

EQUITY, INCLUSION, AND DIVERSITY POLICY



Introduction

Sungrow Power Supply Co., Ltd. (hereinafter referred to as “Sungrow”, “the Company”, or “we”) is committed to fostering a workplace that is equal, inclusive, and diverse, in order to drive innovation, strengthen team collaboration, and ensure that every member can realize their full potential. We firmly believe that equity, inclusion, and diversity are the cornerstones of a prosperous, innovative, and equitable working environment. By respecting and valuing the uniqueness of each individual, we are able to build a more vibrant and thriving workplace.

Purpose

This Equity, Inclusion, and Diversity Policy (hereafter referred to as “this Policy”) is formulated to continuously foster an open and communicative work environment, promote and enhance equity of opportunity, zero discrimination, and the diversity and inclusion of all personnel across the Company and its subsidiaries. The goal is to fully stimulate employee creativity and vitality, drive the Company’s sustainable and high-quality development, and enhance global competitiveness and innovation capabilities.

Anti-Discrimination Clause

Discrimination based on race, color, religion, gender, sexual orientation, age, disability, nationality, or any other protected characteristic is strictly prohibited.



Scope of Application



This policy applies to Sungrow Power Supply Co., Ltd. and its subsidiaries, covering the Company's production and business operations, products and services, etc. It applies to all employees (including part-time employees, contractors, and interns). The Company also requires its suppliers, service providers, contractors, and other major business partners to comply with this Policy or equivalent regulations and standards.

Definitions



Equity: Refers to the systematic strategies and practices adopted by an organization to ensure fair treatment, equal opportunity, and equal access to information and resources. It focuses on ensuring that every individual is treated equally regardless of background or characteristics. The organization provides equitable opportunities and resources tailored to different backgrounds and needs. An organization must uphold fairness in order to ensure inclusion and diversity – fairness serves as the foundation for achieving true inclusion and diversity.

Inclusion: Emphasizes building a culture within the organization where everyone feels welcomed, accepted, and empowered. Inclusion is not only about hiring a diverse workforce but also about creating a working environment and culture that supports and stimulates the potential of diverse employees, respects different voices, perspectives, and experiences, and provides each employee with full opportunities for development and growth. An inclusive environment fosters a sense of belonging and unleashes creativity, thereby enhancing the organization's innovation capability and competitive advantage.

Diversity: Refers to the presence of a wide range of individual characteristics, backgrounds, and experiences within a group or organization. This includes but is not limited to gender, race, religion, age, sexual orientation, disability status, and cultural background. The goal of diversity is to ensure the organization encompasses a variety of differences to promote innovation, integrate different perspectives, and encourage holistic thinking.

Implementation Guidelines

Recruitment and Promotion

We are committed to upholding the principles of equity in recruitment and promotion. We actively seek diverse candidate pools to ensure that the recruitment process reflects our values of diversity. Promotions are based on employees' capabilities, performance, and contributions. We strive to eliminate all barriers that may lead to unequal opportunities and ensure that hiring and promotion opportunities are fair and transparent. The Company is committed to implementing a localization employment policy and strives to maintain a high level of local hiring.

Training and Development

We offer comprehensive training and development opportunities to ensure that every employee can continuously improve their professional skills and personal growth. We emphasize the cultivation of leadership among our employees and have formulated the *Cadre Management Measures of the Group*, under which leadership training programs are made available to all employees, including part-time employees and contractors. We have built comprehensive succession planning and development programs, establishing diversified development paths represented by M (Management sequence), P (Profession sequence), and S (Skill sequence). Employees' performance in training programs is evaluated and serves as a basis for upward promotion.

We have formulated the *Continuing Education Rules for Employees* to support all employees (including part-time employees and contractors) in pursuing continuing education and enhancing professional capabilities through learning and certification programs.



Flexible Work Arrangements

We support flexible work arrangements to help employees achieve a work-life balance. By offering options such as remote work, flexible working hours, and part-time work, we strive to meet the individual needs of our employees.

Working Environment

We are dedicated to fostering a fair, inclusive, and diverse work environment. The Company is committed to building a well-balanced workforce structure by regularly setting and disclosing diversity goals, continuously monitoring progress, and making timely adjustments as needed. We have established a zero-tolerance mechanism to eliminate any form of discrimination, harassment, or exclusion, and provide necessary facilities and policy support for specific groups of employees. For employees with special needs, the Company endeavors to build an accessible work environment, including modifications in physical infrastructure, work equipment, and information communication, to ensure equal participation in the workplace for all employees.

Employee Engagement

We continuously strive to foster a positive work atmosphere. Each year, we conduct employee engagement surveys to collect feedback on satisfaction, purpose, well-being, stress, and other aspects. Based on the results of these surveys, we implement comprehensive improvement plans and actions to enhance employee satisfaction.

Diversity within Supply Chain

We are committed to building a diverse and inclusive supply chain system, actively cooperating with suppliers of various sizes, locations, and backgrounds. Through a fair and transparent procurement process, customized support programs, and regular evaluation mechanisms, we ensure diversity and equal opportunity within the supply chain ecosystem. We believe that a diversified supplier network not only promotes social equity but also drives innovation, enhances supply chain resilience, and creates long-term value for both the Company and the community. At the same time, we require all partners to adhere to the same principles of diversity and inclusion to jointly promote sustainable business practices.

Accountability and Oversight

The Company's leadership holds ultimate responsibility for the implementation of this Policy. We will establish a monitoring and evaluation mechanism to regularly review the effectiveness of policy implementation and make necessary adjustments and improvements based on the findings. We are committed to regularly tracking and publicly disclosing relevant key performance indicators.

All employees are required to study the Company's *Equity, Inclusion, and Diversity Policy*, *Global Human Rights Policy*, and related policies. Through diversity policy training, we aim to foster a diverse, equal, and inclusive workplace environment. The ESG Development Center regularly supervises and evaluates the Company's human rights management practices to ensure effective implementation of the policies. Human rights-related goals (including diversity and anti-discrimination, prohibition of forced labor, etc.) are integrated into the performance evaluation system, and the performance of relevant departments and employees is regularly assessed. Evaluation results are reported to the Strategy and Sustainability Committee.

Feedback Mechanism

We encourage employees to provide feedback on the *Equity, Inclusion, and Diversity Policy*, and ensure the establishment of an effective mechanism that allows employees to anonymously raise any concerns or suggestions. Colleagues, customers, suppliers, visitors, the public, and any other individuals who experience or witness bullying, harassment, harm, or discrimination during work-related activities may report the situation through public channels. The Company's Human Resources Center is responsible for the investigation and feedback of such complaints, while the ESG Development Center regularly supervises and evaluates related work to ensure effective implementation of the Policy's requirements. The Company is committed to maintaining the confidentiality of whistleblowers, conducting investigations into reported matters, and taking appropriate measures based on the results of the investigations.

Hotline: 0551-65327830

Dedicated Email: complain@sungrowpower.com



Supporting the Community

We will actively participate in, support, and promote community projects and initiatives related to equity, inclusion, and diversity. We encourage employees to share their perspectives and experiences to enhance team innovation and efficiency. We are committed to providing resources and services that support employees' mental health. We encourage open dialogue to reduce social stigma surrounding mental health issues and provide appropriate support mechanisms.

Cross-Cultural Activities

We encourage and support cross-cultural exchange activities to promote mutual understanding and teamwork among employees. These include but are not limited to cultural celebration events, training, and exchange programs.

Digital Inclusion

We are committed to upholding the principles of equity, inclusion, and diversity throughout our digital transformation process. Specifically, this includes:

- Ensuring that all employees have equal access to and use of digital tools and resources.
- Providing appropriate digital skills training for employees of different age groups and varying levels of technological proficiency.
- Taking into account the needs of different groups during the design of digital systems and processes.
- Protecting employees' privacy rights in digital environments and preventing unfair phenomena caused by the digital divide.

Review and Update

Sungrow is committed to conducting a comprehensive review of the Equity, Inclusion, and Diversity Policy at least once a year. This review process covers this Policy's legality, appropriateness, effectiveness, and alignment with the Company's current operations and future strategic direction. In addition, special reviews will be promptly initiated in response to significant regulatory changes, the adoption of new technologies, or adjustments in business models, to ensure timely updates and continued applicability of this Policy.

Information Disclosure

This Policy shall be communicated comprehensively to all employees through the Company's internal information network. All employees are required to fully understand and strictly comply with the provisions. Regular training sessions will be conducted to enhance employees' understanding and implementation of this Policy, thereby ensuring its effective execution.

Upon review and approval by the Company's Strategy and Sustainability Committee, this Policy shall be implemented across all global production and operational sites. In the event of any overlapping provisions between this Policy and other documents, the requirements set forth in this Policy shall prevail. The Human Resources Center is responsible for the interpretation of this Policy in cases where there are differences in understanding or implementation.



Date of Issue: May 2025

Version: 2025V1

Sungrow Power Supply Co., Ltd.

No.1699 Xiyu Rd, High-tech Industry Development Zone, Hefei, Anhui Province, China
Postcode: 230088
Telephone: +86 551 65327878
Fax: +86 551 65327800
Website: www.sungrowpower.com



Sungrow Youtube Account



Sungrow LinkedIn Account



Sungrow Facebook Account



Sungrow X Account



Sungrow Official Website



Sungrow Official WeChat