

Optimize the energy portfolio and  
take responsibility  
for enabling a sustainable future.

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2020

# CSR Report

JinkoSolar Holding Co.,Ltd.

**P5 About The Report**

Release Cycle  
Report Scope  
Guidelines  
Data Shows  
Report Commitment  
Referential Description  
Report Access

**P7 Speech of President****P9 About Us**

Company Profile  
Performance in 2020  
Equity Change  
Main Awards and Honors  
Company Culture  
Social Responsibility Policies  
Social Responsibility System  
Join Social Responsibility Initiative  
Stakeholders' Communication  
Important Issue Identification Management

**P17 Management responsibility**

Management structure  
Compliance Management  
Risk Control  
Integrity  
Fair Competition  
Information Security  
Investor Rights

**P23 Product Liability**

Quality Control  
Product Recall  
Product Life Cycle Management  
Innovation Driven  
Industry-University-Research Cooperation  
Intellectual Property  
Contract Performance  
Continuous Improvement of Services  
Facilitate Industry Development

**P31 Supplier Responsibilities**

Integrity Management  
Win-win  
Responsible Procurement

**P35 Employee Responsibility**

Employee Employment Profile  
Employee Compensation and Benefits  
Employee Rights Protection  
Diversity of Employees  
Employee Performance Appraisal  
Staff Communication Mechanism  
Staff Skill Training  
Staff Career Development  
Occupational Health and Safety  
Employee Care

**P45 Environmental Responsibility**

Environmental Protection Policies  
Environmental Management System  
Energy and Resource Use  
Addressing Climate Change  
Pollutant Management  
Environmental Warning and Emergency Response Mechanism  
Green Office  
Environmental Protection Training

**P57 Community Responsibility**

Community Building  
Targeted Poverty Alleviation  
Epidemic Prevention and Control

**P65 Preparation Process****P67 GRI Standards Index****P69 Benchmarking of Ten Principles of Global Compact****P71 SDGs Index | Verification Statement****P75 Reader Feedback Form**

# Contents



# About The Report

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## Release Cycle

This report is an annual report and also the fourth corporate social responsibility report issued by JinkoSolar Holdings Co., Ltd.

## Report Scope

This report discloses JinkoSolar's performance of social responsibilities and commitment to sustainable development from January 1, 2020 to December 31, 2020. Some of the content appropriately traces back to the previous years.

The environmental and occupational health and safety performance in this report, unless otherwise specified, are the data of the company's 9 production bases (Shangrao, Haining, Yili, Leshan, Yuhuan, Chuzhou, Yiwu, Malay, and the United States). Due to the inconsistent production time and different operation conditions of each base, some statistical data do not include all bases.

## Guidelines

This report is based on the core program of the 'GRI Sustainable Development Report Standards' (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), and is prepared with reference to the United Nations Sustainable Development Goals (SDGs).

## Data Shows

The data quoted in this report are from official documents and statistical data of the Company. The data quoted in this report, unless otherwise specified, all weights and measures are in the metric system, and the monetary unit is all RMB.

## Report Commitment

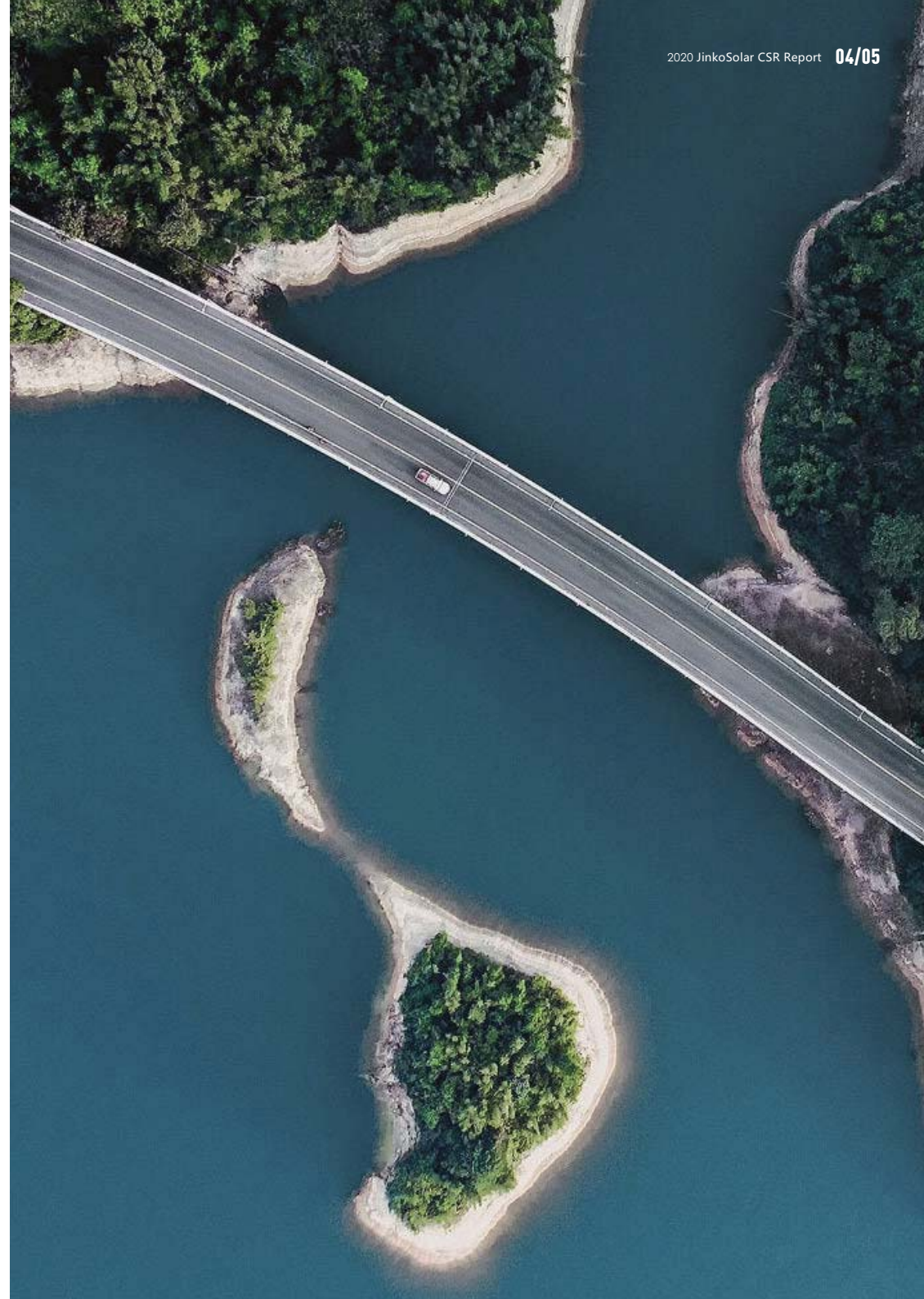
This report has been reviewed and approved by the company's board of directors and passed the SGS inspection. The company guarantees that there are no false records and misleading statements in the content of the report.

## Referential Description

For ease of presentation and reading, JinkoSolar Holdings Co., Ltd. in the report is referred to as 'JinkoSolar', 'Jinko', 'the Company' or 'we/us' (unless otherwise stated in the text).

## Report Access

The Chinese and English versions of this report can be browsed or downloaded online on the company's official website. If you have any questions, comments or feedback on this report, you can send an email to [csr@jinkosolar.com](mailto:csr@jinkosolar.com).



# Speech of President

In 2020, the sudden outbreak of COVID-19 has had a huge impact on the world, and with the volatile situation of international circumstances and global financial market, the world economy is facing unprecedented difficulties. China's 30 and 60 carbon peak and carbon neutral targets have given JinkoSolar unprecedented opportunities and challenges. In the context of carbon neutrality, JinkoSolar's new brand strategy based on value has redefined the company's purpose. While promoting the company's own social responsibility and sustainable development, it also empowers and assists more companies, institutions, communities, and families achieve the goal of carbon neutrality, and pool the wisdom of all to solve common problems in water, food, energy, and climate.

## Integrated CSR Strategic Concept

The process by which the Company integrates Corporate Social Responsibility (CSR) into the products, services and business models provided by the Company. The traditional incidental concept is to separate the corporate social responsibility plan from the core business activities, while the integrated CSR strategic concept is to integrate social responsibility and sustainable development into the daily operation field, making it an innovative business model to realize social and economic benefits. Through this new upgrade of the company's brand strategy, JinkoSolar aims to help all other industries in green transformation and the sustainable development of the entire society through business model innovation and digital economy application.

More and more industries and companies pay increasing attention to their climate actions and carbon neutrality. The new need to combine climate goals, business operation, and interactivity has increased the complexity and uncertainty of the organization. JinkoSolar's new brand strategy based on corporate social responsibility upgrade has the slogan of 'Becoming your partner in climate action', helping customers organically integrate business operation and climate action, staying the same in strategies, tactics, and actions to finally achieve the goal of carbon neutrality.

## Based on photovoltaics, comprehensively promote energy transition

JinkoSolar will create business value for customers all over the world by continuously providing leading technologies of multiple world records, high-quality products of top bankability, and empirical endorsements of the largest cumulative shipments. At the same time, JinkoSolar will also cooperate with ecological partners, including institutes and research organizations, electric power design companies, key product suppliers, system integrators, omni-channel distributors and EPC in providing carbon neutral consulting, designing, and deployment for all industries and corporate clients, and optimizing ways of carbon neutrality to empower other organizations and industries to achieve carbon neutrality.

The new strategy focuses on industrial carbon neutrality, zero-carbon buildings and transportation, photovoltaic hydrogen production, photovoltaic seawater desalination and sand control, photovoltaic irrigation, traditional energy transformation, and land reuse. This brand strategy upgrade fully embodies JinkoSolar's important corporate culture of 'fairness, responsibility, pragmatism, and transcendence'.

## Join the United Nations Compact Organization

As one of the world's largest photovoltaic module manufacturers, JinkoSolar knows that the larger the scale of the company is, the farther-reaching influence on industry and society it will have. Therefore, we took the lead in joining the United Nations Compact Organization to operate with stricter corporate governance standards. We attach importance to ethics and abide by rules of law of various countries. We hope to establish sustainable model with our own operation and become a benchmark for the industry and a force for social progress.

For any company, it doesn't matter who you are on the earth, but what you do does matter. The reason and value of JinkoSolar's existence is to strengthen itself and help other companies to make good use of photovoltaics, be responsible and do good things to make profit.

Li Xiande, President





# No.1 Shipment for 4 Consecutive Years

**70GW+**

Delivered

**11GW**

Cell Capacity

**25000**

Employees

**160+**

Covered Countries

**20GW**

Wafer Capacity

**30GW**

Module Capacity

**9**

Capacity

**35+**

Service Centers

Data as of the end of 2020

## About Us

### Company Profile

JinkoSolar Holdings Co., Ltd. was established in 2007 and listed on New York Stock Exchange in 2010. Relying on continuous R&D innovation, reliable product quality and excellent customer service, JinkoSolar became the world's largest module manufacturer in 2016, and has ranked first in global PV module shipments from 2016 to 2019. As of December 31, 2020, JinkoSolar's cumulative global shipments exceeded 70GW, ranking first in the industry. We have a vertically integrated production capacity. It is estimated that by the end of 2021, the production capacity of monocrystalline silicon wafers will reach approximately 30GW, the production capacity of solar cells will reach approximately 24GW, and the production capacity of modules will reach approximately 33GW.

JinkoSolar has been deeply involved in the world, with more than 25,000 employees and 9 global production bases, with a marketing network covering 35 countries, providing solar products, solutions and technical services for ground-based power stations, commercial and civilian customers in more than 160 countries. Relying on the global manufacturing level, localized operation and management team, we have successfully built a well-distributed industrial map in the global market.

In the past 3 years, we broke 15 industry power and efficiency records, and continuously approached the limit with a battery efficiency of 24.9%. The latest results were quickly implemented from the intelligent production line of Jinko Factory, achieving a mass production efficiency conversion efficiency of N-type single crystal battery of over 24%; at the same time, the conversion efficiency of Jinko's N-type monocrystalline module reached 23.01%, breaking the world record.

As of the end of 2020, we have been on the Fortune China 500 list for 6 consecutive years and on the 'China Private 500' list for 7 consecutive years. In 2020, we have been ranked 144th in China's top 500 private enterprises and obtained title of 'The most bankable' top photovoltaic brand by Bloomberg New Energy for 6 consecutive years. In 2019, JinkoSolar won Frost & Sullivan Award of World's Leading Photovoltaic Technology. At the same time, since the 2016 Hangzhou B20 Summit, JinkoSolar has been nominated as the co-chair and core member of the B20 Energy, Climate, and Resource Efficiency Panel for 6 consecutive years, playing a key role in industry insights and global green policy recommendations. In both global strategic layout and technology research and development, we have achieved fruitful results, always kept the industry's leading role, and guide the industry forward.



## Performance in 2020

In 2020, the company achieved annual shipments of 18.8GW, a year-on-year increase of 31.4%; total revenue reached 35.129 billion yuan, a year-on-year growth of 18.1%; net profit was 335 million yuan, and total tax was 358 million yuan.

As of the end of 2020, the company's module shipments totaled 70GW, making it the world's largest photovoltaic module manufacturer. In 2020, JinkoSolar's monocrystalline silicon wafer production capacity reached approximately 22GW, solar cell production capacity reached approximately 11GW, module production capacity reached approximately 31GW, and global cumulative shipments exceeded 70GW, ranking first in the industry.

## Equity Change

In September 2020, JinkoSolar announced the spin-off of its main operating subsidiary Jiangxi Jinko's strategic plan to go public on the domestic science and technology innovation board. At the end of September, the internal reorganization of the group was completed. At the end of October, it completed Pre-IPO refinancing of 3.1 billion yuan (approximately US\$458 million). After refinancing, well-known third-party investment institutions in China and JinkoSolar's founders and senior managers hold a total equity of Jiangxi Jinko of approximately 26.7% directly or through investment platforms. JinkoSolar holds an equity of 73.3% and maintains its holding position.

(List of third-party investors: Industrial Bank Group, Industrial Guoxin, Yunshang Fund, Huahong Capital, CITIC Construction Investment Capital, and CITIC Construction Investment, etc.)

## Company Culture



### Vision:

Provide overall solutions for clean energy and become a benchmark in the industry.

### Mission:

Change the energy structure and assume responsibility for the future.

### Core Value:

Fairness, responsibility, pragmatism and transcendence.



## Main Awards and Honors

### Awards and Honors

2015 Today's Change and Progress Awards

2015 Global Growing Enterprises

2016 Pioneer Companies Achieving Sustainable Development Goals

2017 China Energy Technology Leading Enterprises

2018 National Quality Benchmark

2018 'Top Photovoltaic Brand' Badges

2018 Annual Top 50 Research & Development and Innovation Capability

2018 China's Top 500 Corporate Citizenship Brands

2018 Frost & Sullivan New Economy Awards

2018 Green Manufacturing Awards

2018 Most Innovative Enterprises

2018 Best Corporate Employers in Asia

2018 Bloomberg's Most Bankable Photovoltaic Companies

2018 Best Corporate Governance Award for Listed Companies in China

2018 Best Corporate Governance Gold Award

2019 Natural Energy Awards and Solar Energy Awards

2019 Best Corporate Employers in Asia

2019 DNVL Reliability Scorecard Annual 'Best Performer'

2019 'Top Photovoltaic Brand' Badges

2019 Outstanding Contribution Awards

Won Single Championship Demonstration Enterprise of Manufacturing Industry in 2019

2020 Best Corporate Employer Awards in Asia

PV Magazine 2020 Annual Module Awards

2020 China Green and Low-Carbon Innovative Enterprise Awards

2020 National Market Governance Credit A and Other User Satisfaction Benchmarking Enterprises

2020 Green Energy Outstanding Contribution Awards

2020 China Smart Manufacturing 'Golden Great Wall' Award-Annual Outstanding Innovation Brand

2020 'All Quality Matters' Monocrystalline Group Power Generation Simulation Winners



### Issuing Agency

United Nations Framework Convention Organization on Climate Change, etc.

2015 Summer Davos

China Network of United Nations Global Compact

Organizing Committee of the 3rd China Energy Development and Innovation Forum

China Quality Association

EuPD Research

Information Technology Industry Federation

Corporate Citizenship Committee of China Association of Social Workers, etc.

FROST&SULLIVAN

China Photovoltaic Leaders Innovation Forum

CFS

HRAsia

Bloomberg

21st Century Business Herald

The Asset

Rushlight

HRAsia

DNVGL

EuPD Research

China Photovoltaic Industry Association

Ministry of Industry and Information Technology, China Federation of Industrial Economics

HRAsia

PV Magazine

Organizing Committee of China Energy Development and Innovation Forum

China Quality Association

China Good Photovoltaic Brands Ceremony Organizing Committee

China Smart Manufacturing Annual Meeting

TÜV, Rheinland, Germany



## Social Responsibility Policies

### Annual Social Responsibility Goals

Through the formulation of management procedures and promotion of management improvement, energy conservation and environmental protection, employee rights protection, consumer rights protection, construction of a clean business system and supply chain social responsibility are improved.

### Annual Social Responsibility Indicators

The incident of child labor misuse	The incident of forced labor	The improper benefit	The social security coverage rate	The collective agreement signing rate	The occupational health examination rate
0	0	0	100%	100%	100%

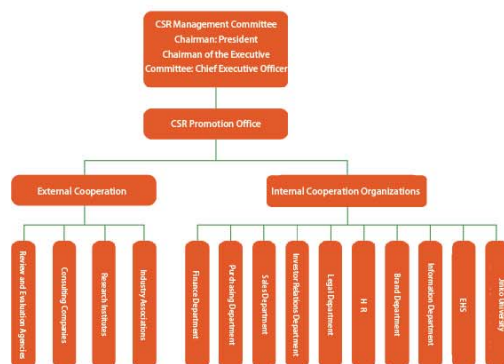
### Social Responsibility Policies

JinkoSolar regards the practice of social responsibility as the internal driving force of sustainable development, promotes the inward integration of corporate social responsibility work, and promotes the integration of social responsibility into strategy and decision-making, daily operation and management, supply chain management, and community co-construction. Responsibility becomes the conscious action of the enterprise. Continuously improve social responsibility performance, reduce energy resource consumption and environmental impact, promote the research and development and encourage of energy-saving and environmentally friendly technologies, stimulate the improvement of employees' working conditions, ensure employees' occupational health and safety, promote the construction of clean employment, combat commercial corruption, and ensure information security of the company and stakeholders, and promote the continuous improvement of social responsibility performance of supply chain partners.

## Social Responsibility System

The CSR Management Committee is the decision-making body for JinkoSolar's social responsibility. It is composed of the company's main leaders. It is responsible for guiding the company's strategic direction in corporate social responsibility and sustainable development, solving key and difficult problems in the implementation of sustainable development work, ensuring strategy implementation and the demands representing society and environment are integrated into the company's decision-making process.

The CSR Management Committee has a CSR Promotion Office as the executive department responsible for promoting specific matters related to social responsibility management. The CSR Office mainly connects with the Finance Department, Purchasing Department, Sales Department, Investor Relations Department, Legal Department, HR, Branding Department, Information Department, EHS, Jinko University, Consulting Companies, Research Institutes and other external knowledge resources, identify the company's risks and opportunities related to sustainable development and fulfillment of social responsibilities, propose corresponding strategies and solutions, and urge the company and its subsidiaries to implement sustainable development strategies.



## Join Social Responsibility Initiative



THE CLIMATE GROUP

RE 100 EP 100

In September 2019, JinkoSolar joined the RE100 and EP100 green initiatives. It is the first solar energy company in the world joining the RE100 and EP100 green initiatives. In order to achieve global climate goals and promote a low-carbon economy, JinkoSolar promised to do more by using less energy, efficiently helping global sustainable development. The company promises that by 2025, JinkoSolar's factories and global operations will use 100% renewable energy. By 2030, the energy management system will be deployed to all operations of the company, and energy production efficiency will increase by 30% compared to 2016. In order to achieve these goals, the company also signed the EP100 Air-Conditioning Action to improve the energy efficiency of the company's air-conditioning supply. After joining RE100 and EP100, JinkoSolar has maintained continuous communication with the climate organization on the action plan and reported the corresponding progress annually.

In 2020, JinkoSolar signed to join the United Nations Global Compact Organization, setting an example for the industry. The organization is the world's largest international organization that promotes corporate sustainable development plans. According to the benchmark principles of the United Nations Compact, the operation and strategic deployment of the signed companies should be carried out in accordance with the principles of the United Nations Global Compact to jointly promote corporate social responsibility and sustainable development.



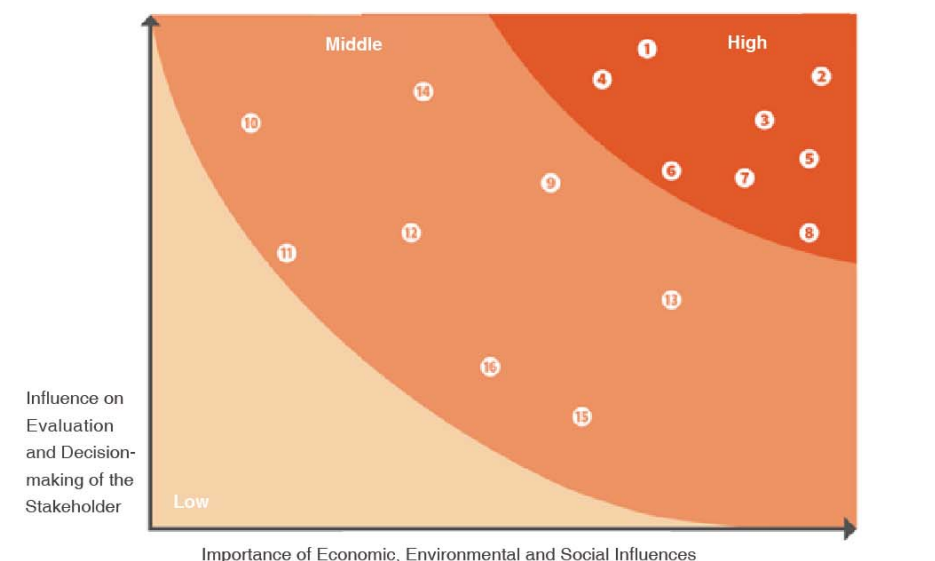
## Stakeholders' Communication

Communication with stakeholders is the focus of JinkoSolar's corporate social responsibility management work. In 2020, we conducted extensive and in-depth communication with stakeholders such as customers, investors, suppliers, employees, governments, and communities through multiple communication mechanisms and channels, to understand the expectations and demands of stakeholders on the company, and actively adopt constructive opinions and suggestions, and work with stakeholders to jointly improve the business management of the enterprise.

Stakeholders	Expectations and Demands	Communication Response
Clients	Integrity Performance High-quality Products Quality Services Listen to Customer Opinions and Suggestions Protect Client Information Security	Strictly Enforce Contract Strengthen Product Quality Management Improve Service Level Optimize Customer Complaint Process Information Security and Privacy Protection
Regulatory Authorities	Sustainable Profitability Standardized Corporate Governance Disclosure of Business Information Return to Shareholders	Improve Corporate Governance System Optimize Internal Compliance Management System Timely and Accurately Disclose Business Information Provide Reasonable Return on Investment
Investors	Sustainable Profitability Standardize Corporate Governance Disclosure of Business Information Return to Shareholders	Improve Business Management Level Optimize Internal Compliance Management System Timely and Accurately Disclose Business Information Provide Reasonable Return on Investment
Suppliers	Insist on Integrity Management Drive Suppliers' Sustainable Development	Fair and Transparent Procurement Principles and Procedures Raise Supplier Standards Responsible Raw Materials Purchasing
Staff	Protect the legal rights of employees Provide career development space Salary and Welfare Guarantee Health and Safety Protection	Regulate Employment and Respect Human Rights Innovate Employee Development Channels Guarantee Wages and Benefits According to Law Improve Occupational Health and Safety Management System
Community	Drive Community Economy Development Carry out Multi-Level and Multi-Faceted Cooperation Community Charity	Provide Jobs Support Community Building Carry out public welfare and voluntary service activities
Surroundings	Energy Saving and Consumption Reduction Reduce Pollution Promotion of New Energy	Use Energy-saving Technologies Reduce Pollutant Emissions Development of New Energy Technologies
Industry	Technology Exchange Collaborative Innovation Industry Development	Industry Conferences Seminar Industry-University-Research Cooperation
Government	Pay taxes in full in accordance with the law Leading Technological Innovation Compliance Promote Social Employment	Pay Tax Initiatively Technological Innovation Compliance with Laws and Regulations Provide Jobs
Media, NGOs, Third-party Organizations	Information Disclosure Sustainable Development Compliance Interview and Communication	Timely Disclosure of Social Information Improvement of Sustainable Development System Visits, meetings, etc.

## Important Issue Identification Management

Based on the expectations of internal and external stakeholders, business scope and global sustainable development background, and according to the Sustainable Development Report Standards (GRI Standards) issued by Global Sustainability Standards Board (GSSB) and the Sustainable Development Goals (SDGs) of the United Nations, with reference to industry characteristics, JinkoSolar comprehensively identifies issues related to the company's influences on economy, environment and society and on evaluation and decision-making of the stakeholders. After auditing by the company's management and fully communicating with stakeholders, 16 substantive issues were finally determined. Rank the 16 issues by importance by combining with the company's development strategy and planning and in accordance with the "Influences on Evaluation and Decision-Making of the Stakeholders" and "Importance of Economic, Environmental and Social Influences" Form an importance evaluation matrix. Guide the company to promote social responsibility work in a targeted manner.



### Environmental Issues

- ② Save energy resources
- ⑦ Promote green energy
- ⑭ Address climate changes
- ⑮ Reduce pollution emission

### Economic issues

- ⑨ Promote technological innovation
- ① Product quality management
- ⑧ Regulate corporate governance
- ⑫ Stop business corruption
- ⑬ Information Security and Confidentiality
- ⑯ Improve customer service quality

### Social issues

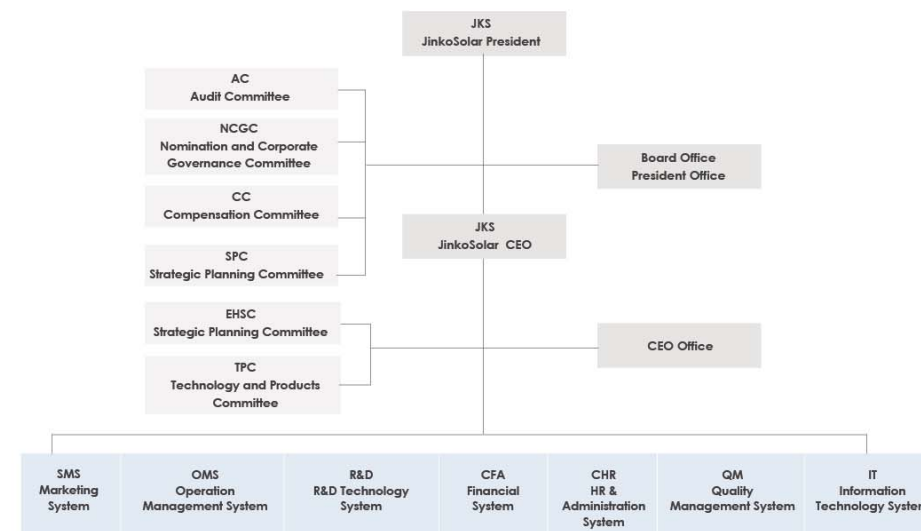
- ③ Ensure safe production
- ④ Focus on occupational health
- ⑤ Implement responsible procurement
- ⑥ Protect the human rights of employees
- ⑦ Community communication and participation
- ⑩ Social Welfare



## 04

## Management responsibility

## Management structure

Organizational Structure of JinkoSolar Co., Ltd.  
Jinkosolar Co., Ltd. Organization Chart

JinkoSolar has established a modern corporate governance structure composed of General Meeting of Shareholders, Board of Directors, Board of Supervisors, Audit Committee, Remuneration Committee, Nomination and Corporate Governance Committee, Strategic Planning Committee, and the Management in accordance with the law. The Company formulated the Articles of Association. Centered on the Articles of Association, the Rules of Procedure for General Meeting of Shareholders, the Rules of Procedure for the Board of Directors, the Rules of Procedure for the Board of Supervisors and related rules and regulations, clearly defining their responsibilities, forming the mechanism that the power body, decision-making body, supervising body, the operators and executors perform their own duties, balancing the work and cooperating with each other.

JinkoSolar advocates and abides by the principle of operational transparency and respects the rights of shareholders. The general meeting of shareholders is the highest authority of the company. The company continuously improves the operating mechanism of the general meeting of shareholders, treats every shareholder equally, and protects the shareholders' right to know, search, distribute, address questions, suggest, convene, draft resolution, nomination, and vote and other rights, actively provide convenience for shareholders to exercise their rights, and effectively protect the legitimate rights and interests of shareholders, especially minor shareholders. From 2018 to 2020, the company held an annual general meeting of shareholders every year, and a total of 15 proposals were reviewed. A board of directors is established under the general meeting of shareholders, and the board of directors is responsible for the general meeting of shareholders. The board of directors is composed of 7 directors with extensive management or academic experience, and 3 of the 7 directors are independent directors. From 2018 to 2020, directors of the board of directors attended all meetings of the board of directors and related committees, and the attending rate reached 100%. There are 7 persons in the corporate governance organization (board of directors, senior managers), among which 4 persons are 40-60 years old, accounting for 57.1%; 3 persons are over 60 years old, accounting for 42.9%.

JinkoSolar believes that the foundation of successful corporate governance is a sound and efficient board of directors. Following this principle, the board of directors has four committees, the audit committee and remuneration committee, the nomination and corporate governance committee, and the strategic planning committee. Each committee has at least one independent director.



## Compliance Management

JinkoSolar has always adhered to the philosophy of honesty, trustworthiness, and compliant operation, fulfilled its obligations as listed companies, and continued to improve its compliance management that integrates daily compliance consulting, major issue reviews, compliance training, compliance inspections, feedback, and improvement suggestions system.

JinkoSolar's operating team and legal department have been paying close attention to domestic and foreign policies and regulations that may have a significant impact on the company's business and finances, constantly improving corporate governance and compliance management related systems, and amending the 'Articles of Association' and 'Fund Raised Management System', etc., to provide effective support for various businesses to operate in accordance with laws and regulations, and to reduce compliance management risks. JinkoSolar prepares targeted compliance training materials according to the different business characteristics of its subsidiaries, and provides irregular compliance management training for the subsidiaries to achieve the purpose of improving the company's overall compliance management level.

## Risk Control

Effective risk management provides a safe internal and external environment for the company. JinkoSolar takes business strategy and risk management as the two main lines to promote business development, establishes a risk management system, and keeps improving the system as per social development and continuous changes in the company's internal and external environment.

JinkoSolar's management is responsible for risk discovery and risk control related to major business activities. It detects various risks in the company's strategy, such as legal risks, policy risks, environmental risks, financial risks, and natural disaster risks, balances potential risks and potential rewards, and takes appropriate measures to control risks. The management regularly reports to the board of directors, and holds information meetings to report the company's major spontaneous or non-spontaneous risks, explaining how the company will control risks at the right time. The board of directors performs its risk supervision duties in this process.

JinkoSolar has a sales network and suppliers all over the world, so it must be prepared for various emergencies and maintain operational continuity. The company has formulated a rapid response plan to ensure the safety of personnel and facilities. In the event of a sudden business suspension, it can maintain the operation of key functions. These key functions include processing customer orders, supervising production and delivery, and managing the supply chain. During any major investment, merger and acquisition, the company must evaluate environmental, management and other standards to discover potential environmental, management and social risks in new projects. By completing 2020 internal control evaluation work, it was confirmed that there has been no major or important defects in internal control design and internal control implementation of the company at the company level and process level.

## Integrity

JinkoSolar has set up an independent audit and supervision department to carry out anti-corruption related work under the guidance of the Audit Committee of the Board of Directors. Check the effectiveness of rules and regulations to control anti-corruption risks through internal audits, and establish the 'Anticorruption & Anti-bribery Code' and 'Sensitive Transaction Management System' for risk areas and key links that are prone to corruption in the operation and management process to specify it.

The Jinko Solar Anticorruption & Anti-bribery Code provides specific guidelines for all employees of the company and other related personnel representing Jinko to comply with relevant anticorruption and anti-bribery laws during business activities. 'Accounting, Internal Accounting Control Audit Matters or Problematic Financial Behavior Complaints and Investigation Procedures-2015' (Whistleblower policy) creates opportunities for employees to make confidential and anonymous accounting complaints, including but not limited to cheating, major violations, fraud and other behaviors. At the same time, the company can deal with accounting complaints seriously and quickly in accordance with this policy. And publicize complaints and reports on the official website, workplaces, and information office platforms, arrange full-time staff to be responsible for the acceptance and registration of complaints and reports, and take measures to protect employees and other relevant personnel who report and participate in investigations. All acts of retaliation are prohibited.

JinkoSolar has conveyed the principles of anticorruption and anti-bribery to all partners, and hopes to follow the laws and business guidelines with all partners to create a clean and efficient business environment. JinkoSolar abides by business ethics and selects honest companies as partners on the basis of ensuring high quality and qualification. The company provides training on quality, internal control, environmental protection, human rights, and integrity to partners who do not meet the standards to help them grow. In the process of contract performance, if the partner is found to have fraudulent behavior such as dishonesty, the corresponding measures will be implemented in accordance with the relevant company regulations.

The company regularly conducts business ethics due diligence on the partners through Internet information inquiry, questionnaires and field surveys. The survey content includes the partners' anticorruption and anti-bribery performance, information security and privacy protection management, and cooperation risk assessment. No obvious problems were found in the due diligence in 2020. JinkoSolar uses the 'Employee Handbook' and 'Reward and Penalty Management System' to guide and standardize employees' daily behavior to avoid corruption. The company regularly conducts surveys to learn about employees' understanding of compliance culture and their opinions and suggestions on anticorruption related issues. The company continuously communicates and learns with its peers to improve the company's anticorruption work level and ensure that it matches the company's business development level.

In 2020, through in-depth research, JinkoSolar will continue to explore weak links in management, strengthen anticorruption inspections on procurement, construction, investment and other business links, improve anticorruption control levels, improve anticorruption publicity and implementation methods, expand training scope, and arrange multi-level and differentiated training activities covering key management personnel, newly promoted leading cadres and new employees, etc. Concentrated anticorruption training was carried out twice throughout the year, and all bases and departments have also organized adequate internal training. The anticorruption training and publicity coverage of the company's directors, supervisors and ordinary employees are close to 100%. Ensure that anti-corruption policies and procedures are conveyed to all departments and employees. In 2020, JinkoSolar received and handled 301 internal reports, complaints and suggestions, covering employment, working environment, safety, catering and accommodation, transportation, salary promotion, corruption and other issues, which were handled by corresponding departments in a timely manner, with a handling rate of 100%. Since 2021, JinkoSolar has piloted an online complaint platform to enhance the transparency of complaint reporting management and improve handling efficiency.



## Fair Competition

JinkoSolar supports open and fair competition, and is committed to complying with domestic and foreign laws and regulations against unfair competition, prohibiting agreements, decisions or practices between companies that disrupt competition, and any disruptions taken by companies with market influence. The company's management team and legal department have been paying close attention to domestic and foreign policies and regulations that may have a significant impact on the company's business and finances to ensure that we abide by the laws and regulations of various countries, and enforce compliance matters. The company uses various methods such as supplier evaluation, supplier selection, and bidding to promote fair competition in the industry.

JinkoSolar has established a reporting system for irregularities related to procurement, accounting, internal control, auditing and other aspects for employees, business partners and other third parties. The system uses anonymous report and strictly prohibits retaliation against whistleblowers. The reporting system is managed by the anti-fraud and reporting committee under the company's audit committee.

Every year, the company conducts anti-unfair competition awareness training for management and business personnel, including anti-unfair competition related laws and regulations, international trade compliance laws and regulations, etc. In 2020, a centralized anti-unfair competition awareness training was held. The company enhances publicity of employee handbook and daily training to strengthen anti-unfair competition awareness of all employees, especially front-line employees.

In 2020, the company did not have any legal proceedings related to improper competition or unjust enrichment.

## Information Security

JinkoSolar adheres to the information security management policy of 'prevention first, comprehensive prevention, system management', continuously improves the information security management system, establishes an information security emergency response mechanism, and cooperates with professional organizations to establish a data encryption management mechanism and an information security management system, to comprehensively protect the clients' information security, enhance their trust, and maintain business continuity.

In order to strengthen JinkoSolar's computer use and information security management, prevent confidential documents or information from missing or leaking, and make every employee of the company pay full attention to information security issues and establish information security awareness, JinkoSolar organizes various information security-related trainings and lectures, with after-class tests were conducted. The number of participants was 2,810, with an average score of 98, and the training rate reached 100%.



# 2,810

The number of participants

# 98

Average score

# 100%

Training rate

(On December 29, 2020, JinkoSolar's 'Information Security Prevention in the Era of Big Data' training was held in Jinko University's OTO training classroom. More than 180 middle and high-level managers participated in the training online and offline.)

JinkoSolar has signed a 'Confidentiality Agreement' with long-term cooperative clients to ensure that clients' data will not be disclosed to the third parties without authorization. Operations on confidential data of clients must be approved by the OA system with the process recorded. In 2020, JinkoSolar has not had any incident of invasion of client's privacy or loss of client's data, and no lawsuit related to this occurred.



## Investor Rights

In 2020, Jiangxi Jinko, a subsidiary JinkoSolar mainly operates, completed refinancing of about US\$458 million for listing on Science and Technology Innovation Board, and obtained nearly US\$100 million in financing through American stock market At-The-Market, providing capital support for the company's continuous business development and R&D. At the same time, JinkoSolar adheres to the principle of shareholder value maximization. Under the premise of maintaining the company's normal operation and sustainable development, it strives to increase the return on capital and bring more value to shareholders.

JinkoSolar respects the rights and interests of shareholders, especially minor shareholders. The procedures for convening, holding, and voting of general meeting of shareholders were regulated in strict accordance with the laws of the Cayman Islands where it was registered and the NYSE where it was listed and the 'Articles of Association'. Each general meeting of shareholders is held by on-site voting. JinkoSolar actively invites minor shareholders to participate in the general meeting of shareholders, and sets independent directors to ensure that minor shareholders can fully exercise their rights and participate in the decision-making of major issues of the company.

JinkoSolar has always upheld the principles of fairness, impartiality and openness, improved its information disclosure system, fulfilled its information disclosure obligations in a compliant, efficient, truthful, accurate, complete, timely and fair manner, communicated with investors in a respectful and candid manner, and maintained the rights and interests of minor investors.

In 2020, in accordance with relevant laws and regulations, JinkoSolar disclosed regular reports and major events in the U.S. Securities and Exchange Commission (SEC) more than 20 times, and published more than 50 major company news events via PR Newswire, actively sharing the progress of the company's important business and its operating performance with the investors. In addition, JinkoSolar conveys the company's value to the capital market through various forms such as telephone briefings, face-to-face Q&A sessions and official roadshows. Investor groups cover many regions including the United States, Europe, China's Mainland and Hong Kong.



“ Quality is the foundation of the company. JinkoSolar is committed to providing high-quality products and services, creating value for clients, realizing company profits, and winning social respect. JinkoSolar' s total quality management runs through all business processes from R&D, production (silicon ingots, wafers, batteries, components, systems, power station turnkey projects), customer service, etc., and the company strengthens competitiveness with excellent and reliable products and service quality .

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# 05

## Product Liability

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## 5.1 | Quality Control

Through quality inspection and quality assurance, JinkoSolar continuously improves the company's quality management system, avoids quality risks, scientifically guides the quality improvement and promotion of the operation management system, balances product quality and cost, ensures product quality and customer satisfaction, and realizes the company's quality leadership strategy. Six (Shangrao, Haining, Yuhuan, Yili, Malaysia, and the United States) of JinkoSolar's nine global bases have passed the certification of the TUV Rheinland ISO 9001-2015 quality management system, and the Shangrao and Haining bases have passed TUV NORD ISO/TS 62941 Technical Specification Certification for photovoltaic industry.

According to its quality development planning, JinkoSolar has established quality management information system covering whole industry chain, with realizing quality information collection and management, unqualified process tracking system, online inspection, supplier management, quality tracing, intelligent alarm and shutdown mechanism, etc. as its main functions. By docking with GQCS, MES, ERP and other information business modules, it collects quality information in manufacturing, procurement, after-sales service management and other links, realizes multi-dimensional comprehensive statistics and trend display, and provides timely and effective decision-making basis for industrial chain quality management; through the informatization layout of the whole industry chain, all aspects of materials, process parameters, and core equipment status can be traced; online monitoring, recording the production of each cell and component, ensuring the complete preservation of each data, and realizing the full life cycle management of the product.

JinkoSolar becomes the first one in the industry getting the TÜV SUD TMP standard test center laboratory, equipped with international advanced testing equipment (PASAN HIGHT LIGHT/single-camera EL tester/walk-in light attenuation box), to ensure stable product quality and improved reliability via all kinds of tests in calibration room, light attenuation room, and exposure field, and random selection of components from orders, etc.

### Yield, First Pass Yield

Month	2017	2018	2019	June 2020	2020 - 7	2020 - 8	2020 - 9	2020 - 10	2020 - 11	2020 - 12
Yield	99.56%	99.15%	98.89%	98.29%	97.66%	97.27%	97.83%	97.54%	97.82%	98.39%
Yield Target	99.90%	99.90%	99.81%	99.65%	99.65%	99.65%	99.65%	99.65%	99.65%	99.65%
Unqualified Quantity	50919	94357	169018	35198	29130	34376	35993	27033	20337	10457

## 5.2 | Product Recall

JinkoSolar has established a complete recall system for unqualified products and set up a special recall team responsible for collecting and receiving product information reports that meet the recall requirements and the report, review, approval, starting, recording, and follow-up of products recalling. If any unqualified products have been shipped to customers or are still in transit, the Quality Control Department will notify the Customer Service Department as soon as possible. The Customer Service Department will report it to the customers in a timely manner, and take corresponding measures for the unqualified products according to the customers' requirements, and take corrective measures for factors causing the unqualification. If it is confirmed that the products have been put into the users, its adverse effects should be reviewed with corresponding measures taken according to the impact.

JinkoSolar has strictly controlled its product quality. The products shipped from the factory have no major quality defects, no product recall cases have occurred in the past three years, with the recalling rate of 0.

## 5.3 | Product Life Cycle Management

JinkoSolar promises that we will manage our product life cycle responsibly, minimizing the impact on environment in designing, manufacturing, scrapping, and final recycling. Currently, we provide a 25-30-year warranty for the the products, and are responsible for recycling products according to the warranty.

JinkoSolar manages all aspects of the entire product life cycle to achieve the process management of the final product operation target, including demand analysis, product definition, product design, product operation management, and product elimination management.

JinkoSolar has joined the European Photovoltaic Cycle (PVCycle) Association and participated in the establishment of a project for the spontaneous recovery and recycling of waste solar modules. A series of policies have been developed to help consumers safely and responsibly dispose of their components to scrapping the products. Other systems will also be established to help and encourage our customers to dispose of rejected products responsibly, and all components are properly disposed of, reused and recycled.

## 5.4 | Innovation Driven

JinkoSolar Co., Ltd. has the largest R&D center in the industry. The project R&D team has a total of 917 R&D technicians, including 17 doctors from well-known universities at home and abroad, and more than 130 masters or experienced core engineers. In addition, with the project as the carrier, more than 10 domestic and foreign experts have been flexibly introduced to provide technical guidance for the project.

JinkoSolar has always paid attention to independent innovation and research and development, and continuously improved its technology research and development capabilities. From 2017 to 2020, it has set 15 world records and 4 record holders (P-type/N-type monocrystalline cell efficiency, P-type/N-type Module power), has successfully declared and established 5 national key research and development plan projects, 14 provincial key plan projects, and 37 provincial key high-tech product projects. At the same time, it has obtained a number of authoritative performance and efficiency certifications and technological innovation breakthrough awards.

In 2020, JinkoSolar has 20 R&D projects and invested 1.121 billion yuan in R&D; 289 new patents were applied and 136 new patents were authorized throughout the year; from 2018 to 2020, among the national standards and technical specifications JinkoSolar mainly prepared or participated in the preparation, 42 have been declared and 30 have been published. In 2020, there were 16 national standards and technical specifications edited or co-edited by JinkoSolar.

Years	R&D Projects	Investment in research and development (100 million yuan)
2018	18	9.46
2019	23	11.24
2020	20	11.21

## 5.5 | Industry-University-Research Cooperation

JinkoSolar actively establishes links with universities and research institutes to connect scientific research results and markets, and has adopted a more flexible way to cooperate with 11 universities and 7 authoritative testing institutions in the photovoltaic industry. So far, it has jointly declared 20 cooperation projects of enterprise, institutes and universities, including the national key R&D project (1.6 complete sets of technology and equipment for the recycling and processing of crystalline silicon photovoltaic modules) declared by JinkoSolar as the leading unit in 2019 and has been successfully established. From 2018 to 2020, the company has carried out a total of 192 new product and process technology innovation projects for solar cells and modules. After the continuous technological innovation and process improvement of the R&D center, the company has experienced the accumulation of nearly 250 projects and the precipitation of a large number of new products, and gradually formed three core technologies of components, 'screen protection pasting technology', 'half-cell technology', and 'double-sided double-glass technology'.

## 5.6 | Intellectual Property

JinkoSolar attaches great importance to the protection of intellectual property rights, strictly abides by the laws and regulations for the protection of intellectual property rights, respects the intellectual property rights of all parties, enhances the intellectual property awareness of employees and management personnel, and ensures that the company's or personal trademarks, patents, copyrights or other intellectual properties are not infringed during operations.

JinkoSolar has formulated the 'Patent Management and Incentive Management Measures' and other systems to standardize the company's intellectual property management, encourage inventions and creations, promote technological innovation and form independent intellectual property rights, promote production technology progress, and improve the company's market competitiveness and economy benefits.

JinkoSolar was awarded the 'National Intellectual Property Advantage Enterprise' in 2016, obtained the certificate of intellectual property management system certification in 2018, and was awarded the 'National Intellectual Property Demonstration Enterprise'.

In order to enhance employees' awareness of intellectual property protection, enhance independent innovation capabilities, and enhance the company's core competitiveness, JinkoSolar has invited the Intellectual Property Department to provide training on patent knowledge and practicality for all R&D personnel. In 2020, a total of 6 intellectual property trainings were carried out. Through various forms of training, the company's R&D personnel's awareness of intellectual property protection has been improved, and it has also laid a solid foundation for the development of future patent work.

In 2019, the infringement lawsuit between our company and Hanwha won in the United States. As of the end of 2020, the procedures in Europe and other regions are ongoing.



▲ Intellectual property management system certification

### Shangrao Crystal Silicon R&D Intellectual Property Training in in May 2020

Training Period	Training Content	Training Location
2020.02	Crystal Silicon Patent Training (Basic Patent Content)	Shangrao
Late March, 2020	Patent Training (Basic Content Training)	Haining
Early July, 2020	Battery Patent Training (Layout Training)	Haining
Late August, 2020	Component Patent Training (Patent Layout Training)	Haining
Mid-October, 2020	Crystal Silicon Patent Training (New Ideas for Patent Mining)	Shangrao
2020.12	Battery Patent Training (Excavation and Risk)	Haining



▲ Honors and qualifications awarded by JinkoSolar



## 5.7 | Contract Performance

JinkoSolar's total shipments in 2018 were 11.4GW, and unshipments for suspended contracts were 83MW, and the contract fulfillment rate was 99.27%; the total shipments in 2019 were 14.3GW, and unshipments for suspended contracts were 96MW, and the contract fulfillment rate was 99.33%; in 2020, JinkoSolar's total shipments were 18.6GW, and unshipments for suspended contracts were 100MW, and the contract performance rate was 99.47%.

The main reasons for the contract suspension are: 1. EPC first signed the contract, and then terminated the contract when they found that the land and documents were incomplete; 2. The client decided to terminate the contract due to financing issues; 3. The client decided to terminate the contract due to price reasons; 4. The clients cancelled transactions for difficult port delivery, poor logistics and transportation, and other force majeure caused by COVID-19. Non-performance of the above contracts were caused by the client and did not cause reputational damage to the company.

## 5.8 | Continuous Improvement of Services

JinkoSolar's sales department is responsible for communicating with customers and providing after-sales services. In accordance with the "Customer Communication Management Procedures", they understand and grasp customer needs in a timely manner, maintain regular contact with customers and establish customer files. Discuss and communicate with customers through telephone, letter, e-mail, fax and door-to-door visits. Before the product is sold and during the sales process, introduce products to customers through various channels such as advertising, trade fairs, and business meetings, answer customer inquiries, and ensure that customers' needs or wishes for the company are understood; adequately communicate in contract determination to ensure the consistency of the requirements of the contract; after the contract is determined, feedback the implementation of the contract to the customer as needed, and provide assistance as much as possible to the customer's product requirements or changes in demand; after the product is sold, the customer will be trained, Provide customers with comprehensive safe use guidance, actively collect customer feedback information, and properly handle customer complaints to achieve continuous customer satisfaction. And regularly conduct customer satisfaction surveys to understand the customer's evaluation of the company, in order to timely discover the company's quality improvement opportunities.

JinkoSolar conducts a customer satisfaction survey every year, and selects 60 customers as samples from the company's seven global sales regions (China, Europe, North America, Latin America, Italy, South Asia, Middle East and Africa, North Asia and ROA), of which 20 customers are the top two in terms of shipments in the five sales regions, and 40 customers are randomly selected from the five regions. The survey is carried out from the four dimensions of questionnaire, delivery performance, market share, and customer complaint rate. Subjective and objective data are integrated to consider overall customer satisfaction. Based on the customer satisfaction survey results, analyze the reasons, formulate improvement measures and satisfaction goals for the next year to optimize internal processes, improve customer experience, and ultimately achieve maximum customer satisfaction.

JinkoSolar's customer satisfaction target was 95.8 in 2018, and the actual customer satisfaction survey result was 95.84%; the customer satisfaction target was 95.8 in 2019, and the actual customer satisfaction survey result was 95.9%; the customer satisfaction target was 95.9 in 2020, and the actual customer satisfaction survey result was 95.96%. In 2020, JinkoSolar received a total of 494 customer complaints, all of which were responded at the first time and processed quickly. According to the return visit statistics, the satisfaction rate of customer complaints and problems resolved reached 99.60%.

Years	Number of Customer Complaints	Target Score	Actual Score	Satisfaction of Customer Complaints Handling
2018	408	4080	4030	98.77%
2019	546	5460	5405	98.99%
2020	494	4940	4920	99.60%

## 5.9 | Facilitate Industry Development

JinkoSolar actively promotes the establishment of industry standards and makes positive contributions to the promotion of industry standardization and standardized management. JinkoSolar has signed cooperation agreements with National Solar Photovoltaic Product Quality Supervision and Inspection Center (CPVT), Tianxiang Quality Technology Service Co., Ltd., etc., to carry out wide cooperation in many fields including non-standard testing of laboratory construction in the institutes, technical training and exchanges, daily quality control, and identification market access, standard setting, and scientific research and development.



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Building a healthy, safe, and sustainable supply chain is the foundation for a firm's solid development and an important part of the company's fulfillment of its social responsibilities. JinkoSolar is soberly aware that the sustainable development of the supply chain not only requires the company itself to play a leading role, but also requires the cooperation of upstream and downstream partners in the industry. In the process of cooperating with suppliers, JinkoSolar has incorporated the concept of social responsibility into corporate bidding and procurement policies, initiatives, and contract terms, and through continuous improvement of supply chain related management systems, it has unremittingly implemented strict safeguards to build a more responsible and fairer industry ecology.

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06

## Supplier Responsibilities



## 6.1 | Integrity Management

JinkoSolar always regards honest operation as the foundation of sustainable development of the company, and regards compliance with laws, respect for social good customs, and abiding by business ethics as important content of the company's basic code of conduct, and establishes a broader code of conduct based on this, and constantly reviews compliance. The importance of discipline and law is to cultivate the ability of employees to judge whether they are correct or not; at the same time, they actively communicate and dialogue with stakeholders, adopt measures such as signing agreements with suppliers, and conducting anti-bribery training for suppliers, so that enterprises can pass on honest management philosophy from the inside to the outside, practice business ethics and social responsibility together, and work with partners to create a market environment of legal compliance and fair competition.

## 6.2 | Win-win

JinkoSolar attaches great importance to communication and exchanges with partners, and carries out active and effective cooperation and exchanges in maintaining a fair market environment, comprehensive development and utilization of resources, protecting the ecological environment, and promoting the sustainable development of the industry.

In the process of long-term and stable cooperation with suppliers, JinkoSolar pays attention to listening to suppliers' voices, encouraging suppliers to innovate, and continuously increasing support from all levels. While sharing numerous business opportunities with suppliers, JinkoSolar will jointly promote technological progress in the industry.

JinkoSolar believes that green products need to consider the entire life cycle of the product, including raw material extraction, transportation, product production, use, and waste treatment, so as to comprehensively evaluate its impact on the environment, considering both product quality and environmental impact. Product carbon footprint, water footprint or other environmental impact footprint are important indicators of product environmental performance. Each factory of JinkoSolar requires the implementation of clean production measures such as good hazardous product management, pollution prevention, energy saving, and waste reduction. In order to achieve a green supply chain, JinkoSolar also puts forward to this requirement on suppliers.

JinkoSolar organizes a 'Supplier Day' every two years with the theme of 'Win-Win'. In order to express its contribution to suppliers in the past year, JinkoSolar has commended and rewarded many outstanding silicon and non-silicon suppliers. More than 500 suppliers from all over the world participated in the event, covering equipment, materials, packaging, testing, facilities, IT system-level services, import and export services, environmental and waste treatment services.

JinkoSolar has many years of experience in the construction of the vertical entire industry chain, and has formed a strong cooperative relationship and synergy with suppliers in terms of 'quality, cost, technology, and synergy'.

In 2020, JinkoSolar will continue to cooperate sincerely with suppliers, and various business departments (such as technology department and quality department) will take the lead in conducting cooperation and exchanges with partners in their respective management fields, giving full play to advanced concepts and management experience in industry development, providing technical, information, and personnel support for supplier development, to systematically improve the management and level of the supply chain. In 2020, JinkoSolar carried out on-site quality awareness and quality control training and guidance for 18 suppliers, with a total of about 200 trainees.

## 6.3 | Responsible Procurement

JinkoSolar needs to purchase a large amount of raw and auxiliary materials every year. If chemicals are involved, we request Material Safety Data Sheets (MSDS) from suppliers. The main types of materials purchased by JinkoSolar include: silicon materials, non-silicon materials, equipment, wires, and other parts. The suppliers are mainly from Germany, China, Japan, the United States and other countries. At the same time, JinkoSolar gives priority to those near the factory in selecting parts and material suppliers and supporting service providers. This geographical advantage increases the factory's purchasing flexibility, with things purchased on-demand, and reduces carbon emissions during the production cycle of the products.

JinkoSolar adheres to the concept of fair procurement and equal opportunities. Under the guidance of the company's 'Sustainable Procurement Policies', it follows the company's 'Supplier Management Systems', and integrates the most comprehensive factors such as technology, quality, service, supply, cost, environment, and human rights. Based on the principle of excellence, all potential suppliers are evaluated, and supplier access qualifications are determined according to the evaluation results. The company tilts orders for suppliers with good social responsibility performance, gives priority to cooperating with them, and regularly conducts social responsibility questionnaire surveys and performance appraisal, as well as on-site investigations and audits of all major suppliers.

JinkoSolar provides continuous training and guidance for suppliers, and assists them to continuously improve their performance in terms of quality, environment, and society. The company has formulated the 'Supplier Conduct Codes' to provide guidance for suppliers in terms of management system, labor, safety, and occupational health, environment, business ethics, etc., requiring all suppliers to accept and sign the 'Supplier Conduct Codes', and continue to improve their own environmental and social management. The cooperation agreement signed between the company and the suppliers also clearly includes environmental and social terms.

JinkoSolar requires suppliers to prioritize energy conservation, emission reduction, and environmental-friendly in their business practices, and strive to reduce the harm to the environment, natural resources, and biodiversity. It requires carriers to raise vehicle emission standards and make reasonable arrangements for logistics routes to achieve cost optimization, energy saving and emission reduction, green transportation, and reduction of pollutants and carbon emissions in logistics links.

All suppliers of JinkoSolar have signed the 'Supplier Conduct Codes'. In the selection of procurement categories, the following factors should be given priority:

- Use the least raw materials;
- Give priority to recycled materials;
- Give priority to local suppliers (over 50%);
- Promote suppliers to simplify packaging and recycle packaging materials;
- Reduce energy and water consumption in the procurement process;
- Avoid or reduce the use of toxic and hazardous materials;

Starting in 2019, JinkoSolar has also added sustainable procurement performance evaluation items as one of the main assessment items in the regular performance evaluation of procurement personnel, and has conducted annual routine training on the procurement staff of the headquarters and each base, providing a full coverage of sustainable procurement awareness training to promote the access assessment, supervision and management of suppliers' social responsibility performance.

In 2020, JinkoSolar has no incidents of infringement of the legitimate rights and interests of suppliers, no incidents of violations of laws and regulations related to suppliers and lawsuits related to the above incidents. The company's purchasing behavior has achieved standardization. In the on-site audit of JinkoSolar's major suppliers, no serious adverse human rights incidents such as excessive hazardous substances, child labor, and forced labor were found, and the environmental risks of the supply chain have been effectively controlled.



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Talent is the foundation of an enterprise, and talent is the source of wisdom for enterprise innovation. JinkoSolar adheres to the people-oriented development philosophy, regards employees as the most precious wealth in the process of corporate development, strives to build a harmonious labor relationship, and shares the fruits of corporate development with employees.

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07

## Employee Responsibility



## 7.1 | Employee Employment Profile

As of December 31, 2020, JinkoSolar has 24,153 employees. Among them, there are 17,109 male employees, accounting for 70.8%; 7,044 female employees, accounting for 29.2%; about 69.5% of employees are in China, among Chinese employees, 1921 are ethnic minority employees, accounting for about 8%. There are 11,722 employees under 30, accounting for 48.5%; 12,036 employees aged 30 to 50, accounting for 49.8%; 395 employees over 50, accounting for 1.7%. JinkoSolar has a comprehensive management training plan for fresh graduates. In response to the development needs of R&D, operation, marketing, and intelligent assistance, fresh graduates are specially introduced. In 2020, 488 fresh graduates above undergraduate level were employed in China.

JinkoSolar has 656 middle-level and above managers, of which 131 are female managers, accounting for 20.0%.

JinkoSolar focuses on creating job opportunities for the local area. The localization ratio of employees in the U.S. base and the Malay base are approximately 99.2% and 97.8%.

## 7.2 | Employee Compensation and Benefits

JinkoSolar has established a reasonable and stimulating salary system in accordance with the laws and regulations of China and the countries or regions where it operates, and regularly adjusts salaries based on market development to ensure the reasonableness and competitiveness of employees' salaries.

JinkoSolar strictly implements the regulations on employee leave in China and the countries or regions where it operates, implements paid annual leave, and provides maternity leave, paternity leave and breastfeeding leave for employees of childbearing age, and ensures complete job security for employees returning from vacation.

JinkoSolar displays labor rights laws and regulations and rules on the company's intranet for easy reference and familiarity with employees. It uses training and other methods to provide the employees with various training and education, including labor rights topics.

JinkoSolar Malaysia Base Company has established a reasonable and incentive salary system in accordance with local laws and regulations in Malaysia, and regularly adjusts salaries according to market developments to ensure the reasonableness and competitiveness of employees' salaries. The company's minimum wage is higher than the local minimum wage standard set by the government. The company ensures that every employee can know the local minimum wage standard.

JinkoSolar has established a complete welfare guarantee system, and pays complete social insurance such as provident fund, social insurance, employment insurance, and human resource development fund for each employee to ensure that the company's employees' social insurance coverage is 100%. JinkoSolar provides employees with allowances and benefits such as transportation allowance, telephone allowance, day/night allowance, meal allowance, replacement allowance, job allowance, etc., and achieves a certain effect in motivating employees' work performance.

JinkoSolar strictly implements local regulations on employee leave in Malaysia, implements paid annual leave, and provides maternity leave and paternity leave for employees of childbearing age. Other paid leave includes research and examination leave, disaster leave, bereavement leave, marriage leave, hospital leave, and sick leave, and provides comprehensive job security for employees returning from leave.

JinkoSolar establishes a culture of physical and mental health, provides free basic medical care to employees, and bears most of the additional medical care costs for employees. Employee insurance benefits cover hospitalization and surgery insurance, personal accident insurance, and life insurance. In order to encourage employees to pay more attention to and implement health care, the company provides encyclopedias and specialist outpatient medical benefits and health care packages (health examination/dental treatment/vision assistance). JinkoSolar provides benefits that meet the personal work and life needs of employees, such as seniority awards, public holiday overtime mileage, birthday vouchers, car repair subsidies, bereavement allowances (death of employees / each deceased legal spouse or biological child).

JinkoSolar displays the 'Company Manual' on the company's intranet for easy reference and familiarity with employees. At the same time, the company provides relevant training on the first working day for newly hired employees, so that employees can fully understand the company's welfare system.

## 7.3 | Employee Rights Protection

JinkoSolar adheres to a diversified, open, and equal opportunity talent strategy, strictly abides by the laws and regulations, and international conventions, etc. of the country and region where it is located in, and pursues equal and non-discriminatory employment policies. JinkoSolar prohibits any discriminatory behaviors in recruitment, promotion, development, and discipline, welfare distribution, and labor contract termination, etc. of global employees due to ethnic, skin color, nationality, language, wealth, social origin, social status, age, gender, sexual orientation, race, disability, pregnancy, belief, political affiliation, and associations or marital status. In the operation process, using child labor is strictly prohibited, forced labor is eliminated, and the use of violence, threats or illegal restrictions on personal freedom is not allowed to force employees to work, restrict employees' freedom (work, resignation), and strictly prohibit corporal punishment, intimidation, harassment, abuse and any behavior that discriminates against employees. In 2020, no child labor, forced labor, or discrimination or harassment occurred in all JinkoSolar's production units. The labor contract signing rate of the company's employees is 100%.

JinkoSolar follows the principle of distribution according to work, implements equal pay for men and women for equal work, and prohibits discrimination in remuneration due to gender reasons. The company has established an effective reporting system to prevent incidents that harm the rights of employees and prevent discrimination. Employees and stakeholders can report and appeal through the channels provided by the reporting system, and professional departments are responsible for investigation and handling. In view of the protection of employees' rights and interests in overseas bases, the headquarters maintains a close and normal communication mechanism with overseas bases. Important events in overseas bases, including those related to employees' rights and interests, are reported to the headquarters in real time, to facilitate the handling of emergencies in labor human rights in time and eliminate related potential risks.

In 2020, JinkoSolar has no negative incidents, disputes and lawsuits related to human rights (child labor, forced labor, discrimination, harassment, human trafficking, etc.).



## 7.4 | Diversity of Employees

Diversity of employees helps to enhance the company's creativity and innovation spirit, and enrich the company's culture. JinkoSolar actively recruits all kinds of talents, continues to build a diversified workforce, respects the differences in personalities, abilities and growth experiences of employees, cherishes talents with different backgrounds, talents, insights, experiences and skills, and strives to create an open and inclusive environment allowing each employee to freely realize their potential and integrate into the company's business development process.

JinkoSolar respects the differences in culture and customs of different countries, and implements differentiated management of foreign personnel when necessary. In order to promote the integration of employees with different cultural backgrounds, the company often organizes overseas managers and some employees to conduct exchange activities in China. These activities deepen the deep understanding of the company culture by overseas employees, and promote the full exchange and mutual understanding of employees from different cultural backgrounds. In 2020, due to the impact of the COVID-19, offline communication activities were temporarily suspended. At present, the company is developing an online learning and communication platform to realize relevant learning and integration of employees at global bases.

## 7.5 | Employee Performance Appraisal

JinkoSolar has established an open, transparent, and two-way communication employee performance evaluation mechanism. Based on comprehensive factors such as employee performance and actual contributions, work ability, and strategic task acceptance, it evaluates and motivates employees; implements value distribution method linking personal performance bonuses and the company's overall benefits, and guided by organizational performance and individual performance, it is inclined to strugglers and outstanding contributors.

JinkoSolar continues to improve the digital management and service capabilities of human resources, and optimizes the performance management process. Through the publicity of performance results and the openness of assessment comments, the fairness and transparency of assessments are improved. At the same time, we continue to innovate the market-based incentive mechanism, and all employees receive regular performance appraisals. Through the excess profit sharing mechanism, the performance of employees is closely integrated with the performance of the company, and the innovation and enthusiasm of employees are fully stimulated.

## 7.6 | Staff Communication Mechanism

JinkoSolar maintains open, candid and effective communication with its employees through multiple channels, listens to their opinions, understands their voices, promptly discovers deficiencies in management and work, and continuously fills the gaps through analysis of causes and formulation of action plans to create good working atmosphere.

JinkoSolar has established a labor union organization and worker representative conference to effectively protect the rights and interests of employees. The coverage rate of labor unions in China's domestic units reached 100%, and the rate of Chinese employees joining the labor union reached 100%. The company's labor union, on behalf of all employees, signed a collective agreement with the company, and made special protections for all employees' working conditions, health and safety, basic human rights, training and development, and special protection for female employees and pregnant and lactating female employees. The signing rate of the collective agreement reached 100%.

JinkoSolar regularly hires professional organizations to conduct surveys and analysis on employee engagement and satisfaction. In 2020, 5,972 employees were invited to participate in the survey, and 4,969 replies were received, with a participation rate of 83%. The company's overall engagement score of 86 is higher than that of the high-tech industry and the entire Chinese industry; the overall vitality score of 81 is higher than that of the entire Chinese industry.

## 7.7 | Staff Skill Training

JinkoSolar is committed to building a learning and innovative organization, providing employees with diversified and multi-level training and learning growth opportunities in a planned and targeted manner. Relying on Jinko University, it integrates internal and external training resources and fully considers business goals. In accordance with the needs of employee development, formulate training plans, standards and systems, provide more detailed and targeted training, and achieve a benign interaction between employee growth and company development.

In 2020, Jinko University completed 207 training sessions, covering management, professional technology, safety production management, general vocational competence and other aspects. The number of trainees reached 20,611. The total number of trainees throughout the year reached 43,817, and the training coverage rate was up to 95%. In addition, in response to the impact of the epidemic, JinkoSolar is actively building an online learning platform to realize the systemization and standardization of management leadership, echelon talent building courses, new employee induction and other related training, so as to achieve 100% coverage of various trainings.

## 7.8 | Staff Career Development

The height of JinkoSolar's development depends on the height of employee growth. JinkoSolar has formulated and implemented a 'dual-channel promotion' management system for grades, so that employees in different positions have sustainable career paths, builds a broad platform for employees, actively expands development space, plans career development paths, helps employees continue to explore infinite possibilities, so that employees can better realize the combination of their own value and company value based on their personal interests and expertise, and realize the common growth of employees and the company.

## 7.9 | Occupational Health and Safety

JinkoSolar has always adhered to the safety concept of 'life first, safety first', and established an EHS management committee, with the company's COO as the chairman of the committee, and the establishment of safety committees at each base simultaneously. At the same time, each business unit coordinates the EHS management of this business unit. A professional EHS team was set up at each base, and part-time safety officers were deployed in the workshops to carry out daily safety management work, achieving refined occupational health and safety management.

JinkoSolar has formulated a number of management systems including the 'Safety Responsibility Assessment System' and 'JinkoSolar EHS Audit Management Regulations'. It conducts closed-loop management from system solicitation to implementation review, and continuously improves the level of occupational health and safety management at the institutional level. In 2020, all operating bases other than Leshan base have obtained ISO 45001 standard occupational health and safety management system certification, Shangrao base and Haining base passed the second-level safety production standardization review, the Xinjiang base and photovoltaic materials passed the third-level safety production standardization review, and other domestic bases are progressing in an orderly manner.

From 2018 to 2020, JinkoSolar has no serious injuries or deaths due to work. All employees with minor injuries were sent to the doctor in time and returned to work after treatment.



In 2020, the cumulative total investment in safety production of various bases around the world is 50,506,600yuan.

JinkoSolar Co., Ltd. bases safety investment statistics in 2020

Serial Number	Base Name	Safety Investment in 2020 (ten thousand yuan)
1	Shangrao Base	2298
2	Malay Base	119.8
3	Yili Base	424
4	Leshan Base	613
5	Chuzhou Base	71.36
6	Yiwu Base	88
7	Yuhuan Base	185
8	Haining Base	1155
9	U.S. Base	96.5
Total		5050.66

Years	Number of Safety Incidents	Lost working hours accident rate (total number of lost working hours accidents) x (1,000,000/total working hours)	Serious accident rate of lost working hours (days lost due to injury) x (1,000/total working hours)
2018	18	0.28	0.02
2019	16	0.23	0.03
2020	15	0.20	0.03

### 7.9.1 | Safety Training

Improving the ability of employees to operate safely is the cornerstone of ensuring production safety. JinkoSolar's global bases, in accordance with relevant local production safety laws and regulations, formulate annual safety education and training plans at the beginning of each year, and carry out targeted and diverse types of education and training according to different categories and needs of personnel.

JinkoSolar's collective contract with the labor union covers health and safety issues, including labor hygiene and safety and related employee training, and the three-level safety training coverage of new employee company, department (workshop), and team is 100%. The transfer/resumption training was carried out for in-service employees. The principals of the company, safety management personnel, and special operations employees were trained in accordance with national regulations to obtain certificates, and management personnel were trained in safety culture and safety management skills. Among them, the Malay base and the US base also strictly implement training and certificates obtaining according to relevant local laws and regulations. In 2020, there were 1,232 occupational health and safety training sessions with 89,541 participants, with a cumulative duration of 1,584,875.7 hours and an average of 17.7 hours per capita.

### 7.9.2 | Hidden Danger Investigation

JinkoSolar has established a two-layer prevention system for the hierarchical management and control of safety production risks and the detection and management of hidden hazards, and has carried out a multi-level hidden hazard detection and management system to promptly detect and eliminate hidden safety hazards in the production process and protect the safety and health of employees during the production process. In accordance with the principle of territorial departments, safety management personnel at all levels will carry out safety inspections and safety equipment and facilities inspections for each area every day, week, month, quarter, and holiday. In 2020, JinkoSolar completed a total of 1,949 on-site safety inspections, and the rectification rate of due hidden dangers was 100%. In accordance with local government safety-related laws and regulations, JinkoSolar's bases regularly evaluate the safety and occupational health compliance of each plant. Each plant identifies and establishes a list of key fire prevention areas, formulates risk prevention measures, and continues to improve intrinsic safety, especially for important hazard sources, critical devices and key parts are managed by designated personnel, and daily safety inspections are carried out to confirm operation status and ensure production safety.







### 7.9.3 | Occupational Disease Prevention

JinkoSolar attaches great importance to occupational health management. According to the 'Occupational Disease Prevention Laws' and 'Workplace Occupational Health Management Regulations' and other document requirements, it has established 12 management systems including the occupational disease prevention responsibility system, occupational disease hazard warning and notification system, etc. and continuously updated six archives according to the 'Occupational Hygiene Archives Management Standards'.

JinkoSolar invites third-party organizations to conduct periodic inspections of occupational hazards every year. According to the 'Test Report' issued by the testing organization, the occupational exposure limits for hazardous factors in the company's workplaces are in compliance with GBZ 2.1-2019 'Occupational Exposure Limits for Hazardous Factors in Workplaces' Part 1, Chemical Hazardous Factors, GBZ 2.2-2007 Occupational Exposure Limits for Hazardous Factors in the Workplace Part 2, Physical Factors, and it informs all employees of the test results and protection requirements in time, and conducts regular assessments of the status quo of occupational disease protection facilities.

Based on the assessment of occupational hazards, JinkoSolar conducts targeted occupational health knowledge training for employees, provides adequate and standardized occupational hazard notifications for employees, and sets occupational hazard notification instructions and warning signs next to affected workstations. All employees are provided with various types of labor protection equipment (PPE) that meet the requirements of the national standard. According to the different hazards of the position, the employees in the workshop have distributed personal protective equipment that meets the local national occupational health and safety protection requirements.

JinkoSolar attaches great importance to the prevention of Repetitive Strain Injury (RSI), and has formulated a special management system for this purpose. Based on the management system, it adopts methods such as reasonable arrangement of work clearances, inter-work exercises, regular job changes, and office staff equipped with ergonomic office equipment, with occupational health examinations to prevent employees from being injured by repetitive strain injuries.

For employees working in occupational hazard positions, the company has passed the pre-job physical examination and notification, and posted an occupational hazard post notification card on the spot to truthfully inform employees of occupational disease hazards and their consequences, occupational disease protection measures and emergency response methods, and conduct regular occupational health monitoring. In 2020, the occupational health examination rate of employees in occupational hazard positions was 100%. According to the 'Occupational Health Examination Results Report' issued by the occupational health inspection agency, in 2020, no occupational diseases were detected, and the incidence of occupational diseases was 0; 44 employees with occupational contraindications were found. In accordance with the 'Occupational Disease Prevention and Control Law' Requirements, all job transfers have been completed.

### 7.9.4 | Emergency Management

All bases of JinkoSolar have compiled comprehensive emergency plans in accordance with local laws and regulations, clarified the emergency organization structure and responsibilities, and emergency response procedures. Domestic bases have filed with government agencies as required, and regularly check the effectiveness and applicability of emergency plans, and special emergency plans for fires, explosions, and hazardous chemical leaks were prepared at the same time. JinkoSolar manages accidents at different levels according to the degree of harm, the scope of impact and the unit's ability to control the situation. In the event of an emergency, for a large number of fire, explosion, and flammable (toxic) gas leakage accidents where it is difficult to determine the scope and severity of the accident, the higher-level response is given priority. At the beginning of each year, each base prepares an annual emergency drill plan based on risk characteristics, and organizes multiple fire simulation and chemical emergency drills according to the plan. A total of 386 emergency drills were carried out in 2020, and each base was arranged with professionally trained first-aid personnel. There are 238 certificate holders in total.

## 7.10 | Employee Care

JinkoSolar pays attention to the mental health, emotions and pressure of employees, and through training, investigation and communication between superiors and subordinates, it discovers the needs of employees in a timely manner to help them relieve stress and maintain physical and mental health.

JinkoSolar focuses on the work-life balance of its employees. A variety of corporate activities are one of the highlights of Jinko's employees' spare time. The company regularly organizes various team building activities including outreach training, family open days, sports competitions, etc., to enrich employees' lives and ease the pressure in work and life, enabling employees to have a deeper understanding of corporate culture and integrate into the corporate family.

In order to carry forward the fine tradition of unity, friendship, mutual help and mutual aid, to timely resolve various risks and difficulties encountered by employees in work and life, and to reflect the warmth and care of the organization and the collective family, JinkoSolar established the 'Jin Sunshine' Fund in June 2012, providing necessary assistance for employees who have suffered major illnesses or major family changes. As of December 31, 2020, a total of more than 119 employees in need have been helped, and the total amount of assistance has been approximately 603,400 yuan, with a wide range of assistance provided for employees in difficulties and their families and children.



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JinkoSolar produces new photovoltaic energy products, replacing fossil-burning power generation with high-efficiency solar photovoltaic power generation products, reducing carbon dioxide emissions, and achieving environmentally sustainable development. JinkoSolar's goal is to 'compliance with regulations and commitments, strengthen resource utilization and pollution prevention, control environmental risks, deepen environmental protection culture, build a green supply chain, and fulfill corporate social responsibilities'. It aims to improve energy efficiency, reduce emissions, and save resources. We will continue to improve in this respect and strengthen industrial cooperation to help the in-depth integration of informatization and industrialization to jointly explore and apply technology to solve environmental challenges and realize a virtuous circle of industrial upgrading and sustainable development.

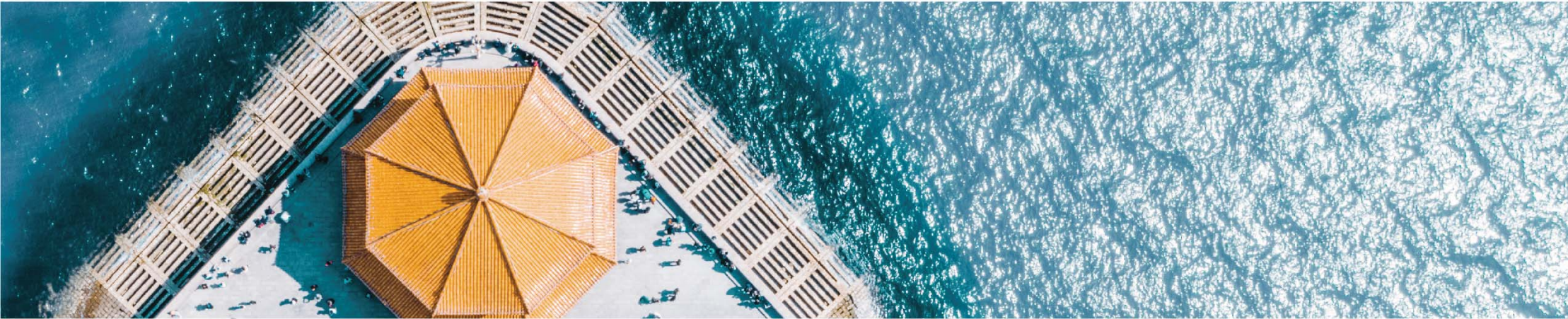
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## Environmental Responsibility

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## 8.1 | Environmental Policies

### 8.1.1 | Environmental Protection Policies

JinkoSolar has established a complete and effective environmental management system, process and cultural system to more efficaciously manage the environmental factors in the company's business, products and services, reflecting its green commitment to protecting the environment and caring for the earth. At the same time, JinkoSolar has formulated 'JinkoSolar Code of Conduct' and 'JinkoSolar Co., Ltd. Environmental Assessment and Management Rules' that contain environmentally sustainable development content to guide employees' actions. JinkoSolar has also set clear environmental expectations and guiding principles for suppliers, so that suppliers can act with us to optimize the environmental management performance of the entire industrial chain.

### 8.1.2 | Water Policies

Safety: Committed to protecting the quality of the water resources we use in the community;

Adequacy: Minimize the impact of our operations on the water supply of the community;

Availability: to ensure that our operations will not negatively affect the availability of water resources for community members;

Responsibility: Consider the impact of all of our operations on water resources, including assessing whether sustainable water sources are available when selecting the project site, incorporating water conservation into our factory design, and formulating specific water resource utilization goals for new manufacturing process changes, and strive to support safe, continuous, adequate, and economic water supply in line with local practices.

## 8.2 | Environmental Management System

JinkoSolar actively responds to policies for addressing climate changes and energy strategies at home and abroad, and strives to give play to the important role of the new energy industry in optimizing the energy structure and the construction of ecological civilization, at the same time strives to reduce the adverse impact on the environment during production and operation, actively improves resource utilization efficiency, promotes energy conservation and emission reduction, builds ecological civilization, and commits to common and harmonious development with the environment. As an advocate and practitioner of environmental protection, JinkoSolar has established a management system, issued environmental policies, and incorporated environmental goals into every link of the product life cycle and production and operation, inspiring employees to become the internal driving force of the company's environmental protection, and promoting JinkoSolar and the entire industry to improve the level of environmental protection.

JinkoSolar pays attention to the sustainable development of the environment in its global production, and strives to maintain the controllability of all materials and resources throughout the entire life cycle from factory site selection, design, construction, and new product design and production. Except for the newly-built base (Leshan base), other bases around the world have passed the ISO14001:2015 environmental management system certification, and organized the company's environmental management work according to the system requirements. Three bases have passed ISO 50001 certification (Shangrao, Haining, Xinjiang), and other bases are progressing in an orderly manner as planned. JinkoSolar strictly implements various environmental pollution discharge requirements and strictly complies with the requirements of the ISO14001 environmental management system during the production process to avoid adverse effects on the environment. There were no environmental violations and related penalties in the company's domestic and overseas bases in 2020.

JinkoSolar introduces environmental considerations in the research and development process, is committed to greatly reducing the negative impact of products and production on the environment, and sets environmental expectations and goals for suppliers to jointly improve our environmental performance. JinkoSolar optimizes environmental practices through large-scale process improvement, process advancement, equipment renewal, installation and utilization of new energy and energy-saving and water-saving equipment, and investment in high-efficiency waste recycling equipment. JinkoSolar is committed to producing more economical solar photovoltaic products with higher energy efficiency, higher reliability, and longer service life, and actively promotes the application of photovoltaic products and energy saving and emission reduction for personal, industrial, commercial, and government users. JinkoSolar has joined PVCycle, an international optoelectronics organization, to practice and supervise that products can be properly recycled when they reach the end of their life cycle.

## 8.3 | Energy and Resource Use

JinkoSolar conscientiously implements environmental protection laws, regulations and standards, continues to improve the ISO14001 environmental management system, regularly identifies and evaluates environmental factors, tracks main energy and resource usage indicators, calculates and finds out energy consumption generation links and locations, and inspects equipment operation and maintenance conditions, through actual measurement and collection of rationalization suggestions, etc., to find and explore the potential to save resources and improve the efficiency of resource use. JinkoSolar gives priority to mature craftsmanship, technologies and equipment with low energy and resource consumption in the production process, continues to optimize the process route, minimizes the no-load operation time of the equipment, uses energy-saving LED lamps in daily office work, encourages employees to use double-sided printing, promotes paperless office, encourages employees to save electricity and water, and uses telephone or video conferencing instead of business travel.



From 2018 to 2020, the total electricity consumption of all JinkoSolar's sites were 1,577,574 MWh, 1,834,416 MWh, and 2,636,216 MWh, which increased with the raise in production capacity, the consumption of fresh water were 11,217,536 tons, 13,308,296 tons, and 12,493,192 tons, respectively, lightly increased with the raise in production capacity, the total amount of natural gas were 2,610,976m<sup>3</sup>, 2,281,856m<sup>3</sup>, 3,205,973m<sup>3</sup>, all increased with the raise in production capacity<sup>3</sup>.

## 8.4 | Addressing Climate Changes

JinkoSolar is convinced that reducing greenhouse gas emissions is an important means to combat climate changes and global warming. As an advanced enterprise in the field of new energy, the company has been committed to promoting the upgrading of the energy structure. Innovation can help accelerate the energy transition in the face of the climate crisis and reduce greenhouse gas emissions.

JinkoSolar continues to reduce its 'carbon footprint' through measures such as reducing direct emissions from production, improving the energy efficiency of equipment, producing new products with higher energy efficiency, increasing the ratio of photovoltaic power used in factories, and continuing to promote greenhouse gas inventory and reduction.

JinkoSolar complies with the relevant laws and regulations in the region and the environmental health and safety requirements of the group company; promises to integrate safety into the daily business decision-making and operation process to provide a safe and harm-free working environment; is committed to reducing the use of chemical products and production of harmful substances, researches and uses new and safer alternative materials. It is committed to energy-saving measures such as saving water and electricity, reducing greenhouse gas emissions, and designing and producing safe and energy-saving products to reduce the impact on the environment, and be a responsible member in the community where they work and live.

JinkoSolar has built a total of 15.15MW of solar photovoltaic power generation systems on the roofs of existing buildings in the factory areas, which have all been completed and connected to the grid for power generation. The average annual power generation is 15.315 million kilowatt-hours, and the power generation is self-consumed by the company.

JinkoSolar and Shangrao City Industrial and Commercial Rooftop Owners have invested and built a total of 46MW of distributed photovoltaic power generation projects through cooperation methods such as roof leasing and preferential electricity prices. For the needs of safe operation and management, JinkoSolar has also jointly built the 'Shangrao Distributed Photovoltaic Power Generation Project Control Center' with the power supply companies to realize real-time monitoring of power generation data and unified operation and management. 46 MW rooftop distributed photovoltaic power station project, under the conditions of sunlight and meteorological resources in Shangrao, the average annual power generation is 46.864 million kwh, equivalent to an average annual saving of 1,6402.5 tons of standard coal per year, which is equivalent to an annual emission reduction of 37,826.2 tons of carbon dioxide and 356.8 tons of sulfur dioxide, 99.2 tons of nitrogen oxides, and 221.5 tons of dust.

**Table-Greenhouse Gas Emission Data**

Greenhouse Gas Emissions CO2 (ten thousand tons)	2018	2019	2020
Scope 1 Direct greenhouse gas emissions	0.66	0.62	2.75
Scope 2 Direct greenhouse gas emissions	135.47	160.24	117.08
<b>Total</b>	<b>136.14</b>	<b>160.86</b>	<b>119.83</b>

JinkoSolar has been invited to participate in the 'Summer Davos' organized by the World Economic Forum for many years, offering advice and suggestions for the development of new energy. At the same time, JinkoSolar has been invited to attend the B20 summit for 6 consecutive years since the 2016 Hangzhou B20 summit, advocating for global low-carbon and emission reduction. In 2019, JinkoSolar was invited to attend the United Nations Climate Action Summit held at the United Nations Headquarters in New York as a representative of Chinese companies; in the same year, JinkoSolar was invited to attend the New York Climate Conference co-hosted by the Global Climate Organization, the United Nations and New York City and made a presentation Keynote Speech.

From September 21 to 27, 2020, JinkoSolar, as an invited representative of photovoltaic companies, attended the opening ceremony of the Climate Week (ClimateWeek NYC) RE100 Forum, and united with the world's most influential companies, including McKinsey, Procter, Unilever and Nestlé promised to use 100% renewable energy, shared the experience of renewable energy in China, and promoted the collaboration of influential companies around the world to promote the transition to clean energy.

On September 28-29, 2020, as the only representative of photovoltaic companies, JinkoSolar attended the '2020 China Green Company Annual Conference' and met with thousands of top global business leaders, government officials, academic authorities, and representatives of NGO organizations, etc. and discussed the sustainable development of China's economy.

JinkoSolar has always fulfilled its responsibilities and missions as a new energy leading photovoltaic company, and actively provided suggestions for global new energy development. Through its global network, JinkoSolar has played a leading role in industry insights and global green policy recommendations, further highlighting the global influence of JinkoSolar and Chinese photovoltaic companies.

## 8.5 | Pollutant Management

### 8.5.1 | Solid Waste Treatment

JinkoSolar's bases strictly abide by local laws and regulations, conduct assessments and audits from all aspects of waste generation, minimize waste generation, and strengthen compliance management in the waste disposal process. JinkoSolar adheres to the principle of optimizing the use of chemicals and gradually meets the minimum dosage requirements. Through process transformation, use low-hazard chemical raw materials as much as possible, and dispose of them in time after use. JinkoSolar is constantly seeking ways and methods to reduce waste emissions while ensuring compliance with waste disposal to reduce the environmental impact of corporate operations. Recyclable waste, such as packaging materials, can be recycled and reused by suppliers. Non-recyclable non-hazardous wastes shall be treated by a qualified hazardous waste treatment institution for recycling, and every link and step of hazardous waste transportation must comply with relevant national and local laws and regulations.

Since the establishment of JinkoSolar, no health and safety accidents due to improper waste transportation have occurred. In 2020, 34,292.3 tons of general waste and 23,454.42 tons of hazardous waste were generated in each base, all of which have been classified and recycled.

### 8.5.2 | Waste Gas Treatment

JinkoSolar's main waste gas includes silicon cleaning acid and alkali waste gas, battery process acid-alkali waste gas, component string welding organic waste gas, waste water station biochemical odor, etc., which are treated by acid-base neutralization, activated carbon adsorption, and redox methods.

JinkoSolar's bases promoted the treatment of organic waste gas as planned, and the Shangrao and Haining bases became one of the first domestic companies in the industry to install VOCs treatment systems.

JinkoSolar strictly follows the requirements of the environmental impact assessment report and commissions qualified third parties to inspect various exhaust gas outlets every quarter. In addition, the government environmental protection department will monitor and inspect the emission concentration of various air pollutants of the company from time to time to ensure that it complies to the law.

Environmental protection investment statistics of each base of JinkoSolar Co., Ltd.

Base Name	2019 environmental protection investment (10,000 yuan)	2020 environmental protection investment (10,000 yuan)
Shangrao Base	1719.25	1390.7
Haining Base	4080.37	5290.25
Yili Base	285.2971	265.7889
Leshan Base	46.84	715.4
Chuzhou Base	No plant	21.968
Malay Base	1806.6662	3333.0659
Yiwu Base	No plant	49.9
Yuhuan Base	14.87	11.66
U.S. Base	261.2837	416.6348
<b>Total</b>	<b>8214.577</b>	<b>11495.3676</b>

Table-General Solid Waste Situation of Each Base

	2019	2020
Shangrao Base	5771.11	5252.81
Haining Base	6807.7	13381.9
Yili Base	2301	982
Leshan Base	130.98	4832.42
Chuzhou Base	510	1618.59
Malay Base	0	0
Yiwu Base	0	5800
Yuhuan Base	0	/
U.S. Base	932.48	2424.58
<b>Total</b>	<b>16453.27</b>	<b>34292.3</b>

Table-Hazardous Wastes in Each Base

	2019	2020
Shangrao Base	86.15	78.67
Haining Base	48.83	92.46
Malay Base	24441	20732
Leshan Base	0	640.24
Yili Base	177	268.45
Chuzhou Base	0	0
Yiwu Base	0	6
Yuhuan Base	1.6	1.6
U.S. Base	1855	1635
<b>Total</b>	<b>26609.58</b>	<b>23454.42</b>

Table-Waste Gas Emissions of Various Bases in 2020

Bases	Exhaust emission (10,000 m3)	Nitrogen oxides (T)	Hydrogen chloride (T)	Fluoride (T)	Chlorine (T)	VOCs(t)
Shangrao Base	74466	8.1	2.0	0.87	1.5	1.69
Haining Base	1876323	107.8	7.1	2.49	1.86	31.23
Malay Base	208566.84	1.02	1.02	1.02	1.56	0.27
Leshan Base	5080	2.0	/	0.04	/	0.276
Yili Base	25714	6.92	2.0	0.175	/	/
Chuzhou Base	34801.2	/	/	/	/	0.098
Yiwu Base	16591	/	/	/	/	0.3816
<b>Total</b>	<b>2241542</b>	<b>125.84</b>	<b>12.12</b>	<b>4.595</b>	<b>4.92</b>	<b>33.9456</b>

Remarks:

1. The discharge amount of each pollutant is calculated according to the average hourly discharge amount \* running time in the outsourced monitoring report.
2. The assembly process of Yuhuan base and the United State base has no exhaust gas emission
3. The characteristic pollution factors are different due to the different processes of each base, '/' means none



### 8.5.3 | Wastewater treatment

JinkoSolar's wastewater mainly includes crystalline silicon slicing wastewater, silicon material cleaning wastewater, and battery process machine wastewater. The main pollutants are COD, fluoride and acid, potassium hydroxide, etc. They are treated by 'physical chemistry + biochemical' and acid-base neutralization. After processing, each kind of waste water is cleaned and divided at the source, and managed by category, and drained to the waste water facility through an open pipe. Each waste water outlet is equipped with an online monitoring site to monitor the water quality of the outlet 24 hours a day. Online monitoring facilities are connected to provincial and municipal environmental protection departments, data are uploaded in real time, and they are subject to environmental protection law enforcement supervision. The online monitoring room is equipped with five monitoring indicators of pH, COD, ammonia nitrogen, total nitrogen and flow. The data is lower than the indirect standard for solar cells in Table 2 of the 'Battery Industry Pollutant Emission Standards' (GB30484-2013). The fluoride ion concentration is less than 8mg/L, chemical oxygen demand is less than 150mg/L, ammonia nitrogen concentration is less than 30mg/L, total nitrogen is less than 40mg/L, and discharge throughout the year meets the standard. JinkoSolar's wastewater treatment equipment is equipped with a proper backup system including emergency power supply to ensure that the backup system can be automatically activated when part of the wastewater treatment equipment fails during operation, reducing the probability of abnormal discharge of pollutants. The operation status of all JinkoSolar's wastewater treatment equipment is monitored 24 hours a day, and when an abnormality occurs, it will send out a real-time alarm and suspend the water discharge.

	Year	Water Discharge(m3)	COD (t)	Ammonia nitrogen (t)	Total nitrogen (t)	Fluoride (t)
Shangrao	2018	3085505	223.35	2.79	13.96	1.47
Haining		1403814	70.19	14.04	35.09	7.02
Malay		784324	47.53	5.8	/	2.67
Yili		409536	19.49	1.74	/	3.22
<b>Total</b>		<b>5683179</b>	<b>360.56</b>	<b>24.37</b>	<b>49.05</b>	<b>14.38</b>
Shangrao	2019	2355366	164.82	2.06	10.3	1.48
Haining		1723734	86.18	17.23	43.09	8.62
Malay		955540	55.42	5.54	/	3.05
Yili		431114	10.35	0.93	/	1.32
<b>Total</b>		<b>5465754</b>	<b>316.77</b>	<b>25.76</b>	<b>53.39</b>	<b>14.47</b>
Shangrao	2020	2745077	161.66	3.18	15.61	0.79
Haining		2474201	123.71	12.37101	98.96804	19.79361
Malay		1012156	0.005061	0.004049	/	0.00415
Yili		427135.8	24.73	1.985	/	/
Leshan		229767	15.968	0.258	2.88	1.701
<b>Total</b>		<b>6970189</b>	<b>342.8037</b>	<b>18.08863</b>	<b>117.458</b>	<b>22.28876</b>

Remarks:

1. Sichuan Base and Photovoltaic Ruixu Base are newly built bases in 2020
2. The characteristic pollution factors are different due to the different processes of each base, '/' means none

In 2020, the Shangrao base has invested a total of more than 13.907 million yuan in energy conservation and emission reduction. The original slice wastewater treatment facilities have been upgraded and new high-efficiency wastewater treatment devices such as micro-electrolysis and deep anaerobic treatment have been added. Through the transformation, the COD emission standard has been upgraded from the third level of the Comprehensive Wastewater Discharge Standard (EIA approval standard COD400mg/L) to the indirect emission standard of the Battery Industry Pollution Discharge Standard (COD150mg/L), and the actual COD emission concentration is now less than 60mg/L. Compared with that before the renovation, the annual COD emissions have been reduced by 70%, and the suspended solids emissions have been reduced by 60%. Press-filtering the waste water produced by the slicing process, and reuse the waste water after the press-filtering process, saves about 5 million yuan in waste water treatment costs each year, and reduces the waste water treatment sludge disposal costs by about 2 million yuan/year. The largest water consumption in the battery workshop is the pure water system. The Malay base optimizes the RO system for water storage and recycles the concentrated water produced by the RO system and EDI system in the exhaust gas system, cooling tower and toilet, which can save 150m3/day of water. The total recovery rate is 93%. At the same time, the EDI extreme water system is optimized, and the EDI extreme water is reused in the cooling tower system, saving up to 120m3/day, and the recovery rate is as high as 100%.



VOCs processing system for Shangrao base

## 8.6 | Environmental Warning and Emergency Response Mechanism

JinkoSolar adheres to the principle of "prevention first and comprehensive management", and makes emergency preparations while doing normal risk management and control. In accordance with the requirements of local governments and environmental protection departments, each base has prepared emergency plans for environmental emergencies, equipped with emergency rescue equipment and equipment to prevent environmental pollution caused by potential accidents such as abnormal environmental treatment systems, leakage of hazardous chemicals, and fires. The hidden dangers are effectively managed and controlled and filed with the corresponding environmental protection departments.

JinkoSolar has established an emergency headquarters to conduct regular environmental emergency drills every year, actively train employees in various emergency drill skills, formulate special emergency drill plans, summarize and evaluate the results of the drills, and continuously improve the ability to respond to emergencies. JinkoSolar adheres to the principle of "prevention first and comprehensive management". While doing normal risk management and control, it also makes emergency preparations. It has established an emergency headquarters, prepared an emergency rescue plan, is equipped with emergency rescue equipment and organizes emergency plan drills regularly.

In 2020, JinkoSolar has compiled and completed the 'Environmental Emergency Risk Assessment Report of Sichuan JinkoSolar Co., Ltd.' in accordance with the 'Technical Guidelines for Environmental Risk Assessment of Construction Projects' (HJ169-2018). By conducting environmental emergency risk assessment, JinkoSolar grasps its own environmental risk status, clarifies environmental risk prevention and control measures, laying the foundation for daily environmental risk supervision, and effectively preventing the occurrence of unexpected environmental incidents.

## 8.7 | Green Office

JinkoSolar advocates 'green production, green working' and actively promotes the video conferencing system. It has realized the remote video conferencing function and the remote real-time live broadcast function of the conference and training. The approval of matters, meeting notices and announcement approval are carried out through the OA system, providing a unified management platform that reduces the circulation of documents, greatly reduces the use of paper and toner cartridges, and reduces resource consumption and waste discharge on reducing office costs.

JinkoSolar has formulated an energy-saving plan, all lighting lamps use energy-saving LED lights, the number of lights on and off is stipulated, the implementation of 'lights on when people come, and lights off when people leave'; the 'Regulations on Use of Air Conditioning' stipulates air-conditioning in production and office spaces using time and temperature control, realizes centralized control and management, reduces energy waste and indirect greenhouse gas emissions from power consumption; gives priority to using recycled products or fast-growing wood products when purchasing printing paper to achieve green and environmentally friendly working; classifies office waste processing to reduce soil and groundwater pollution, and regularly updates IT equipment to reduce the energy consumption of old equipment.

## 8.8 | Environmental Protection Training

Through a systematic and scientific training system, JinkoSolar helps employees understand the issues and goals of corporate sustainable development, enhances employees' environmental awareness, establishes a correct concept of sustainable development, and requires all employees to accept training of environmental protection, safety and occupational health related knowledge when entering the company. The EHS department of each base regularly organizes middle-level management cadres or relevant departments to carry out special environmental protection training, and each department conducts the training. In 2020, JinkoSolar's bases carried out a total of 108 environmental protection trainings for employees, with a coverage rate of 100%, and continuously improved the environmental awareness and business capabilities of employees and personnel in important environmental positions.





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JinkoSolar strictly abides by the laws and regulations of the regions and countries where it operates, maintains good communication with community stakeholders, regards itself as a part of the community, respects local cultural customs, strives to integrate into the local area, and actively participates in community construction and social innovation.

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09

## Community Responsibility



## 9.1 | Community Building

JinkoSolar strictly abides by the laws and regulations of the regions and countries where it operates, maintains good communication with community stakeholders, regards itself as a part of the community, respects local cultural customs, strives to integrate into the local area, and actively participates in community construction and social innovation.

JinkoSolar regularly invites stakeholders to visit the park and production workshops to carry out communication activities. Through communication with community residents, it identifies and collects the problems that need to be solved in the development of surrounding communities, and takes measures or carries out activities to respond to the reasonable demands of community residents. JinkoSolar has established a community relations manager position at abroad based on local conditions to coordinate and carry out community development-related activities.

In the process of project construction, JinkoSolar has formulated special procedures to systematically identify labor and working conditions risks, community health, safety and public security risks, land acquisition and involuntary migration risks, ethnic minority management risks, cultural heritage management risks, etc. and formulated risk identification and impact assessment methods and risk response plans. JinkoSolar actively communicates and coordinates with stakeholders such as community residents, government agencies, and handles complaints to improve communication efficiency.

JinkoSolar uses practical actions to practice public welfare, actively assumes corporate social responsibility in areas such as poverty alleviation, donation to education, and earthquake relief, actively fulfills its corporate citizenship obligations, and has made its own contributions to social development. JinkoSolar continues to enrich and improve the voluntary service system, encourage and support employees to actively participate in volunteer activities, contribute personal time, technology and expertise, gather a bit of strength to serve the community and care for the society, and to warm and change society with innovation and good deeds.



## 9.2 | Targeted Poverty Alleviation

JinkoSolar adheres to the mission of 'changing the energy structure and assuming responsibility for the future', continues to actively give back to the society, feeds back and helps the local people, based on the photovoltaic industry, and promotes the realization of targeted poverty alleviation.

### (1) Targeted poverty alleviation in the photovoltaic industry, helping Hengfeng County get rid of poverty.

JinkoSolar actively responded to the poverty alleviation tasks of People's Government of Jiangxi Province, Shangrao City, and Hengfeng County, and built Hengfeng County household photovoltaic poverty alleviation projects, village-level photovoltaic poverty alleviation projects, and large-scale ground photovoltaic poverty alleviation projects, comprehensively promoting poverty alleviation of poverty-stricken households, achieving full coverage of Hengfeng County, using cooperatives and farmer households linkage mode, poverty alleviation power station project had a volume of about 38MW, realized poverty alleviation for 15,000 poverty-stricken households in Hengfeng, achieved poverty alleviation by industry, and promoted direct employment of 450 poor households, and regularly trained and organized photovoltaic power seminars to help poor households learn skills and employment, and help Hengfeng County to get rid of poverty in 2019.

### (2) Education for poverty alleviation, donated to build Hengfeng County Qingmiao Experimental Primary School.

In response to the problem of 'blocking the intergenerational transmission of poverty', JinkoSolar has donated RMB 20 million to build the Hengfeng County Qingmiao Primary School in order to further promote the long-term development of Hengfeng County and solve the shortage of educational resources.

The Qingmiao Primary School has a planned total construction area of 8,800 square meters, with 2 new teaching buildings, 1 comprehensive building, 1 office building, 1 living building, a 200-meter plastic sports field, and school gates, walls, roads, greening, lighting, etc. The nature of the school is a public full-time elementary school, with grades one to six. The school has 36 teaching classes (6 grades, 6 teaching classes per year), is equipped with 45 students / class according to the national standard class, and each can accommodate 1,620 students.

After completing the project, it effectively alleviated the current situation of small school space, serious large class size, and difficulties for students in urban schools. Promoted the distribution of school outlets in the urban area of Hengfeng County, and improved the educational level of the local people through education for poverty alleviation.





### (3) Poverty alleviation by project, photovoltaic industry teaches people how to develop

Poverty alleviation by photovoltaic, as one of the targeted poverty alleviation projects, can reform the national supply side and promote the application of new energy. Photovoltaic power generation, as one of the most important clean energy sources, effectively protects the local ecological environment. In the future, clean energy represented by photovoltaics will surely replace traditional energy. The poverty alleviation process of the photovoltaic industry can turn the pure 'blood transfusion' mode into 'hematopoiesis', adopting an operation method tailored to local conditions, effectively realizing the hematopoietic function of photovoltaic poverty alleviation, and teaching people how to develop.

JinkoSolar leads the implementation of the 'photovoltaic + farming/fishing' complementary model, cultivates the 'hematopoiesis' function in poor areas, and effectively combines poor areas and installation conditions to maximize land utilization. Expand the value of land use on the basis of existing operations in barren mountains and ridges, agricultural greenhouses, and fishery waters, so as to realize the complementarity of agriculture and light, and complementation of fishing and light.

## 9.3 | Epidemic Prevention and Control

In 2020, when COVID-19 broke out, JinkoSolar responded quickly, implemented prevention and control measures as required, strictly guarded against death, no dead ends in all directions, and no person was missed to ensure absolute corporate safety. At the same time, it promoted epidemic prevention and control measures and guidelines by hanging banners in many places in the factory, factory broadcasts, electronic screens and publicity boards in each workshop, employee training, etc., to improve employees' awareness of epidemic prevention and control, and enhance self-protection capabilities. Since the outbreak of COVID-19, JinkoSolar's bases have not stopped production without a single suspected case, and the turnover has increased significantly year-on-year, which has contributed to COVID-19 prevention and control and economic development.

During COVID-19 prevention and control period, JinkoSolar developed and used advanced management tools such as intelligent temperature measurement equipment and big data analysis platform to quickly and accurately provide support for decision-making in prevention and control. JinkoSolar launched the 'Jinko Anti-epidemic Angel Guardian Program' to donate money and materials to support COVID-19 prevention and control work. JinkoSolar donated a total of 12 million for COVID prevention and control and as subsidies for local medical staff and those went to Hubei for support and for their families. JinkoSolar was awarded the honorary title of Advanced Private Enterprise in Fighting Against COVID-19 by the All-China Federation of Industry and Commerce; 'Anti-COVID-19 Angel Guardian Program' was awarded the second most influential charity project of 'Jiangxi Poyang Lake Charity Award'.





# Future Outlook

Based on photovoltaics to help promote the energy transition in an all-round way.

To be the best partner for climate action in various industries.

Addressing climate changes is a common issue for all mankind. At present, the promotion of energy structure transformation is imminent, and the development of renewable energy has become a global consensus. More than 120 countries have successively proposed the long-term goal of 'carbon neutrality', which will profoundly and long-lasting affect the changes in industrial structure, production methods and consumption methods..

As an important participant in the global photovoltaic industry, JinkoSolar has always regarded 'changing the energy structure and assuming future responsibilities' as its mission. In the future, JinkoSolar will promote the company's own social responsibility and sustainable development while at the same time empower and help more companies, institutions, communities, and families to achieve carbon neutrality goals, and bring together the wisdom of the public to solve common problems including water, food, energy and climate.

Different from the traditional incidental concept that separates corporate social responsibility plans from core business activities, JinkoSolar will pay more attention to the integrated CSR strategic concept, which integrates social responsibility and sustainable development into daily operations as well as products and services the company offers. It has become an innovative business model, realizing both social and economic benefits.

Driven by the integrated CSR strategic concept, JinkoSolar will help all other industries to make green transitions through business model innovation and digital economy applications, and become a partner of customers' climate action, and to promote the sustainable development of the entire society. On one hand, JinkoSolar will create business value for customers all over the world by continuously providing leading technologies of multiple world records, high-quality products of top bankability, and empirical endorsements of the largest cumulative shipments of photovoltaic modules. On the other hand, JinkoSolar will also cooperate with ecological partners, including institutes and research organizations, electric power design companies, key product suppliers, system integrators, omni-channel distributors and EPC in providing carbon neutral consulting, designing, and deployment for all industries and corporate clients, and optimizing ways of carbon neutrality to empower other organizations and industries to achieve carbon neutrality.

In the implementation path, industrial carbon neutralization (electrification transformation, park smart grid, etc.), zero-carbon buildings and transportation (photovoltaic roof, BIPV, photovoltaic storage charging pile, photovoltaic airport, etc.), photovoltaic hydrogen production, photovoltaic seawater desalination and sand control, photovoltaic irrigation, traditional energy transformation (photovoltaic + thermal power, photovoltaic + natural gas, etc.), land reuse, food (agricultural and photovoltaic complementary, fishing and photovoltaic complementary, photovoltaic irrigation) and other industries and fields, will be the focus for JinkoSolar in promoting the energy transition based on photovoltaic.





# 10. Preparation Process

## 10.1. Preparation Phase

Preparation: Set up a report preparation team, schedule the preparation progress, and determine the division of labor.

Kick-off: Held a report kick-off meeting, carried out special training on report preparation, and issued a notice for the collection of report materials.

## 10.2 Preparation Stage

Definition: Through interviewing stakeholders, define the core topics of the current report, and determine the basic framework of the report.

Compilation: Organize the basic materials of the report, write the report, and design the report.

Evaluation: Social Responsibility Work Committee reviews the report content, and stakeholders and professional institutions evaluate it.

## 10.3 Release Phase

On-site release: Hold internal press conferences and participate in related external press conferences.

Online publishing: upload on the company's official website and post on the official WeChat account.

## 10.4 Application Phase

Feedbacks: Collect feedbacks from stakeholders.

Improvement: Formulate and implement a social responsibility work improvement plan.

# 11. GRI Standards Index

GRI Standards	Disclosure	Chapter	Remarks
<b>GRI 102: General disclosure</b>			
<b>1. Organization Overview</b>			
102-1	Organization Name	3.1 Company Profile	
102-2	Activities, Brands, Products and Services	3.1 Company Profile	
102-3	Headquarters Location	3.1 Company Profile	
102-4	Operating Position	3.1 Company Profile	
102-5	Ownership and Legal Form	3.1 Company Profile	
102-6	Markets Served	3.1 Company Profile	
102-7	Organization Scale	3.1 Company Profile	
102-8	Information About Employees and Other Workers	7.1 Employee Employment Profile	
102-9	Supply Chain	6 Supplier Responsibilities	
102-10	Significant Changes in Organization and Supply Chains	3.1 Company Profile	
102-11	Warning Principles or Guidelines	4.3 Risk Control	
102-12	External Initiatives	No participation in the initiative	
102-13	Membership of the Association	3.8 Join Contract Organizations	
<b>2. Strategies</b>			
102-14	Statement of Senior Decision Makers	2 Managers' Speech	
<b>3. Ethics and Integrity</b>			
102-16	Values, Principles, Standards and Codes of Conduct	3.5 Company Culture	
<b>4. Governance</b>			
102-18	Governance Structure	4.1 Management structure	
<b>5. Stakeholder Participation</b>			
102-40	List of Stakeholder Groups	3.9 Stakeholders' Communication	
102-41	Collective Bargaining Agreement	7.3 Employee Rights Protection	
102-42	Identification and Selection of Stakeholders	3.9 Stakeholders' Communication	

GRI Standards	Disclosure	Chapter	Remarks
102-43	Stakeholder Participation Policies	3.9 Stakeholders' Communication	
102-44	Main Topics and Concerns Raised	3.10 Important Issue Identification Management	
<b>6. Reporting Practice</b>			
102-45	Entities covered in the consolidated financial statements	3.10 Important Issue Identification Management	
102-46	Operating Position	3.10 Important Issue Identification Management	
102-47	Ownership and Legal Form	3.10 Important Issue Identification Management	
102-48	Markets Served	No restatement	
102-49	Organization Scale	No change	
102-50	Reporting Period	1.2 Time Frame	
102-51	Date of Latest Report	1.1 Release Cycle	
102-52	Reporting Period	1.1 Release Cycle	
102-53	Contact information for issues related to this report	1.7 Report Access	
102-54	Declaration of compliance with GRI standards for reporting	1.4 Compilation Basis	
102-55	GRI Content Index	9. GRI Standards Index	
102-56	External Assurance		
<b>Substantive issues</b>			
<b>GRI201: Economic Performance</b>			
201-1	Directly generated and distributed economic value	3.1 Company Profile	
<b>GRI205: Anti-corruption</b>			
103	Management Method	4.4 Integrity	
205-2	Communication and training of anti-corruption policies and procedures	4.4 Integrity	
205-3	Confirmed incidents of corruption and actions taken	4.4 Integrity	
<b>GRI206: Unfair Competition</b>			
103	Management Method	4.5 Fair Competition	
206-1	Legal proceedings against unfair competition, antitrust and antitrust practices	4.5 Fair Competition	

GRI Standards	Disclosure	Chapter	Remarks
<b>GRI302: Energy</b>			
103	Management Method	8.3 Energy and Resource Use	
302-1	Energy consumption within the organization	8.3 Energy and Resource Use	
<b>GRI303: Water Resources</b>			
103	Management Method	8.3 Energy and Resource Use	
303-1	Water intake by source	8.3 Energy and Resource Use	
<b>GRI306: Sewage and Waste</b>			
105-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	8.4 Address climate changes	
103	Management Method	8.5 Pollutant Management	
306-2	Total waste classified by type and treatment method	8.5 Pollutant Management	
<b>GRI307: Environmental Compliance</b>			
103	Management Method	8.1 Environmental Protection Policies	
307-1	Environmental Compliance	8.1 Environmental Protection Policies	
<b>GRI308: Supplier Environmental Assessment</b>			
103	Management Method	6.3 Responsible Procurement	
308-1	New suppliers selected using environmental standards	6.3 Responsible Procurement	
<b>GRI401: Employment</b>			
103	Management Method	7.3 Employee Rights Protection	
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	7.3 Employee Rights Protection	
401-3	Parental Leave	7.2 Employee Compensation and Benefits	
<b>GRI403: Occupational Health and Safety</b>			
103	Management Method	7.9 Occupational Health and Safety	
403-1	Workers' representatives in the Labor-Management Joint Health and Safety Committee	7.9 Occupational Health and Safety	
403-4	Health and Safety Issues in the Formal Labor Union Agreement	7.3 Employee Rights Protection	



GRI Standards	Disclosure	Chapter	Remarks
<b>GRI404: Training and Education</b>			
103	Management Method	7.7 Staff Skill Training	
404-1	Average number of training hours per employee per year	7.7 Staff Skill Training	
404-3	Percentage of employees who regularly receive performance and career development appraisal	7.7 Staff Skill Training	
<b>GRI405: Diversity and Equal Opportunity</b>			
103	Management Method	7.4 Diversity of Employees	
405-1	Governance Organization and Diversity of Employees	7.4 Diversity of Employees	
<b>GRI406: Anti-discrimination</b>			
103	Management Method	7.3 Employee Rights Protection	
406-1	Discrimination Incident and Corrective Actions Taken	7.3 Employee Rights Protection	
<b>GRI414: Supplier Social Assessment</b>			
414-1	New suppliers screened using social standards	6.3 Responsible Procurement	
414-2	The negative impact of the supply chain on society and the actions taken	6.3 Responsible Procurement	
<b>GRI416: Customer Health and Safety</b>			
416-2	Violations involving the health and safety impact of products and services	NO	
417-2	Incidents involving violations of product and service information and labeling	NO	
417-3	Violations Involving Marketing	NO	
<b>GRI418: Customer Privacy</b>			
103	Management Method	4.6 Information Security	
418-1	Substantiated complaints related to violations of customer privacy and loss of customer information	4.6 Information Security	
<b>GRI419: Socio-economic Compliance</b>			
419-1	Violation of laws and regulations in the social and economic fields	NO	

# 12. Benchmarking of Ten Principles of Global Compact

Ten Principles of Global Compact	Chapter	Remarks
1. All companies and enterprises should support and observe and protect internationally recognized basic human rights within their respective spheres of influence.	7.1 Employee Employment Profile 7.3 Employee Rights Protection	
2. All companies and enterprises should ensure that they will not be complicit in human rights violations.	7.1 Employee Employment Profile 7.3 Employee Rights Protection	
3. All companies and enterprises should support the freedom of the association and earnestly recognize the right to collective bargaining.	7.6 Staff Communication Mechanism	
4. All companies and enterprises should support the abolition of all forms of forced or compulsory labor.	7.3 Employee Rights Protection	
5. All companies and enterprises should support the effective abolition of child labor.	7.3 Employee Rights Protection	
6. All companies and enterprises should support the elimination of discrimination in employment and occupation.	7.1 Employee Employment Profile 7.3 Employee Rights Protection	
7. All companies and enterprises should adopt preventive measures that are beneficial to environmental protection.	8.1 Environmental Protection Policies 8.2 Environmental Management System	
8. All companies and enterprises should take proactive actions to promote greater environmental responsibility.	2. Speech of President 8.1 Environmental Protection Policies 8.2 Environmental Management System	
9. All companies and enterprises should encourage and respect the development and promotion of environment technologies.	2. Speech of President 8.1 Environmental Protection Policies 8.2 Environmental Management System	
10. All companies and enterprises should strive to oppose all forms of corruption, including extortion and bribery.	4.4 Integrity	

# 13. SDGs Index

SDGs Sustainable Development Goals	Chapter	Remarks
Goal 1 No Poverty	9.2 Targeted Poverty Alleviation	
Goal 2 Zero Hunger	9.2 Targeted Poverty Alleviation	
Goal 3 Health and Well-being	7.9 Occupational Health and Safety	
Goal 4 Quality Education	7.7 Staff Skill Training	
Goal 5 Gender Equality	7.1 Employee Employment Profile 7.3 Employee Rights Protection	
Goal 6 Clean Drinking Water and Sanitation Facilities	7.9 Occupational Health and Safety 8.1 Environmental Protection Policies	
Goal 7 Affordable Clean Energy	8.3 Energy and Resource Use	
Goal 8 Decent Work and Economic Growth	7.1 Employee Employment Profile 7.3 Employee Rights Protection	
Goal 9 Industry, Innovation and Infrastructures	5. Product Liability	
Goal 10 Reduce Inequality	7.1 Employee Employment Profile 7.3 Employee Rights Protection	
Goal 11 Sustainable Cities and Communities	8.2 Environmental Management System 8.3 Energy and Resource Use	
Goal 12 Responsible Consumption and Production	5. Product Liability 6.3 Responsible Procurement 7.9 Occupational Health and Safety 8.1 Environmental Protection Policies 8.2 Environmental Management System 5.3 Safety and Health Management	
Goal 13 Climate Actions	8.4 Address climate changes	
Goal 14 Underwater Creatures	/	
Goal 15 Terrestrial Creatures	/	
Goal 16 Peace, Justice and Strong Institutions	4.3 Risk Control 4.4 Integrity 4.5 Fair Competition 4.6 Information Security	
Goal 17 Partnership to Promote Goal Achievement	3.9 Stakeholders' Communication 5. Product Liability 6. Supplier Responsibilities	

# Verification Statement



## ASSURANCE STATEMENT

### SGS-CSTC'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE JINKOSOLAR HOLDING CO., LTD.'s CSR REPORT FOR 2020

**NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION**  
 SGS-CSTC STANDARDS TECHNICAL SERVICES CO., LTD.(hereafter as "SGS") was commissioned by the JinkoSolar Holding Co., Ltd. (hereafter as "JinkoSolar") to conduct an independent assurance of the Chinese version of JinkoSolar's CSR Report for 2020 (hereafter as "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text, and data in accompanying tables, contained in the Report. Other data and information disclosed were not included in this assurance process. On-site assurance process was executed at the Jinko Center, No. 1, Lane 1466, Shenchang Road, Minhang District, Shanghai, P.R. China.

The JinkoSolar's management and relevant functional departments are responsible for the information contained in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of verification with the intention to inform all JinkoSolar's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the GRI STANDARDS for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured at a moderate level of scrutiny using our protocols for:

- evaluation of content veracity;
- evaluation of the report against the GRI STANDARDS.

The assurance comprised a combination of pre-assurance research, onsite interviews with relevant employees in the JinkoSolar headquarters, documentation and record online review and validation with affiliates bodies where relevant.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

**STATEMENT OF INDEPENDENCE AND COMPETENCE**  
 The SGS Group of companies is the world leader in inspection, testing and verification, operating more than 2,600 affiliates in more than 140 countries. SGS affirm our independence from JinkoSolar, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders.

The assurance team was assembled based on their knowledge, experience, and qualifications for this assignment.

**VERIFICATION/ ASSURANCE OPINION**  
 On the basis of the methodology described and the verification work performed, the information and data contained within the Report verified is accurate, reliable and provides a fair and balanced representation of JinkoSolar sustainability activities in 2020.



The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders.

We believe that the organization has chosen an appropriate option for the reporting.

#### **GRI STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS**

In our opinion the Report is presented in accordance with the core opinion for GRI STANDARDS and fulfils all the required content and quality criteria.

#### **Principles**

##### **Stakeholder Engagement**

JinkoSolar had identified its stakeholders who affected by its activities and considered the reasonable expectations and interests from stakeholders, and took some certain ways to communicate and exchange information with stakeholders.

##### **Sustainability Context**

JinkoSolar had presented the efforts on sustainability development related to economic, environmental and social aspects and combined the performance in the wide context as well.

##### **Materiality**

Based on the topics concerned by the stakeholders, JinkoSolar had considered reasonably disclosing issues and indicators with materiality, which substantively influencing the assessments and decisions of stakeholders, to reflect the organization's significant economic, environmental and social impacts. It is suggested that the level of detail of the information in the Report should be disclosed according to the results of materiality analysis.

##### **Completeness**

The Report included coverage of material aspects and boundaries, to reflect significant economic, environmental, and social impacts and enable stakeholders to assess the organization's performance in the reporting period.

##### **Balance**

The Report followed the balance principle and truthfully disclosed the positive and negative information.

##### **Comparability**

JinkoSolar had disclosed performance indicators in 2020, previous data of key indicators were disclosed, which could help stakeholders to understand and compare the improved performance year by year.

##### **Accuracy**

JinkoSolar's information in the report was accurate, enable to release more qualitative and quantitative information with indicators for stakeholders.

##### **Timeliness**

Verification shewn that the reported data and information was timely and effective. JinkoSolar discloses its CSR report annually, which indicates good timeliness.

##### **Clarity**

The Report was presented different ways with words, charts, graphics and pictures, also described with actual cases to ensure the stakeholders understanding easily.

##### **Reliability**

The data and information can be traced and verified.

#### **Management Approach**

The Report had disclosed the management approach of identified material topics.

#### **General Disclosures**

The general disclosures were presented in accordance with the core option of GRI Standards.

#### **Topic-Specific Disclosures**

JinkoSolar's topic-specific disclosures related to the material topics in economic, environmental, and social areas were in accordance with the core option of GRI Standards.

#### **Findings and recommendations**

Good practices and recommendations for sustainability report and management process were described in the internal management report which has been submitted to the management of JinkoSolar for continuous improvement.

#### **Limitations of assurance**

Data tracing on headquarters level, not including original data of all subsidiaries.

The assurance process only involved interviews with the heads of relevant departments and certain employees of headquarters and consultation with relevant documents. No external stakeholder involved.

Signed:



For and on behalf of SGS-CSTC

David XIN Director

Knowledge

16/F Century Yuhui Mansion, No. 73, Fucheng Road, Beijing, P.R. China

Jul. 8<sup>th</sup>, 2021

[WWW.SGS.COM](http://WWW.SGS.COM)

# 14. Reader Feedback Form

Dear readers:

Hello!

Thank you very much for reading this report. We sincerely look forward to your evaluation of this report and your valuable comments, so that we can continue to improve our social responsibility work and enhance the ability and level of performing social responsibility work!

Closed Questions: (please select '√' in the corresponding position)

**1. For JinkoSolar Holdings Co., Ltd., your identity is:**

☐ Employees ☐ Consumers ☐ Suppliers ☐ Supervisory Agencies ☐ Media  
☐ Others (Please specify)

**2. Your overall impression of the report is:**

☐ Very Good ☐ Good ☐ Fair ☐ Poor ☐ Very Bad

**3. In your opinion, the quality of the social responsibility information disclosed in the report:**

☐ Very High ☐ High ☐ Normal ☐ Low ☐ Very Low

**4. What do you think of the report structure:**

☐ Very Reasonable ☐ Relatively Reasonable ☐ Average ☐ Poor ☐ Very Poor

**5. What do you think of the report layout design and presentation:**

☐ Very Good ☐ Good ☐ Fair ☐ Poor ☐ Very Bad

Open-ended Questions

**1. What aspects of this report do you think satisfy you the most?**

**2. What information do you think this report needs to disclose that you want to know more about ?**

**3. What are your opinions and suggestions on our social responsibility work?**

If it is convenient, please tell us your information:

Name: Occupation:

Organization: Address:

Zip Code: Mail Box:

Telephone: Fax :

Our contact information: [csr@jinkosolar.com](mailto:csr@jinkosolar.com)