

正泰新能科技股份有限公司 ESG 政策

ESG Policy Of Chint New Energy Technology Co., Ltd.

1 范围 Scope

正泰新能科技股份有限公司 ESG 政策（简称“政策”）适用于正泰新能科技股份有限公司(以下简称“Astronergy”)及各子公司的所有在职员工（包括董事、管理层人员、全职员工、兼职员工、劳务派遣员工等）及本公司在全球直接或间接控制或经营的产业设施。部分政策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、承包商等）与终端客户。

The ESG policy (the "Policy") of Chint New Energy Technology Co., Ltd. is applicable to all in-service employees of Chint New Energy Technology Co., Ltd. (Hereinafter referred to as "Astronergy") and its subsidiaries (including directors, management personnel, full-time employees, part-time employees, outsourcing labor, etc.) and industrial facilities directly or indirectly controlled or operated by the Company around the world. Some policies apply to our partners (including service providers, dealers, suppliers, consultants, contractors, etc.) and end customers.

2 ESG 承诺 ESG Commitments

我们宣布承诺加入科学碳目标倡议（SBTi）、联合国全球契约组织“加速前进”倡议，以及太阳能管理倡议（SSI）、中国企业气候行动（CCCA）等国际倡议和组织，积极响应各项与可持续发展相关的全球目标和行动。通过与这些国际组织携手合作，我们期待以更高的标准来规范自身行动，积极参与全球可持续发展进程，为构建一个低碳、绿色、可持续的未来贡献中国企业的智慧与力量。

We commit to joining international initiatives and organizations such as the SBTi, Forward Faster Initiative of United Nations Global Compact, Solar Stewardship Initiative and China Corporate Climate Action to actively respond to global goals and actions related to sustainability. By cooperating with these international organizations, we expect to hold ourselves to a higher standard, actively participate in the global sustainability process, and contribute the wisdom and strength of Chinese enterprises to building a low-carbon, green and sustainable future.

3 ESG 战略方针 ESG Strategic Approach

a) 环境：立足清洁生产，以光能助力零碳未来。

Based on clean production, create a sustainable and net-zero carbon world with solar power

b) 社会：促进体面工作，建立包容和多元的工作环境。

Promote decent work, create an inclusive and diverse workplace

c) 治理：负责任的经营，在价值链创造积极的环境和社会影响。

Responsible operations, create positive environmental and social impacts in the value chain

4 ESG 管理机制 ESG Management Mechanism

4.1 ESG 组织架构 ESG Organizational Structure

治理层 Governance	董事会 Board of Directors		
	战略与可持续发展委员会 Strategy and Sustainability Committee		
管理层 Management	可持续发展部 Sustainability Department		
执行层 Execution	ESG 工作组 ESG Working Group		
	环境治理工作组 Environmental Working Group	社会责任工作组 Social Working Group	公司管治工作组 Governance Working Group
	应对气候变化 Response to Climate Change	劳工权益与人权保障 Protection Of Labor and Human Rights	风险管理 Risk Management
	水资源管理 Water Management	多元化、平等与包容 Diversity, Equality and Inclusion	商业道德 Business Ethics
	能源及温室气体管理 Energy and Greenhouse Gas Management	人才战略、培训与发展 Talent Strategy, Training and Development	信息安全 Information Security
	产品生命周期 Product Lifecycle Management	职业健康安全 Occupational Health and Safety	可持续供应链 Sustainable Supply Chain
	废弃物及污染治理 Waste and Pollution Governance	社区贡献与慈善公益 Community Contribution & Charity and Public Welfare	科技创新 Sci-tech Innovation
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ESG管理组织架构 ESG organizational Structure

4.2 ESG 三级职责 ESG 3-Level Responsibilities

治理层：正泰新能董事会为公司可持续发展事宜的最高治理机构，董事会下设战略与可持续发展委员会，并由一位董事担任首席可持续发展官（CSO），负责管理和统筹企业的可持续发展战略、政策与实践，监督战略目标执行与落地，管理ESG风险。

Governance level: The Board of Directors of Astronergy is the highest governance body for sustainability matters. The Board of Directors has set up a strategy and sustainability committee, and one director serves as the Chief Sustainability Officer (CSO), who is responsible for managing and coordinating the enterprise's sustainability strategies, policies and practices, supervising the implementation and realization of strategic objectives, and managing ESG risks.

管理层：公司设立独立的可持续发展部门，作为ESG管理层，执行、监督可持续发展委员会有关决议。部门下设环境治理、社会责任、公司管治三个专项工作组，负责统筹、规划、实施和监督ESG及气候变化相关事宜。

Management level: The Company has set up an independent sustainability department as the ESG management level to implement and supervise the relevant resolutions of the Sustainability Committee. The department has set up three special working groups on environmental governance, social responsibility and corporate regulation for coordinating, planning, implementing and supervising matters related to ESG and climate change.

执行层：开展ESG利益相关方调研和沟通计划，开展ESG报告编制工作，开展并落地ESG战略目标和重点工作计划，定期向管理层汇报ESG重点工作和目标达成情况。

Executive level: Carry out ESG stakeholder research and communication plans, prepare ESG reports, implement ESG strategic objectives and key work plans, and regularly report to the management level on the achievement of key ESG tasks and objectives.

4.3 ESG 管理程序 ESG Management Procedure

a) 汇报机制：执行层根据管理层分解的可持续发展目标和要求，定期向管理层汇报ESG重点工作开展情况和目标达成情况；管理层负责统筹、规划、实施并监督ESG工作，定期向战略与可持续发展委员会汇报ESG重点工作开展情况和目标达成情况。

Reporting mechanism: The executive level shall regularly report to the management level on the implementation of key ESG work and the achievement of ESG objectives according to the sustainability goals and requirements decomposed by the management level; the management level shall coordinate, plan, implement and supervise ESG work, and regularly report to the Strategy and Sustainability Committee on the implementation of key ESG work and the achievement of ESG objectives.

b) 决策机制：治理层基于公司整体可持续发展规划，制定公司可持续发展战略、目标和制度，审议可持续发展相关的重点工作规划，并形成一致决议，监督战略目标执行与落地；管理层负责监督战略与可持续发展委员会有关决议，统筹、监督执行层实施落地。

Decision-making mechanism: The governance level shall, based on the Company's overall sustainability planning, formulate the Company's sustainability strategy, objectives and systems, review key work plans related to sustainability to form unanimous resolutions, and supervise the implementation of strategic objectives; the management level shall supervise the relevant resolutions of the Strategy and Sustainability Committee and coordinate and supervise their implementation by the executive level.

c) 会议机制：战略与可持续发展委员会每年不定期召开ESG相关会议，审阅ESG相关工作；可持续发展部每年不定期召开ESG专题会议，统筹并监督ESG工作事宜。

Meeting mechanism: The Strategy and Sustainability Committee holds ESG related meetings every year to review the ESG work; the Sustainability Department holds ESG sessions every year to coordinate and supervise the ESG work.

5 ESG 议题管理 ESG Issues Management

5.1 环境政策 Environmental Policy

5.1.1 能源消耗和温室气体排放管理 Energy Consumption & GHG Emission Management

5.1.1.1 定义 Definition

能源消耗指的是在作业和运输过程中的能源消耗，涵盖多种能源形式，包括但不限于电力、燃料

以及可再生能源，如化石燃料（例如石油、天然气和煤炭）、可再生能源（如风能、太阳能和水能）以及核能等。

Energy consumption refers to the energy consumption during operations and transportation, covering various forms of energy, including but not limited to electricity, fuel, and renewable energy, such as fossil fuels (such as oil, natural gas, and coal), renewable energy (such as wind, solar, and hydro), and nuclear energy.

温室气体排放指的是温室气体的直接和间接排放，直接温室气体排放是指来自公司拥有或控制的排放源的排放。间接温室气体排放是指由公司活动导致的、但发生在其他公司拥有或控制的排放源的排放。

Greenhouse gas emissions refer to the direct and indirect emissions of greenhouse gases, and direct greenhouse gas emissions refer to emissions from emission sources owned or controlled by companies. Indirect greenhouse gas emissions refer to emissions caused by company activities but occurring from sources owned or controlled by other companies.

5.1.1.2 定性承诺 Qualitative Commitment

正泰新能郑重承诺遵守《联合国气候变化框架公约》及其《京都议定书》和《巴黎协定》以及《蒙特利尔议定书》的相关条款，逐步淘汰消耗臭氧层的物质，采取措施减少温室气体排放。正泰新能始终将“绿色可持续发展”作为企业的长期战略规划，通过加大绿色技术研发投入，不断改进生产工艺，以降低环境负荷和资源消耗。同时，我们积极倡导采用可再生能源，并将节能低碳理念贯穿产品的整个生命周期。

Astronergy solemnly commits to abiding by the relevant provisions of the United Nations Framework Convention on Climate Change, Kyoto Protocol, the Paris Agreement and the Montreal Protocol, phasing out ozone-depleting substances and taking measures to reduce greenhouse gas emissions. Astronergy has always taken "green and sustainable development" as its long-term strategic plan. By increasing investment in green technology research and development, it continuously improves production processes to reduce environmental load and resource consumption. At the same time, we actively advocate the adoption of renewable energy and implement the concept of energy conservation and low carbon throughout the life cycle of products.

我们鼓励员工节约能源，提倡绿色出行和低碳环保意识，并在公司内部推动绿色节能理念的实施，积极响应双碳目标，为环境保护和可持续发展作出贡献。

We encourage employees to save energy, promote green travel and low-carbon environmental protection awareness, and promote the implementation of green energy conservation concepts within the Company, so as to respond to the goals of carbon peak and carbon neutrality and contribute to environmental protection and sustainability.

5.1.1.3 定量目标 Quantitative Target

短期目标（至 2028 年） Short-term targets (By 2028)

a) 可再生能源电力比例达 50%

50% operation electricity is renewable energy

- b) 单位产量碳排放强度减少 30%（以 2022 年为基准年）

30% reduction on unit product carbon emission intensity (taking 2022 as the base year)

- c) 实现 8 家零碳工厂建设

With 8 factories achieving zero carbon emission

中长期目标（至 2035 年）Mid & Long-term targets (By 2035)

- a) 可再生能源电力比例达 100%

100% operation electricity is renewable energy

- b) 2035 实现运营碳中和，2050 年实现全价值链碳中和

By 2035, operate in carbon neutrality, by 2050, carbon neutrality across entire value chain

5.1.2 水资源管理 Water Management

5.1.2.1 定义 Definition

水资源指的是作业过程中的用水量以及排入水体的污染物。

Water consumption during operations. Pollutants rejected into water.

5.1.2.2 定性承诺 Qualitative commitments

正泰新能高度重视水资源管理，在生产运营环节中，采用先进的生产工艺和高效节水设备，不断加大投入研发和创新，优化生产流程，开发新的节水技术和设备，提高水资源利用效率，从而有效减少公司运营对当地水资源的负面影响。

Astronergy attaches great importance to water resources management. In the production and operation, it adopts advanced production processes and high-efficiency water-saving equipment, and continuously increases investment in R&D and innovation to optimize production technology and develop new water-saving technologies and equipment, thus improving water resource utilization efficiency and effectively reducing the negative impact of the business activities on local water resources.

5.1.2.3 定量目标 Quantitative Target

短期目标（至 2024 年） Short-term targets (By 2024)

- a) 以2022年为基准，实现单位产品耗水强度下降15%

15% reduction on unit product water consumption intensity (taking 2022 as the base year)

中长期目标（至2035年）Mid & Long-term targets (By 2035)

- a) 以2022年为基准年,实现单位产品耗水强度下降50%

50% reduction on unit product water consumption intensity (taking 2022 as the base year)

Monitor and record the consumption of water resources in the Company, prepare regular water resource consumption reports, and report the water resource management and its effect to the

management level and relevant departments;

a) 进行水资源管理的环境风险评估，识别和评估可能对水资源造成影响的环境因素和风险，并提出相应

5.1.3 原料、化学品、废弃物管理 Materials, Chemicals & Waste Management

5.1.3.1 定义 Definition

原料，即在生产运营过程中使用的各类原材料。

Materials, consumption of all types of raw materials.

化学品，即在生产运营过程中，各类化学品的消耗。

Chemicals, consumption of all types of chemicals.

废弃物指作业产生的无害和有害废弃物，还包括温室气体以外的气体排放（例如 SO_x、NO_x）。

Waste, non-hazardous and hazardous waste generated from operations. Also includes air emissions other than GHG (e.g. SO_x, NO_x).

5.1.3.2 定性承诺 Qualitative Commitments

正泰新能已建立符合绿色供应链标准的采购和生产体系，承诺不使用冲突矿产，严格把控原材料选用，确保产品的原材料来源合法合规。我们郑重承诺化学品管理活动符合国家和行业法律法规的要求，积极推动绿色化学品的使用和环保技术的应用，以低毒、无毒化学品代替高毒化学品。通过优化化学品使用和管理，减少化学品的浪费和消耗。我们承诺持续改进化学品管理体系，不断提高化学品管理水平和效率，预防化学品事故的发生，逐步实现化学品管理的可持续发展目标。

Astronergy has established a procurement and production system in line with green supply chain standards. We commit to not using conflict minerals, strictly controlling the selection of raw materials, and ensuring that the sources of raw materials for products are legal and compliant. We solemnly commit that our chemical management activities conform to the requirements of national and industrial laws and regulations. We actively promote the use of green chemicals and the application of environmental protection technologies, and replace highly toxic chemicals with low-toxicity and non-toxic chemicals. We reduce waste and consumption of chemicals by optimizing chemical use and management. We commit to continuously improving the chemicals management system, constantly enhancing the level and efficiency of chemicals management, preventing chemical accidents, and gradually realizing the sustainability goal of chemicals management.

正泰新能承诺遵守国家 and 地方废弃物管理法律法规，通过优化生产工艺和技术，减少废弃物的排放和产生，根据废弃物的性质和特点采取相应的处理方法。我们承诺采取安全可靠的废弃物处理方式，开发和应用废弃物资源化技术，将废弃物转化为资源，实现资源的循环利用和再利用，积极推动绿色废物处理技术的应用。

Astronergy commits to abiding by national and local laws and regulations on waste management, reducing the discharge and generation of waste by optimizing production processes and technology, and adopting corresponding treatment methods according to the nature and characteristics of waste. We

commit to adopting safe and reliable waste disposal methods, developing and applying waste recycling technologies, transforming waste into resources, realizing the recycling and reuse of resources, and actively promoting the application of green waste disposal technology.

正泰新能承诺严格遵守与企业运行密切相关的重要国际环境公约，例如《关于控制危险废物越境转移及其处置的巴塞尔公约》《关于汞的水俣公约》《持久性有机污染物的斯德哥尔摩公约》《关于海上危险货物的国际公约》以及《生物多样性公约》等。正泰新能采用可持续的资源管理和利用方式，旨在减少环境污染、保护生态系统和促进可持续发展。

Astronergy commits to strictly abiding by important international environmental conventions closely related to enterprise operation, such as the Basel Convention on the Control of Trans-boundary Movements of Hazardous Wastes and Their Disposal, the Minamata Convention on Mercury, the Stockholm Convention on Persistent Organic Pollutants, the International Convention on Maritime Dangerous Goods and the Convention on Biological Diversity. Astronergy adopts sustainable resource management and utilization methods to reduce environmental pollution, protect the ecosystem and promote sustainability.

正泰新能建立健全化学品管理制度和安全操作规程，规范化学品的采购、储存、使用和处置流程。制定健全的化学品事故应急预案，定期组织化学品事故应急演练，定期开展化学品风险评估，确保零化学品泄漏事故发生。为了实现废弃物零填埋的目标，我们将采取多种措施实现废弃物的再利用、回收和资源化利用。通过生产过程优化、废弃物分类处理，建立健全废弃物管理体系，加强对废弃物处理过程的监测和评估，为环境保护和可持续发展做出积极贡献。

Astronergy establishes and improves the chemical management system and safe operating procedures to standardize the procurement, storage, use and disposal of chemicals. Astronergy formulates a sound emergency response plan for chemical accidents, regularly organizes emergency drills for chemical accidents, and regularly carries out risk assessments of chemicals to ensure zero chemical leakage accidents. In order to achieve the goal of "Zero Waste to Landfill", we will take various measures to realize reuse, recycling and resource utilization of waste. Through production process optimization and waste classification, we establish a sound waste management system, strengthen the monitoring and evaluation of the waste disposal process, and make positive contributions to environmental protection and sustainability.

5.1.3.3 定量目标 Quantitative Target

短期目标（至 2028 年） Short-term targets (By 2028)

a) 实现废弃物零填埋

Zero landfill waste

5.1.4 产品使用管理 Product Use Management

5.1.4.1 定义 Definition

直接使用产品对环境产生的影响，包括产品在使用过程中对能源、水资源、材料和化学品的消耗等。

Environmental impacts generated from the direct use of products. Can include energy, water, materials and chemicals use.

5.1.4.2 定性承诺 Qualitative Commitments

正泰新能已对光伏组件全系列产品建立了全生命周期管理制度，在产品开发设计时，即遵循绿色环保可持续发展的理念，围绕产品的使用需求及应用场景，采用高性能长寿命低污染可回收利用的原材料，以及高机械强度的结构设计等，使得产品具备高光电转化效率，长寿命高可靠性，以及抗积灰自清洁等特性，从而尽可能地降低产品在使用过程中对能源、水资源、材料、化学品和有害物质的消耗等，致力于打造低碳、环保、健康、安全的产品。

Astronergy has established a full life cycle management system for the whole series of photovoltaic modules. In product development and design, Astronergy adopts recyclable raw materials with high performance, long service life, low pollution and a structure with high mechanical strength following the concept of green, environmental protection and sustainability and focusing on the use requirements and application scenarios of products, so that the products have the characteristics of high photoelectric conversion efficiency, long service life, high reliability, ash deposition resistance, self-cleaning, etc. Astronergy strives to minimize the consumption of energy, water resources, materials, chemicals and harmful substances during the use of products, and to create low-carbon, environmentally friendly, healthy and safe products.

5.1.4.3 定量目标 Quantitative Target

短期目标（至 2024 年） Short-term targets (By 2024)

- a) 实现产品光电转化效率提升 1%以上 (以 2022 年为基准年)
More than 1% increase in cell efficiency (taking 2022 as the base year)
- b) 单位装机容量下，对土地及建筑物屋顶等安装场地的需求面积降低 1%以上 (以 2022 年为基准年)
Reduction of more than 1% in the area required for installation sites, such as land and building roofs, per unit of installed capacity (taking 2022 as the base year)
- c) 使用过程中综合运维能耗及水资源消耗降低 2%以上(以 2022 年为基准年)
Reduction of more than 2% in integrated operation and maintenance energy and water consumption during use

中长期目标（至 2035 年） Mid & Long-term targets (By 2035)

- a) 实现产品光电转化效率提升 3%以上 (以 2022 年为基准年)

More than 3% increase in cell efficiency

b) 单位装机容量下，对土地及建筑物屋顶等安装场地的需求面积降低 3%以上(以 2022 年为基准年)

Reduction of more than 3% in the area required for installation sites, such as land and building roofs, per unit of installed capacity

c) 单使用过程中综合运维能耗及水资源消耗降低 5%以上(以 2022 年为基准年)

Reduction of more than 5% in integrated operation and maintenance energy and water consumption during use

5.1.5 产品生命末期管理 Product End-of-Life Management

5.1.5.1 定义 Definition

产品寿命结束时对环境产生的直接影响。这些影响可包括产生的有害、无害废物、排放和意外污染。

Direct Environmental impacts generated from the end-of-life of the products. These impacts can include hazardous, non-hazardous waste generated, emissions and accidental pollution.

正泰新能关注光伏组件产品生命末期进行回收和处理，将废弃物或废弃材料重新处理、再加工或重新利用，以减少资源浪费和环境污染，提高资源利用效率。

Astronergy focuses on solar module products which recycled and treated at the end of their lifespan, reprocessing, or reusing waste or materials to reduce resource waste and environmental pollution, and improve resource utilization efficiency.

5.1.5.2 定性承诺 Qualitative Commitments

正泰新能在产品设计开发时已将产品的可回收性和可重复利用性作为重要考量点，采用环保材料以降低氟、肟等有害污染物排放，实现产品制造过程的绿色低碳环保，并降低产品回收过程中对于水资源、土地资源等的污染。公司目前已与国际知名回收服务商PVCYCLE等达成战略合作，实现产品生命末期的闭环管理。作为中国光伏行业协会光伏组件回收工作组的重要成员，正泰新能承诺将联合多方组织积极推动光伏组件产品的回收与可循环利用，助力光伏产业的绿色低碳发展。

Astronergy has focused on the recyclability and reusability of products in product design and development, and adopted environment-friendly materials to reduce the emission of harmful pollutants such as fluorine and oxime, so as to realize green, low-carbon and environmentally friendly manufacturing of products and reduce pollution to water resources and land resources during product recycling. At present, Astronergy has reached strategic cooperation with internationally renowned recycling service providers such as PVCYCLE to realize closed-loop management of products at the end of their life cycles. As an important member of the Photovoltaic Module Recycling Working Group of China Photovoltaic Industry Association, Astronergy commits to working with multiple organizations to actively promote the recycling and recyclability of photovoltaic module products and help the green and low-carbon development of the photovoltaic industry.

5.1.5.3 定量目标 Quantitative Target

短期目标（至 2029 年）Short-term targets (By 2029)

- a) 计划 5 年内建立绿色回收实验室，为回收技术开发提供研究平台支撑。

We plan to establish a green recycling laboratory within 5 years to provide research platform for the development of recycling technology

中长期目标（至 2035 年）Mid & Long-term targets (By 2035)

- a) 产品回收率达到 90%

90% product recycling rate

- b) 80%的产品原料将来自回收材料

80% raw materials from product recycling

5.1.6 生物多样性管理 Biodiversity Management

5.1.6.1 定义 Definition

生物多样性是生物（动物、植物、微生物）与环境形成的生态复合体以及与此相关的各种生态过程的总和。

Biodiversity is the sum total of ecological complex formed by organisms (animals, plants and microorganisms) and environment as well as various related ecological processes.

5.1.6.2 定性承诺 Qualitative Commitments

正泰新能遵守联合国《生物多样性公约》等国际公约及《中国生物多样性保护》、《中华人民共和国环境保护法》《中华人民共和国野生动物保护法》、《中华人民共和国森林法》、《中华人民共和国野生植物保护条例》等运营所在辖区的生态政策，将生物多样性保护纳入公司长期可持续发展规划中。正泰新能致力于不断拓展“光伏+”应用方案，将高效光伏方案与农业、荒漠治理等相结合，尽量降低业务营运对生物多样性和生态系统的不良影响，扩大有利影响，促进社会与自然和谐共生。同时建议并鼓励上下游合作伙伴遵守生物多样性保护相关条例并践行生物多样性保护。

Astronergy complies with international conventions such as the UN Convention on Biological Diversity and ecological policies in areas where it operates, including Biodiversity Conservation in China, Environmental Protection Law of the People's Republic of China, Wild Animal Conservation Law of the People's Republic of China, Forest Law of the People's Republic of China and Regulations of the People's Republic of China on Wild Plants Protection, and incorporates biodiversity conservation into its long-term sustainability plan. Astronergy is committed to continuously expanding "PV+" application solutions, combining high-efficiency PV solutions with agriculture and desert control, minimizing the adverse effects of business operations on biodiversity and ecosystems, expanding their beneficial effects, and promoting harmonious coexistence between society and nature. At the same time, it advises and encourages upstream and downstream partners to abide by relevant regulations on biodiversity conservation and

practice biodiversity conservation.

我们致力于在进行开发或建设项目时、相关经营生产活动对生物多样性产生净零损失。如果公司在开发或建设项目过程中产生任何对生物多样性的负面影响，要求在项目建成后 2 年内采取可信度高的生物多样性补偿措施，通过在其他地区或项目中实施生物多样性保护、恢复等措施，来平衡或抵消由开发活动引起的负面生态影响。

We are committed to net zero loss of biodiversity in related operation and production activities during project development or construction. If the Company has resulted in any negative impact on biodiversity during the development or construction of projects, it is required to take high credible biodiversity compensation measures within 2 years after the completion of the projects, and implement biodiversity conservation and restoration measures in other areas or projects to balance or offset the negative ecological impacts caused by the development activities.

我们承诺公司在进行开发或建设项目时、相关经营生产活动不涉及任何破坏森林的行为，包括砍伐、烧毁或清除森林，以确保森林生态系统的完整性和可持续性。

We commit that when the Company carries out development or construction projects, related operation and production activities will not involve any behavior of destroying forests, including deforestation, burning or clearing forests, so as to ensure the integrity and sustainability of the forest ecosystem.

我们承诺不在世界自然遗产地或其缓冲区内开展经营生产相关活动。

We commit not to carry out operation and production related activities in any world natural heritage site or its buffer zones.

5.1.6.3 定量目标 Quantitative Target

a) 每年利用国际生物多样性日、世界环境日等重要主题纪念日，开展至少 1 场生物多样性科普宣传活动，提升生物多样性保护意识。

We commit to carry out at least one science popularization publicity activity for biodiversity to raise awareness of biodiversity conservation on important theme commemoration days such as International Biodiversity Day and World Environment Day every year.

5.1.7 顾客健康与安全 Customer Health & Safety

5.1.7.1 定义 Definition

产品和服务对客户或消费者的负面健康与安全影响。

Negative health and safety impacts of products and services on customers or consumers.

5.1.7.2 定性承诺 Qualitative Commitments

正泰新能持续构建并强化企业质量文化，以确保产品品质的卓越与稳定。公司将质量管理视为企业生存发展的生命线，全面融入战略发展规划中，力求用极致的品质追求，赢得市场的广泛认可与

赞誉。严格遵守国家及国际上有关光伏产品安全和性能的标准和要求，确保产品不会对客户或消费者健康与安全产生负面影响。公司为客户提供详细的产品安全信息和使用说明，确保客户或消费者在使用光伏产品时完全了解如何安全安装、操作，避免潜在伤害。公司提供完善的售后服务和技术支持，确保产品安全性能得到持续监控。对于客户反馈存在安全隐患或质量原因等缺陷的组件，进行排查，必要时参照《全球组件制造产品召回管理规范》对组件进行召回处理，确保将对客户造成的不良影响或伤害降至最低限度。

Astronergy constantly builds and strengthens its corporate quality culture for excellence and stability of its products. We regard quality management as the lifeline for corporate survival and development by comprehensively integrating it into strategic development planning, aiming to win market recognition with our pursuit of ultimate quality. The company strictly comply with national and international standards and requirements for the safety and performance of photovoltaic products, ensuring that products do not pose any potential risks to the health and safety of customers or consumers during the design and production process. The company provides customers with detailed product safety information and usage instructions to ensure that customers or consumers fully understand how to install and operate photovoltaic products safely and avoid potential harm when using them. The company provides comprehensive after-sales service and technical support to ensure continuous monitoring of product safety performance. As for modules with safety hazards or quality issues reported by customers, we conduct investigation, if necessary, refer to the *Global Component Manufacturing Product Recall Management Specification* to recall the modules and ensure that any negative effects or injuries caused to customers are minimized.

5.1.7.3 定量目标 Quantitative Target

短期目标（至 2024 年） Short-term targets (By 2024)

- a) 0 重大质量安全事故
Zero major quality and safety accidents
- b) 100% 质量风险事件理累计闭环率
100% Cumulative closed loop rate of major quality risk events
- c) 100% 产品监督抽查通过率
100% Product supervision and sampling inspection pass rate

5.2 劳工与人权政策 Labor And Human Rights Policy

正泰新能科技股份有限公司（以下简称“正泰新能”或“公司”）自愿选择遵守SA8000标准，郑重承诺遵守一个基于（符合）联合国人权宣言，国际劳工组织（ILO）和其它国际人权惯例及社会责任行为守则，劳动定额标准以及中国法律的标准，尊重并保护在公司控制和影响范围内的所有员工，包括公司自己及其供应商/分包商的生产或服务人员等。这是一个负责任公司所具备的基本条件，也是消费者、客户、公众和政府等利益相关方的期望。

Chint New Energy Technology Co., Ltd. voluntarily chooses to abide by SA8000 standard 1, and solemnly commits to abide by a standard based on (in line with) the UN Declaration of Human Rights, International Labour Organization (ILO) and other international human rights practices and code of conduct for social responsibility, labor quota standard and laws of China, to respect and protect all employees within the Company's control and influence, including production or service personnel employed by the Company itself and by its suppliers/sub-contractors. This is an essential condition for a responsible company and the expectation of stakeholders such as consumers, clients, the public and governments.

5.2.1 员工健康与安全管理 Employee Health & Safety Management

5.2.1.1 定义 Definition

处理员工在工作中（即在作业和运输过程中）遇到的健康与安全问题，包括由危险设备、工作方法和有害物质等引起的生理和心理问题。

Deals with health and safety issues encountered by employees at work i.e. during operations and transport. Includes both physiological and psychological issues arising from, among others, dangerous equipment, work practices and hazardous substance.

5.2.1.2 定性承诺 Qualitative Commitments

正泰新能承诺严格遵守劳动安全、职业健康相关的国家和地方法律法规，致力于营造健康、安全的工作环境，保障员工的合法权益。为员工提供必要的安全培训教育、安全设施和装备，帮助员工了解工作中的安全风险和应对措施。

Astronergy commits to strictly abide by national and local laws and regulations related to labor safety and occupational health, and is committed to creating a healthy and safe working environment and protecting the legitimate rights and interests of employees. Astronergy commits to provide employees with necessary safety training and education, safety facilities and equipment to help them understand the safety risks at work and countermeasures.

正泰新能将采取措施最大限度消除或降低危害，为员工提供一个安全的、良好的工作和生活环境：所有的车间、仓库、写字楼、员工宿舍等建筑物均符合所在国家或地方标准，通过建筑质量、消防、环保验收；各车间工序没有产生过量粉尘、噪声、水分、烟雾，造成高温，严重污染空气的作业；各工序均按国家规定配置了安全保护设施，劳动保护用品；正泰新能定期按照国家或地方相关规定进行三废排放检测、消防设施检测、防雷设施检测、员工饮用水进行检测等，以保证员工们的健康。任何将其他员工置于不安全的工作环境中的员工将被立即解雇。

Astronergy takes measures to eliminate or reduce hazards to the maximum extent and provide employees with a safe and good working and living environment: all workshops, warehouses, office buildings, employees dormitories and other buildings meet the standards of the country or place where they are located and pass the acceptance of construction quality, fire protection and environmental protection; Each workshop process does not produce excessive dust,

noise, moisture or smoke, nor results in high temperatures and serious air pollution operations; Each process is equipped with safety protection facilities and labor protection articles according to national regulations; Astronergy regularly tests the discharge of three wastes, fire fighting facilities, lightning protection facilities and drinking water for employees in accordance with relevant national or local regulations to ensure the health of employees. Any employee who places other employees in an unsafe working environment will be immediately dismissed.

公司承诺建立健全的安全监管和管理体系，加强对安全、健康风险的监测和管理，及时发现和解决安全、健康隐患，不断改善生产工作与生活条件，确保员工的健康安全。

Astronergy commits to establish a sound safety supervision and management system, strengthen the monitoring and management of safety and health risks, discover and solve potential safety and health hazards in time, and continuously improve production, working and living conditions, so as to ensure the health and safety of employees.

5.2.1.3 定量目标 Quantitative Target

短期目标（2024年）Short-term targets (By 2024)

a) Zero fatal accidents, 0.25‰ or lower - incidence rate in major-injury accidents, 1.8‰ or lower - incidence rate in minor-injury accidents

杜绝死亡事故，千人重伤事故率 $\leq 0.25\text{‰}$ ，千人轻伤事故率 $\leq 1.8\text{‰}$

b) B级事件 ≤ 2 起、C级事件 ≤ 4 起、D级事件 ≤ 8 起、E级事件 ≤ 15 起

Level B incidents ≤ 2 , Level C incidents ≤ 4 , Level D incidents ≤ 8 , Level E incidents ≤ 15

c) 重大安全隐患整改率 100%，专项检查执行率 100%，岗位培训合格率 $\geq 95\%$ ，杜绝职业病和集体中毒事件的发生

100% rectification rate of major safety hazards, 100% execution rate of special inspections, qualification rate of job training $\geq 95\%$, 0 occurrence of occupational diseases and collective poisoning incidents

5.2.2 工作条件 Working Conditions

5.2.2.1 定义 Definition

工作条件：处理雇员的工作时间、薪酬和社会福利问题。

Deals with working hours, remunerations and social benefits granted to employees.

5.2.2.2 定性承诺 Qualitative Commitments

正泰新能科技股份有限公司承诺遵守所有与常规工作时间、加班时间和福利相关的适用法律，为员工提供平等的就业机会和待遇，合理安排生产计划，保障员工法定休息时间，适时安排工人的工作时间和休息、休假。公司坚持男女同工同酬，遵守所在国家和/或地方劳动法律规定的正常工资和加班工资，按法律要求与员工签订劳动合同，定期提供合理、合法的工资福利，至少满足工人的

基本生活需求，并按要求支付加班费及奖金。公司将确保每月发放一次工资，除非所在国家和/或地方法律规定的工资发放周期更短。公司禁止以纪律措施或任何其他原因为由扣留工资

Astronergy commits to abide by all applicable laws related to regular working hours, overtime and welfare, provide employees with equal employment opportunities and treatment, reasonably arrange production plans, ensure the legal rest time of employees, and timely arrange workers for their working hours, rest and vacation. The Company insists on the policy of equal pay for equal work between men and women, abides by the provisions on normal salary and overtime wage stipulated in the labor laws of the country and/or place where it is located, signs labor contracts with employees according to legal requirements, regularly provides reasonable and legitimate wages and benefits to cover at least the basic living needs of workers, and pays overtime pay and bonuses as required. The Company ensures that the salary is paid monthly, unless a shorter period for salary payment is stipulated in the laws of the country and/or place where it is located. The Company prohibits withholding of salaries on the ground of disciplinary measures or for any other reason.

5.2.2.3 定量目标 Quantitative Target

短期目标（至 2028 年）Short-term targets (By 2028)

- a) 员工满意度得分 \geq 85 分
85 or higher - Employee satisfaction score
- b) 保持每年技术人才流失率 15% 以下
15% or lower - Technical talent turnover rate per year

5.2.3 职业生涯管理与培训 Career Management & Training

5.2.3.1 定义 Definition

职业生涯管理与培训：处理主要的职业阶段，即，招聘、评估、培训和裁员管理。

Career Management & Training: Deals with main career stages i.e. recruitment, evaluation, training and management of layoffs

5.2.3.2 定性承诺 Qualitative Commitments

a) 设立管理、专业、技能操作多种职业发展通道，满足员工不同职业发展需求。通过绩效评估、专业测评、360 度反馈等方式，全面了解员工的能力和潜力，并结合员工兴趣、价值观、职业目标定制有针对性的职业发展规划。

Set up various career development channels for management, specialty and skill operation to meet the different career development needs of employees. Conduct performance evaluation, professional evaluation and 360-degree feedback to fully understand the capabilities and potential of employees, and customize targeted career development plans in combination with employee

interests, values and career objectives.

b) 提供内部专项培养、外部学习、轮岗、项目参与等机会，为帮助员工提升技能和经验，构建了分层分类的培养体系，同时指定导师，提供一对一的职业指导和支持，加速职业发展

Provide opportunities such as internal special training, external learning, job rotation and project participation, build a hierarchical and classified training system to help employees improve their skills and experience, and designate mentors to provide one-to-one career guidance and support to accelerate career development.

c) 建立透明的晋级晋升机制，明确标准和程序，激励员工努力工作争取晋级晋升机会。

Establish a transparent promotion mechanism, clarify the promotion standards and procedures, and motivate employees to work hard for promotion opportunities.

5.2.3.3 定量目标 Quantitative Target

中长期目标（至 2035 年）Mid & Long-term targets (By 2035)

a) 至 2035 年累计支持 1000 名员工完成继续教育提升学历（以 2022 年为基准年）

1,000 employees get supports for continuing education and improving academic qualifications (taking 2022 as the base year)

5.2.4 童工、强迫劳动与人口贩卖 Child Labor, Forced Labor & Human Trafficking

5.2.4.1 定义 Definition

童工、强迫劳动与人口贩卖：处理公司运营中的童工、强迫或强制劳动问题

Child Labor, Forced Labor & Human Trafficking: Deals with child, forced or compulsory labor issues within the company owned operations.

5.2.4.2 定性承诺 Qualitative Commitments

公司承诺遵守《世界人权宣言》，加入联合国全球契约组织（UNGC），尊重所有内外部员工的个人权利，遵守公司所在地国家和各地政府的劳工标准，禁止使用童工和强迫劳工（包括监狱劳工、契约劳动等任何形式的强迫劳动）。正泰新能尊重员工择业自由，禁止交纳押金、扣押有效证件原件等任何形式的强迫劳动，确保员工完全自愿受雇，且只聘用具有合法工作权利的雇员。公司保证雇员不用承担雇佣的任何费用与成本。公司将向所有员工提供书面劳动协议，不会限制员工的行动自由。

Astronergy commits to abide by the Universal Declaration of Human Rights, join the United Nations Global Compact (UNGC), respect the personal rights of all internal and external employees, comply with the labor standards of the country where the Company is located and the labor standards of local governments, and prohibit the use of child labor and forced labor (including prison labor, indentured labor and any other forms of forced labor). Astronergy respects the freedom of employees to choose jobs, prohibits any form of forced labor such as collecting deposit and detaining original valid certificates, ensures that employees are completely voluntarily employed, and only employs employees with legal

right to work. The Company guarantees that the employees do not assume any expenses and costs of employment. The Company will provide all employees with a written labor agreement that does not restrict their freedom of movement.

公司不使用监狱工或奴役工，不对雇员进行身体伤害或进行其他任何形式的强制性劳动，不贩卖工人或通过威胁、武力、胁迫、绑架、欺诈等任何其他方式剥削工人，同时告知雇员在法律允许的前提下能够自由离职并终止工作状态。同时，正泰新能也要求商业伙伴遵守同等的禁止性要求，共同建立公平、透明、平等的商业环境。

Astronergy does not use prison labor or slave labor, nor make physical injury to employees or force them to work in any other form, nor traffic in workers or exploit workers by threat, force, coercion, kidnapping, fraud and any other means, and informs employees that they are free to leave their jobs and terminate their working status to the extent permitted by law. Additionally, Astronergy mandates that business partners adhere to equivalent prohibitions, collectively establishing a fair, transparent, and equal business environment.

公司不接受任何使用童工或任何形式的强迫劳动的供应商/分包商以及下级供应商；公司将要求所有供应商/分包商以书面形式约定在其供应链中禁止使用任何形式的强迫劳动，并充分配合公司对强迫劳动问题进行评估。如果公司的供应商/分包商使用任何形式的强迫劳动或未能配合评估或调查指控，公司将立即终止与该供应商/分包商签订的任何协议，并取消所有受影响的采购。

Astronergy does not accept any supplier/subcontractor and subordinate suppliers who use child labor or any form of forced labor; the Company requires all suppliers/subcontractors to agree in writing that they prohibit using any form of forced labor in their supply chains, and fully cooperate with the Company in assessing forced labor issues. If a supplier/subcontractor of the Company uses any form of forced labor or fails to cooperate in the assessment or investigation of allegations, the Company will immediately terminate any agreement with that supplier/subcontractor and cancel all affected purchases.

5.2.4.3 定量目标 Quantitative Target

童工聘用、强迫劳动、人口贩卖事件发生率为 0。

0 occurrence of child labor, forced labor, and human trafficking

5.2.5 多元化、平等与包容 Diversity, Equity and Inclusion

5.2.5.1 定义 Definition

处理工作场所的歧视和骚扰防范。歧视的定义，是在聘用、薪酬、培训、晋升、雇佣终止中，基于种族、原籍国、宗教、残疾、性别、性取向、工会成员身份、政治立场或年龄，给予人们不同的对待。骚扰可包括工作环境中的身体、心理和言语虐待。

The Company prevents discrimination and harassment in the workplace. Discrimination is defined as giving people different treatment based on race, country of origin, religion, disability, gender, sexual orientation, trade union membership, political stance or age in hiring, salary, training, promotion and termination of employment. Harassment can include physical, psychological and verbal abuse in the work environment.

5.2.5.2 定性承诺 Qualitative Commitments

正泰新能承诺重视并鼓励多元化，打击任何形式的歧视和骚扰。公司提供平等和公平，没有威胁、谩骂、剥削或性侵权行为的工作和生活环境，禁止地域等任何形式歧视、侮辱人格的行为；公司在雇佣、晋升、决定工资或工作安排等任何人事实践中均不会因肤色、种族、宗教、性别、年龄、性取向或残疾而对员工施加歧视性待遇。公司对所有员工予以尊重与尊严，反对任何形式的肉体惩罚与精神或语言上的侮辱；任何对其他员工进行虐待的员工将被立即解雇。

Astronergy commits to value and encourage diversity, and fight against any form of discrimination and harassment. Astronergy provides an equal and fair working and living environment without intimidation, abuse, exploitation or sexual assault, and prohibits any form of indignity and discrimination such as geographical discrimination. Astronergy will not impose discriminatory treatment on employees due to skin color, race, religion, gender, age, sexual orientation or disability in any personnel practice, including employment, promotion, wage determination or work arrangement. Astronergy treats all employees with respect and dignity, opposes any form of physical punishment and mental or verbal indignity, and immediately dismisses any employee who abuses other employees.

5.2.5.3 定量目标 Quantitative Target

中长期目标（至 2035 年）Mid & Long-term targets (By 2035)

- a) 女性员工比例达 40%
40% - Female employee proportion
- b) 女性管理层比例达 30%
30% - Female senior management staff proportion
- c) 女性技术人员比例达 30%
30% - Female technician proportion

5.2.6 社会沟通 Social Communication

5.2.6.1 定义 Definition

社会沟通：与公司所在价值链上的各利益相关方开展社会沟通

Social communication: Engaging with various stakeholders along the value chain of the Company

利益相关方：股东和投资者、政府和监管机构、客户、员工、商业伙伴（商业伙伴（包括但不限于承包商、供应商、承租方等）、社会公众和媒体、周边社区（含居民）、科研机构、行业协会、同行业公司。

Stakeholders: Shareholders and investors, government and regulatory agencies, customers, employees, business partners (including but not limited to contractors, suppliers, lessees, etc.), the general public and media, surrounding communities (including residents), scientific research institutions, industry associations, and peer companies.

5.2.6.2 定性承诺 Qualitative Commitments

正泰新能高度重视各利益相关方切身利益，高度关注与各利益相关的沟通交流。正泰新能承诺与各利益相关方建立透明、开放、及时、多样的沟通渠道，分享重要信息和决策过程，并及时回应利益相关方的反馈和提问；承诺在重要决策中广泛征求利益相关方的意见和建议，确保他们的声音被充分听取和纳入决策过程；承诺积极处理和解决与利益相关方之间的冲突和争议，寻求共同利益和解的途径，并确保公正和平等的待遇；承诺与所在社区建立良好的合作关系，支持社区发展项目、社会责任活动和公益事业，回馈社区和促进社会进步。正泰新能为保护利益相关方权益，提供多渠道申诉途径，投诉热线、投诉邮箱、投诉与帮助服务台、总经理信箱等。申诉机制的制定和实施符合联合国《工商业与人权非指导原则》要求，即合法的，人人都能得到，公平、透明、兼容，是持续学习的源泉。

Astronergy places great importance on the genuine interests of all stakeholders and maintains a high level of attention to communication and dialogue with them. Astronergy commits to establish transparent, open, timely, and diverse communication channels with all stakeholders, sharing crucial information and decision-making processes, and promptly responding to stakeholder feedback and inquiries; extensively seek the opinions and advice of stakeholders in significant decisions, ensuring their voices are fully heard and integrated into the decision-making process; actively address and resolve conflicts and disputes with stakeholders, seeking pathways to mutual benefit and resolution while ensuring fair and equal treatment; foster positive relationships with local communities, supporting community development projects, social responsibility activities, and charitable initiatives, thereby giving back to the community and promoting social progress. Astronergy provides multiple channels for grievance to protect the rights and interests of stakeholders, including complaint hotline, complaint email, complaint and assistance service desk, and general manager email, etc. Grievance mechanism developed and implemented in line with the requirements of the UN Guiding principles on Business and Human Rights which is legitimate, accessible to all, predictable and clear, equitable, transparent, compatible, a source of continuous learning.

正泰新能尊重员工结社自由与谈判权利，成立工会组织，制定《员工自由结社政策》《自由结社集体谈判》制度，绝不干涉员工任何结社自由权和集体谈判权。公司各基地就劳动报酬、工作时间、休息休假、工资协商等事项，通过集体协商签订书面协议。

Astronergy respects the freedom of association and negotiation rights of its employees, establishing union organizations and implementing policies such as the Free Association Policy for Employees and the Free Association and Collective Bargaining System. Astronergy unequivocally refrains from interfering with employees' rights to freely associate and engage in collective bargaining. Across its various bases, agreements on matters such as labor compensation, working hours, rest periods, and wage negotiations are reached through collective bargaining and formalized in written agreements.

5.2.6.3 定量目标 Quantitative Target

短期目标（至 2028 年）Short-term targets (By 2028)

a) 各基地集体合同签署率 100%。

100% - Annual signing rate of collective contracts for each base

b) 每年至少开展 1 次利益相关方问卷调研和实质性议题分析，了解并回应利益相关方期望和需求。

Conduct at least one stakeholder surveys and substantive topic analysis annually to understand and respond to stakeholder expectations and needs.

中长期目标（至 2035 年）Mid & Long-term targets (By 2035)

a) 客户满意度≥95 分

95 points or higher - Customer satisfaction score

5.3 商业道德政策 Business Ethics Policy

5.3.1 定性承诺 Qualitative Commitments

正泰新能重视并持续营造企业诚信文化，严厉禁止员工直接实施或者通过代理人或者其他中间人间接实施任何形式的腐败行为、欺诈行为、共谋行为、胁迫行为和阻碍行为等任何不当行为。同时，正泰新能也要求商业伙伴遵守同等的禁止性要求，共同建立公平、透明、廉洁的商业环境。

Astronergy places significant emphasis on fostering a culture of corporate integrity, strictly prohibiting employees from engaging in any form of misconduct such as corruption, fraud, conspiracy, coercion, obstruction, whether directly or indirectly through agents or intermediaries. Additionally, Astronergy mandates that business partners adhere to equivalent prohibitions, collectively establishing a fair, transparent, and ethical business environment.

正泰新能高度重视守法合规，坚决遵守适用的法律法规开展公平竞争，采用严格的管控措施进行贸易合规，防止内幕交易、避免利益冲突，反洗钱、反逃税等。同时，正泰新能也要求商业伙伴遵守同等的要求，共同建立公平、透明、合法合规的商业环境。

Astronergy prioritizes compliance with laws and regulations, steadfastly adhering to applicable laws for fair competition, implementing rigorous controls for trade compliance to prevent insider trading, conflict of interest, money laundering, and tax evasion. Simultaneously, Astronergy requires that business partners comply with these requirements, jointly fostering a fair, transparent, legal, and compliant business environment.

在合规举报方面，公司将提供足够的机会和程序保障，以便员工和相关方可以及时与公司沟通。员工或其他相关方如得知任何违反本政策的指控和/或发现违反本政策的情况，应按照《举报与调查制度》。公司将立即对指控进行调查，以确定是否存在违反本政策的情况。公司将对举报的员工的姓名和身份信息保密，任何员工都不会因举报而受到负面影响。

In terms of compliance reporting, the Company ensures sufficient opportunities and procedures for employees and interested parties to communicate promptly with the Company. Employees or other interested parties who become aware of any allegations or instances of policy violations shall follow the *Reporting and Investigation System*. The Company will promptly investigate allegations to determine any violations of this Policy, ensuring confidentiality of the whistleblower's identity and information, with no adverse repercussions for whistleblowers.

负责任信息管理方面，公司始终保护员工、前员工、客户、供应商和其他相关方的个人信息和隐私，遵守各国数据保护相关规定。我们承诺搭建个人信息保护体系，确保业务流程均符合数据要求，设立数据安全保护官（DPO）。公司严格遵守业务所在地有关信息安全的法律法规，实施适当措施确保数据和信息的安全。我们承诺采取有效的技术手段和组织管理措施确保信息的安全性，对不再使用的个人数据及时删除或匿名化处理，部署数据防泄漏系统。公司坚持履行应尽的保密义务，采取适当措施确保保密信息不被不当使用，对保密信息的交流始终保持谨慎的态度，确保所有员工重视保密信息的机密性，未经信息主体同意，不公开、复制、留存或以其他方式使用保密信息。

Regarding responsible information management, the Company consistently protects the personal information and privacy of employees, former employees, customers, suppliers, and other stakeholders, complying with relevant data protection regulations worldwide. We commit to establish a personal information protection system, ensuring all business processes meet data requirements, and appointing a Data Protection Officer (DPO). The Company strictly complies with local laws and regulations on information security, implementing appropriate measures to safeguard data and information. We commit to use effective technical and organizational measures to ensure information security, promptly deleting or anonymizing personal data that is no longer in use, and deploying data leakage prevention systems. The Company upholds confidentiality obligations, taking appropriate measures to prevent the improper use of confidential information, maintaining a cautious approach in communicating confidential information, and ensuring all employees recognize the confidentiality of such information, refraining from disclosing, copying, retaining, or otherwise using confidential information without the consent of the data subject.

5.3.2 定量目标 Quantitative Target

短期目标（至 2028 年）Short-term targets (By 2028)

反贪污腐败定量目标：所有运营场址商业道德审计（包括反腐败、避免利益冲突、反洗钱及反欺诈

等内容) 覆盖率 100%。

Quantitative target of anti-corruption: Achieve 100% coverage of business ethics audits at all operational sites (including anti-corruption, conflict of interest, anti-money laundering, and anti-fraud measures).

反竞争行为定量目标:

Quantitative targets for anti-competitive practices:

a) 对全体员工反竞争行为培训覆盖率 100%;

Achieve 100% training coverage on anti-competitive practices for all employees;

b) 对关键业务流程(采购、销售等)反竞争行为审核覆盖率 100%;

Achieve 100% audit coverage on anti-competitive practices for key business processes (e.g., procurement, sales);

c) 不正当竞争事件发生数量 0

Achieve 0 incidents of improper competitive behavior.

负责任信息管理定量目标: 所有运营场址信息安全管理体系认证(ISO 27001)覆盖率达到 70%

Quantitative Target for responsible information management: Achieve 70% certification coverage of Information Security Management Systems (ISO 27001) across all operational sites

5.3.3 详细的商业道德准则与示例 Detailed Code of Business Ethics And Examples

5.3.3.1 贪污腐败 Corruption

定义: 处理工作中所有的贪污腐败问题, 包括敲诈勒索、贿赂、利益冲突、欺诈、洗钱等等。

Definition: Deals with all forms of corruption issues at work, including among other things extortion, bribery, conflict of interest, fraud, money laundering.

5.3.3.1.1 腐败行为 Corrupt Practices

我们要求员工不得以任何理由、任何形式在任何地区实施商业贿赂和腐败行为, 禁止通过礼品招待变相实施商业贿赂、利用职务便利做出任何舞弊行为、与公职人员进行腐败等行为。禁止通过直接或间接的提供、给与、接受或勒索财物以不正当的影响另一方行动。

We require our employees not to engage in commercial bribery and corrupt practices in any region, under any circumstances, and in any form. We prohibit commercial bribery in disguise through gifts and hospitality, the use of official facilitation to commit any fraudulent acts, and corruption with public officials.

5.3.3.1.2 欺诈行为 Fraudulent Practice

我们承诺不参与任何形式的欺诈行为, 维护诚信透明的合作氛围。

We promise not to engage in any form of fraudulent behavior and to uphold a cooperative atmosphere of integrity and transparency.

5.3.3.1.3 避免利益冲突 Avoid Conflicts of Interest

我们禁止自身及商业伙伴与有利益冲突的公司或个人进行个人财务交易或其他商业交易，包括直接或间接。

We prohibit ourselves and our Business Partners from engaging in personal financial transactions or other business dealings with companies or individuals who pose a conflict of interest, including direct or indirect consent or other conflicts of interest.

5.3.3.1.4 反洗钱 Anti-Money Laundering

我们承诺遵守所有适用的反洗钱法律法规，不将产品和服务用于洗钱目的，业务交易不涉及洗钱行为。

We promise to abide by all applicable anti-money laundering laws and regulations, not to use our products and services for money laundering purposes, and to conduct business transactions that do not involve money laundering.

5.3.3.1.5 共谋行为 Collusive Practice

我们禁止员工为了达到不当目的，由双方或多方进行有目的的设计安排或串通，以不适当的方式影响另一方的行为。

We prohibit employees from engaging in purposefully designed arrangements or collusion between two or more parties to improperly influence the behavior of another party in order to achieve an improper purpose.

5.3.3.1.6 胁迫行为 Coercive Practice

我们禁止员工直接地或间接地伤害或者破坏、或威胁将伤害或破坏任何一方或其财产，从而不适当地影响该方的行为。

We prohibit employees from directly or indirectly injuring, damaging, or threatening to harm or destroy any party or their property, thereby improperly influencing the behavior of that party.

5.3.3.1.7 阻碍行为 Obstructive Practice

我们禁止员工以任何理由，任何形式妨碍或阻止有关当局或机构行使调查的权利，禁止员工故意销毁、伪造、篡改或隐瞒对调查有重要意义的证据，或向调查人员做出虚假陈述等行为。

We prohibit employees from obstructing or preventing the relevant authorities or agencies from exercising their right to investigate for any reason and in any form, and prohibit employees from intentionally destroying, falsifying, tampering with, or concealing evidence of significance to the investigation, or making false statements to the investigator, among other acts.

5.3.3.2 反竞争行为 Anti-Competitive Practices

定义：处理反竞争做法，包括：操纵投标、价格垄断、倾销、掠夺性定价、强制垄断、划分势力范围、产品搭售、限制定价和不尊重知识产权。

Definition: Deals with anti-competitive practices including among others: bid rigging, price fixing, dumping, predatory, pricing, coercive monopoly, dividing territories, product tying, limit pricing, and the non-respect of intellectual property.

5.3.3.2.1 公平竞争 Fair Competition

我们禁止任何损害消费者与社会公共利益的不正当竞争行为，自觉维护良好的市场秩序。

We prohibit any unfair competitive practices that harm consumer and public interests, and conscientiously uphold a healthy market order.

a) 禁止任何形式的垄断行为。各单位在没有法定许可的情况下，禁止利用其市场地位，实施阻碍贸易、限制和排除公平竞争的行为，包括禁止达成并实施垄断协议、禁止滥用市场主导地位以排挤其他竞争者以及禁止实施具有或者可能具有排除、限制竞争效果的经营集中。

Any form of monopoly practices is prohibited. Without statutory permission, all departments are prohibited from using their market position to obstruct trade, restrict, or exclude fair competition. This includes prohibiting the formation and implementation of monopoly agreements, prohibiting the abuse of market dominance to exclude other competitors, and prohibiting the implementation of business concentrations that have or may have the effect of excluding or restricting competition.

b) 禁止任何形式的不正当竞争行为。各单位在经营活动中，禁止采取违反公认商业道德的手段，实施争取交易机会或者破坏其他经营竞争优势或者扰乱社会经济秩序的行为，包括但不限于禁止虚假宣传、禁止假冒行为、禁止混淆行为、禁止商业诋毁、禁止侵犯商业秘密以及禁止串通投标等，禁止利用网络实施不正当竞争行为。

Any form of unfair competition is prohibited. In their business activities, all departments are prohibited from using means contrary to recognized business ethics to gain transaction opportunities, undermine the competitive advantages of other businesses, or disrupt social and economic order. This includes but is not limited to prohibiting false advertising, counterfeiting, confusion, commercial defamation, infringement of trade secrets, and collusion in bidding, and prohibiting the use of the internet for unfair competition.

c) 禁止违规关联交易。各单位进行关联交易时，应保持公司的独立性，禁止利用关联交易调节财务指标，损害公司利益。禁止交易各方隐瞒关联关系或者采取其他手段，规避公司的关联交易审议程序和信息披露义务。

Improper related-party transactions are prohibited. When engaging in related-party transactions, all departments must maintain the Company's independence and are prohibited from manipulating financial indicators to the detriment of the Company's interests. It is prohibited for

parties to transactions to conceal related relationships or employ other means to circumvent the related-party transaction review procedures and disclosure obligations of the Company.

5.3.3.2.2 贸易合规 Trade Compliance

我们承诺在从事商业活动或交易过程中遵守所适用的国内和国际贸易合规法律法规，包括但不限于出口管制、制裁、海关、税务等方面的法律法规。

We promise to abide by all applicable domestic and international trade compliance laws and regulations in our business activities and transactions, including but not limited to those about export controls, sanctions, customs, and taxation.

我们禁止与被列入出口管制清单的实体或个人、任何禁运国家或地区、被制裁实体或个人进行可能导致违反出口管制、制裁相关法律法规及合同义务的商业活动或交易。我们禁止走私货物、物品进出境以及利用走私货物、物品。

We prohibit commercial activities or transactions with entities or individuals listed on the export control lists, any embargoed country or region, or sanctioned entities or individuals that may result in the violation of laws and regulations and contractual obligations related to export control and sanctions. We prohibit the smuggling of goods and items into and out of the country as well as the use of smuggled goods and items.

5.3.3.2.3 防止内幕交易 Prevent Insider Trading

我们禁止自身及商业伙伴利用涉及发行人的经营、财务或者对该发行人证券的市场价格有重大影响的尚未公开的信息进行交易。

We prohibit ourselves and our Business Partners from utilizing undisclosed information related to the issuer's operations, finances, or any other material information that could significantly impact the market price of the issuer's securities for trading purposes.

5.3.3.2.4 反逃税 Anti-Tax Evasion

我们承诺遵守适用的税法及与交易、付款有关的会计、簿记与财务报告规定，依法缴纳税款。

We promise to abide by applicable tax laws and accounting, bookkeeping and financial reporting requirements related to transactions and payments, and to pay taxes in accordance with the law.

5.3.3.2.5 保护知识产权 Protection of Intellectual Property Rights

我们积极保护公司所有的知识产权，尊重他人的知识产权，遵守业务所在地与知识产权相关的法律规定，制定相关战略，设立专门部门负责知识产权业务。

We actively protect all intellectual property of the Company, respect others' intellectual property rights, abide by the intellectual property laws applicable to our business locations, formulate relevant

strategies, and establish specialized departments dedicated to intellectual property affairs.

5.3.3.3 负责任信息管理 Responsible Information Management

5.3.3.3.1 定义 Definition

处理第三方数据保护和隐私，包括保护客户个人识别信息 (PII)和第三方知识产权。

Deals with third-party data protection and privacy which encompasses the protection of customer personal identification information (PII) and third-party intellectual property rights.

5.3.3.4 违反商业道德政策惩戒措施 Disciplinary Measures For Violation Of Business Ethics Policy

利益相关方有权对腐败、欺诈、共谋、胁迫和阻碍等不当行为或违背合规管理制度的情况进行举报。员工有义务及时向合规与审计中心举报员工、管理人员、商业伙伴的所有不当行为或嫌疑。举报渠道如下：

Any stakeholder has the right to report incidents of misconduct such as corruption, fraud, collusion, coercion, and obstruction, or violations of compliance management systems. Employees are obligated to promptly report any misconduct or suspicion involving employees, management personnel, or business partners to the Compliance and Audit Center. Reporting channels include:

(1) 举报热线：021-67777777-880080

Hotline: 021-67777777-880080

(2) 举报邮箱：compliance@chint.com

E-mail: compliance@chint.com

(3) 举报箱：合规部定期收集举报箱中的举报文件

Reporting box: Reports collected regularly by the Compliance Department from the reporting box.

(4) 其他渠道：员工可以自由选择其认为合适的其他渠道进行举报

Other channels: Employees are free to choose other appropriate channels for reporting.

a) 发现不当行为或收到举报时，按照《举报与调查制度》的规定开展调查，员工应充分配合并及时答复所有问询；

Upon discovery of misconduct or receipt of a report, investigations shall be conducted in accordance with the Reporting and Investigation System. Employees are required to fully cooperate and promptly respond to all inquiries;

b) 确认不当行为时，按照《举报与调查制度》进行报告，并提出适当的补救措施，包括但不限于惩戒措施、披露给有关当局或当事人、培训及其他纠正措施；

Upon confirmation of misconduct, reports shall be made as per the Reporting and Investigation System, and appropriate remedial measures shall be proposed. These measures may include but are

not limited to disciplinary actions, disclosure to relevant authorities or parties, training, and other corrective actions;

c) 处罚根据相关法律和标准运营制度决定，包括口头警告、书面警告、记过、记大过、留职察看、降职、终止劳动合同。

Penalties shall be determined in accordance with relevant laws and operational standards, including verbal warnings, written warnings, records of misconduct, serious records of misconduct, probation, demotion, and termination of labor contracts.

5.4 可持续采购政策 Sustainable Procurement Policy

5.4.1 供应商环境、社会实践 Environmental And Social Practices of Suppliers

5.4.1.1 定义 Definition

供应商环境实践指：处理供应链中的环境问题，即供应商和承包商自己的业务和产品对环境产生的影响。

Supplier Environmental Practices: Deals with environmental issues within the supply chain i.e. environmental impacts generated from the suppliers and subcontractors own operations and products.

供应商社会实践指：处理供应链中的劳工和人权问题，即供应商和承包商自己的业务或产品产生的劳工和人权问题。

Supplier social Practices: Deals with labor practices and human rights issues within the supply chain i.e. labor practices and human rights issues generated from the suppliers and subcontractors own operations or products.

核心供应商：核心供应商必须满足以下 3 个条件：

Core suppliers: The core suppliers must meet the following three criteria:

a) 与正泰新能合作连续三年以上的合格供应商；

Qualified suppliers who have cooperated with Astronergy for more than three consecutive years;

b) 所属材料供应量占新能该材料总采购占比达到 5% 以上份额；

The supply of the material accounts for more than 5% of the total purchase of Astronergy;

c) 所属材料占 BOM 成本 5% 以上，且材料所属行业具备一定技术壁垒

The material accounts for more than 5% of the BOM cost, and the industry of the material has certain technological barriers

不满足以上三个条件，但满足以下特殊项之一，可经过领导审批，加入核心供应商清单：

Suppliers who do not meet all three criteria but meet one of the following special conditions may be included in the core supplier list upon leadership approval:

a) 与正泰有战略投资合作关系的供应商

Suppliers with strategic investment cooperation relationship with Astronergy

b) 拥有特殊专利且对公司产品有重大影响的供应商

Suppliers with special patents that have a significant impact on the Company's products

5.4.1.2 定性承诺 Qualitative Commitments

通过可持续采购决策，减少对环境的影响，促进社会公平，并增强公司的竞争力。我们深刻认识到采购活动对环境、社会和经济的深远影响，并致力于将可持续性原则融入我们的企业采购决策中。我们承诺

Through sustainable procurement decisions, we aim to reduce environmental impact, promote social equity, and enhance competitiveness of the Company. We recognize the profound influence of procurement activities on the environment, society, and economy, and are committed to integrating sustainability principles into our corporate procurement decisions. We commit to

积极携手供应商履行社会责任，致力于精进产业链的社会责任表现，推进业务与供应链的可持续发展。推进原材料本地化采购。

collaborate actively with suppliers to fulfill social responsibilities, improve social responsibility performance across the industrial chain, and advance the sustainability of our business and supply chain. We also strive to promote localized procurement of raw materials.

5.4.1.3 定量目标 Quantitative Target

短期目标（至 2028 年）Short-term targets (By 2028)

a) 100%核心供应商接受尽职调查审计和社会、环境标准评估

All core suppliers - Accept audits on due diligence and assessment in social, environmental aspects

b) 每年对核心供应商开展能力建设培训

Annually - Conduct supplier training on ESG performance

c) 100%不涉及冲突矿产采购及使用

100% Non-involvement in the procurement and use of conflict minerals

中长期目标（至 2035 年）Mid & Long-term targets (By 2035)

a) 100% 核心供应商通过 ISO 45001 认证

All core suppliers - Obtain ISO 45001 Certification

b) 100% 核心供应商通过 ISO 14001 认证

All core suppliers - Obtain ISO 14001 Certification

c) 100% 高风险二级供应商接受尽职调查审计

All high-risk secondary suppliers - 100% accept due diligence audits

6 文件更新 Document Updating

a) 本文件由正泰新能科技股份有限公司负责解释和修订。公司会根据国内外政策、最新法律法规、国际标准、监管要求和行业趋势，结合与利益相关方的沟通反馈每年进行政策复查，适时更新文件内容。

This document is interpreted and revised by Chint New Energy Technology Co., Ltd. The company will do annual policy review and update the content of documents in a timely manner based on national and overseas policies, the latest laws and regulations, international standards, regulatory requirements and industry trends, combined with communication and feedback from stakeholders.

b) 若本文件中英文版本存在差异，请以中文版本为准。

In case of any inconsistency between the Chinese and English versions of the document, the Chinese version shall prevail.