HUMAN RIGHT POLICY

LONGi Green Energy 2024 Copyright

LONGi HUMAN RIGHTS POLICY

LONGi respects and supports human rights in all its value-creating business activities. Guided by the core values of 'Reliability, Value-add, and Fulfillment', LONGi spares no effort to advance the development of the photovoltaic industry. With respect and trust, LONGi joins hands with customers, employees, suppliers, and stakeholders to foster a healthy solar industry that makes the clean energy affordable for humankind.

LONGi respects the *UN Guiding Principles on Business and Human Rights* (UNGPs) and the *Ten Principles of the UN Global Compact*, committing to respecting human rights in all its operations and value chains. LONGi's responsibilities in this regard encompass the internationally recognized human rights as enshrined in 'the International Bill of Human Rights', and the core labor rights defined in the *ILO Declaration on Fundamental Principles and Rights at Work*. These are the foundation for this policy.

1. SCOPE AND BASIS

This policy is formulated by the Human Resources Management Center and approved by the Chairman of the Board to be published. It applies to LONGi Green Energy Technology Co., Ltd. and its branches, holding subsidiaries, and other affiliated entities.

We respect and support the dignity and rights of all individuals, including our employees, suppliers, business partners, customers, consumers, residents of communities involved, and other stakeholders. Through human rights due diligence, we identify, assess, prevent, and mitigate human rights risks in our business activities and value chains. Our *Code of Business Conduct* and *Supplier CSR Code of Conduct* are a critical vehicle to promote the respect of human rights in the supply chain. We provide training for employees and suppliers to better understand human rights principles and observe human rights norms, and evaluate and monitor their

compliance and associated risks through auditing programs. We have opened channels to communicate and complain human rights concerns. Once we spot any adverse impact on human rights in our operation activities, we will promptly and actively take or collaborate in taking remedial measures. Furthermore, we expect our suppliers and partners to develop and implement similar policies while complying with this policy.

2. OUR HUMAN RIGHTS COMMITMENT

Based on the interests and expectations of our key stakeholders that we have identified, we commit to respecting, as a minimum, fundamental human rights detailed below:

Employees

- We comply with all labor, environment, safety, and health laws, regulations, and standards established by local authorities, and make sure our employees enjoy working conditions meeting regulations and standards, as well as a safe and healthy working environment. We pay employees wages in full and on time, with diversified and expanding benefits.
- We prohibit the use of child labor, prevent any recruitment or use of child labor, and put in place mechanisms and measures to remedy child labor.
- We prohibit any form of forced labor and modern slavery, including bonded labor, indentured labor, slavery or trafficking of persons. We do not use prison labor, or require job applicants to pay recruitment fees, or recruit or receive persons by means of threat, force, coercion, retention of identity documents, or collection of deposits or bonds. We do not impose unreasonable restrictions on employee' freedom of movement within the workplace or leaving the company premises.
- We respect employees and promote employment diversity, equality, and inclusiveness, striving to create an open and inclusive working environment. We provide equal opportunities for job seekers and employees, adhere to equal pay for equal work regardless of gender, and prohibit discrimination based on race,

nationality, ethnicity, religious beliefs, color, age, disability, marital status, gender, sexual orientation, gender identity, and reproductive status, etc. We also prohibit any form of violence, insult, and harassment towards others, including sexual harassment and sexual violence.

- We provide employees with diversified training for skill and capability enhancement, and platforms and opportunities to support development of both the employees and the company.
- We respect employees' rights to freedom of assembly, association, lawful participation in unions, and collective bargaining in accordance with local laws.
- We establish smooth communication channels to create an organizational atmosphere where expressing oneself is free from pressure. Employees can express their opinions or raise concerns through designated email addresses or platforms to jointly address issues in the workplace.
- We value the protection of employees' privacy, carefully manage the personal data obtained, and prudently collect, use, and store employees' personal information.

Suppliers' Employees

We require suppliers to sign and strictly adhere to the *Supplier CSR Code of Conduct*, and communicate LONGi's human rights requirements to upstream suppliers. We are committed to encouraging our supplier partners and their upstream counterparts to comply with applicable laws, regulations, and human rights principles. We exercise due diligence throughout the supply chain to manage human rights risks, requiring supplier partners to take appropriate preventive and control measures towards human rights risks and providing them with necessary support accordingly. Building on this basis, we particularly require our suppliers to:

- Provide employees with safe, reliable, and hygienic working conditions and environments in accordance with the labor, safety, and health standards as required by the applicable laws.
- Prohibit forced labor and the employment of child labor, and not tolerate any

forms of discrimination, harassment, or abuse, ensuring fair treatment for all employees.

- Comply with local laws and regulations in paying employees' wages and benefits on time, and ensure that employees have the legal rights to voluntary overtime, rest, and leave.
- Respect employees' rights to freedom of assembly, association, and collective bargaining in accordance with applicable laws; establish effective grievance mechanisms, and protect whistle-blowers from retaliation.
- Require their own suppliers/partners not to breach labor protection regulations or purchase products or materials produced against labor protection principles.
- Comply with legal requirements for protecting privacy.

Other Stakeholders

- We respect the legitimate rights of local residents in the communities where we operate, encourage localized employment and procurement, support the livelihoods of local community residents (specific groups in particular, such as children, the disabled, indigenous peoples, minorities, etc.), respect and embrace cultural diversity, and help local residents benefit from economic, social, and cultural development.
- We support the just energy transition, helping people access clean, affordable energy and green, decent job opportunities through technological advancement and business growth, and supporting people in improving their quality of life.

3. COMPLAINTS AND REPORTS

We provide smooth communication and complaint reporting mechanisms to safeguard human rights. Employees, suppliers, partners, customers, and other stakeholders can anonymously or openly report human rights concerns to our compliance department or supervisory department through telephone calls, emails, mailbox, or other channels. We objectively investigate and fairly handle reported

cases in accordance with laws and regulations, providing timely feedback. We also protect whistle-blowers from retaliation in accordance with relevant provisions, ensuring that they are not subjected to threats, intimidation, harassment, or any other forms of unfair treatment due to their reporting.

- Longi Qingfeng Complaint and Report Acceptance Center WeChat mini program
- Sunshine Longi WeChat official account
- Tel: 0086-029-84193391, 18089282003
- Email: audit@longi.com; compliance@longi.com
- Letters and face-to-face complaints and reports, address: No. 8369, Shangyuan Road, Economic and Technological Development Zone, Weiyang District, Xi'an City, Audit Supervision Center of Longi Green Energy Technology Co., Ltd.

We conduct a comprehensive review of the policy at least once a year based on updates to relevant laws and regulations as well as the contents of the company's management system, and revise or supplement it as necessary to ensure the policy's timeliness and applicability. This policy is prepared in both Chinese and other language versions, and in the event of any discrepancies between the other language versions and the Chinese version, the Chinese version shall prevail.

Chairman of LONGi Green Energy Technology Co., Ltd.

Zhong Baoshen

Approved in 2024