The Company also uses an online digital system to enhance visualization of talent placement and comprehensively improve its ability to identify, deploy and develop talent.

Talent promotion and development: Based on business and position requirements, the Company has formulated internal policies including the Promotion Management System and established four career tracks: management, sales, technology and functional support. Employee mobility mechanisms include multiple promotion windows each year, year-round access to transfers, internal competitive selection and job rotations, helping employees broaden their career paths both horizontally and vertically. Based on talent review results, the Company has also developed specialized programs for high-potential talent, including a high-potential director development program that provides management enhancement and practical simulation training. These programs strengthen high-potential talent's ability to handle complex business matters and innovate, expand the pipeline of core middle and senior management talent, and provide the Company with a strong successor pool to lead sustained innovation and development.

Graduate and apprenticeship programs: The Company views campus talent selection as an important element of its talent strategy and has developed dedicated training plans for graduates. Based on comprehensive capability assessments, graduates are categorized into programs such as Jingying, Jingmiao and management trainees. Lectures, training, workshops and rotational learning help them grow rapidly in workplace role transition, professional capability development and cultural integration. The Company also explores new talent development models through university-enterprise cooperation and works with universities to build an industry talent ecosystem through industry-academia-research collaboration, including joint talent development and agreements establishing employment practice bases.

(7) Employee Benefits and Safeguards

The Company has formulated the Benefit Management System, which clearly specifies benefits for all active regular employees in mainland China, including statutory benefits, health protection benefits, incentive-based benefits, holiday and culture-building benefits, and livelihood support benefits. For overseas employees, the Company specifies localized benefit safeguards and measures in dedicated local benefit management policies.

The Company continuously upgrades its benefit management system in line with evolving needs, covering workplace stress management, sports and health initiatives, and family care. For workplace stress management, it actively explores employee mental health programs, organizes themed activities and lectures, and provides mental health counseling to help employees relieve stress. For sports and health initiatives, it provides gyms equipped with professional fitness equipment and encourages employees to participate in the Jinko Online Marathon, offline hikes and other activities to improve their health. For family care, it provides nursing rooms and promptly shares childcare information with employees.

The Company implements statutory holiday arrangements in accordance with applicable national laws and regulations, and employees are entitled to the corresponding leave. Annual leave, marriage leave, maternity leave, paternity leave and other types of leave are administered in accordance with national laws and regulations to safeguard employees' legitimate rights and interests. Employees who are primary or secondary caregivers and are eligible for childcare leave under the policy applicable at their work location are entitled to 5 to 20 days of childcare leave (approximately 1 to 3 weeks). Such leave may be taken in a single period or in multiple periods, with a minimum increment of half a day.[3] Specific entitlements are governed by the laws and regulations of the employee's work location. The Company keeps strictly confidential all information provided by employees when applying for leave and prohibits anyone from disclosing employees' personal information for any reason.

The Company implements an irregular working hours system for certain eligible positions, primarily based on production and operational characteristics and job requirements. Under this system, flexible arrangements for working hours and locations may be made through flexible scheduling, remote work and other methods, while ensuring that work is delivered on time.

6. Grievance Mechanism

The Company provides formal and public feedback channels for internal and external stakeholders, including the reporting email address jubao@jinkosolar.com, and encourages them to identify and report risks proactively. All directors, senior management and employees (including full-time, part-time and dispatched employees), value chain partners (including service providers, suppliers and contractors), and any other stakeholders (including distributors, consultants and outsourcing partners) may use this channel anonymously or under their real names to report any actual or potential non-compliance to the Company.

The Company's feedback channels are disclosed in this Policy and through other open and transparent channels to ensure accessibility to internal and external stakeholders. Upon receiving a report, the Human Resources System promptly reviews the matter. If it falls within the Human Resources System's responsibilities, a designated employee conducts an investigation. If the report is found to be unsubstantiated, the investigation is immediately closed and archived. If substantiated, the matter is escalated through the appropriate levels until it is effectively resolved.

To better protect reporters' privacy, the Company has established a dedicated internal process for handling reported matters, ensuring that they are known only to the reporter, the recipient and the persons involved. The content of communications is kept confidential to the fullest extent permitted by law and practicable. The Company has zero tolerance for discrimination or retaliation and strictly prohibits retaliation in any form.

[3] This provision does not apply to overseas employees, whose childcare leave is governed primarily by the laws and regulations of their respective operating locations.

Appendix: Document Revision Record

Document	Jinko Solar Human Capital Development Policy		
Version	Revision Description	Effective Date	Issuing Body
2025V1.0	Recognizing talent development as a key priority, the Company issued this Policy to build a diversified training system and career development pathways and to establish a global, diverse and sustainable talent pipeline.	2025.7	Risk Compliance and ESG Management Committee
2026V1.1	Updated management strategies and targets, refined disclosures concerning living wages, working hours management and family-care benefits, and optimized implementation and approval workflows.	2026.8	Risk Compliance and ESG Management Committee

Note: Minor adjustments made during the year in relation to matters of the same nature will be consolidated by version in the Document Revision Record. For questions regarding the version or content of this Policy, please contact ESG@jinkosolar.com. Thank you for your attention to Jinko Solar's ESG management.