

2024 Talesun Solar Co., Ltd.

Environmental, Social, and Governance (ESG) Report



Talesun Solar Co., Ltd.

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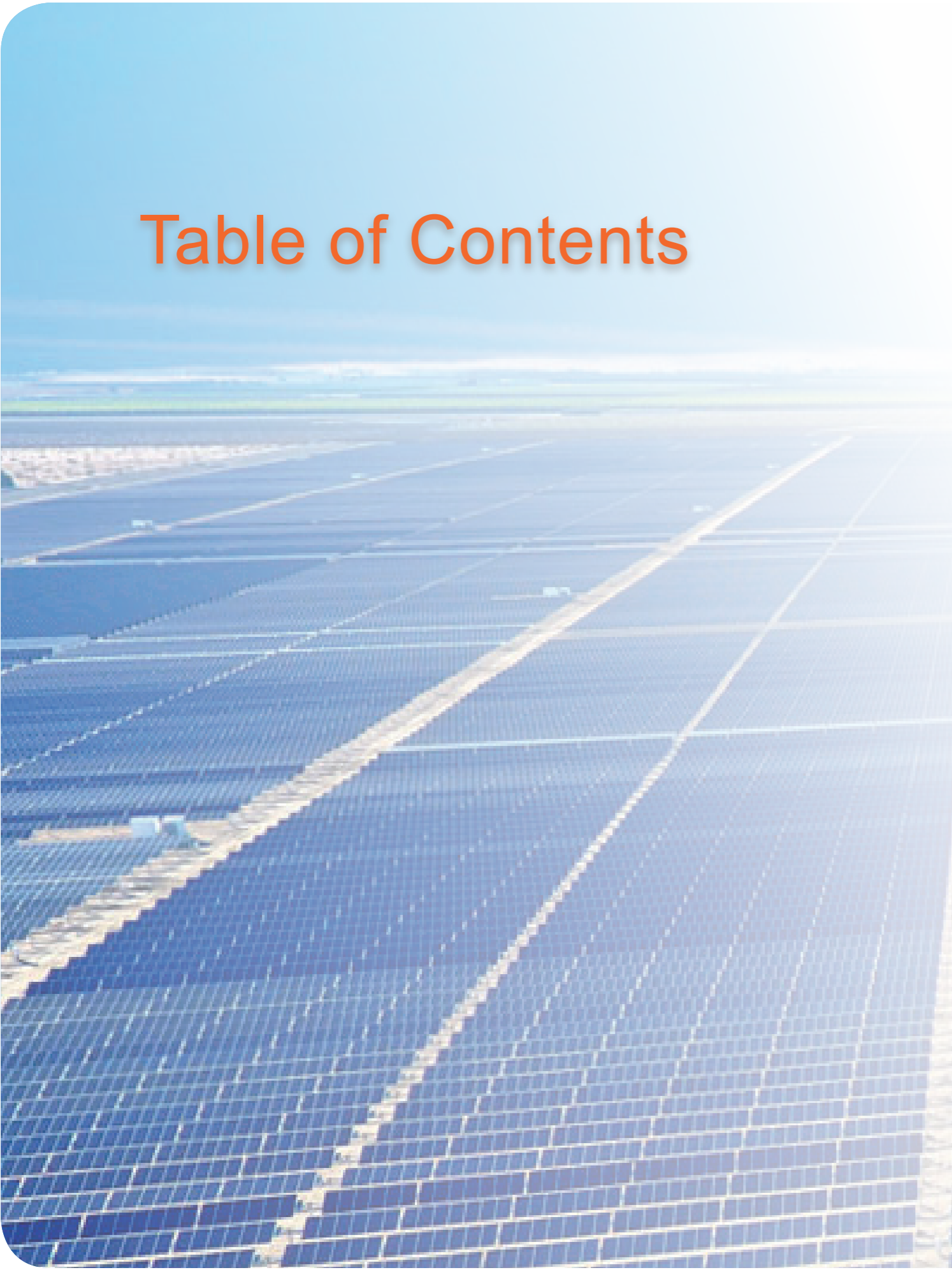


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Talesun Solar Co., Ltd. (hereinafter referred to as “Talesun”, “Talesun Solar”, “the Company” or “We/Our”) hopes to convey our actions and performance in environmental, social and governance (ESG) field to all stakeholders through sustainable development reports based on international standards, and we will publish an ESG report once a year.

Publishing date of first edition: April, 2025



Report Standard

This report is prepared in accordance with the Sustainability Reporting Standards (GRI STANDARDS 2021) issued by the Global Reporting Initiative and 2030 Sustainable Development Goals (SDGs) of the United Nations.



Range of Report

The time frame of this report is from January 1st, 2024 to December 31st, 2024. Some of the data may exceed the above range due to the considerations of the principle of continuity and comparability.



Data Source

The economic performance of this report is cited from Talesun’s annual report of 2024, which has been independently audited by Suya Jincheng Certified Public Accountants LLP. Unless otherwise specified, the amounts shown in this report are presented in RMB. The non-financial data covered in this report mainly includes Changshu production base of Talesun.



Report Commitment

This report is prepared by Talesun, and the management of the Company guarantees the authenticity of the information in the report and there are no false or misleading statements.



External Certification

The Company attaches great importance to the quality and credibility of ESG information disclosure, and hires external verification institutions to verify ESG reports on the principle of transparency and responsibility, aiming to enhance the authority and persuasiveness of the report content in terms of stakeholders through independent audit by professional third-party organization, and further ensure that the disclosed ESG information truthfully, accurately and completely reflects the actual performance and practical achievements of the Company in environmental, social and governance aspects. This report has been independently certified by SGS -CSTC Standards Technical Services Co., Ltd. (SGS), and the certification statement is attached.



Release Channel

The report is released simultaneously in both Chinese and English electronic and hard copies. In case of any minor differences between the Chinese and English versions, the Chinese version shall prevail. This report is released on Talesun’s official website: <https://www.talesun.com/>



Opinion Feedback

We are looking forward to receiving readers' opinions and suggestions after reading this report. Please feed back through the following contact information to help us further improve our sustainable development strategy and pursue better sustainable development performance.

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About the Report

Message from the Management

On the occasion of publishing the Company's annual ESG report, we would like to express our sincere gratitude to all the stakeholders who care about and help us, and look back on our efforts and achievements on the path of sustainable development.

The fiscal year of 2024 is an important milestone of Talesun. Through strategic reorganization, this year we have become a core new energy enterprise under C&D Group, one of the Fortune Global 500 companies. By means of a series of business optimizations, we have successfully transformed from a single photovoltaic product manufacturer to a comprehensive photovoltaic industry chain service provider, building a globally leading photovoltaic intelligent manufacturing system and creating a three-in-one industrial ecosystem of “modules + energy storage + power stations” in the field of new energy. We are well aware of our mission and responsibility. Under the increasingly urgent goals of global energy transition and carbon neutrality and driven by technological innovation, we are practicing the concept of green development, and contributing to the development of the global clean energy industry.

Technological innovation leads sustainable development

Over the past year, we have continuously increased the investment in research and development to maintain technological leadership. The high-efficiency photovoltaic modules we developed have successfully passed the rigorous tests of PVEL and RETC, which further verifies the excellent performance and reliability of our products. These achievements have not only enhanced the competitiveness of Talesun in the international market, but also created more value for our customers. For example, our new generation of N-type double-sided high-efficiency modules realized significant improvements in power generation efficiency in multiple practical applications, bringing higher returns and carbon reduction effects to investors in photovoltaic power plants. Additionally, we also adopted environmental materials and recycling technology in module design to ensure the minimum environmental impact throughout the product lifecycle.

Build a green supply chain

By accelerating the establishment of sustainable development management system, we have also officially established the special committee for sustainable development this year, improved the ESG management of our company and supply chains, but also actively took part in and deepened the participation in the activities of various ESG organizations to continuously improve the level of ESG decision-making and application scope.

The sustainable development is not only reflected in the usage of products, but also runs through our production and supply chain management. We have completed the carbon footprint calculation for the whole supply chain and formulated emission reduction plans with major suppliers. Many types of products have passed the carbon footprint certification in France. Furthermore, we have successfully developed and introduced several green process technologies, for example, the introduction of low-carbon composite frames and the use of auxiliary materials with lower consumption, which can help us better balance the production efficiency and environmental protection.

People oriented and focus on employee development

Talesun has always adhered to the principle of people oriented. We are well aware that employees are the core driving force for the company's development. Therefore, we carry out optimization continuously in terms of occupational development, health and safety, diversity and inclusiveness. Over the past year, we continuously conducted a series of activities such as physical examinations, training, and selection of outstanding employees, providing employees with more comprehensive skills training and career promotion channels.

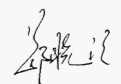
Commitment to the future

Looking ahead, we will continue to uphold the vision of “to become the most reliable and valuable clean energy company in the world”, and further enhance our performance in environmental, social and governance (ESG) field.

First, we will continue to promote the low carbon production and product innovation, and comprehensively implement the “carbon peaking and carbon neutrality” strategy to promote green and high-quality development. Second, we will enhance the cooperation with global customers, partners and industry organizations to jointly promote the popularization and application of photovoltaic technology. In addition, the Company will continue to strive in transparent governance, ensuring that business decisions are more open and responsible by strengthening ESG information disclosure and communication with stakeholders.

The path to sustainable development is not smooth, but we do firmly believe that, as long as we closely cooperate with stakeholders and move forward hand in hand, we will definitely be able to create a brighter future.

General Manager:





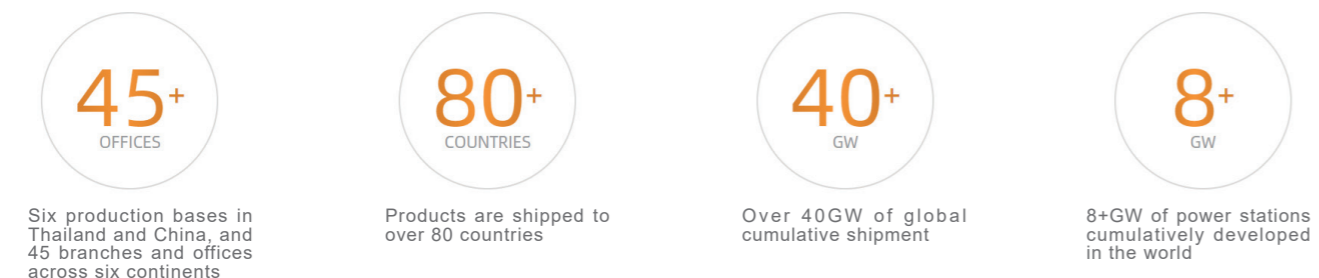
About Talesun

Company Profile

Founded in 2009, Talesun has become a core new energy enterprise under C&D Group, one of Fortune Global 500 companies. With a registered capital of RMB 4.56 billion, the Company has officially put into production at the end of 2011. Talesun is a high-tech enterprise mainly engaged in the research and development, manufacture of solar photovoltaic cells and modules, as well as EPC general contracting of photovoltaic power plants. With the profound transformation of the global energy structure, Talesun closely follows the pulse of the green and low-carbon era, and has successfully achieved a magnificent transformation from a single photovoltaic product manufacturer to a new energy solution provider with module as the core technology through a series of strategic and business optimizations, and become one of the world's leading manufacturers of photovoltaic products and developers of energy storage and power stations.



Distribution map of production bases and branches

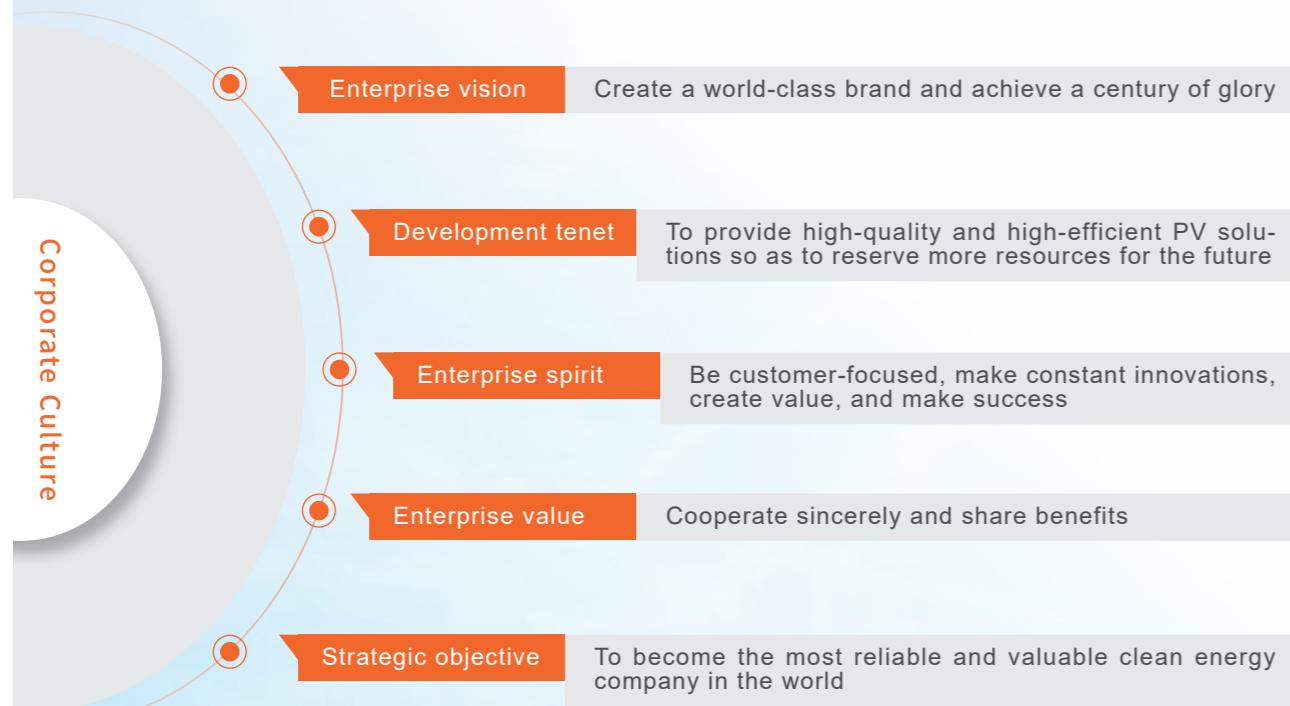


As a provider of intelligent photovoltaic power plant solutions, Talesun provides photovoltaic power plant design, power station EPC (Design, Procurement and Construction Management), operation, maintenance and other services. With innovative technologies for overall solutions of new energy power, we can provide end-to-end intelligent solutions covering the entire life cycle of photovoltaic power plants for global customers. The products we produced are mainly sold to Europe, America, Southeast Asia and the Middle East. There are 6 major production bases, 45 branches and offices of Talesun worldwide. As of the end of 2024, the cumulative shipment volume exceeded 40GW.

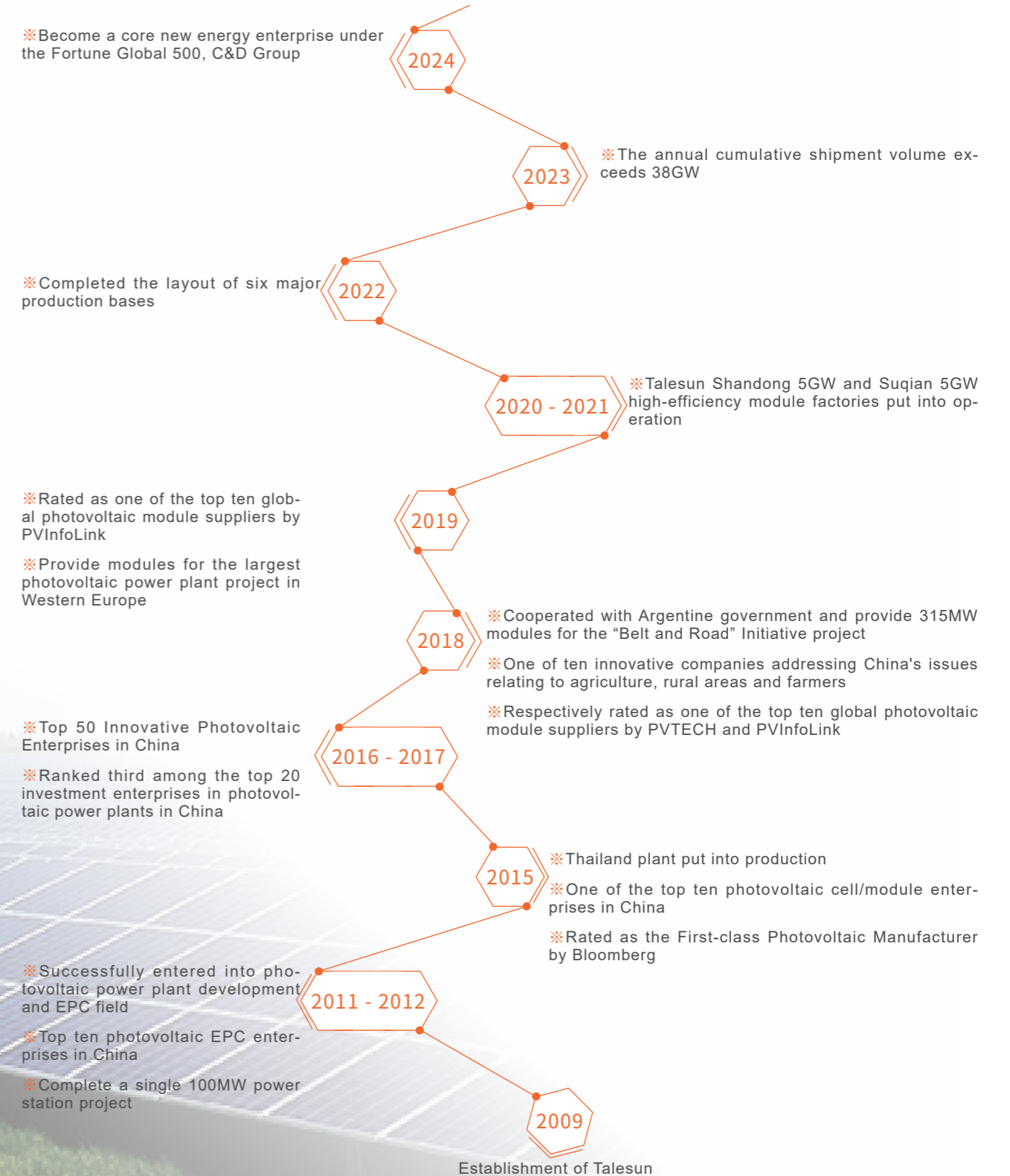


Note: the turnover, tax payment, R&D investment data are sourced from the Company's 2024 annual report, while the statistics of safety and environmental protection investment data is sourced from Changshu production base.

Corporate Culture



Development History



Respond to the United Nations Sustainable Development Goals (UN SDGs)

Talesun is committed to becoming the most reliable and valuable clean energy company in the world, developing green energy, and promoting the green development and transformation of global energy. At the same time, Talesun actively fulfills the social responsibilities, integrates the concept of sustainable development into every aspect of the operation and management, actively responds to the UN SDGs, comprehensively sorts out and examines the connections between each section of our own operation work and the 17 UN SDGs, takes actions by focusing on 13 goals including good health and well-being, quality education, gender equality, responsible consumption and production, climate action, and partnerships to promote goal achievement, but also collaborates with various stakeholders to promote the achievement of global sustainable development.



Besides, we continuously identify and control potential hazards in the workplace, regularly test the occupational disease and workplace hazards, and prepare detailed operation manuals for specific positions involving safety risks, in order to provide guidance for safe operating methods meeting the requirements and prevent accidents from happening.

In 2024, we conducted the tests for occupational disease and workplace hazards, and all the test items were qualified.



In order to constantly explore the potential of each employee, we have formulated a series of systems such as Employee Training Management Measures, and Employee Assessment Management Measures and improved the performance assessment system to continuously promote the career development of employees and driven them to pursue skill improvement. Moreover, we also provide new employee training and on-the-job training for employees, involving both theoretical knowledge and practical experience learning. In addition, we established an online study platform and online Talesun skill training camp that integrate various courses from basic skills to senior professional knowledge and enable to satisfy the occupational development needs of different employees.

In 2024, several kinds of training have been conducted, including daily work and personal life, to promote employees' comprehensive development.



With the enterprise culture of "people oriented", we fully respect each employee, and we have made it clear that there will be no gender discrimination in the recruitment and promotion of employees, so as to create a diverse, equal and inclusive atmosphere of work. Specifically, the trade union of the Company has signed the Special Collective Contract for the Protection of Female Employees' Rights and Interests, which is implemented in accordance with the laws and regulations on the protection of female employees, ensuring that the proportion of female employee representatives is commensurate with the total number of female employees. Besides, we have additional regulations such as conducting a gynecological examination for female employees once a year to support their labor protection.

In 2024, the total number of employees of the Company was 423, among which female employees accounted for 39%; female managers accounted for 22%.



We implement comprehensive water resources management from water usage to sewage discharge, save water in daily production and operation, and entrust a third-party testing agency to monitor the wastewater discharge situation every year to ensure compliance with legal requirements and continuously improve the efficiency of water resource utilization and the level of environmental protection.



By adhering to our original intention, Talesun is deeply engaged in the field of new energy, continuously promotes the innovation and popularization of photovoltaic technology, creates high-efficiency and stable quality photovoltaic products, and contributes to develop a new power system centered on new energy, so as to achieve a continuous supply of clean energy to the society.

In 2024, our multi-color and highly reliable double-glass BIPV modules won the Third Prize in the Photovoltaic Category of "2024 Xiong'an International Photovoltaic Storage Direct and Flexible Technology Application Competition".



By strictly following the relevant laws and regulations on labor employment, we have formulated the Labor Employment System to protect the rights and interests of employees. We oppose forced labor in any form, and never recruit child labor, and prohibit any discrimination; Continuously improve the salary and welfare system, as well as performance assessment system, establish an online study platform and on-line Talesun skill training camp to provide diversified training for employees.



Effectively promote the scientific research innovation by means of multiple methods, including the improvement of R&D innovation system, establishment of high-quality R&D team, improvement of infrastructures and participating in external communication.

In 2024, we have accumulated over 800 authorized and pending domestic patents, as well as 25 foreign patents, undertaken 3 provincial and municipal intellectual property special projects, and obtained the Excellent China Patent Award twice, the Excellent Provincial Patent Award once and the Excellent Municipal Patent Award twice.



We are deeply aware that a diverse, equal and inclusive working environment can continuously promote the exchange of different viewpoints and experiences. Therefore, we recruit talented individuals widely, fully respect employees, and stipulate that discrimination against other employees is not allowed on the basis of race, ethnicity, religion, politics or other viewpoints, nationality, skin color, gender, age, sexual orientation, marital status, or disability not related to the current job. We have passed SA 8000 system audit and are fully subject to human rights review and assessment.



By adhering to the concept of sustainable development, we strictly implement ISO 14001 environment management system and formulate clear environmental protection policies and objectives to ensure that all production and operation activities comply with environmental protection standards. Moreover, we dispose of waste water, waste gas and solid waste in accordance with the laws to reduce the impact on environment and continuously optimize the efficiency of resource utilization.



In terms of product safety, we strictly follow the product safety performance regulations and conduct full coverage insulation tests on the products to ensure the personal safety of users. Simultaneously, we also specify the requirements for safe use and disposal of products, as well as the potential risks in the operation manual, in order to provide users with guidance for proper use.

Based on the principle of customer oriented, we continuously optimize customer service and improve customer satisfaction through safer insurance services, more professional technical support, and faster logistics transportation. The Company has achieved a high satisfaction rating of over 90 points for three consecutive years.



We actively respond to the national "carbon peaking and carbon neutrality" strategy, continuously optimize energy management in our operations, positively carry out carbon inventory work, and constantly promote technological innovation at the same time to create low-carbon products, addressing climate change through concrete actions.

In 2024, a comprehensive carbon inventory work has been conducted in the Company to precisely quantify and manage our carbon footprint, and further provide solid data support for subsequent emission reduction actions.



We have always adhered to honest operation, and resolutely abided by anti-corruption and anti-bribery laws and regulations to eliminate behaviors that violate integrity and harm the interests of the Company. In accordance with relevant regulations and standards on integrity, we formulated the *Code of Conduct for Anti-corruption and Anti-bribery of Employees* and organized employees to learn and sign a declaration of compliance with this code. In 2024, 67 middle and senior management personnel were organized to participate in field anti-corruption and anti-bribery training. 83 supervisors and related personnel signed the *Anti-bribery and Anti-corruption Commitment Letter*.



We continuously pay attention to and study the cutting-edge technologies and innovative research in the industry, and widely carry out technical cooperation. By the end of 2024, our company has edited and participated in the development of 52 technical standards, including 15 international standards and 7 national standards.

By building a responsible supply chain, we integrate the relevant requirements of social responsibility into supply chain management, but also actively communicate and cooperate with suppliers to reduce the waste of resources and develop a greener and more efficient supply chain cooperation model. In 2024, the local procurement ratio of qualified suppliers of our module materials and cell suppliers was 72.13% and 83.33%, respectively. In 2024, the coverage rate of suppliers' social responsibility audit and the pass rate of suppliers' social responsibility review were both 100%.

Key Awards and Honors

By always adhering to the principle of market demand-oriented and technological innovation-driven, Talesun has promoted the innovation and popularization of photovoltaic technology, and brought a series of effective, stable and reliable photovoltaic products and comprehensive solutions for global customers. The recognition of Talesun's products and services by authoritative industry institutions is not only a recognition of Talesun's past efforts, but also an expectation for future development. Talesun will continuously improve the product quality and service level and engage in the research, development and application of photovoltaic technology to enhance the brand influence, expand the domestic and international markets, and inject new vitality and momentum into the development of the global photovoltaic industry.



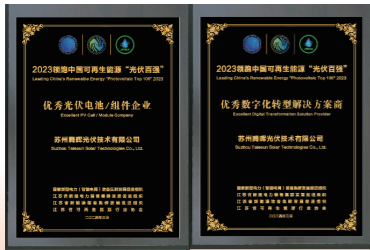
In November, 2024, Talesun participated in the 7th China International Photovoltaic and Energy Storage Industry Conference in 2024, and won the **"Sun God" Global Photovoltaic Storage • China's Business Card •2024 Outstanding Module Enterprise Award** due to our remarkable performances. This honor not only reflects Talesun's leading position in the field of photovoltaic modules, but also manifests our excellent contributions in promoting the global energy transformation and achievement the "carbon peaking and carbon neutrality" objective.

In September, 2024, the authoritative US photovoltaic Testing Center (Renewable Energy Testing Center) released the Photovoltaic Module Index Report of 2024 (PVMI), Talesun has been awarded the Highest Achiever for our outstanding product reliability, extremely high power generation performance and excellent product quality. This is another authoritative institution's high recognition of our products after winning multiple consecutive PVEL (PV Evolution Labs) testing awards.



In October, 2024, Talesun won the **Third Prize of "Photovoltaic Category of Xiong'an International Photovoltaic Storage Direct and Flexible Technology Application Competition"**.

In September, 2024, Talesun participated in 2024 Photovoltaic New Era Forum and the 13th "Polaris Cup" Photovoltaic Influence Brand Selection and Award Ceremony, and awarded **"2024 Influential Photovoltaic Module Brand"** due to our excellent products and solid marketing reputation.



In March, 2024, Talesun took part in the 11th China (Jiangsu) International Innovative Photovoltaic Development Conference in 2024, and finally won two prizes, the **"Excellent Photovoltaic Cell/Module Enterprise"** and **"Excellent Digital Transformation Solution Provider"**, with our excellent products and outstanding achievements of digital transformation.

In January, 2024, Talesun participated in "Solar Energy Cup" Selection of photovoltaic industry sponsored by Sobey Photovoltaic Network, and won the prize of **"Most Influential Photovoltaic Module Enterprise"** because of our strong innovation ability, excellent quality and service, as well as outstanding brand influence.

Important Awards and Honors Obtained in Recent Three Years		
Time of Winning the Award	Name of honor/award	Granting Organization
2024	Third Prize of Photovoltaic Category of 2024 Xiong'an Future City Scene Collection Series Competition	The Organizing Committee of Xiong'an Future City Scene Collection Series
2024	The Most Influential Photovoltaic Module Enterprise in 2023	The Organizing Committee of the Solar Energy Cup Selection
2024	Highest Achiever	Renewable Energy Test Center Renewable Energy Test Center (RETC)
2024	Polaris Cup 2024 Influential Photovoltaic Module Brand	GUANGFU.BJX.COM.CN
2024	Outstanding Photovoltaic Cell/Module Enterprise of "Top 100 Photovoltaic Enterprises" Leading in China's Renewable Energy in 2023	International new power (smart grid) equipment cluster development promotion organization, etc.
2024	Outstanding Digital Transformation Solution Provider of "Top 100 Photovoltaic Enterprises" Leading in China's Renewable Energy in 2023	International new power (smart grid) equipment cluster development promotion organization, etc.
2023	China's Most Influential Photovoltaic Module Enterprise in 2023	PGO Green Energy Ecological Cooperation Organization
2023	Special Contribution Enterprise for the 18th Anniversary of AsiaSolar	AsiaSolar
2023	Outstanding Contribution Enterprise of China's Distributed Photovoltaic Industry in 2023	China's Industrial and Commercial and Household Photovoltaic Brand Alliance
2023	The 12 th "Polaris Cup" 2023 Influential Photovoltaic Module Brand	GUANGFU.BJX.COM.CN
2023	The Most Influential Photovoltaic Module Enterprise of 2023 "Solar Energy Cup" Photovoltaic Industry Selection	The Organizing Committee of the Solar Energy Cup Selection
2023	An internationally renowned brand that mainly cultivated and developed by Jiangsu Province	Department of Commerce of Jiangsu Province
2023	National Intellectual Property Demonstration Enterprise	China National Intellectual Property Administration
2022	Second Prize of 2022 Jiangsu Photovoltaic Science and Technology Award	Jiangsu Photovoltaic Industry Association
2022	Third Prize of 2021 Jiangsu Science and Technology Award	Jiangsu Photovoltaic Industry Association
2022	Excellence Award of the First Jiangsu Patent Award in 2022	Jiangsu Provincial People's Government
2022	China's Top 10 Distributed Photovoltaic Module Brands in 2022	The Organizing Committee of China (Wuxi) International New Energy Conference and Exhibition
2022	Asia's Innovative Photovoltaic Enterprises in 2022	PGO Green Energy Ecological Cooperation Organization
2022	The Most Influential Photovoltaic Module Enterprise of Solar Energy Cup in 2022	The Organizing Committee of the Solar Energy Cup Selection
2022	Outstanding Photovoltaic Power Plant/EPC Enterprise of "Top 100 Photovoltaic Enterprises" Leading in China's Renewable Energy in 2022	The Organizing Committee of Selection for "Top 100 Photovoltaic Enterprises" Leading in China's Renewable Energy
2022	Specialized, Refined, Distinctive and Innovative Small and Medium-sized Enterprise in Jiangsu Province	Industry and Information Technology Department of Jiangsu

「Talesun」 Emphasizes Management and Steady Operation

Main actions

Establish a special management committee for sustainable development, implement various ESG responsibilities, identify and manage substantive issues, communicate, exchange and cooperate with different stakeholders. Abide by compliance management process, formulate integrity management policies and systems, and carry out the construction of integrity culture and training. Develop information security management system and take control measures to prevent information security incidents.

This chapter responds to the United Nations' Sustainable Development Goals (SDGs)



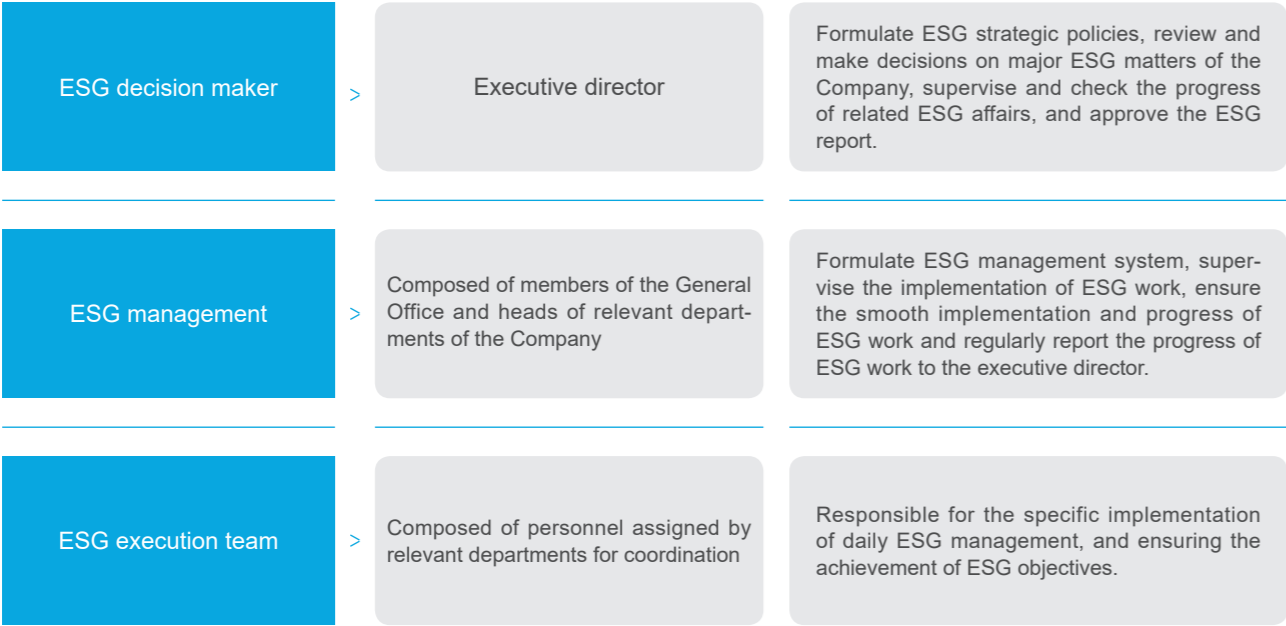
Steady Governance

As an important business unit of Zhongli Group’s strategic development, Talesun strictly follows the modern corporate governance system developed by the Group. By strictly adhering to modern corporate governance norms, the Group has established a professional board of directors consisting of nine members. The chairman of the board is nominated by controlling shareholders in accordance with laws and regulations, and fully presides over major strategic decisions. In order to strengthen the governance mechanism of separating rights and responsibilities, the Vice Chairman of the Group serves as the legal representative of Talesun, forming an effective balance between the decision-making and execution team.

In terms of operation management structure, a scientific senior management appointment system has been established in accordance with the Company Law and the Code of Corporate Governance for Listed Companies. The President and Vice President team are appointed by the board of directors based on market-oriented principles and professional standards, and fully responsible for implementing the resolutions of the board of directors and daily affairs of business management. This governance structure, through clear authorization and accountability system, not only guarantees the legitimate rights and interests of shareholders, but also grants the management full autonomy and management rights, effectively realizing the organic unity of the scientific decision-making and its efficient execution.

Sustainable Development Management

In order to effectively implement the sustainable development and promote the deep integration of the sustainable development concept with daily affairs, led by the executive director, an ESG management structure covering the decision-making, management and execution team has been established to clarify the division of ESG responsibilities of each level, ensuring the effective implementation of all sustainable development works.



The ESG execution team is responsible for carrying out sustainable development in different modules, communicating and exchanging with different stakeholders, continuously improving communication mechanisms, and enriching communication channels to continuously improving our sustainable development performance. Based on the influence between stakeholders and the degree of dependence on each other, the list of key stakeholders has been determined, including shareholders, customers, employees, suppliers and other partners, as well as the government, regulatory agencies, communities and non-governmental organizations.

Key Stakeholders	Main Concern	Communication Channels
Shareholder	Sustainable profitability Corporate governance Information disclosure	Daily communication Financial report Audit report
Customers	Excellent product and service Supply chain guarantee Product quality and safety Product carbon footprint Information security and privacy protection	Satisfaction Survey Customer review High-level visits and meetings Daily communication
Employees	Protect legitimate rights and interests Guarantee for remuneration and benefits Health and safety Career Development	Sign a labor contract Rationalization proposal Congress of Workers and Staff Performance interview Satisfaction Survey Suggestion box Information exchanging platform
Suppliers and other partners	Sunshine purchase Honest performance of contracts Win-win cooperation Capacity improvement	Sign the agreement and contract Technical sharing and training Communication meeting Regular visit Field audit High-level visits Quarterly assessment Annual evaluation
Government and Regulatory Agencies	Promote local economic development Tax payment by laws Promote employment Legal operation Workplace Safety Energy Conservation & Emission Reduction	Governmental inspection Compliance supervision and inspection Exchanges and visits Periodic performance report Acquire policies from governments' official website Receive government documents Attend policy meeting
Communities	Environment protection Support Community Development	Community activities participation Public Welfare Activities

Analysis of important ESG topics

In order to precisely control the management direction of sustainable development and effectively allocate sustainable management resources, we conducted ESG importance topic investigation and evaluation in 2024, which is the basis for formulating the sustainable development working plan. At the same time, we also highlight the disclosure of information related to ESG material topics through ESG reports, so as to respond to the concerns of stakeholders regarding the current status and performance of the Company's sustainable management.

Identification and evaluation steps for ESG material topics

Step 1

According to the type and characteristics of our business, regulatory policies of the place where the business is conducted, 26 relevant topics were comprehensively identified in accordance with GRI Standards released by the Global Reporting Initiative, SASB Standards released by the International Sustainability Standards Council, *Self-regulatory Guidelines for Listed Companies of Shenzhen Stock Exchange No. 17 - Sustainable Development Report (Trial)* and other ESG disclosure standards in combination with information such as enterprises in this industry and demands of the customers.

Step 2

Distribute ESG topic importance assessment survey questionnaires through online surveys, and invite internal and external stakeholders to evaluate the importance of the topics. Finally, 99 valid questionnaires were totally obtained.

Step 3

Analyze and process the survey questionnaire results, review and adjust the results of importance topics by the Company's senior management, ESG working group, and external ESG experts. Finally, 13 topics with importance to impacts, 10 topics with financial importance and 8 topics with dual importance were identified.

Step 4

Draw a topic matrix with “the importance of economic, social and environmental impacts” and “the importance to the Company's finance” as the coordinate axes.

List of ESG Topics

Environmental Topics

Biological diversity

Product life cycle management

Circular Economy

Clean technology opportunities

Water Resource Management

Waste management

Energy Management

Climate change response

Environmental management

Social Topics

Employee equality and diversity

Occupational health and safety

Protection of Employees' Rights and Benefits

Employee training and development

Customer service and management

Product quality and safety

Technological innovation, research and development

Raw material purchasing

Sustainable Supply Chain

Information Security and Privacy Protection

Community contribution and development

Governance Topics

Investor relation management

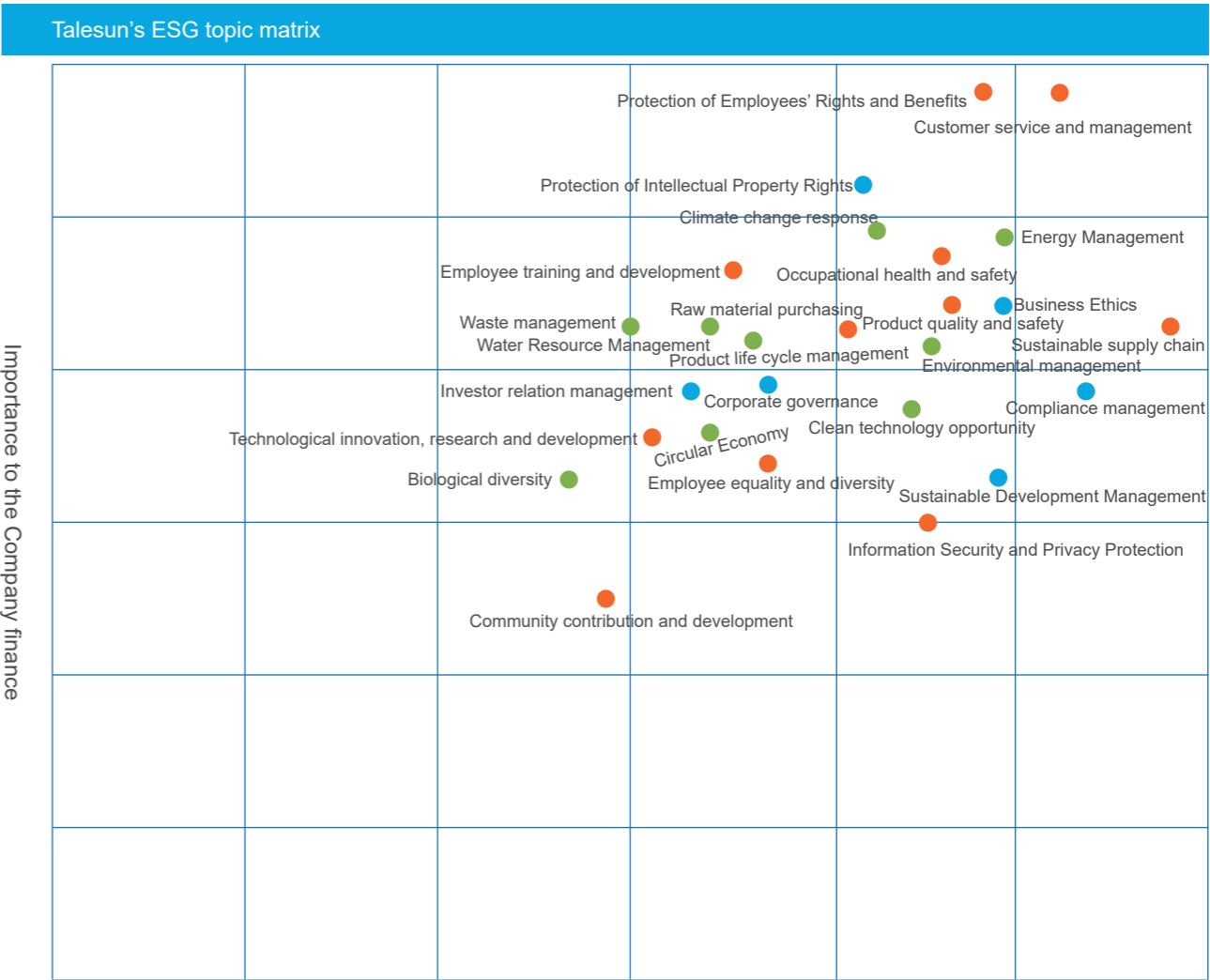
Protection of Intellectual Property Rights

Business Ethics

Compliance management

Sustainable Development Management

Corporate governance



The importance to economic, social and environmental impacts

Ranking of topics as per importance of its impact	Ranking of topics as per importance to the finance	Ranking of topics as per dual importance
<div><div>Sustainable Supply Chain</div><div>Compliance management</div><div>Customer service and management</div><div>Business Ethics</div><div>Sustainable Development Management</div><div>Energy Management</div><div>Product quality and safety</div><div>Protection of Employees' Rights and Benefits</div><div>Occupational health and safety</div><div>Environmental management</div><div>Information Security and Privacy Protection</div><div>Climate change response</div><div>Clean technology opportunities</div></div>	<div><div>Customer service and management</div><div>Protection of Employees' Rights and Benefits</div><div>Protection of Intellectual Property Rights</div><div>Energy Management</div><div>Climate change response</div><div>Occupational health and safety</div><div>Business Ethics</div><div>Product quality and safety</div><div>Employee training and development</div><div>Sustainable Supply Chain</div></div>	<div><div>Customer service and management</div><div>Protection of Employees' Rights and Benefits</div><div>Sustainable Supply Chain</div><div>Energy Management</div><div>Business Ethics</div><div>Occupational health and safety</div><div>Product quality and safety</div><div>Climate change response</div></div>

Compliance Management

In strict accordance with the Law of the People's Republic of China for Countering Unfair Competition, the Law of the People's Republic of China on Anti-money Laundering and other laws and regulations in China and other places where the business is conducted, Talesun strictly implements the compliance requirements during the business operations, arranges compliance personnel to implement key control links, and further ensure the legal operation of our company. Moreover, we continuously enhance the employees' compliance management capabilities and provide training related to laws and regulations, mainly covering the promotion and interpretation of the new Company Law. During the report period, no incidents or legal proceedings have occurred in the Company regarding unfair competition practices or anti-monopoly practices.

We strictly abide by the relevant tax regulations and requirements in daily operations, formulate and comply with the Tax Administration Procedure, and implement the relevant national tax policies as well. A tax review process is implemented in our company. All the monthly tax declarations will be signed and reviewed by the tax manager, deputy chief financial officer and chief financial officer prior to official declaration. When new tax policies are introduced, the tax manager will promptly promote them in the finance group or emails to ensure that the Company complies with the tax policies and avoid tax risks. Additionally, we hire a certified tax agency every year to conduct special audits, such as income tax remittance audits, additional audits for research and development fees to reduce tax risks; What's more, we also actively participate in tax-related ratings such as enterprise credit rating and export rebate rating, and have maintained the title of "A-level Tax Credit Enterprise" for many consecutive years.

Under the requirements of the Internal Audit Management System of the head office, Zhongli Group, Talesun also accepts the special internal audit by the Internal Audit Department of the Group. For issues found in the audit and proposals put forward, the Internal Audit Department will supervise the implementation and rectification of each responsible department.

Commercial Morality

By adhering to the principle of honest operation, Talesun resolutely abide by anti-corruption and anti-bribery laws and regulations to eliminate behaviors that violate integrity and harm the interests of the Company. In Talesun, it is prohibited to conduct any related business that may harm the interests of the Company with units or individuals who hold positions or investment interests or have other forms of benefits with employees or their relatives, or to have any consulting, advisory or direct or indirect employment relationship with any of the Company's customers, suppliers or competitors, or hold significant investor interests. All employees are required to treat customers and other business partners fairly, and it is forbidden to solicit or accept gifts, finances or presents from customers or other business partners, nor to give any valuable items that may be regarded as bribes or other illegal rewards as gifts.

In accordance with relevant regulations and standards on integrity, Talesun has formulated the *Code of Conduct for Employees Against Anti-corruption and Bribery*. All the employees need to sign a statement of "adhering to professional ethics and resisting all kinds of corruption and bribery behaviors" when sign the labor contract, and the sensitive positions such as senior management, purchasing, and sales, need to sign the *Anti-bribery and Anti-corruption Commitment Letter* at the same time. During the period of the report, 83 supervisors and related personnel signed the *Anti-bribery and Anti-corruption Commitment Letter*.

The employees will be organized to learn the *Code of Conduct for Employees Against Anti-corruption and Bribery* and sign the statement every year. Besides, we will carry out daily anti-corruption culture construction, training and education, strengthen the publicity and supervision through enterprise WeChat and online learning platforms, and reiterate the requirements of anti-corruption. During the period of the report, 67 middle and senior management personnel were organized to join in the field anti-bribery and anti-corruption training.

The Company encourages employees to report any illegal, disciplinary, or irregular behavior the reporting calls and letters can be anonymous. The Company protects the information of reporters, and specifies the confidentiality obligations for personnel responsible for receiving, recording and processing the reports, as well as those who have access to the reported information.

Whistleblower

Whistleblower Email: ia@talesun.com
Whistleblower Hotline: +86 512 8235 5477



The general managers of each business department or region are responsible for jointly assessing the corruption risks in their respective fields with the head of the auditing department, formulating corresponding preventive measures, and implementing them after approval by the general manager. The Audit Department regularly supervises the implementation of anti-corruption requirements by each department. During the period of report, there were no incidents in the Company where employees were dismissed or disciplined for corruption, and no public litigation cases against corrupt practices of the Company or employees occurred.

Information Security

In strict accordance with *Cybersecurity Law of the People's Republic of China*, *Data Security Law of the People's Republic of China*, *Personal Information Protection Law* and other information security regulations, Talesun has formulated a series of relevant information security management systems such as *Management Measures for Information Security Incidents*, *Management Measures for Employees' Account and Permission*, *Management Measures for Employee Information Security*, *Management Measures for Cybersecurity*, and *Management Measures for Data Backup*, in order to continuously improve the institutionalization and standardization of information system security management. During the period of report, no information security accidents occurred in the Company.

Main Control Measures for Information Security

Access control	● Carry out process control over the permissions of various employee accounts and classify the user permissions of the system.
Network defense	● Carry out firewalls and Internet behavior management to protect the network and control its behaviors.
Data backup	● Adopt data disaster recovery software and save the background data of the system on a special local server, which is only controlled by the specialist of the Information Management Department.
Real time monitoring	● Implement a terminal detection and response platform to detect and repair viruses and system bugs.
Training and publicity	● Offer information security publicity for employees in a regular time to enhance their awareness of information security.
Emergency response	● Actively coordinate with Cybersecurity Department to conduct attack and defense drilling, and deal with bugs in a timely manner.

[Talesun] Strives for Innovation and Focuses on Quality

Main actions

Carry out innovation in new products and technologies, as well as improvement of production processes; Take part in domestic and international technical exchange conferences, and conduct close scientific research cooperation with domestic and foreign universities and research institutes; Take the lead or participate in the formulation of industry technical standards; Establish and implement a comprehensive quality management system to ensure the quality and safety of products.

This chapter responds to the United Nations' Sustainable Development Goals (SDGs)



R&D and Innovation

Talesun has always regarded the product and technological innovation as the core engines driving the development of our company. We have not only established the scientific and effective R&D management system, and the internal and external collaborative innovation mechanism, but also took multiple measures to improve the R&D efficiency and quality by adhering to the principle of enterprise independent innovation and market-oriented approach in combination with Industry-University-Research collaboration, so as to continuously promote the integrated development of cutting-edge basic research and applied research in the industry.

R&D Management

Talesun's R&D system is implemented in strict accordance with the *Requirements for Enterprise R&D Management System* (DB 32/T 2771-2015), which covers the project management, intellectual property management, technical standard formulation, R&D fund management, personnel management, performance assessment, etc. As the responsible department for R&D, the R&D Development Center continuously promotes technological innovation and development by carrying out scientific research and technological development activities. R&D and other departments regularly conduct researches on the political, economic, market, and technological status of the industry, deeply analyze the macro environment and industry trends, and provide solid data support and insight basis for the Company's strategic decisions.

In order to stimulate the innovation enthusiasm of R&D personnel, the Company has formulated and implemented relevant policies on patent and project rewards, and set up rewards for project teams and related employees who have achieved outstanding results in R&D and innovation. Since the establishment, we have cumulatively invested nearly RMB 2 billion in the R&D of technological innovation and product development.

Take multiple measures to ensure the industry leadership

Improve the R&D innovation system

- Develop and improve a R&D innovation system, adhere to a technology innovation system focusing on independent innovation and market-oriented approach in combination with Industry-University-Research collaboration, and promote the integrated development of cutting-edge basic research and applied research.
- Improve various rules and regulations for R&D management to ensure the smooth progress of the Company's innovation activities.

Establish a high-quality R&D team

- Firmly establish the ideological policy of talent leading technological development, and adhere to the "internal training and external introduction" system combined with incentives for R&D team management. On the one hand, we continuously recruit experienced and highly skilled industry talents, and utilize our own talent cultivation platform to train the R&D team. On the other hand, we have established enterprise doctoral and master's programs with universities, and adopted the joint training system of "universities + enterprises" to achieve in-depth talent cultivation. At the same time, we have established an early discovery, cultivation and tracking mechanism for top-notch innovative talents through internal technical salons, training in universities and other forms.
- In addition to professional R&D team technical personnel, the Scientific and Technological Achievements Management Team is assigned to carry out comprehensive management of the results produced by the R&D Center, including intellectual property layout and application, application for new product and technology appraisal, organization, filing, transformation and promotion of scientific and technological achievements archives.

Actively participate in external communication

- Plan the development of the Company with a global perspective, actively participate in domestic and international technical exchange conferences, carry out close scientific research cooperation with domestic and foreign universities and research institutes, and actively integrate into the global innovation chain.

Enough R&D funds

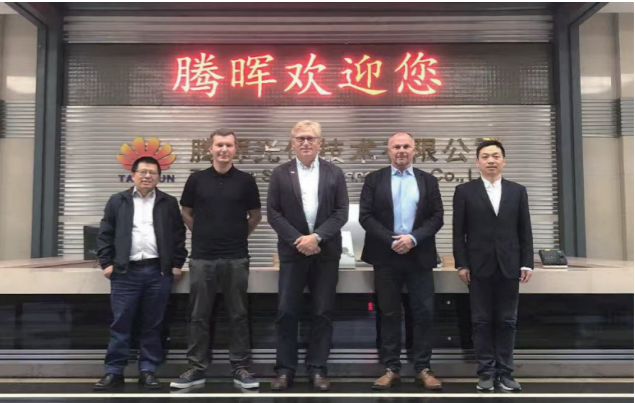
- Invest no less than 3% of the annual operating income as R&D funds every year, establish an auxiliary R&D account, conduct special accounting for R&D funds, and ensure that the funds are exclusively used for their intended purposes.

Improve the infrastructures

- The R&D Center currently has 500 square meters of office, 4000 square meters of R&D center, 2000 square meters of laboratory and 2000 square meters of outdoor performance monitoring experimental base for new photovoltaic products.
- The laboratory has obtained the national laboratory accreditation qualification from China National Accreditation Service for Conformity Assessment (CNAS) and multiple third-party TMP laboratory certifications, as well as Jiangsu Province Measurement Assurance Confirmation Certificate, which can provide comprehensive, rapid and accurate all-round product testing for the products of engineering research center. In terms of configuration, the full-process information-based and intelligent control of R&D work has been achieved by purchasing intelligent and automatic experimental equipment, testing equipment and information systems.

Brand establishment

- Lay out trademarks and patents globally and deeply integrate trademarks with patents, in order to help the Company become a well-known trademark brand supported by technological innovation, and further enhance the market competitiveness and brand image.



The government agencies and our customers have visited our exhibition hall and production base for several times. During the visit, we have enabled government agencies and customers to have a more in-depth and thorough understanding of the characteristics of our products and the advantages of our solutions by comprehensively showcasing our profound technical expertise, large-scale production capabilities and unique corporate culture accumulated in the photovoltaic field. These exchanges have laid a solid foundation for our subsequent in-depth exploration of cooperation opportunities and efficient promotion of project implementation and other cooperation matters, effectively promoting the communication, exchanges and cooperative development with various stakeholders.

Our key R&D platform

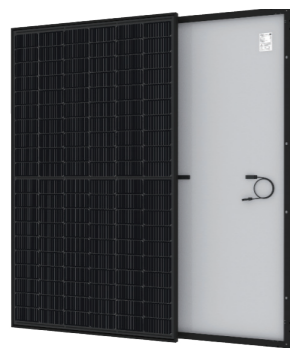


Product Innovation

By adhering to the original intention, we have been continuously engaging in the R&D and application of photovoltaic technology, and unwaveringly promoting the innovation and popularization of photovoltaic technology since the establishment. We have completed the development of nearly a hundred scientific research projects, undertaken 2 national-level science and technology projects, 5 provincial-level projects and 5 municipal-level projects, and completed 23 new technology and product appraisals in Jiangsu Province, among which 20 products have reached the leading or advanced domestic technical level, 3 achievements have reached the international advanced level, and 18 new products have been recognized as "High-tech Products of Jiangsu Province".

Our Innovative Products (part)

Large-sized high PID resistant crystalline silicon photovoltaic all-black modules



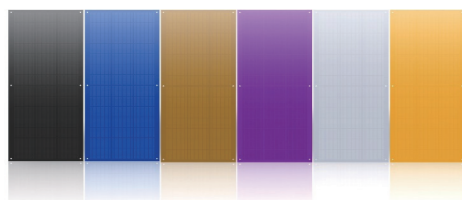
- Use large-sized 182mm PERC cell to improve the entire efficiency of the module.
- Adopt backboard with white background and black grid, black bus bar and black border, achieving the aesthetic effect of full black front.
- A low-cost high PID resistant packaging solution has been achieved by using POE with higher bulk resistance and lower water permeability as the rear adhesive film of the cell, and the low-cost EVA adhesive film on the front.
- The PID (192h) of the target product attenuated by 3.09% under the double IEC standard test environment; According to the module tests conducted by the CNAS certified laboratory, the power of 54pcs was up to 410W.
- The overall technical level of this product has been identified as leading in China.

Multi-color series and highly reliable double-glass BIPV module



- Adopt laminated opto-induced passivation films and gallium-doped technology to achieve higher optical utilization and lower light attenuation, with the attenuation of LID60kWh reaching 0.79%.
- Use thickened colored glass to develop the multi-color PVB packaging technology, so that the product has multi-color series and high load resistance capability.
- According to the test by CNAS certified laboratory, the power of products is up to 100W.
- The overall technical level of this product has been identified as leading in China.

Multi-color series and highly reliable double-glass BIPV module



- Mainly applied to the distributed glass curtain wall scenarios of the exterior facades of various existing household or newly built buildings, instead of traditional glass or walls. It can enjoy the power generation benefits, perfectly integrate into the building curtain wall and the overall wall, and enhance the quality of the building.

Case

The multi-color series and highly reliable double-glass BIPV module won the Third Prize in the Photovoltaic Category of "2024 Xiong'an International Photovoltaic Storage Direct and Flexible Technology Application Competition"

On June 1st, 2024, the final of Xiong'an International Photovoltaic Storage Direct and Flexible Technology Application Competition officially kicked off by focusing on urban energy transformation, which has four categories including photovoltaic and energy storage. This competition is open to submissions from all over the country, and a hundred entries have been received in total. After strict online and offline review, our multiple-color and highly reliable double glass BIPV module won the Third Prize of Photovoltaic Category.

By adopting large-sized silicon slice and MBB multiple busbar and half-cut micro-pitch metal interconnection technology in combination with optimized design of current transmission path and advanced technology of micro-pitch welding wire interconnection, this module has greatly improved the overall electrical utilization rate, and the power of a single slice has increased by more than 10W. By adopting the laminated film design and carrier injection process on the cell end and EPE packaging materials and supporting processes with capacity of adsorption and water blocking on the module end, we have comprehensively improved the adaptability of products to various environments, increased the power generation of modules, and reduced the overall cost.



Industry Development

By continuously paying attention to and studying the cutting-edge technologies and innovative research in the industry, Talesun has established close relationship with multiple universities and scientific institutions in China, widely carried out technical cooperation, and expanded the boundaries of scientific and technological research and development to continuously accumulated innovative potential. Besides, we have also actively participated in discussion activities organized by governments at all levels, industry alliances and peer enterprises, putting forward suggestions and strategies for the high-quality development of photovoltaic industry.



In January 2024, Talesun has reached a cooperation intention with SOLARLINK Company.



In February 2024, Talesun signed the strategic cooperation agreement with Tecloman Energy Storage.



In July 2024, Talesun reached the strategic cooperation agreement with MEM in Turkey.

We actively fulfill our responsibilities as a leading photovoltaic manufacturer, including participating in the formulation of industry standards, discussing cutting-edge technical issues, and sharing our R&D practical experiences, etc. By the end of 2024, our company has edited and participated in the development of 52 technical standards, including 15 international standards and 7 national standards. Talesun is not only a vice chairman unit of China Photovoltaic Industry Association, but also a council member of Jiangsu Photovoltaic Industry Association.

By the end of 2024, our company has edited and participated in the development of

52 technical standards

including 15 international standards and 7 national standards

Talesun's Participation in Industry Associations Over the Years		
Time of Joining	Industry Associations	
2024	CanREA New Energy Association of Canada	Member
2023	Suzhou Photovoltaic Industry Association	Vice President Membership
2023	China Chamber of Commerce for Machinery and Electronic Products	Member
2023	China Photovoltaic Intellectual Property Professional Committee	Committee Member
2023	Solar Energy Industries Association of the United States (SEIA)	Member
2022	Jiangsu Enterprise Technological Transformation Association	Member
2021	Jiangsu Science and Technology Innovation Association	Member
2018	Suzhou Industrial Internet Alliance	Director
2018	Jiangsu Photovoltaic Industry Association	Executive Director Membership
2017	SEMI China Photovoltaic Standard Technical Committee	Committee Member
2017	Jiangsu Vacuum Society	Member
2015	Jiangsu Informatization Association	Governing Member
2015	Changshu Enterprise Science and Technology Association Federation	Supervisor
2014	China Photovoltaic Industry Association	Vice Chairman Membership
2014	Jiangsu Renewable Energy Industry Association	Executive Director Membership



Case

Global tour exhibition, Talesun debut North American RE+

On September 10th, 2024 local time, the North American RE+ Exhibition and International Solar and Energy Storage Expo kicked off in Anaheim. As one of top events in the photovoltaic industry, North American RE+ attracted photovoltaic enterprises, industry experts and investors from all over the world to gather together and jointly discuss the latest trends, technological innovations and market prospects of the photovoltaic industry. Talesun debut with a full-scenario solution and strong exhibit lineup including high-efficiency photovoltaic modules, high-quality photovoltaic cables, as well as stable and durable photovoltaic brackets, comprehensively demonstrating our innovative strength and leading technologies in the photovoltaic field.

At this grand RE+ event, Talesun represented the core highlights, N-type TOPCon module series with a power range from 440W to 710W. The particular one is TM7G72M module, and the unique large frame design not only looks beautiful and elegant, but also achieves a peak power of up to 590W and excellent conversion efficiency of 22.8%. With outstanding power attenuation control and low temperature coefficient characteristics, this module has expanded the boundaries of installing applications and precisely satisfied the diverse needs of the North American market. Additionally, we also showed the all-black series, rectangular series and lightweight series modules magnificently, building a rich product line that comprehensively covers everything from home rooftops to large ground-mounted power stations. These products are characterized by high conversion efficiency, low attenuation performance, excellent weather resistance and reliable quality as their core competitiveness.



The Smarter E South America 2024



The Smarter E Europe 2024



Shanghai SNEC



CLEANPOWER 2024 Conference & Exhibition



2024 Solar & Storage Live London



2024 GENERA

Talesun pays high attention to Industry-University-Research collaboration. In recent years, we have maintained close cooperative relations with the University of New South Wales, University of Exeter, University of Nottingham, Dutch Energy Research Institute, Norwegian Energy Research Institute, Sichuan University, Soochow University, Nanjing University of Aeronautics and Astronautics, Southeast University, Changshu Institute of Technology, Suzhou Institute of Nano-Tech and Nano-Bionics, Chinese Academy of Sciences and other important universities and research institutions at home and abroad, and carried out a series of cooperation regarding the development and upgrading of photovoltaic products.

Industry-University-Research Collaboration We Made (Part)

Cooperate with Sichuan University

- Jointly carried out key national research and development project-international cooperation in scientific and technological innovation between governments-international cooperation between China and the UK- Research on Embedded Photovoltaic Building Integration System for Rural Residential Buildings (From April, 2017 to March, 2019)
- Jointly built Jiangsu Provincial Engineering Research Center for Low-Carbon Building and Energy Integration (Approved by National Development and Reform Commission in 2018) (Original name: Jiangsu Province Engineering Center for High-Efficiency Multi-Energy Complementarity and Intelligent Building Integration)
- Jointly cultivated one postdoctoral fellow
- Jointly built a practical base for Sichuan University

Cooperate with Nanjing University of Aeronautics and Astronautics

- Jointly applied for special fund for scientific and technological innovation in carbon peaking and neutrality (industrial foresight and breakthroughs in key core technologies)- competitive project- research and development of key technologies for high-efficiency passivated cells and high-power bifacial modules- special fund for scientific and technological innovation in carbon peaking and neutrality (industrial foresight and breakthroughs in key core technologies)- competitive project- research and development of key technologies for high-efficiency passivated cells and high-power bifacial modules(From January, 2022 to January, 2026)
- Jointly built a Postgraduate Workstation in Jiangsu Province
- Jointly built Suzhou Engineering Technology Research Center
- Jointly cultivated 2 postdoctoral fellows
- Jointly applied for 2019 Jiangsu Science and Technology Award and won the Third Prize
- Jointly applied for 2016 Jiangsu Province Achievements Transformation (2016-2018)

Cooperate with Changshu Institute of Technology

- Jointly applied for special fund for scientific and technological innovation in carbon peaking and neutrality (industrial foresight and breakthroughs in key core technologies)- competitive project- research and development of key technologies for high-efficiency passivated cells and high-power bifacial modules- special fund for scientific and technological innovation in carbon peaking and neutrality (industrial foresight and breakthroughs in key core technologies)- competitive project- research and development of key technologies for high-efficiency passivated cells and high-power bifacial modules(From January, 2022 to January, 2026)
- Jointly built Jiangsu Provincial Engineering Research Center for Low-Carbon Building and Energy Integration (Approved by National Development and Reform Commission in 2018)
- Jointly applied for 2022 Jiangsu Science and Technology Award and won the Third Prize
- Jointly applied for 2019 Jiangsu Science and Technology Award and won the Third Prize
- Jointly built Practice Base

Cooperate with Soochow University

- Jointly cultivated 2 postdoctoral fellows



Cooperate with Norway Isola

- Provincial policy guidance program (International science and technology cooperation)- Inter-governmental bilateral innovation cooperation project- China-Norway international cooperation- Development of cost-effective solar energy systems for buildings (From June, 2021 to June, 2023)
- Provincial policy guidance program (International science and technology cooperation)- China-Norway international cooperation- Collaborative research and development of high-efficiency photovoltaic system based on reflective materials (From June, 2019 to June, 2021)

Intellectual Property Protection

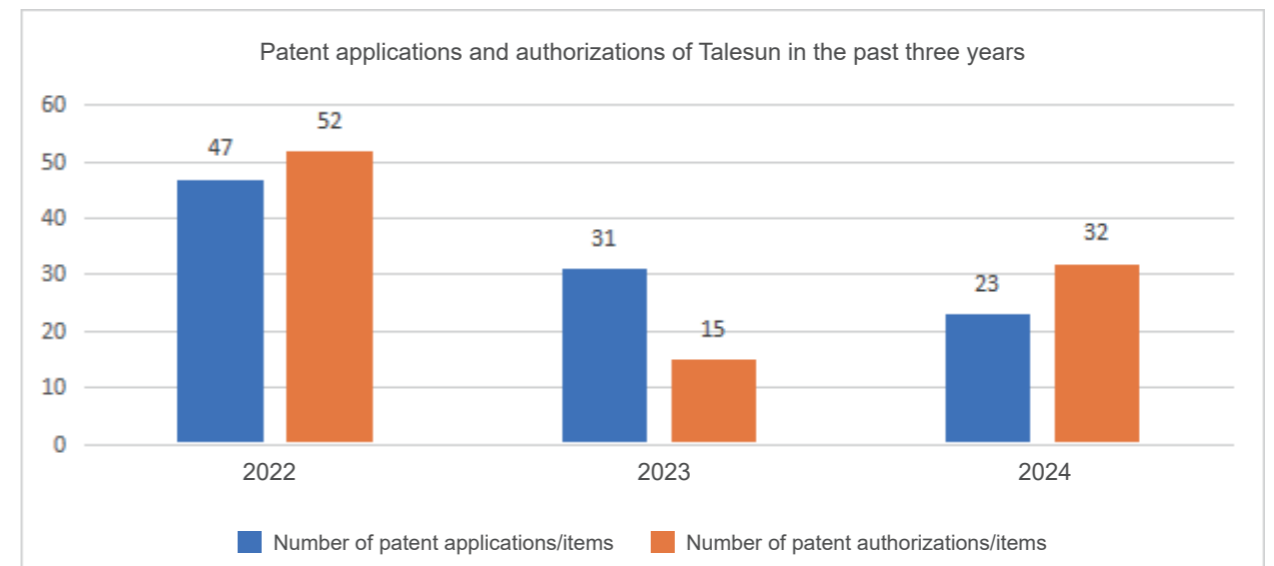
Talesun has not only established a comprehensive integrated network for intellectual property management, covering patent management, trademark, copyright and trade secret application and protection, legal process rights protection and market anti-counterfeiting actions, but also developed a standard intellectual property management system covering the intellectual property application, management, application, popularization, and talent cultivation. Changzhou base has passed the certification of knowledge management system. Additionally, we have formulated and strictly implemented multiple internal management systems and processes, including the *Science and Technology Achievement Award and Reward System*, *Patent Management Measures*, and *Trademark Management and Protection Measures*.



Key Performance

As of 2024

- We have a total of 830 authorized and pending domestic patents and 27 foreign patents
- Undertaken 3 provincial and municipal intellectual property special projects
- Obtained the Excellent China Patent Award twice, the Excellent Provincial Patent Award once and the Excellent Municipal Patent Award twice
- Honored with titles such as National Torch Plan Key High-tech Enterprise, National Intellectual Property Advantage Enterprise and National Intellectual Property Demonstration Enterprise



In terms of intellectual property infringement risk management, Talesun has formed a complete set of infringement risk management processes from institutional construction to practical operation to ensure the safety of our intellectual property and promote the improvement of technical research and development, as well as the market competitiveness.

Risk management measures for intellectual property infringement

Improve the alignment between systems and strategies

- Gradually improve and perfect the relevant systems for intellectual property protection, enhance the intensity of intellectual property protection, and gradually improve the early warning mechanism to protect innovation achievements and avoid business risks.
- Implement an intellectual property strategy that matches our innovation driven and internationalization strategies, continuously optimize the management systems on the basis of existing management system, so as to ensure a clear delineation of rights and responsibilities, as well as rewards and punishments, and further improve the management efficiency.

Establish professional review group

- Upgrade the emergency response team to an intellectual property review team, including top management, R&D personnel and staff from the intellectual property department.
- This group is responsible for ensuring that the intellectual property rights of our company are protected from infringement, effectively responding to related risks, participating in patent quality assessment, adjusting the R&D direction based on patent analysis reports, and ensuring that our technological development meets the market demands and technological trends.

Intelligence system and dynamic adjustment

- Establish an intelligence analysis system, continuously improve the retrieval database, use tools to timely eliminate potential infringement risks, and adjust the research and development direction as needed.
- Timely explore and protect our own R&D achievements, follow up and analyze the domestic and international patent information, and master the technological development trends of the industry.

Intellectual property training

The Company attaches great importance to intellectual property training. Therefore, the intellectual property training is provided for the entire process from patent writing, application, authorization to protection and layout, so as to enhance the intellectual property awareness and application ability of all employees, stimulate the innovation capability, and further promote the technological innovation and achievements transformation. During the period of report, 15 intellectual property trainings were organized, covering multiple positions such as technology research and development, management and finance. The training content includes practical protection of intellectual property rights in the wave of technological innovation, patent search and analysis assisting in R&D innovation, and the use of intellectual property management platforms, etc. A total of 169 personnel participated in the training, ensuring the professional level of the core team in intellectual property protection and management.

During the period of report,

15 intellectual property trainings were organized

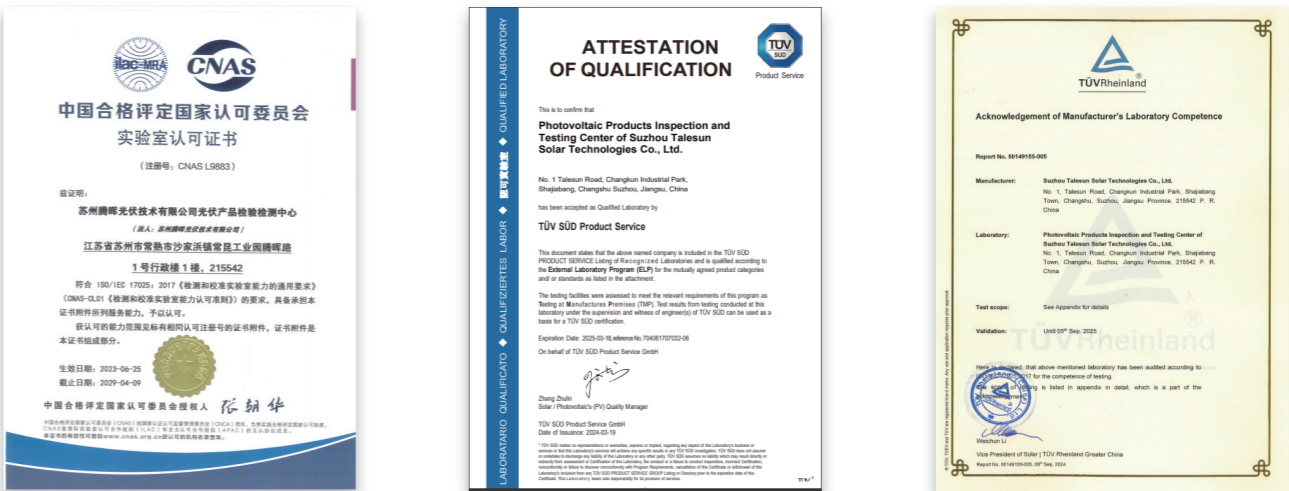
A total of **169** personnel participated in the training

Product Quality Management

Quality Management

By adhering to the quality policy of "Customer first, continuous innovation, continuous improvement and market leadership", the Company is committed to providing customers with high-quality and reliable products, closely cooperating with industry testing institutions and authoritative third-party institutions, in order to ensure the products meet the relevant industrial standards. The Company has obtained ISO9001 quality management system certification, prepared Talesun Modules Raw Material Control Plan, Raw Material Management Operation Process, Module Control Plan, Standard Module Shipment Inspection, Nonconforming Product Handling Procedure and other related documents, and set the annual quality management KPI objectives to comprehensively control the product quality.

The Company has a photovoltaic product inspection and testing center with an area of 2,000 square meters and a total investment of over RMB 30 million, more than 40 domestic and international advanced instruments and equipment, and 6 professional inspectors. The laboratory is composed of a safety testing laboratory, performance testing laboratory, environmental testing laboratory and outdoor power station testing, which is equipped with a series of testing devices such as solar simulators, accelerated aging test chambers, high and low temperature test chambers, wet heat test chambers, automatic safety impact test devices, mechanical load testing machines, automatic hail testing machines, and ultraviolet test chambers, and supports a series of comprehensive tests including product certification processes, module reliability tests, and high-acceleration aging tests. The laboratory is able to simulate the influence of external natural environment on the products, and ensure that Talesun's modules are capable of withstanding the influence of various extreme climatic conditions and maintaining the excellent safety performance. The laboratory meets IEC61215, IEC61730, and UL61730 and other international testing standards for photovoltaic products. The testing capability has basically covered international standard testing projects such as IEC and UL. Strict product test is conducted in the laboratory to ensure the reliability and performance of the products, so that we can confidently provide customers with a 12-year warranty and 30-year power output guarantee.



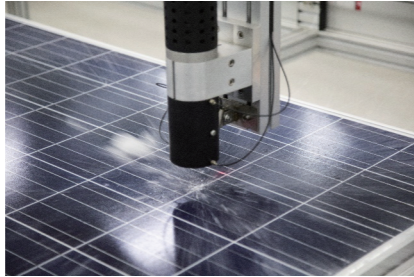
Certification certificate obtained by the Photovoltaic Product Inspection and Testing Center



Photovoltaic Product Inspection and Testing Center



Mechanical load testing machine



Hail impact testing machine



High-temperature accelerated aging environmental test chamber



Environmental test chamber



Yellowing tester



Thermal gravimetric analyzer



We test the quality of products, and control the appearance, performance and size of products by adhering to the principle of conducting thorough inspections. First, we inspect the quality of raw material, and carry out process inspection, unpacking inspection and outgoing inspection in the production base during the process of daily production. As the responsible department of product quality, the Quality Center conducts a full sequence inspection of products every quarter in accordance with the requirements of IEC 61215 standard for product performance.

In addition, we also strictly supervise the non-conforming products from incoming inspection, delivery, identify, control and dispose of non-conforming and suspicious products discovered to prevent non-conforming products from being processed, used unexpectedly, or shipped to customers. The degree of nonconformity of materials, semi-finished products, and finished products is classified into three levels, including general abnormality, serious abnormality and major abnormality. Different measures will be taken based on the various impacts on product quality. The Company has formulated some management documents such as *Incoming Inspection Procedure*, *Production Control Procedure* and *Non-conforming Products Processing Procedure*, etc.

Classification Standards for Non-conforming Product Grades

Batch return	Accept on deviation	Degradation	Rework	Scrap
<ul style="list-style-type: none"> When the quality inspection judgment is batch return and the goods are returned according to the result of review. 	<ul style="list-style-type: none"> When it is necessary to use the batch of raw materials or products due to the timeliness of production or shipment without affecting the function of products 	<ul style="list-style-type: none"> When the products that have been detected as not meeting the requirements of this customer but meet the requirements of other customers 	<ul style="list-style-type: none"> When the products are judged to be re-worked 	<ul style="list-style-type: none"> When it is confirmed that it cannot be repaired or used

Quality Culture Construction

In order to comprehensively improve the product quality, consolidate the foundation for the Company's development, multi-level quality culture publicity has been conducted in the Company to guide all employees to pay attention to product quality and promote them to integrate the construction of quality standards into their daily work. Through various forms such as the event like *Talesun Quality Month*, professional skills training like *Talesun Special Training Camp for Skills Enhancement* and *Talesun Quality Journal*, the Company stimulates employees' enthusiasm for actively learning the quality standards, encouraging them to internalize these standards as their own guidelines and strictly follow them in each working process, so as to truly integrate the quality standards into every detail of daily work and ensure that each product meets the high-quality requirement.



Talesun's Quality Activities Collection



Product Security

In terms of product security, the insulation test of products has been comprehensively conducted by strictly adhering to the requirements of product safety performance regulations. What's more, the Standard Operation Procedure for Module Withstand Voltage Insulation Test has been prepared to test the insulation of modules, reduce the possibility of product safety accidents and ensure the personal safety of users. In addition, the products are equipped with detailed Chinese and English user manual and unpacking instructions, which list the characteristics and detailed parameters of products, potential risks and guidance for customers to use it in the corresponding state.

In 2024, there is no violation involving the health and safety impacts, nor the information and identification of our products and services.

 Product Traceability

The Product Traceability Management Specification has been prepared to continuously improve the product traceability chain from customers' demands, material purchasing and production process to warehousing and logistics. A traceability team has also been established in the Company. The head of the Product Management Department serves as the team leader to manage three parts, i.e. factory, material and operation. Each part is composed of manufacture, quality, warehousing, technology, purchasing, logistics and other department, which shall perform its own duties to ensure the product traceability through tracking and positioning of various codes. The traceability team conducts traceability training every year, and the SQE personnel will participate in. During the annual supplier audit, SQE will provide the traceability training for suppliers to enhance the awareness of traceability among all parties and enhance the organizational management. According to the *Product Traceability Checklist*, we conduct inspections of each department at least once every quarter, and verify the approved suppliers at least once a year.

Customer Service

We are customer-oriented, and have formulated some control procedures such as *Customer Complaint Handling Procedure* and *Customer Satisfaction Control Procedure* to continuously optimize the services for customers, improve customers' satisfaction and loyalty, and thus create stronger market competitiveness for the Company. What's more, we actively interact with customers, understand the demands of market, and promptly adjust our products and services to provide strong support for the sustainable development of our company.

A customer satisfaction survey will be carried out every year for customers with an order volume exceeding 2MW, so that we can deeply understand customers' feedback and expectations to our products and services by means of the questionnaires we dedicatedly designed and the professional data analysis. Thanks to continuous efforts and the trust and support of customers, we have achieved a high satisfaction score of over 90 points for three consecutive years. This demonstrates a good image of our Company in the mind of our customers, laying a solid foundation to further consolidate our market position and expand the scope of business.

Customers satisfaction survey results (Points) 2024 » 2023 » 2022 »

93

92

» » » » » » » » » » » » » » » 91

On the website of our company, a 24-hour customer service hotline is offered to solve pre-sale and after-sale problems for our customers. At the same time, we also provide safer insurance services, faster logistics transportation and more professional technical support to ensure that customers can receive all-round protection and efficient support during the use of our products and services.

Advantages of Talesun's Customer Service

Safer insurance service Cooperation with industry leading insurance companies

More professional technical support Our experienced engineers team will ensure the smooth operation of your products or solutions

Faster logistics transportation As a professional partner, we can deliver the products to your warehouse or directly to the project site. Talesun has overseas warehouses in Thailand, India, Europe, the USA and other countries.

In addition, based on customers' concern for after-sales service, the after-sales service data is collected once every quarter to accurately grasp the overall performance of after-sales service and promptly identify the potential problems and shortages. The after-sales service contact emails for multiple regions are given on our website to help customers contact us in a timely manner, report the abnormalities of products, and enhance their trust in our company. During the period of report, there is no confirmed complaint related to invasion of customer privacy and loss of customer information.

Statistics of Data Related to Customer Complaints			
Type	Unit	2023	2024
Customer complaints PPM	\	100	62
Resolution rate of customer complaints	%	100	100
Product labeling violation	Nos.	0	0
Product marketing violation	Nos.	0	0
Complaint about the disclosure of customer's privacy	Nos.	0	0

After-sales Service Email

- China&America&Other:siqiang.yuan@talesun.com / zhongyang.tang@talesun.com
- Europe and nearby countries:osman.bulunuz@talesun.com
- India: RameshBhanushali@talesun.com
- Japan: siqiang.yuan@talesun.com

Green Development with Ecological Integra- tion of 「Talesun」

Main actions

Carry out carbon footprint certification and carbon accounting of products, promote the application of photovoltaic products with lower carbon emissions, and empower global energy green transformation by providing green solutions; Conduct energy-saving renovation and water recycling, and legally dispose of and discharge the three wastes.

This chapter responds to the United Nations' Sustainable Development Goals (SDGs)



Climate Change Response

With the increasingly severe challenge of climate change, taking concrete actions to address climate change has become the mission and obligation of all responsible enterprises. Under the guidance of “carbon peaking and carbon neutrality” objective, Talesun, as a leading photovoltaic manufacturer in the new energy industry, continuously optimized the energy management in our own operations, actively carry out carbon accounting, continue to promote the technical innovation and develop low carbon products to boost the global green energy transformation.

Our factory is equipped with rooftop and garages distributed photovoltaic power plants, as well as bearing tracking system. In 2024, the total power generation is 1.09 million kilowatt-hours, providing stable green energy support for the society.

Our Low Carbon Actions

Actively promote low carbon operation

- Actively implement energy saving and consumption reduction
- Carry out carbon accounting, precisely quantify and manage operational carbon footprint, and develop emission reduction strategies

Build low carbon product, contributing to green energy transformation

- Continuously promote technical innovation and launch photovoltaic products with lower emissions throughout their entire lifecycle

Contribute to build a new power system with new energy as the core, injecting green energy into the society

- Focus on the development and EPC services of photovoltaic power plants, energy storage systems and distributed photovoltaic power plant businesses while providing photovoltaic modules to the society, contribute to build a new power system with new energy as the main part and empower the global green energy transformation by providing green solutions



Case

Multiple overseas photovoltaic project have been successfully completed, contributing to the development of green energy worldwide

In June 2024, the 273.7MW photovoltaic power plant located in Texas, USA, supplied by Talesun, has officially been connected to the grid for power generation. This project is fully equipped with Talesun's 182-type high-efficiency photovoltaic modules, which is characterized with outstanding power generation efficiency and stability. In July of the same year, another photovoltaic power plant in Spain has also successfully been connected to the grid for power generation. This project has an installed capacity of 2.08MW, which is also equipped with Talesun's large-sized high-efficiency photovoltaic modules.

The reason for Talesun's photovoltaic modules to achieve high-efficiency power generation is the leading technology and strict quality control system. We continuously introduce advanced production equipment and process to ensure the high efficiency and reliability

of products. At the same time, we have also established a complete quality management system, covering the purchase of raw material to the shipment of finished products, and the final installation on the project site. Rigorous quality monitoring and inspection are conducted for very production link to make sure that the quality and performance of products can meet and even surpass the international standard and customers' requirement.

The smooth connection to the grid and power generation of these two projects has brought remarkable economic and environmental efficiency to the local area. On the one hand, the newly increased power capacity will meet the electricity demands of some local residents and reduce their reliance on traditional energy sources; On another hand, the operation of photovoltaic power plant will effectively reduce the greenhouse gas emission, and promote the environmental protection and sustainable development of the local area.



Carbon Emission Management

Talesun is deeply aware that having a clear understanding of carbon emissions is the cornerstone for standardizing carbon emissions management and promoting carbon reduction efforts. Therefore, in 2024, we hired a third party professional agency to carry out comprehensive carbon accounting, aiming to precisely quantify and manage our carbon footprint and provide solid data support for subsequent emission reduction actions.

Greenhouse Gas Emissions in 2024 (Tons of carbon dioxide equivalent)

Scope 1 » Scope 2 » Total emission of scope 1 and scope 2 »



Note: The greenhouse gas emission of our Company mainly includes CO₂, CH₄, HFCs and SF₆, not involving N₂O, PFCS and NF₃, the operational control method is adopted to determine the emission range. The emission factors for purchased electricity are sourced from the Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2022 issued by the Ministry of Ecology and Environment and the National Bureau of Statistics. The national average CO₂ emission factor for electricity is 0.5366kg CO₂e/kwh.

In future, we will conduct an in-depth analysis of our greenhouse gas emission structure based on the results of this carbon accounting, and further develop detailed carbon reduction strategies.



Low Carbon Product

As a leading global photovoltaic manufacturer, one of the leading domestic photovoltaic power plant developers, and a first-tier leading enterprise in Chinese photovoltaic manufacturers, we are committed to innovative research and development, providing customers with low-carbon and high-quality products, and promoting the green and low-carbon development of the energy industry.

Three kinds of modules of our Company have successfully obtained the French ECS carbon footprint certification in 2023, and their carbon value performance has reached the advanced level in the industry. Looking ahead, we plan to further expand our certification scope by 2025 to cover more product lines and we are committed to continuously reducing the carbon footprint of products, and promoting green manufacturing and sustainable development.



Case

Rectangle TOPCon light module—Improving the power and power generation revenue and reducing the carbon emission

In 2024, the rectangle TOPCon light module was developed by our company. As a combination of multiple technologies based on N-type TOPCon platform technology, SMBB, double-sided double-glass technology, the product not only reduces its own light, but also significantly enhances the power of the module, which can bring higher power generation revenue and lower BOS (System Balance) costs to customers. Compared with ordinary products, the glass thickness of this product has reduced by 20%, the specific weight of t film has decreased by 13%, and the carbon emissions of each set of frames have been reduced by up to 86%, significantly improving the environmental performance of products and providing the market with more competitive and sustainable options.

Environmental Management

As the leader of green development, Talesun attaches great importance to the impact of our production and operation processes on the environment. In strict accordance with the Environmental Protection Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China and related laws and regulations, as well as other related laws and regulations, we have formulated clear environmental protection policies and objectives to timely disclose environmental information in accordance with the law. Moreover, we have established the Safety Production Committee (hereinafter referred to as "Safety Committee") to take charge of safety production, firefighting, environmental protection, and regularly organize meetings to review the affairs relate to environmental protection and safety, in order to continuously optimize the overall environment and occupational health and safety management of the Company. The Company has passed ISO 14001 environment management system.

In 2024,
the total investment of our company
in environmental protection is RMB

395,100

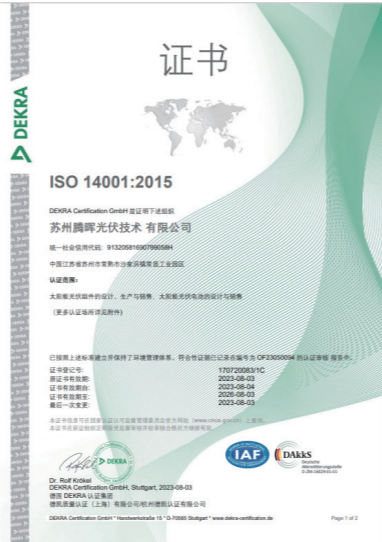
nd there is no environmental protection breach of
trust incidents in the past three years.

Environmental Policies

Operate in compliance, save energy, reduce emissions, green production

Environmental Objectives

Achieve the carbon peaking and carbon neutrality objective and zero pollution accident



Resource Management

As a deep cultivator in the field of green energy, Talesun attaches great importance to the conservation and efficient utilization of resources in the production and operation while providing clean energy for the world. Furthermore, we have formulated the *Energy Measurement Management System*, clearly defining the energy measurement management framework and responsibilities of relevant departments, effectively promoting the implementation of resource conservation measures, and contributing corporate strength to achieving sustainable development.

Energy Conservation and Consumption Reduction

By clarifying energy consumption objectives, strengthening the management of production and operation equipment, and promoting the use of low-energy-consuming equipment, we actively advance the optimization process of energy management and continuously improve the energy utilization efficiency.

Electricity Consumption Statistics from 2023 to 2024(MWh)

Purchased electricity	2023	2024
	25,378.9	21,016.8

Energy saving measures (partial)

Air conditioner usage management

- Turn on the air conditioner as needed and turn it off when personnel leave
- Close the doors and windows when turning on the air conditioner, and close them immediately when anyone enters or exits
- Turn off the air conditioner 1 hour in advance before off duty
- Separate the idle areas of warehouse by curtains according to the storage situation of materials, and turn off the air conditioners in the idle areas

Lighting control

- Turn off the light in idle, standby and non-production work areas
- Half the lighting in non staff office areas of the office building
- Turn off the light in the workshop when it is standby, and reasonably turn on the light in the working area and passageways when the machine is shut down for maintenance at the end of the month
- Turn off the light of visual inspection post of production line immediately

Drinking equipment management

- Reduce the number of water boilers and water dispensers in use, and use them in a centralized manner off the air conditioners in the idle areas

Electronic equipment and electrical appliance management

- Rationally use and manage electronic appliances in office area (such as mobile phone, computer, socket etc.), and turn off the appliances immediately when not use

Low energy consumption equipment promotion

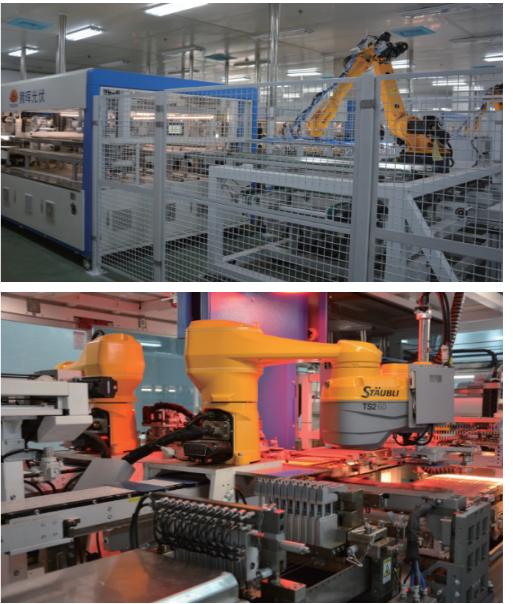
- Eliminate high energy consuming electromechanical equipment and carry out energy-saving renovations

Case

Energy-saving acceptance of technical transformation project of 1GW large-sized high power modules

Talesun has carried out a comprehensive renovation of the existing production workshop as early as 2021, eliminated some old equipment and purchased advanced new equipment such as assembly lines, string welding machines, typesetting machines and laminating machines. After completion, 1GW of large-sized high-power module products were produced annually, which significantly enhanced the production efficiency and resource utilization efficiency. In order to better implement the management of energy saving and ensure the efficiency of project renovation, an independent third party agency was hired in 2024 to conduct a comprehensive audit on the energy consumption situation, construction plan, energy-consuming equipment, energy-saving technical measures and management measures as well as the implementation of energy metering instrument allocation of the project. Currently, this project has been successfully accepted.

Thanks to this rigorous assessment process, we have not only ensured the effective implementation of energy-saving measures, but also further optimized the energy management process, laying a solid foundation for the continuous improvement of energy utilization efficiency.



Water Resource Management

By strictly adhering to relevant laws and regulations such as the *Water Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, we have strengthened the comprehensive water resources management from water use to sewage discharge, making sure that every link complies with legal requirements, and we are committed to improving the efficiency of water resource utilization and the level of environmental protection.

Statistics of Water Consumption from 2022 to 2024(m³)



Note: The total water withdrawal in 2022 and 2023 includes that of the accommodation area (including commercial area of dormitory), and the reason for the decline in total water withdrawal in 2023 is the reduction in the number of residents. The reason for the decline in data in 2024 is the change of accommodation area to government ownership, which is not included in the statistics.

Wastewater Management

The wastewater generated by the Company is mainly domestic sewage. We have applied for and obtained the permit for discharging urban sewage into the drainage network in accordance with regulations, and strictly implemented the *Water Quality Standard for Wastewater Discharged into Urban Sewers* (GB/T 31962-2015) and the *Integrated Wastewater Discharge Standard* (GB8978-1996), as well as other relevant standards and regulations. All the domestic sewage is conveyed through the municipal sewage network to the sewage treatment plant for proper treatment. Besides, a third party testing agency is entrusted every year to test the pollutant discharge of wastewater before its connection to the network to ensure the compliant discharge.

Pollution Prevention

In strict accordance with the *Air Pollution Prevention and Control Law of the People's Republic of China*, *Solid Waste Pollution Prevention" and Control Law of the People's Republic of China*, as well as other relevant laws and regulations, we have implemented waste gas emission and solid waste discharge management, making sure that various environmental approval requirements are implemented comprehensively. According to national pollutant emission standards, we also supervise and calculate the emission of major pollutants in a regular time, ensuring that all activities meet the regulatory indicators. In strict accordance with the *Air Pollution Prevention and Control Law of the People's Republic of China*, *Solid Waste Pollution Prevention" and Control Law of the People's Republic of China*, as well as other relevant laws and regulations, we have implemented waste gas emission and solid waste discharge management, making sure that various environmental approval requirements are implemented comprehensively. According to national pollutant emission standards, we also supervise and calculate the emission of major pollutants in a regular time, ensuring that all activities meet the regulatory indicators.

Regarding the potential pollution during the production process, we have conducted risk analysis and assessment of sudden environmental incidents, and developed emergency plans and detailed emergency procedures to enhance the ability to respond to sudden environmental incidents.

Solid Waste

In accordance with the *Solid Waste Pollution Prevention and Control Law of the People's Republic of China*, *National Hazardous Waste List*, *Management Measures for Hazardous Waste Transfer Couplets* and other relevant laws and regulations, the Company has clearly defined the waste management control procedure, strictly regulated the classification, collection, storage

and treatment processes of solid waste to ensure that all links comply with regulatory requirements, reduce the negative impact of the production and operation process on the environment, and lower the potential environmental pollution risks.

The solid waste produced by our company is mainly divided into general waste and hazard waste. General waste such as cell fragments, copper strip scraps, EVA/TPT mixed waste, defective modules, packaging materials and pallets is uniformly collected and sent to the recyclers for recycling, other general waste is processed by Sanitation Department. For hazardous wastes such as waste rags, waste filter cotton, waste activated carbon, waste packaging materials, waste heat transfer oil, waste vacuum pump oil, waste flux, and waste lamp tubes, the Company strictly adheres to the relevant regulatory requirements, promptly reports to the relevant national platforms, and entrusts units with the corresponding hazardous waste disposal qualifications for rational disposal.

Solid Waste Statistics in 2024(Ton)

General waste disposal volume (recycled and processed by recyclers)

Amount of hazardous waste generated



Note: The statistics of general waste disposal volume mainly include iron pallets, wooden pallets and cardboard.

Waste Gas Management

The organized waste gas produced by the Company mainly consists of tin and its compounds, particulate matter and non-methane total hydrocarbons from the welding process, which is discharged through the exhaust stack after being treated by the "filter cotton + primary/secondary activated carbon" disposal facilities. In order to guarantee the stability and reliability of the waste gas treatment effect, the waste gas disposal facilities will be inspected and evaluated. In 2024, a third party testing agency was entrusted to test the waste gas emission of these two production lines, and the result met the standard.

Waste Gas Management(kg)

Non-methane total hydrocarbon emissions Particulate matter emissions

Total amount control standard



Total emission amount of 2024



Bring Benefit to Employees of 「Talesun」 and Work Together to Succeed

Main actions

Any form of forced labor is opposed in the Company. Employment of child labor and any discrimination is prohibited. The Company continuously improves the salary and welfare system and performance appraisal system, builds an online learning platform and online Talesun Skills Training Camp to provide diverse employee training; and implements the supplier audit and due diligence management.

This chapter responds to the United Nations' Sustainable Development Goals (SDGs)



Employee Rights Protection

Diversity, Equality, and Inclusion

Talesun deeply realizes that, a diverse, equal and inclusive working environment can continuously promote the exchange of different viewpoints and experiences, thereby driving the innovative development, enhancing talent attractiveness, improving employee satisfaction, and providing strong support for the Company to create long-term value. In Talesun, we adhere to the corporate culture of "people-oriented", widely recruit talents, fully respect employees, and on the basis of being competent in our job responsibilities, we clarify that there will be no discrimination in the recruitment and promotion of employees in the following areas: race, ethnicity, religion, politics or other viewpoints, nationality, skin color, gender, age, sexual orientation, marital status, or disability not related to the current job, never tolerate any sexual, physical or mental harassment of employees, nor hire child labor, or possess any physical punishment or assault to employees, so as to create a diverse, equal, and inclusive working atmosphere. There is no operational point with significant risks of child labor incidents or forced or compulsory labor incidents in our company, and no discrimination incidents have occurred or complaints related to discrimination have been received.

In strict accordance with the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China* and other relevant laws and regulations, we have established the *Labor Employment System* to protect the rights and interests of employees. We've passed the certification of SA 8000 Social Responsibility Management System in 2022, and conduct the comprehensive re-audit of social responsibility management system every year, and the certificate is still valid. As of the end of the reporting period, the signing rate of labor contracts in the Company was 100%, and the coverage rate of social insurance was 100%.



As of the end of the reporting period, the signing rate of labor contracts in the Company was **100 %**

and the coverage rate of social insurance was **100 %**

Employee statistics by gender

Female employees» Male employees»

» » » » » » » » 39%
» » » » » » » » » » » » » » 61%

Employee statistics by nation

Han» Ethnic minority» Foreign nationality»

» » » » » » » » » » » » » » 98%
» » » 2%
» 0%

Management(statistics by gender)

Female management» Male management»

» » » » 22%
» » » » » » » » » » » » » » » » » » 78%

Employee statistics by age

< 30 years old» 30-50 years old» > 50 years old»

» » 10%
» » » » » » » » » » » » » » » » » » 80%
» » 10%

Employee statistics by education

Master's degree and above» Bachelor»
Junior college degree » Others»

» » 7
» » » » » » » » » » 127
» » » » » » » » » 118
» » » » » » » » » » » » » » 171

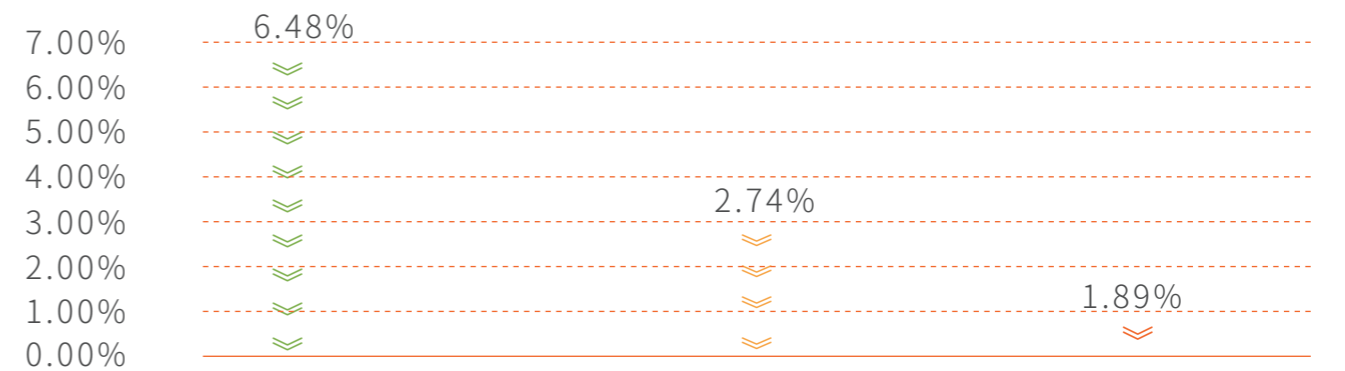
Employee statistics by region

Jiangsu» He nan»
Anhui» Othersareas»

» » » » » » » » » » » » » » » 237
» » » » » 37
» » 14
» » » » » » » » » » » 135

*Note: The management refers to those who have management function in the Company, including managers and above, supervisors of each department and front-line managers.

Employee loss rate 2022» 2023» 2024»



Labor Management

Talents are the foundation of the sustainable development of enterprises. The Company uses diversified recruitment channels such as online recruitment, offline recruitment, campus recruitment and internal recommendation to attract talents, and at the same time attracts outstanding employees by means of subsidies such as quality accommodation, car subsidy and shuttle bus. In the field of campus recruitment, the Company actively promotes college-enterprise cooperation and the deep integration of academia and business circles. The Company cooperates with key universities such as Nanjing University of Aeronautics and Astronautics, Changshu Institute of Technology, Sichuan University, etc. to provide students with personalized courses that better meet the actual work needs. These courses not only include theoretical knowledge teaching, but also integrate on-site visits and practical operations, so that students can learn and grow in a real working environment. In this way, the Company can not only attract outstanding talents, but also establish a sense of belonging and loyalty to the enterprise among the students, thus accumulating talent capital for the sustainable development of the organization.

Honorary Statistics of Human Resource Management of the Company

Name of Honor/Award	Time of Winning the Award	Granting Organization
Changshu Labour Security A-level Credible Organization	2023	Changshu Human Resources and Social Security Bureau
Advanced Unit of Legal Publicity and Education	February 2022	office of Leading Group for Legal Publicity and Education of Changshu
Harmonious labor relations enterprise	2022	Suzhou Municipal Tripartite Committee for Coordinating Labor Relations
Harmonious labor relations enterprises in Changshu City	2022	Suzhou Municipal Tripartite Committee for Coordinating Labor Relations
Changshu Legal Service Contact Point	February 2021	Changshu Municipal Bureau of Justice
Changshu A-level Credible Enterprises	2019-2020	Changshu Human Resources and Social Security Bureau
Harmonious labor relations enterprises in Suzhou City	September 2019	Suzhou Municipal People's Government

The Company strictly abides by laws and regulations in the whole process of employment. The post requirements for the recruitment link are submitted by each department and implemented after preliminary review by the personnel department, audit by the deputy general manager and approval by the general manager. The employment conditions for specific positions are based on the Company's recruitment advertisement and the Employment Confirmation or Job Description. During the probation period, the Company requires employees to complete the signing of labor contracts within one month after joining the Company, and participate in induction training, so as to learn about matters including work content, working conditions, work place, occupational hazards, safety in production and labor remuneration.

The Company establishes the employees' labor union, as the representative organization of employee interests, which is responsible for conveying employees' wishes and demands, protecting employees' legal rights and interests, and speaking and acting on behalf of employees. In 2023, the Company completed the election of new employee representatives and organized the second seventh employee congress. Based on the judgment of the Company's current situation and the evaluation of development prospects, representatives of both employers and employees deliberated and unanimously adopted two special agreements, namely, the Special Collective Contract for Wages and the Special Collective Contract for Labor Safety and Health, through the collective negotiation, so as to effectively safeguard the rights and interests of workers, and finally reach a win-win result between employers and employees.

In addition, the trade union has specially formulated the Special Collective Contract for the Protection of Female Employees' Rights and Interests, which provides special protection for women workers in accordance with relevant laws and regulations, ensures that the proportion of women workers' representatives matches the total number of women workers, and clearly stipulates that women workers should be provided with gynecological examinations every year to effectively safeguard their labor rights and interests.

The Company strictly abides by the regulations on the protection of employees' personal privacy, and implements strict confidential management of personal information related to personnel files, labor contracts, company salary system, personal salary, employee attendance and other personnel materials. If it is necessary to provide employee-related information to external personnel and units of the Company, it must be approved by the person in charge of the department or above.

Career Development

By formulating the *Employee Training Management Measures* and *Employee Assessment Management Measures*, the Company continuously improves the performance appraisal system, fully stimulates the potential of employees, and strives to create a challenging working environment that can promote employees' independent learning and sustainable growth, provide support for employees' career development, and help employees realize their self-worth.

Training Assessment Method

New employees of production

The Company assesses new employees at three levels. First, the new employee induction training and theoretical assessment shall be organized and conducted by the Human Resources Department, covering the Company's introduction, corporate culture, personnel rules and regulations, administrative logistics, EHS first-level training and product knowledge introduction; Second, each department organizes induction training and theoretical assessment, and evaluates the basic knowledge related to the work of the department; Third, new employees who have passed the departmental induction training assessment must also participate in the pre-production training, including theoretical knowledge and practical operation.

On-the-job Employees

The Company adopts the teacher-apprentice system, in which the master teaches the daily operation skills and guides the daily work, and arranges each team to carry out five-minute pre-job training for the employees on duty. New employees who participate in the whole training process need to be guided, supervised and inspected by special personnel before they can officially take up their posts after passing the training evaluation. After passing the examination, the employee can apply for a work license. According to the theoretical assessment and actual performance assessment results, the Company divides the work license into four grades, the higher the level, the corresponding bonus base will also increase. The Company allows employees to declare over-skilled operators, and those who have mastered two or more post skills through assessment can receive additional rewards.

In order to facilitate the different learning needs of employees, the Company provides employees with a variety of training options by establishing an online learning platform that integrates courses in various fields from basic skills to advanced professional knowledge to adapt to different learning needs and career development goals. In 2024, the Company organized and implemented a number of trainings covering work and personal life, such as efficient time management training, aiming at enhancing employees' time management ability, thus improving their work efficiency and quality of life.

During the reporting period, the total annual training time of the Company was about **12000** hours

and the per capita training was about **60** hours



Case

Talesun special training camp for skills enhancement

The Company has created a Talesun Special Training Camp for Skills Enhancement, focusing on the six major training directions of "process focus, quality awareness, customer complaint cases, quality tools, material research, and test research". The Company organizes internal employees and external institution lecturers to jointly teach, the training covers theory and practice, and improves the ability of employees from multiple dimensions of professional knowledge, skills and quality. The Company's Special Training Camp uses advanced live broadcast technology to simultaneously transmit courses to all bases, ensuring that all employees get the same quality training resources, covering more than 800 people. The remote training mode not only breaks through the geographical restrictions, but also significantly improves the accessibility and convenience of training, which can effectively cultivate excellent employees at various bases and strengthen the Company's core competitiveness.



Performance Assessment

The Company carries out performance assessment based on the Employee Assessment Measures, and realizes attention, guidance and motivation by evaluating employee performance, so as to enhance the Company's core competitiveness. The Company's assessment cycle includes three categories: monthly, quarterly and annual. The assessment content consists of KPI indicators and general duty indicators. Target assignment method, deduction method and qualitative evaluation method are used to set the indicators, and the assessment grade results must meet the normal distribution ratio, so as to ensure the fairness and impartiality of performance evaluation, stimulate employees' enthusiasm for work and urge employees to strive for higher assessment grades and obtain more performance rewards.

During the reporting period, the coverage rate of employees who received the performance assessment of over-skilled operators was **54.37%**

and the coverage rate of employees who received the performance assessment of production bonuses was **73.29%**

Compensation and Benefits

The Company provides competitive salary and benefits to employees, truly pays attention to employee well-being, enhances employee satisfaction and loyalty, and fully mobilizes employees' work enthusiasm and creativity.

Social insurance and housing provident fund Social insurance and housing provident fund shall be handled in accordance with relevant national and local regulations and policies.	Employee dormitory Dormitories are provided for employees in Changshu City who have no proper accommodation or inconvenient transportation.	Working meal support Working meals are provided for all employees.
Shuttle bus support Shuttle bus to and from Changshu City are provided for employees.	Health physical examination Irregular health physical examination and cultural and sports activities are provided for employees.	Holiday allowance Holiday allowance or materials shall be paid on appropriate holiday.

Employee Care

The Company provides various work benefits for employees, improves the quality of life of employees, and builds a harmonious labour relationship.



Holiday subsidy

The Company pays holiday subsidy appropriately on New Year's Day, Spring Festival, Labor Day, Mid-Autumn Festival and National Day, and women have a half-day holiday on March 8th every year.



Celebration of traditional festivals

The Company organizes relevant celebrations every year.



Physical health care

The Company organizes a collective physical examination once every year or two.



Injury consolation

For trade union members who have worked in the Company for more than one year because of injury or illness, the trade union will issue condolence payments to seriously ill employees.



Birthday wishes

The trade union will give a birthday present to the union members on their birthdays.

The Company establishes a direct two-way communication mechanism for employees and leaders, especially for performance evaluation related matters. If the employee fails to reach the target, the Company stipulates that the supervisors at all levels must implement performance coaching and improve the "two-way communication" mechanism within the department, covering the monthly / quarterly departmental performance meeting, work report / duty report system and key event record, and gives feedback suggestions and guidance. The Company promotes effective communication between upper and lower levels through formal channels such as written reports, departmental performance meetings, regular work meetings and one-to-one interviews, combined with informal methods such as telephone / email communication and off-job communication activities, assists employees to analyze and solve existing or potential work problems, provides necessary resources to support the achievement of performance goals, and promotes mutual understanding and trust. After the assessment results are determined, the direct supervisor will feed back the performance assessment results to the employees and conduct one-to-one communication and interviews to provide specific improvement directions and optimization suggestions. For employees who do not meet the performance standards, the Company will assist them in formulating improvement plans, face up to the performance gap, support employees to implement performance improvement plans and follow up and evaluate the improvement results.

Safety in Production

Safety Management System

The Company implements the guiding principle of "promoting safety production, ensuring production safety" and the working principle of "safety priority, prevention first, system management", and establishes a Safety Management Committee. The Committee conscientiously implemented the *Production Safety Law*, coordinated the management of production safety issues, and the general manager of the company served as the top leader of the Committee. The Safety Management Committee shall hold quarterly meetings to summarize and review the safety production management and improvement of each period. The Company signs the safety production responsibility certificate with employees at the beginning of each year, clarifies the safety responsibilities, standardizes the operation behavior, and prevents and reduces the risk of safety accidents.

The Company also attached importance to the safety management of the contractor. We have signed the *Contractor EHS Management Agreement* with the contractor to define the safety responsibilities of both parties and strengthen the safety management requirements, set up a 24-hour safety emergency contact telephone and stipulated that both parties shall cooperate to deal with safety and environmental protection accidents, in order to ensure the safety during the contractor's operation.

Emergency Management

In order to carefully implement the requirements of laws and regulations such as the *Work Safety Law of the People's Republic of China*, the *Emergency Response Law of the People's Republic of China*, and the *Measures for the Administration of Contingency Plans for Work Safety Incidents*, and prevent work safety accidents and ensure that the situation can be effectively controlled when major accidents occur, the *Contingency Plans for Work Safety Incidents* is specially formulated to standardize and guide the emergency rescue work for work safety accidents. The Company has standardized the management mechanism of seven special emergency plans for fire accidents, mechanical injury accidents, extreme natural disasters, special equipment accidents, hazardous chemicals leakage accidents, limited space production safety accidents and occupational hazards accidents, set up a professional emergency team of 13 people, defined the command system and its functional division, determined the emergency handling procedures and operating standards, and configured eight emergency first aid boxes as safety protection materials to ensure the personal safety of employees in emergencies and effectively reduce the personal injury and economy caused by accidents.



In order to reduce the Company's fire safety risks, in addition to organizing fire safety emergency drills, the Company also upgraded the fire facilities in key areas, repaired the fire alarm system, added emergency lighting evacuation indication system, and restored the low pressure of the water system, which significantly improved the regional fire safety and effectively guaranteed the safety of personnel and property.



Safety Emergency Drill



Safety Inspection and Improvement



Safety hazard screening is an important measure to prevent accidents, protect the safety of employees and ensure the normal operation of enterprises. Each quarter, the Safety Management Committee will summarize the safety hazards detected in the quarter and propose further improvement measures. The Company attaches great importance to the potential safety hazards, requiring all factories to strengthen daily supervision and inspection, and immediately rectify the hidden dangers found, so as to effectively ensure the safety of production operations and employees.

Occupational Health

The Company has established the ISO 45001 occupational health and safety management system, which puts employees' occupational health and safety in the first place, systematically identifies and controls potential risks in the workplace, prevents safety accidents and protects the life, health and safety of employees. The Company regularly organizes and implements the detection of occupational disease hazard factors and workplace hazard factors as planned, covering production positions such as patrol inspection, stacking, overlapping and series welding. After testing, the Company's various testing indicators in 2024 are in line with the standard requirements.

The Company has formulated special operation instructions for specific positions to remind employees to pay attention to the safety risks in the operation of the post, and provide safety operation methods that meet the requirements. For example, for the insulation withstand voltage test process, the Company has prepared the *Standard Operation Procedure for Module Withstand Voltage Insulation Test*, which clearly requires operators to wear insulating gloves, and metal jewelry is strictly prohibited. It is also stipulated that the power supply must be cut off before the installation of the connection line and the point inspection operation, and the test can be powered on after the connection is completed, so as to ensure the safety of electricity consumption during the test.



Certificate of ISO 45001 Occupational Health and Safety Management System

Safety Training and Culture

The EHS department of the Company has prepared the annual safety emergency training plan and implemented it on a monthly basis, and effectively strengthened the safety awareness of "safety first" by carrying out various forms of safety education, training and drills. It significantly improves the safety awareness, safety quality and safety skills of project leaders, safety managers and special operators, so that they can fully grasp the safety operation specifications, and provide a solid guarantee for the safe production and operation of each unit. In 2024, the Company organized and implemented safety emergency training covering 19 categories, involving safety hidden trouble investigation and management training, mechanical equipment safety operation, safety production responsibility implementation, fire emergency drills and other fields. Among them, the annual coverage rate of the three-level safety education for new employees has reached 100%.

In 2024,
the Company organized and implemented safety emergency training covering **19** categories

the annual coverage rate of the three-level safety education for new employees has reached **100** %

Statistics of Data Related to Safety Management		
Type	Unit	2024
Total training hours for safety management personnel	Hour	64
Total training participation man-hours for safety management personnel	Hour	64
Total training hours for employees on duty	Hour	36
Total training participation man-hours for employees on duty	Hour	632.5
Total hours of contractor training	Hour	17
Total training participation man-hours for contractors	Hour	58

Sustainable Supply Chain

Supplier Management

Flexible and efficient supply chains can help the Company respond more quickly to market changes and build competitive advantage. The Company continuously optimizes the procurement management system, clarifies the management methods of each link, and identifies and reduces potential supply chain risks. The Company has formulated some normative documents such as *Supplier Management Procedure* and *Procurement Supplier Development and Management System* to guide and standardize supplier access, assessment and traceability, and incorporate supplier social responsibility requirements into them, laying a foundation for building a comprehensive and sustainable supply chain.

In supplier access, the Company will comprehensively evaluate the business qualification, product quality and safety, environmental compliance and business ethics of production material suppliers, screen suppliers who meet the qualification requirements, and conduct on-site audit and verification; For project suppliers, the Company will clearly specify the supplier qualification requirements in the form of bidding documents, and select qualified suppliers that match the project requirements. In the case that all conditions are met, the Company will give priority to local procurement.

In 2024,
the local procurement ratio of qualified suppliers of our module materials and cell suppliers was

72.13 % and **83.33** % respectively

In the supplier performance evaluation process, the Company will implement monthly assessment and review of suppliers, focusing on evaluating key indicators such as product quality, delivery performance, price adjustment and service level. The suppliers who have been rated as excellent suppliers for 2 consecutive times in the monthly supplier evaluation will be regarded as the Company's preferred suppliers. The Company will prioritize the allocation of orders to preferred suppliers and increase the share of purchases (20% increase in good suppliers), while nurturing, maintaining and supporting them as a strategic partner. For suppliers who have been rated as good suppliers for 2 consecutive times in the monthly rating, the Company places orders in a normal manner and in a normal proportion. For partners who fail to meet the monthly appraisal standards, the Company will reduce the order share, request suppliers to rectify and follow up the rectification progress, and terminate the cooperation qualification if fails to do so. The Company will conduct annual audits on all suppliers every year, covering 10 categories including quality system, production plan, procurement management, environmental safety and health, and corporate social responsibility, involving 111 assessment items. The Company conducts on-site audits based on the annual performance and geographical distribution of suppliers, and promotes supplier improvement or elimination based on the audit results to optimize the supply system.

In 2024,
a total of **69** qualified suppliers were included in the annual assessment

and the annual supplier audit pass rate was **100** %

The Company will conduct daily communication with suppliers from time to time to assist them in improving their management level. For suppliers in neighbouring regions, the Company will assign procurement personnel to provide on-site guidance on specific issues to promote closer and more efficient collaboration between the two sides. Such positive interaction can not only strengthen the stability of supply chain, but also promote coordinated development and innovation, thereby improving the overall supply chain competitiveness.

¹ Local supplier: The supplier within a distance of about 600 kilometers from Changshu production base of our company.

Statistics of Data Related to Supplier Management				
Type	Unit	2022	2023	2024
Number of qualified suppliers of component materials	Nos.	66	74	65
Additional qualified suppliers	Nos.	8	5	7

Responsible Supply Chain

The Company focuses on strengthening risk management and control of suppliers in the fields of business ethics, environmental protection and social responsibility, avoids environmental, social and governance risks in business operations by building a responsible supply chain, and integrates social responsibility requirements into all aspects of supply chain management.

When the Company signs a contract with the supplier, the main material supplier is required to sign a social responsibility commitment letter and a prohibited substance guarantee certificate. The content covers the prohibition of child labor and forced labor, the provision of a safe and healthy working and living environment, the protection of employees' basic human rights, and the prohibition of harmful substances to safeguard the basic rights and interests of suppliers' employees. In 2024, the signing rate of suppliers' social responsibility commitment letter and prohibited substance guarantee certificate was 34.8%. For long-term material supply contracts, the Company added confidentiality clauses, integrity requirements and anti-commercial fraud clauses, and established an anti-corruption and integrity complaint mechanism to enhance the compliance and transparency of the supply chain.

Supplier reporting method

Whistleblower Hotline: +86 512 8235 5477

Whistleblower Email: ia@talesun.com

Address: Audit Department of Talesun Solar Co., Ltd., No. 1, Talesun Road, Shajiabang, Changshu City, Jiangsu Province

Every year, the Company audits suppliers on site or online to assess their social responsibility performance and reiterate the importance of work with social responsibility to them. The Company set the supplier's social responsibility audit qualification standard as 80 points, and those who fail to meet the standard must cooperate with the rectification or disqualification.

Key Performance

2024

The number of suppliers who have signed long-term material supply contracts is **6**

Number of suppliers at risk of significant incidents of child labor is **"0"**

Number of suppliers at risk of significant incidents of forced labor is **"0"**

The Company also actively exchanges and cooperates with suppliers to reduce resource loss and create a more environmentally friendly and efficient supply chain cooperation system. In 2024, the Company cooperated with suppliers to carry out the iron tray recycling project, and the iron tray was 100% recycled.

Community Development

As a responsible social member, the Company effectively fulfills its community development obligations, deal with community problems, improves community governance, demonstrates its responsibility, and works with the community to promote sustainable development.



Case

Talesun delivers coolness, strengthening military-civilian bonds

In 2024, the Company took the lead in carrying out the initiative of "Summer Cool Delivery", and sent a heartwarming care to the fire fighters who kept their posts in heavy protective clothing and faced the high temperature, in order to express sincere respect and gratitude to these heroes who went through fire and water.

As a company that focuses on the photovoltaic industry and practices social responsibility, Talesun deeply understands the hardships of firefighters. When the alarm bell suddenly sounded, they rushed to the fire without hesitation, retrograde in the blazing high temperature, and defended the safety of the city. The transport vehicle full of mineral water smoothly entered the fire station, and Talesun staff personally handed over a summer drink to the firefighters. The brief greetings contained deep friendship. This is not only a material supply, but also a spiritual incentive, reflecting the Company's responsibility for fire fighting. In the future, the Company will continue this enthusiasm, constantly "recharge" the city guardians, and ensure that the coolness of love never stops.



Case

Talesun empowers Yushan's renewal, public welfare activity illuminates a green tomorrow

On December 10th, 2024, the Company's trade union called on employees to be pioneers in environmental protection and went to Yushan Park to volunteer for garbage removal. Changshu's thousand-year-old cultural heritage and natural scenery gather in Yushan, a spiritual paradise for citizens. However, in recent years, the number of tourists has gradually increased, and garbage has occasionally appeared, making the beautiful scenery dim. Shouldering the responsibility of ecological protection, the employees of Talesun volunteered to walk through the pavilions in the secluded path of mountain, and bent down to pick up the scattered water bottles for packaging, restoring the fresh and natural color of the green space.

On the day of the event, the employees of Talesun were busy in uniform tooling, and the increasingly full garbage bags were the best testimony of everyone's efforts. While focusing on cleaning up, employees spread the concept of environmental protection to tourists and passed on the mission of cherishing nature. This is by no means an unusual cleaning action, but a warm practice of enterprises feeding back the earth and practicing green vows. The Company is rooted in Suzhou and uses cutting-edge technology to empower energy transformation; The Company devotes itself to public welfare and cleans the city through a little charity. In the future, we will continue to adhere to the initial intention of environmental protection, let the green concept extend from the production line to the vast nature, join hands with more colleagues to build a waste-free city and a green home, and inject lasting impetus into sustainable development.



Appendix

Employee Structure Data

Type	Unit	2022	2023	2024
Permanent worker	Person	545	484	423
Dispatching worker	Person	0	0	0
Other non-employees of the Company, such as employees of the outsourcing party who work in the Company	Person	0	0	0
Labor contract signing rate (by regular employees)	%	100%	100%	100%
Social security coverage (by regular employees)	%	100%	100%	100%
By gender				
Male employees	Person	339	301	258
Female employees	Person	206	183	165
By age				
< 30 years old	Person	124	81	43
30-50 years old	Person	385	362	338
> 50 years old	Person	36	41	42
By education background				
Master's degree and above	Person	6	8	7
Bachelor	Person	140	145	127
Number of employees with associate degree	Person	55	140	118
Others	Person	344	191	171
By region				
Jiangsu	Person	259	256	237
Henan	Person	50	50	37
Anhui	Person	33	17	14
Other areas	Person	203	161	135
By nation				
Han	Person	536	474	415
Ethnic minority	Person	9	10	8
Foreign nationality	Person	0	0	0
By management personnel				
Management personnel (above manager level)	Person	63	84	78
Female management	Person	14	17	17
Percentage of female managers	%	22.2	20.2	21.8
Changes in permanent worker				
New employee	Person	160	57	4
Separated employee*	Person	416	152	69
Dismissed employee	Person	0	0	0
The emeritus and retired	Person	8	7	2
Employee employment rate	%	29.36	11.78	0.95
Average monthly staff churn rate	%	6.48	2.74	1.89

New employees-by gender				
Male employees	Person	118	41	4
Female employees	Person	41	16	0
New employees-by age				
< 30 years old	Person	76	30	1
30-50 years old	Person	79	27	3
> 50 years old	Person	4	0	0
New employees-by education background				
Master's degree and above	Person	2	1	0
Bachelor	Person	49	21	1
Number of employees with associate degree	Person	56	16	2
Others	Person	52	19	1
New employees-by region				
Jiangsu	Person	56	21	4
Henan	Person	18	7	0
Anhui	Person	12	4	0
Other areas	Person	73	25	0
Separated employee-by gender				
Male employees	Person	293	112	53
Female employees	Person	131	47	18
Separated employee-by age				
< 30 years old	Person	129	43	16
30-50 years old	Person	286	111	52
> 50 years old	Person	9	5	3
Separated employee-by education background				
Master's degree and above	Person	15	1	1
Bachelor	Person	110	39	23
Number of employees with associate degree	Person	123	47	26
Others	Person	176	72	21
Separated employee-region				
Jiangsu	Person	165	50	25
Henan	Person	53	12	13
Anhui	Person	41	18	3
Other areas	Person	165	79	30

*Note: The statistics of separated employees include retired employees.

Data Related to Safety Management

Type	Unit	2022	2023	2024
Safety investment	RMB 10,000	50.82	80.41	87.5
Number of work-related deaths	Person	0	0	0
Number of work-related injuries with serious consequences	Person	0	0	0
Number of occupational diseases	Person	0	0	0
Number of work-related accidents	Accident	0	0	0
Coverage rate of occupational health examination	%	100%	100%	100%
Number of people discovered in occupational contraindication	Person	0	0	0

Environmental Data

Items	Unit	2024
Greenhouse gas emissionsScope 1	Tons of carbon dioxide equivalent	1,341.92
Greenhouse gas emissionsScope 2	Tons of carbon dioxide equivalent	11,277.64
Total emission of scope 1 and scope 2	Tons of carbon dioxide equivalent	12,619.56

Note: The greenhouse gas emission of our Company mainly includes CO₂, CH₄, HFCS and SF₆, not involving N₂O, PFCS and NF₃, the operational control method is adopted to determine the emission range. The emission factors for purchased electricity are sourced from the Announcement on the Release of Carbon Dioxide Emission Factors for Electricity in 2022 issued by the Ministry of Ecology and Environment and the National Bureau of Statistics. The national average CO2 emission factor for electricity is 0.5366kg CO2e/kwh.

Items	Unit	2022	2023	2024
Purchased electricity	MWh	/	25,378.9	21,016.8
Total water withdrawal	m ³	339,897	137,716	53,483

Items	Unit	2024
General waste disposal volume (recycled and processed by recyclers)	Ton	About 25
Amount of hazardous waste generated	Ton	9.113
Non-methane total hydrocarbon emissions	kg	521
Particulate matter emissions	kg	107

Indicators Index

Statement of Use	Talesun has reported the information cited in this GRI content index for the period from January 1, 2024, to December 31, 2024 with reference to the GRI Standards.	
GRI 1 Used	GRI 1: Foundation 202	
GRI Standards	Disclosure	Corresponding Chapter
GRI 2: General Disclosures 2021	1. The organization and its reporting practices	
	2-1 Organizational details	Company Profile
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, reporting frequency, and contact point	About the Report
	2-4 Restatements of information	It is the first publishing of the report, no restatements of information
	2-5 External assurance	Forensic Statement
	2. Activities and workers	
	2-6 Activities, value chain and other business relationships	Company Profile
	2-7 Employees	Employee Rights Protection, Appendix
	3. Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainable Development Management
	2-13 Delegation of responsibility for managing impacts	Sustainable Development Management
	2-14 Role of the highest governance body in sustainability reporting	Sustainable Development Management
	4. Strategy, policy and practice	
	2-22 Statement on sustainable development strategy	Message from the Management
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Customer Service, Protection of Employees' Rights and Benefits, Sustainable Supply Chain
	2-27 Compliance with laws and regulations	Compliance management
	2-28 Membership associations	R&D and Innovation
	5. Stakeholder engagement	
	2-29 Approach to stakeholder engagement	Sustainable Development Management
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	Protection of Employees' Rights and Benefits
	3-1 Process to determine material topics	Sustainable Development Management
GRI 201: Economic Performance 2016	3-2 List of material topics	Sustainable Development Management
	201-1 Direct economic value generated and distributed	Company Profile
GRI 204: Procurement Practice 2016	3-3 Management of material topics	Sustainable Supply Chain
	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain

GRI Standards	Disclosure	Corresponding Chapter
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Business Ethics
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	Compliance management
	Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance management
GRI 207: Tax 2019	3-3 Management of material topics	Compliance management
	207-2 Tax governance, control, and risk management	Compliance management
GRI 302: Energy 2016	3-3 Management of material topics	Resource Management
	302-1 Energy consumption within the organization	Resource Management
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Resource Management
	303-1 Interactions with water as a shared resource	Resource Management
	303-2 Management of water discharge-related impacts	Resource Management
	303-3 Water withdrawal	Resource Management
GRI 305: Emissions 2016	3-3 Management of material topics	Climate Change Response and Pollution Prevention
	305-1 Direct (Scope 1) GHG emission	Climate change response
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change response
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Pollution Prevention
GRI 306: Waste 2020	3-3 Management of material topics	Pollution Prevention
	306-1 Waste generation and significant waste-related impacts	Pollution Prevention
	306-2 Management of significant waste-related impacts	Pollution Prevention
	306-3 Waste generated	Pollution Prevention
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	Sustainable Supply Chain
	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain
GRI 401: Employment 2016	3-3 Management of material topics	Protection of Employees' Rights and Benefits
	401-1 New employee hires and employee turnover	Employee Rights Protection, Appendix
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protection of Employees' Rights and Benefits
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Workplace Safety
	403-1 Occupational health and safety management system	Workplace Safety

GRI Standards	Disclosure	Corresponding Chapter
	403-2 Hazard identification, risk assessment, and incident investigation	Workplace Safety
	403-3 Occupational health services	Workplace Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Workplace Safety
	403-5 Worker training on occupational health and safety	Workplace Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace Safety
	403-8 Workers covered by an occupational health and safety management system	Workplace Safety
	403-9 Work-related injuries	Workplace Safety
	403-10 Work-related ill health	Workplace Safety
GRI 404: Training and Education 2016	3-3 Management of material topics	Protection of Employees' Rights and Benefits
	404-1 Average hours of training per year per employee	Protection of Employees' Rights and Benefits
	404-2 Programs for upgrading employee skills and transition assistance programs	Protection of Employees' Rights and Benefits
	404-3 Percentage of employees receiving regular performance and career development reviews	Protection of Employees' Rights and Benefits
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Protection of Employees' Rights and Benefits
	405-1 Diversity of governance bodies and employees	Employee Rights Protection, Appendix
GRI 406: Non-discrimination 2016	3-3 Management of material topics	Protection of Employees' Rights and Benefits
	406-1 Incidents of discrimination and corrective actions taken	Protection of Employees' Rights and Benefits
GRI 408: Child Labor 2016	3-3 Management of material topics	Protection of Employees' Rights and Benefits
	408-1 Operations and suppliers at significant risk for incidents of child labor	Protection of Employees' Rights and Benefits and Sustainable Supply Chain
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Protection of Employees' Rights and Benefits
	409-1 Operations and suppliers at significant risk for incidents of forces or compulsory labor	Protection of Employees' Rights and Benefits and Sustainable Supply Chain
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	Sustainable Supply Chain
	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	Product Quality Management
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality Management
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	Product Quality Management
	417-2 Incidents of non-compliance concerning product and service information and labeling	Product Quality Management
GRI 418: Customer Privacy 2016	3-3 Management of material topics	Customer Services
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Services

Forensic Statement

SGS

SGS

ASSURANCE STATEMENT
CN25/00002816

SGS-CSTC'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE SUZHOU
TALESUN SOLAR TECHNOLOGIES CO., LTD.'S ESG REPORT FOR 2024

NATURE OF THE ASSURANCE/VERIFICATION
SGS-CSTC STANDARDS TECHNICAL SERVICES CO., LTD. (hereinafter referred to as SGS) was commissioned by SUZHOU TALESUN SOLAR TECHNOLOGIES CO., LTD. (hereinafter referred to as TALESUN SOLAR) to conduct an independent assurance of the Chinese version of 2024 *Environmental, Social, and Governance (ESG) Report* (hereinafter referred to as the Report).

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all TALESUN SOLAR's Stakeholders.

RESPONSIBILITIES
The information in the Report and its presentation are the responsibility of the executive director and the management of TALESUN SOLAR. SGS has not been involved in the preparation of any of the material included in the Report.

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

SGS hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this statement.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The SGS ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the AA1000 series of standards and ISAE3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
AA1000AS v3 Type 2	Moderate

SCOPE OF ASSURANCE AND REPORTING CRITERIA
The assurance engagement was conducted to evaluate the accuracy and reliability of the sustainability performance information included in the Report. Additionally, it assessed the extent to which the Report's content refers to the requirements of *GRI Standards 2021*.

ASSURANCE METHODOLOGY
The assurance comprised a combination of pre-assurance research, onsite interviews with relevant employees located at No.1, Talesun Road, Shajiabang Town, Changshu City, Suzhou City, Jiangsu Province, China; documentation and record review and validation where relevant.

LIMITATIONS AND MITIGATION
Data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

The greenhouse gas emission related data in the Report has been directly adopted from the independent third party verification data and has not been double verified in this audit.

This assurance engagement was restricted to the data of TALESUN SOLAR's Changshu production base.

SGS

STATEMENT OF INDEPENDENCE AND COMPETENCE
The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. SGS affirm our independence from TALESUN SOLAR, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

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

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, the specified performance information included in the scope of assurance is accurate, reliable, and has been fairly stated.

CONCLUSIONS, FINDINGS AND RECOMMENDATIONS BASED ON GRI STANDARDS 2021

The assurance team concludes that the Report has referred to the requirements of *GRI Standards 2021*.

FINDINGS AND RECOMMENDATIONS
All observations pertaining to commendable practices, sustainable development activities, and managerial recommendations identified throughout the assurance process have been thoroughly documented in the *Internal Management Report on Sustainability Reporting Assurance*. This report has been officially presented to the relevant management divisions of TALESUN SOLAR to serve as a reference for their ongoing efforts towards continuous improvement.

Signed:



For and on behalf of SGS-CSTC

David Xin
Sr. Director – Business Assurance
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Beijing, P.R. China

Apr. 29th, 2025
WWW.SGS.COM

