SUNTECH

2024

SUSTAINABILITY REPORT

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SUNTECH

01. ABOUT THE REPORT

Wuxi Suntech Power Co., Ltd. (hereinafter referred to as "Suntech", "Suntech Power", the "Company" or "We") intends to inform all our stakeholders of our actions and performance in the fields of corporate environmental, social, and governance through the sustainable development report prepared in accordance with international standards and released on an annual basis. This marks the Company's fourth issuance of a sustainable development report.

Reporting Standards

This report is prepared with reference to the Sustainability Reporting Standards (GRI Standards 2021) issued by the Global Reporting Initiative, and also with reference to the UN's Sustainable Development Goals 2030 (SDGs).

Scope of the report

The time range of this Report is from January 1, 2024 to December 31, 2024, and some data are beyond the above range due to the principle of continuity and comparability. Due to corporate restructuring, this year's report excludes the Fengyang production base of Fengyang Suntech Power Co., Ltd. compared to the previous year's report. The geographical scope is now limited solely to the Wuxi production base of Wuxi Suntech Power Co., Ltd.

Source of data

The economic performance data in this report is cited from the 2024 Annual Report of Wuxi Suntech Power Co., Ltd., which has been independently audited by ShineWing Certified Public Accountants (Special General Partnership). Unless otherwise specified, the amounts shown in this report are presented in RMB.

Reporting commitment

This report is organized and compiled by Wuxi Suntech Power Co., Ltd. The Company guarantees the authenticity of the information in the report and there are no false or misleading statements.

Release channel

This Report is published simultaneously in Chinese and English electronic and paper versions. If there are any differences between the Chinese and English versions, please refer to the Chinese version. This Report is published on the Company's official website at http://cn.suntech-power.com.

Feedback

We look forward to receiving comments and suggestions from readers after reading this report. Please give feedback according to the following contact information to help us further improve our sustainable development strategy and pursue better sustainable development performance.

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02. SPEECH BY SENIOR LEADERSHIP

Founded in 2001, Suntech Power, as a world-renowned manufacturer of high-performance photovoltaic products, is devoted to the R&D and the production of solar cells and modules. The Company has its sales areas spread all over more than 100 countries and regions in the world, with over 5,000 partners, and the cumulative historical shipments exceeded 55 GW. Suntech is always committed to improving product conversion efficiency, constantly strengthening the R&D of new technologies and the improvement of production processes, and, by virtue of our excellent technical strengths and manufacturing level, furnishing customers with quality and reliable photovoltaic products, thus becoming the most trusted PV enterprise.

We keep pace with the times and prioritize innovation. Suntech Power boasts an internationally renowned R&D team composed of top-tier photovoltaic experts, characterized by innovation and teamwork spirit. The Company consistently increases its technological investment in research and development, having filed over 1,000 patents to date. It operates a CNAS-accredited national photovoltaic product testing center equipped with more than 100 advanced testing instruments, demonstrating industry-leading inspection capabilities in the PV sector. With its advanced technological capabilities, the Company actively contributes to industry associations, driving the advancement and development of solar energy technologies.

We are committed to quality and continuous improvement. Suntech Power remains steadfast in its commitment to enhancing product conversion efficiency, continuously strengthening R&D in cutting-edge technologies and refining manufacturing processes, while maintaining rigorous quality assurance standards. Research by the Polish Academy of Sciences has confirmed that the performance of Suntech photovoltaic systems declined by merely 1.9% and 2.9% respectively over the entire 18-year operational period. This significantly outperforms the warranty guarantee of less than 20% degradation over 25 years, far exceeding initial customer expectations. In today's market where price competitiveness often overshadows quality considerations, Suntech Power has charted an unconventional path, distinguishing itself within the industry through superior quality and stellar reputation!

"Faced with the increasingly fierce market competition, we embrace changes, actively boost management reform, introduce full-cost control and refined management, enhance our core competitiveness, and improve our global pattern and localized sales service system following the market concept of 'Global & Local'." Our green development benefits humanity. Suntech Power actively fulfills its social responsibilities by embedding the concept of sustainable development into every aspect of corporate operations and management. The Company adheres to a low-carbon development model, systematically planning and coordinating management to continuously promote high-quality production technologies, thereby facilitating the green and low-carbon transformation of the industry. Recently, the Company's TOPCon modules have obtained the French Carbon Footprint Certification, which represents international recognition and affirmation of our green factory construction. Moving forward, guided by the national "Dual Carbon" strategic objectives, Suntech Power will continue to play an active role in promoting the development of green energy.

We uphold the cultural concept of "Humanity and Virtue for Perfection", and actively practice the mission of "solar powering a green future", developing green energy and promoting environmental improvement. We always abide by the concept of compliance operation and facilitate the sustainable development of all human society through our own sustainable development.

03. ABOUT SUNTECH

3.1 COMPANY PROFILE

Founded in 2001, Suntech Power, as a world-renowned manufacturer of high-performance photovoltaic products, is devoted to the R&D and the production of solar cells and modules. The Company has its sales areas spread all over more than 100 countries and regions in the world, with over 1,500 partners, and the cumulative historical shipments exceeded 55 GW. Suntech Power is always committed to improving product conversion efficiency, constantly strengthening the R&D of new technologies and the improvement of production processes, and, by virtue of our excellent technical strengths and manufacturing level, furnishing customers with quality and reliable photovoltaic products, thus becoming the most trusted PV enterprise. In 2024, Suntech Power was awarded the title of global "TOP Performer" module manufacturer by PVEL.

24 Years Experience in manufacturing PV modules	**55 GW+** Global cumulative shipments of PV products	**100+ Countries** Worldwide business footprints
5000+ Global leading partners	**900+** Patent applications	**600+** Authorized patents

Corporate Culture

Mission: Solar powering a green future

Vision: Through continuous innovation and excellent management to become the most trusted PV company

Manufacturer bases

Branches

Bussiness footprints

Global

Suntech's business footprints cover more than 100 countries and regions around the world, with more than 5000 industry-leading partners.


Suntech Wuxi base


Suntech Changzhou base


Suntech Chuzhou base

Cutting-edge Technological Superiority

Suntech prioritizes technological innovation and maintains continuous investment in R&D. The Company has filed over 900 patent applications and received numerous prestigious awards. Suntech operates a CNAS-accredited national photovoltaic product testing center, equipped with over 100 advanced testing instruments, demonstrating industry-leading inspection capabilities in the PV sector. In addition, Suntech has established the following facilities: Jiangsu (Suntech) Photovoltaic Technology Research Institute, National Certified Enterprise Technology Center, National Postdoctoral Research Workstation, Jiangsu Photovoltaic Energy Engineering Technology Research Center, Battery R&D Laboratory, and Battery R&D Pilot Line.

Diversified Product Categories

Suntech has a wide range of modules, including Ultra S, Ultra V and Ultra X, which adopts batteries of 166 mm, 182 mm and 210 mm, respectively. As a brand-new upgraded model, the new Ultra V Pro series adopts N-type 182 mm silicon wafer and is furnished with more efficient TOPCon technology to replace the original PERC technology, and its power generation benefit can reach over 24.5%, meeting diversified needs. Suntech modules use current classification technology, which effectively reduces the loss of up to 2% due to mismatch and maximizes system output power. Through improved battery technology and selected packaging materials, Suntech modules have good PID resistance, and its outstanding battery technology and leading manufacturing technology render high conversion efficiency of modules.

Reliable Product Quality

Quality is the core competitive advantage of Suntech Power. Amid increasingly stringent cost-competitive environments, Suntech consistently employs premium-grade reliable materials and superior advanced manufacturing processes to produce high-quality solar modules. Each module undergoes 52 quality control procedures, with three rounds of 100% EL inspection conducted at the module level using industry-leading equipment. This rigorous testing protocol ensures maximum reliability, conversion efficiency, and service life for every photovoltaic module.

Certification Achieved

	
ISO 14001:2015 Environmental Management Systems - Requirements with Guidance for Use	ISO 9001:2015 Quality Management System Requirements
	
ISO 45001:2018 Occupational Health and Safety Management Systems - Specification	IEC 62941:2019 Terrestrial PV modules. Guideline for increased confidence in PV module design qualification and type approval

	
SA 8000: 2014 Social Responsibility Standards	

3.2 OPERATING DATA

During the reporting period, the Company achieved a turnover of CNY 1,071.8289 million and paid taxes amounting to CNY 23.37 million.

	2022	2023	2024
Turnover (CNY 10,000)	464,738.50	360,436.56	107,182.89

Tax Administration

In daily business operations, Suntech Power complies with the requirements of relevant tax laws and regulations, and implements relevant national tax policies. The Company implements tax risk management according to the actual situation, and the Finance Department is responsible for tax risk warning, regular monthly tax risk self-examination and risk control as needed. As a regulatory measure of tax administration, the Company employs accounting firms to conduct tax audits on an annual basis.

3.3 DEVELOPMENT COURSE

2001
Suntech Power was established in 2001

2002
Suntech's first 10MW production line was put into operation, equivalent to the total output of the first four years in China

2005
Suntech was listed on the New York Stock Exchange

2006
Suntech acquired MSK, Japan's largest photovoltaic manufacturer, with a production capacity of more than 300MW

2008
Suntech's annual production capacity reached 1GW, and Suntech PV Technology Research Institute was established in the same year

2011
the annual shipment of Suntech modules exceeded 2.1GW, becoming the world's largest solar module manufacturer by sales volume for two consecutive years

2014
Suntech was acquired by Shunfeng International Clean Energy Co., LTD. (Stock code: 1165.HK) to become its wholly-owned subsidiary

2015
Suntech was ranked as a Tier1 Component Supplier by Bloomberg

2018
the annual shipment of Suntech components exceeded 3GW, ranking among the top 10 in the world

2019
the historical shipments of Wuxi Suntech exceeded 21GW

2020
Suntech's global production capacity reached 10GW

2021
Suntech will build a 2GW digital TOPCon high-efficiency battery factory

2023
Suntech was rated by Bloomberg as the TOP 10 of "2023 the world's Most financed component brands"

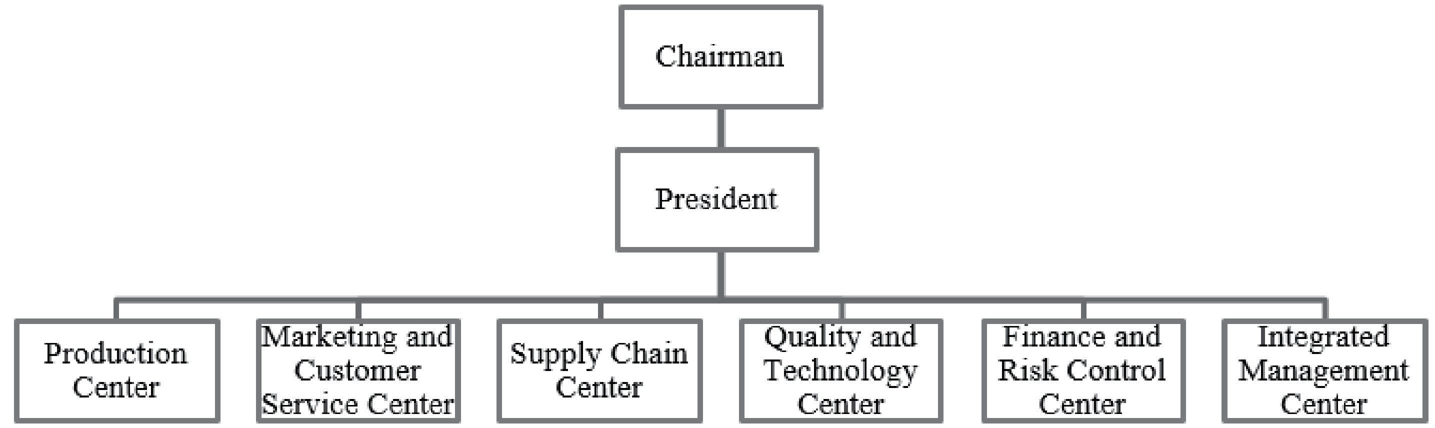
2024
Suntech's cumulative shipments exceeded 55 GW.

04. RESPONSIBILITY, COMPLIANCE, GOVERNANCE, LEADERSHIP

The UN SDGs that this chapter responds to	 
Main actions	Formulated policies and systems regarding honest business management, carried out honest business culture construction, training and education, and strengthened internal control management; communicated and cooperated with different stakeholders.

4.1 CORPORATE GOVERNANCE

Wuxi Suntech Power Co., Ltd. is the sole shareholder of Jiangsu Shunfeng Photovoltaic Technology Co., Ltd. The Company has a Board of Directors, which consists of 5 directors and a chairman, all of whom are appointed by shareholders. The Chairman of the Board of Directors is the legal representative of the Company, representing the Company and signing various documents of the Company. The board meeting shall be convened at least once a year, and upon written proposal by one third of the Directors to the Chairman, the Chairman shall convene an interim meeting of the Board of Directors. The Company shall have one supervisor appointed by shareholders, and no director, president or other senior management personnel of the Company shall concurrently serve as the supervisor. The President and Vice President are employed or dismissed by the Board of Directors, and are responsible for implementing the decisions of the Board of Directors, organizing and leading the daily operation and management of the Company.



Company Organization Chart

4.2 SUSTAINABLE DEVELOPMENT MANAGEMENT

Suntech Power adheres to a customer-centric approach with full participation from all employees. Through continuous innovation and sustained improvement, we create a healthy, safe, and clean environment while advocating for energy conservation, emission reduction, and a low-carbon economy. We comply with laws, regulations, and other requirements, diligently fulfilling our responsibilities to employees, customers, shareholders, suppliers, partners, and society at large. Our commitment is to achieve sustainable business operations and provide energy solutions for humanity. The Company is also a signatory to the United Nations Global Compact, demonstrating its commitment through concrete actions to support the ten principles of the UNGC concerning human rights, labor, environment, and anti-corruption.

Stakeholder Engagement

The Company has set up EHS Committee, Energy Saving Management Group, Environmental Protection Management Group, Carbon Inventory Management Group and Social Responsibility Performance Group, which are responsible for the sustainable development of different modules, communicate with different stakeholders and continuously enhance the sustainable development performance of the Company. The stakeholders of Suntech Power's sustainable development include shareholders, customers, employees, suppliers and other partners, government, community and non-governmental organizations.

The Company prizes the expectations of stakeholders and its business departments are responsible for communication and exchange with various stakeholders, constantly improving the communication mechanism, and enriching communication channels to safeguard long-term interests and sustainable development ability. In light of the influence and dependence on each other, the Company identifies key stakeholders, strengthens communication with key stakeholders, and maximizes the sustainable development role of the Company in economy, society and environment.

Key stakeholders	Main concerns	Communication channel	Docking department
Shareholders	Corporate Governance Economic performance Information disclosure	Financial report General meeting of shareholders Daily communication	Chairman's Office, Risk Control and Legal Affairs Department, Finance Department, Marketing Department
Customers	High-quality and reliable products After-sales service Compliance with contractual obligations	Satisfaction survey Customer return visit High-level exchange visits and meetings Daily communication	Chairman's Office, Customer Service Department, Group Quality Department, Supply Chain Center, EHS Department
Employees	Health and safety Salary and welfare guarantee A conducive working environment Career development	Workers' congress Service hotline Manager's mailbox Performance interview Daily communication	Chairman's Office, Human Resources Department, Administration Department
Suppliers and partners	Transparent purchasing Integrity performance Win-win cooperation Enhance ability	Sign an agreement or contract Technology sharing and training Communication meeting Regular visits On-site audit High-level exchange visits	Supply Chain Center, Group Quality Department
Governments	Pay taxes in accordance with the law Promote employment Legal operation Safety production Energy saving and emission reduction	Government official website policy acquisition Receive government documents Environmental protection, safety production, fire protection, employment, taxation and other compliance supervision and inspection Participate in regulatory regulation seminar or symposium	Chairman's Office, Marketing Department, EHS Department, Human Resources Department, Administration Department
Industry associations	Promote industry development Technology sharing	Actively participate in industry activities Project collaboration	Chairman's Office, Marketing Department, Research Institute
Community	Protect the environment Help the community development	Participation in community activities Love foundation Promote environmental education Public welfare activities Organize a visit to the Company's low-carbon concept pavilion and enterprise pavilion	Human Resources Department, Administration Department, Marketing Department, EHS Department

Analysis of Substantive Issues

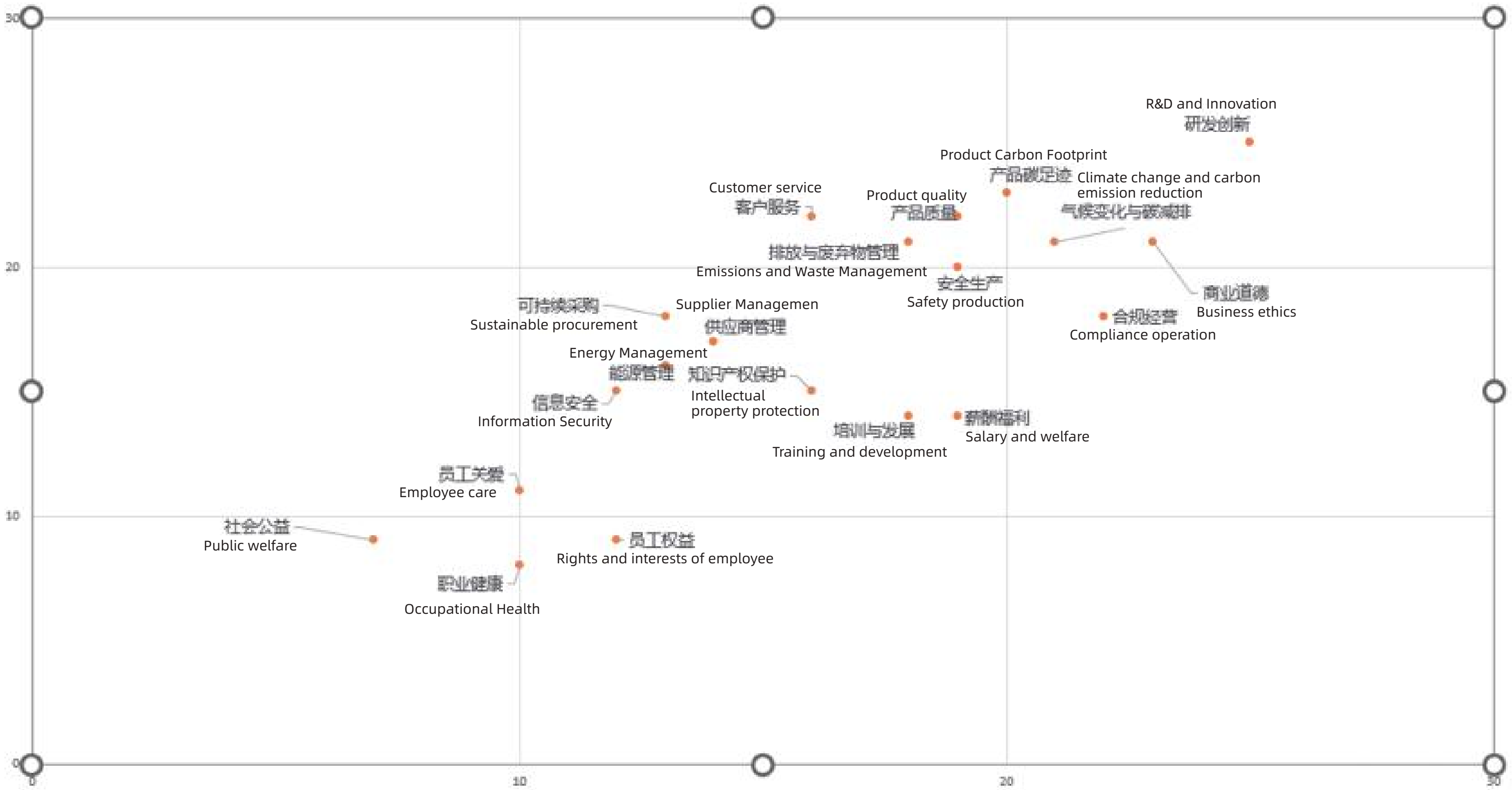
We systematically reviewed the GRI Standards requirements, integrated core concerns and demands collected from stakeholders, and incorporated industry trends, professional insights from external partner organizations, as well as the Company's own operational realities. This comprehensive approach enabled us to identify the 20 most critical material issues for advancing sustainable development at Suntech Power.

We analyzed the impact of topics from the dimensions of "stakeholder concern" and "impact on sustainable development". Scores were assigned, and priorities are established, so that a matrix of materiality topics was created, thereby identifying three categories of topics that require high attention, moderate attention, and general attention.

Compared to last year's annual report, the following adjustments have been made to the topics: "Climate Change and Carbon Emission Reduction" has been revised to "Climate Change Response", "Resource Recycling" has been updated to "Energy Management", and "Occupational Health" has been expanded to "Occupational Health and Safety". Additionally, the "Biodiversity" topic has been removed.

Environmental Topics	Social Topics			Governance issues
• Addressing Climate Change • Product Carbon Footprint • Emissions and Waste Management • Energy Management	• R&D and Innovation • Intellectual property protection • Product quality • Customer service • Supplier Management	• Sustainable procurement • Safety production • Salary and welfare • Training and development	• Rights and interests of employee • Employee care • Occupational health and safety • Public welfare	• Business ethics • Information Security • Compliance operation

Topics Materiality Matrix for Suntech Power Sustainable Development Report 2024



Impact on sustainable development

4.3 COMPLIANCE MANAGEMENT

Suntech Power continuously strengthens compliance management, strictly adhering to the laws and regulations applicable to its business operations across all jurisdictions. The Company resolutely opposes commercial bribery, corruption, monopolistic practices, money laundering, and unfair competition, demonstrating an unwavering commitment to fostering an ethical, equitable, and transparent business ecosystem. The Company integrates compliance principles into every aspect of daily operations, from top management to frontline employees, from strategic planning to concrete implementation, ensuring that every decision and action complies with legal regulations and ethical standards. During the reporting period, the Company was not involved in any legal proceedings pertaining to unfair competition practices or monopoly practices.

The Company adopts a "zero tolerance" attitude towards any form of corruption and bribery, always adheres to honest business practices, resolutely abides by anti-corruption and anti-bribery laws and regulations, and puts an end to violations of honest business practices and damage to the interests of the Company. The Company has established integrity management policies and systems in compliance with relevant anti-corruption laws and standards, revised the Whistleblowing Management Policy, and incorporated these requirements into the employee induction training curriculum. The Company has established a sound anti-fraud mechanism, identifying targeted areas, key aspects and main measures of anti-fraud work, and giving due care to and inspecting potential fraudulent acts during the audit process. The Company has established the Internal Audit Management System, and the Internal Control and Audit Department conducts internal audits of the Group, branches and subsidiaries (including but not limited to sales, procurement, operating conditions and engineering projects, etc.), and conducts outgoing audits of key positions. In view of the problems found in the audit process of each project and the suggestions put forward, the Internal Control and Audit Department will communicate with the management and relevant departments, and supervise the rectification and implementation of relevant departments.

The Company has set up anti-corruption reporting channels, and informers can report corruption and bribery incidents through public reporting hotlines and e-mails. The Company encourages all employees to report orally or in writing, and any business partner and third party can also make reports. The Company promises to protect the privacy of informers and avoid any form of retaliation. The Internal Control and Audit Department will make a preliminary assessment of the type of report and the scope of investigation, and then carry out specific investigations. If necessary, the Internal Control and Audit Department can form a special investigation team with the Legal Department, Human Resources Department and other relevant departments of the Company. Based on the results of the investigation, the Internal Control and Audit Department evaluates the remedial measures and communicates the results to internal and external third parties as necessary. In 2024, there were no reported incidents related to corruption in the Company.

The report hotline is +86-510-8531-8706
To tip someone: lianjie@suntech-power.com

The Company carries out honest culture construction, training and education, strengthens publicity and supervision through WeCom and online learning platforms on a daily basis, and reiterates anti-corruption requirements. New employees must accept training on honest business practices and anti-corruption-related regulations and reporting mechanisms when they join the Company.

4.4 INTERNAL CONTROL MANAGEMENT

Suntech has established an Internal Control and Audit Department, which formulated and issued the "Authorization Approval Form" to update the Company's authorization and approval system. This initiative aims to mitigate risks associated with uncontrolled approval authority in corporate governance and enhance the Company's level of institutionalized management. According to the requirements of the internal control management system, it also organizes the supervision and inspection of the internal control implementation of key control points; evaluates and reviews the Company's risk management system, and strengthens the compliance guidance for the Company. It continuously optimizes the Company's internal control management system, assists in institutional improvement and related processes, shifting from passive process modification to proactive process optimization. Through these efforts, it continuously strengthens the internal control management, reduces operational risks, ensures asset integrity and safety, and facilitates the orderly and efficient operation of production and operation activities.

4.5 INFORMATION SECURITY

Suntech Power strictly abides by the requirements of information security laws and regulations such as the Network Security Law of the People's Republic of China, Data Security Law of the People's Republic of China and Personal Information Protection Law, and has formulated relevant systems such as IT Information Security Management Strategy, IT Application System Disaster Recovery Management Specification, IT Information Security Management Specification and Computer Virus Daily Protection Specification, so as to continuously improve the institutionalization and standardization of information system security management. According to the Company's strategic development plan, the IT Department formulates information objectives to facilitate the stable operation of IT infrastructure services, and assists the Company to achieve business innovation and development through information means. There was no information security incident in the Company in 2024.

Cybersecurity: The corporate gateway is equipped with firewalls and anti-virus walls. Internet access applications employ web application firewall (WAF) to prevent cyber attacks. All user terminals have network-based anti-virus clients installed and are integrated into a unified management platform. All computers are governed through domain control systems for access management.

Application protection: Leveraging three core technical measures–anti-spam gateways, web application firewalls (WAF), and endpoint user behavior management–to enable real-time monitoring and policy-based control over email content, web application traffic, and employee internet activities.

Wireless isolation: The enterprise wireless network authorization system achieves segregation between internal and guest networks. Authorized employees access via AD domain credentials, while visitors obtain time-limited access through QR code authorization scanned by reception personnel. Concurrent device connections are restricted to prevent credential abuse by authorized users.

Disaster recovery drills: Every year, the Company's IT department conducts disaster recovery drills, organizes information security training for key positions, provides information security publicity on various topics such as information security knowledge and network security protection, guides employees to actively practice the information security management system, and improves employees' awareness of the necessity of information security management.

The Company conducts information security training

05. EXCELLENCE IN QUALITY, DRIVEN BY INNOVATION

The UN SDGs that this chapter responds to	
Main actions	Enhance R&D of new technologies and improvement of production processes; promote industry-university-research cooperation; boost cutting-edge scientific and technological exchanges in the photovoltaic industry; establish a global after-sales service mechanism.

5.1 R&D INNOVATION

Suntech Power consistently regards innovation as the core driving force for advancing high-quality development. The Company specializes in the R&D and innovation of photovoltaic module products, committed to delivering safer and more cost-effective solutions for global users.

Suntech Power has established the following facilities: Jiangsu (Suntech) Photovoltaic Technology Research Institute, National Certified Enterprise Technology Center, National Postdoctoral Research Workstation, Jiangsu Photovoltaic Energy Engineering Technology Research Center, Battery R&D Laboratory, and Battery R&D Pilot Line. Through continuous increases in R&D investment and sustained technological innovation, Suntech is committed to contributing to the advancement of the entire industry.

[Data]
In 2024, the Company's total R&D investment amounted to CNY 15.5298 million.

Milestones of product development of Suntech Power	
2014	Mass production of three-grid conventional polycrystalline batteries and modules
2015	Mass production of anti-PID conventional polycrystalline batteries and modules
2016	Mass production of four-gate conventional polycrystalline batteries Mass production of conventional polycrystalline 1,500V modules
2017	Mass production of five-gate polycrystalline batteries Mass production of double glass modules
2018	The efficiency of polycrystalline PERC battery reached 20.1% in mass production Mass production of polycrystalline PERC half-cell assembly
2019	Mass production of 158.75 PERC half-cell MBB modules, with the power of 60 modules reaching 375 W
2020	Mass production of 166 half-cell assembly
2021	Mass production of 182 single crystal PERC half-cell module, with a module power of 555 W
2022	Mass production of N-type TOPCon batteries, with an efficiency reaching 24.5% Mass production of TOPCon modules, with a power reaching 580 W
2023	Full-scale mass production of 182 TOPCon modules, with the 72-cell variant delivering a power output of 590 W Mass production of 210 monocrystalline PERC half-cell modules, with the 66-cell module configuration delivering a power output of 680 W
2024	Mass production of 210R monocrystalline N-type TOPCon half-cell modules, with power output exceeding 610 W. Developed multiple premium aesthetic all-black module designs to meet overseas residential requirements

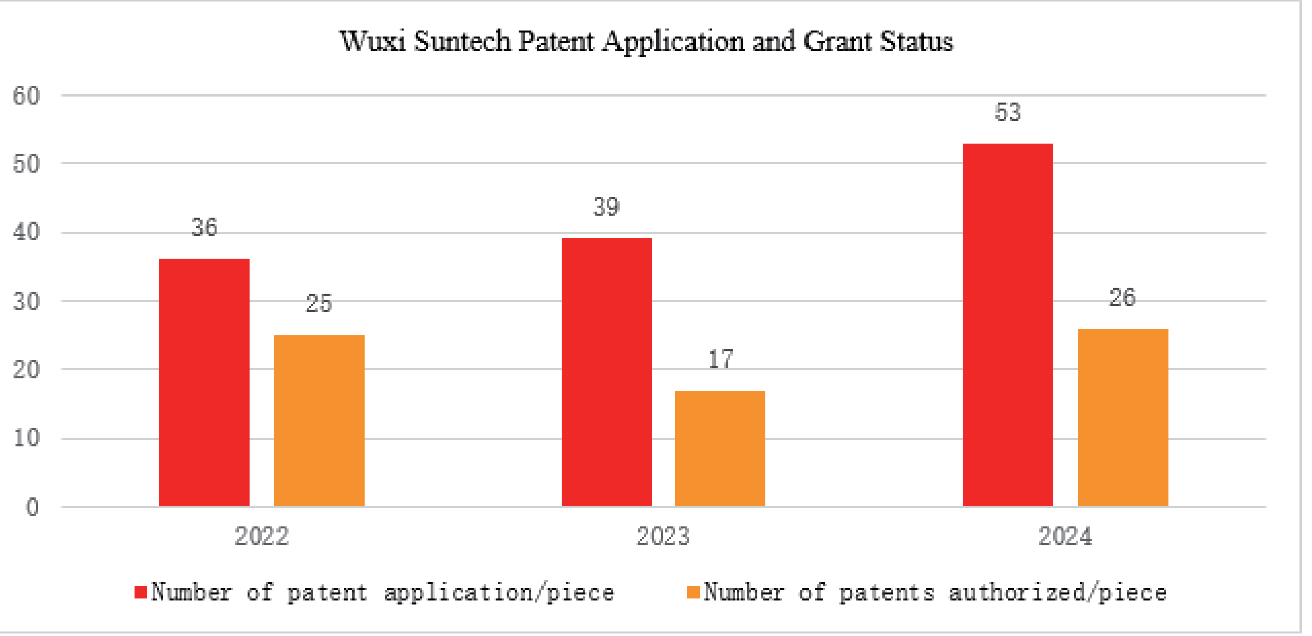
R&D MANAGEMENT

Suntech Power has a first-rate global research team made up of top-tier R&D personnel with a spirit of innovation and teamwork within the global photovoltaic sector. Amidst the fierce market competition, we remain steadfast in upholding quality standards, driving proactive innovation, and advancing synergistically with the industry for mutual development. The Company has continuously strengthened the R&D of new technologies and the improvement of production processes, improved the efficiency of product conversion, actively advocated the concept of "continuous innovation", formulated rules and regulations such as the Award System for Science and Technology Projects, Award System for Scientific and Technological Achievements and Implementation Measures for Golden Ideas and Suggestions, established an evaluation mechanism and incentive mechanism conducive to innovation, encouraged employees to innovate in their posts, actively shared their "golden ideas", and linked performance with income, which stimulated employees' enthusiasm for innovation. In 2024, the Company employed a total of 34 R&D personnel.

IP MANAGEMENT

Suntech Power fully recognizes the critical value of intellectual property for corporate operations, having established not only dedicated management departments and professional personnel but also a comprehensive intellectual property management system. The Company adheres to the management philosophy of "leveraging continuous technological innovation as the driving force, empowering photovoltaic power generation with intellectual property, and safeguarding Suntech in forging a top-tier PV brand". Through concrete actions, it continuously enhances independent innovation capabilities, injecting robust momentum for the enterprise's high-quality development.

[Data]
In 2024, we filed 53 patent applications, including 29 invention patents, 21 utility model patents, and 3 design patents. Additionally, we successfully contributed to the acceptance of Wuxi's High-Value Patent Cultivation Project.



[Data]
By the end of 2024
The Company has filed a cumulative total of [40] patent applications.
Cumulative number of authorized patents [14]
Cumulative number of valid authorized patents [14]
Many patents have won honorary titles such as China Patent Excellence Award, Jiangsu Patent Award and Wuxi Patent Award

Systematic management

Wuxi Suntech has passed the certification of GB/T 29490-2013 Intellectual Property Management System, and realized the systematic management of intellectual property activities in R&D, procurement, production and sales. The Company's R&D department has formulated and implemented the Intellectual Property Manual, and makes detailed requirements from the aspects of management policy, system requirements, resource management, operation control, contract management, inspection, analysis and improvement, etc.; introduced the Intellectual Property Acquisition Control Procedures and Patent Management Regulations and other regulations, including promoting the accumulation of intellectual property assets, strengthening patent risk management and control, and rewarding patent innovation.

Infringement risk management

Infringement risk includes two aspects: infringement and being infringed. The Company prevents and responds to intellectual property disputes according to the intellectual property risk analysis and early warning mechanism, designates the Legal Department to work with the Institute to strengthen the identification, evaluation and prevention of intellectual property risks, and all relevant departments are responsible for assisting in the collection of intellectual property risk information to prevent enterprise infringement and infringement risks.

Intellectual Property Training

The Company values the cultivation of intellectual property protection awareness, and provides relevant training for employees for a long time to enhance each employee's intellectual property protection and creation awareness. In 2024, the R&D department conducted one thematic training session for employees in technology-related positions. The training covered fundamental patent knowledge, patent authorization criteria, patent application procedures, corporate patent management policies, and guidelines for drafting disclosure materials.

5.2 QUALITY MANAGEMENT

Quality is the core competitive advantage of Suntech. Amid increasingly stringent cost-competitive environments, Suntech consistently employs premium-grade reliable materials and superior advanced manufacturing processes to produce high-quality solar modules. Each module undergoes 52 quality control procedures, with three rounds of 100% EL inspection conducted at the module level using industry-leading testing equipment. This rigorous testing protocol ensures maximum reliability, conversion efficiency, and service life for every photovoltaic module.

【Data】

Research findings from the Polish Academy of Sciences indicate that photovoltaic power plants equipped with Suntech modules exhibit less than 3% power degradation after 16 years of operation, significantly outperforming industry benchmarks.

【Case】

Suntech Power Photovoltaic Modules Re-Acquired Tokyo Metropolitan Government's Authoritative Certification.

In April 2024, the Tokyo Metropolitan Government released its certified list of high-performance photovoltaic products, where four residential solar modules from Suntech Power were prominently featured. This certification has been annually releasing the list of qualified products since 2023. Users of certified modules are eligible for additional government subsidies. This marks the second consecutive year that Suntech Power has secured this accreditation.

With an unwavering commitment to product excellence and reliability, Suntech Power consistently invests in and enhances module performance and quality, ensuring precise alignment with customer requirements to deliver superior value. The awarding of the Tokyo Metropolitan Government's High-Performance Product Certification represents international market recognition of Suntech Power's longstanding commitment to excellence in photovoltaic module manufacturing. In the future, Suntech Power will continue to increase investment in product upgrades and R&D, actively enhancing product performance and quality to provide global customers with superior photovoltaic products and solutions.

【Case】

Suntech Power C54 Series Modules Obtained Italian Class 1 Fire Certification

In February 2024, Suntech Power's Ultra V Pro series C54Nshkm+ and C54 Nshtb+ double-glass photovoltaic modules successfully passed a series of rigorous tests and obtained the highest-level (Class 1) fire safety certification for the Italian market. The Italian fire safety certification UNI 9177 (ranging from Class 1 to Class 5, with Class 1 representing the highest standard and Class 5 the lowest) is regarded as the most stringent fire safety certification in Europe. Only by achieving Class 1 ratings in both UNI8457 and UNI9174 tests can photovoltaic modules be classified as UNI9177-1 fire rating, thereby obtaining the highest-level certification—Class 1 Fire Safety Rating—as designated by the Italian Cabinet Fire Department. This certification unequivocally demonstrates the superior quality and exceptional reliability of Suntech Power's products.

PRODUCT LIFECYCLE MANAGEMENT

Suntech has established a quality management system, passed ISO 9001 certification, formulated and implemented processes such as Module Product Design and Development Control Procedures, Product Life Cycle Control Procedures, Module Process Inspection Operation Instruction, Engineering Change Control Procedures and Non-conforming Product Control Procedures, and conducted quality control in the whole process from product planning to production delivery.

The Company strictly adheres to laws, regulations, and stakeholder requirements in all aspects of product design and development, raw material procurement, process management, packaging and storage, as well as recycling and disposal. It prioritizes safety, health, and environmental performance throughout production processes and products, implementing comprehensive product lifecycle management.

The Company has established a systematic new product introduction process, encompassing critical quality verification stages such as prototype fabrication, product certification testing, and small-to-medium volume pilot production. Upon mass production commencement, dedicated Supplier Quality Engineers (SQEs) implement rigorous quality control for incoming materials. During manufacturing, comprehensive process monitoring is executed per the process quality control plan, accompanied by established inspection criteria and product performance sampling protocols. Prior to final shipment, concurrent outgoing quality inspections are conducted to ensure continuous compliance of delivered batches with both quality specifications and customer requirements.

【Data】

Suntech module products offer a maximum power warranty of up to 25 years. (Double-glass modules with 30-year performance warranty)

PRODUCT TESTING

Suntech Power operates a CNAS-accredited national photovoltaic product testing center, equipped with over 100 advanced testing instruments, demonstrating industry-leading inspection capabilities in the PV sector. It has an outdoor testing site with an area of about 3,000 m2 and an indoor testing laboratory with an area of about 3,200 m2, featuring four functional laboratories dedicated to performance testing, safety testing, environmental testing and material testing.

The laboratory has a variety of cutting-edge detection equipment, such as pulse and steady-state solar simulator, several walk-in environmental experiment boxes, ultraviolet damp-heat comprehensive aging boxes, static/dynamic mechanical loads, hail tester, Electroluminescence (EL) and high-precision infrared camera, which can detect and evaluate all indicators of PV module quality and performance. With fourier transform infrared, differential scanning calorimeter (DSC), vulcanizer, water permeability tester and other high-precision testing equipment, the laboratory can quickly detect and evaluate the performance of raw materials. In 2024, the Solar Product Testing and Inspection Center of Suntech Power successfully obtained CNAS accreditation for expanded testing capabilities under the new versions of IEC 61215:2021 and IEC 61730:2023 standards.

Suntech Power achieves seamless integration of internet technologies with information management systems–including Customer Relationship Management (CRM), Manufacturing Execution System (MES), Business Process Management (BPM), Warehouse Management System (WMS), Statistical Process Control (SPC), Enterprise Performance Management (EPM), and big data platforms–through intelligent equipment upgrades, IoT technology implementation, AI algorithm deployment, data acquisition and analytics, real-time equipment status monitoring, online production data tracking, and in-process quality inspection. This strategic convergence dismantles existing "data silos" across legacy systems, enabling end-to-end digital connectivity throughout the entire manufacturing service chain encompassing sales, design, production, procurement, inspection, and logistics. By driving deep convergence between "industrial automation" and "management informatization", the Company pioneers innovative pathways for manufacturing-internet integration, establishing new paradigms for smart manufacturing transformation.

THIRD-PARTY CERTIFICATION

To ensure the reliability of each product and its adaptability to various harsh environments, including high temperatures, strong winds, ice and snow, as well as saline corrosion, we not only rely on our own testing but also submit the products to world-renowned third-party testing institutions for more rigorous evaluations.

QUALITY CULTURE PROMOTION

In 2024, the Company conducted two quality training sessions with a total participation of 34 person-times.

5.3 CUSTOMER SERVICE

Focusing on offering specialized services, Suntech Power builds a closely coordinated service support system, provides services and solutions covering the whole life cycle of products, and creates value for customers with professional and efficient services. The Company has a professional customer service team, with "Global & Local" as the core market concept, and constantly improves its global layout and localized sales service system.

GLOBAL AFTER-SALES SERVICE MECHANISM

Suntech maintains a complete team for both pre-sales and after-sales support, and constantly improves its global pattern and localized sales service system following the market concept of "Global & Local". Suntech is headquartered in Wuxi, Jiangsu Province, with manufacturing bases strategically located in Changzhou, Fengyang, and other regions. The Company has established branches in Japan, Germany, the UAE, South Africa, and Australia, enabling round-the-clock 7*24h rapid service response capabilities. By the end of 2024, Suntech's operations spanned over 100 countries and regions worldwide, collaborating with more than 5,000 industry-leading partners.

Suntech Power has established product installation, operation, operation and maintenance regulations, and released product installation supervision videos in the official website. Customers can scan the QR code on the provided installation manual to obtain the installation videos. To respond to customer needs, the Company can also provide on-site training regarding installation, operation and operation and maintenance. In case of any quality problems within the scope of warranty, the Company will offer treatment schemes such as replacement, maintenance, or compensation; and will also extend the warranty period according to customer needs.

In the EU region, Suntech Power cooperates with local service agencies (such as Take-e-away, Electraco, ERP, PV Cycle) to provide scrap disposal services so that customers can comply with local regulations.

The Company has published its service hotline on the official website: +86 400-8888-009, and after-sales email: Services@suntech-power.com to facilitate customer inquiries. Additionally, the Company has disclosed service email addresses for various regions.

欧洲
邮箱: Service.Europe@suntech-power.com

中国
邮箱: Service.China@suntech-power.com

亚太地区
邮箱: services@suntech-power.com.au
邮箱: Service.APMEA@suntech-power.com

美国
邮箱: Service.America@suntech-power.com

CUSTOMER SATISFACTION SURVEY

Suntech Power gathers customer feedback and suggestions through multiple channels to identify key concerns, thereby enhancing overall service quality and corporate brand image. The Company has formulated and implemented Customer Satisfaction Control Procedures, and regularly conducts customer satisfaction surveys including product quality, sales process, transportation delivery, quality assurance after-sales, marketing, technical support, adverse accident statistics and other dimensions. In 2024, the Company conducted satisfaction surveys among 12 target clients, achieving an average score of 94.8 points, which exceeded the target score of 80 points.

CUSTOMER COMPLAINT HANDLING

In line with Customer Complaint Handling Procedures, Suntech Power requires each department to provide timely response to customer complaints and effective handling within the specified time. The Company will analyze the specific causes of the problem and draw up the treatment measures. Upon completion of the rectification of the improvement measures, the Quality Department will send the improvement evidence to the customer to confirm the closure status and ensure that the problem is effectively solved. In 2024, the Company received a total of 153 customer complaints, with 135 cases resolved, achieving a complaint closure rate of 88.2%.

5.4 PROMOTING INDUSTRY DEVELOPMENT

Suntech Power adheres to the philosophy of open collaboration, partnering with industry associations, universities, clients, and suppliers to drive joint innovation. Together, we pioneer the "PV+" industrial model, applying clean energy across diverse sectors to facilitate low-carbon transformation in various industries. This initiative promotes harmonious economic, environmental, and social development in our operating regions.

Adhering to the philosophy of openness and win-win collaboration, Suntech Power collaborates with associations, universities, customers, and suppliers to jointly construct an innovative "PV+" ecosystem. By integrating clean energy across diverse industries, we drive low-carbon industrial transformation and empower regional economies, fostering harmonious development of environmental sustainability and social prosperity.

INDUSTRY-UNIVERSITY-RESEARCH INSTITUTE COOPERATION

Suntech established the Photovoltaic Technology Research Institute in 2008 to improve the ability of scientific and technological innovation. By virtue of the strengths of domestic and foreign scientific research institutions, three research centers have been set up: Solar Cell Research Center, PV Module Research Center and Photovoltaic Product Testing Center. Meanwhile, a management center has been established to carry out scientific and technological management and services.

Supported by the Photovoltaic Technology Research Institute, and taking national postdoctoral program and provincial postgraduate program as talent training platforms, the Company has established strategic partnerships with numerous universities, actively building industry-university-research collaboration platforms. It jointly engages in scientific research projects with universities and collaborates on certain government initiatives.

Major Industry-University-Research Cooperation Projects

Cooperation with Jiangsu University

- Developed key technologies and systems of high-power and low-cost solar PV modules

Cooperation with Southeast University

- Carried out research on diagnosis and analysis technology of defects such as hot spots and cracks of PV modules

Cooperation with Jiangnan University

- Carried out research on the utility and reliability of photoinduced hydrogen regeneration of crystalline silicon solar cells

Cooperation with Zhejiang University of Technology

- Carried out research on the key technologies and applications of efficient and precise preparation of suede micro-texture of crystalline silicon solar cells

PARTICIPATION OF INDUSTRY ASSOCIATIONS

The Company actively promotes cutting-edge scientific and technological exchanges in the photovoltaic industry and leads the innovation and development of the industry. It has joined industry organizations such as "China Photovoltaic Industry Association", "Jiangsu Photovoltaic Industry Association", "China New Energy Chamber of Commerce" and "Jiangsu Provincial Renewable Energy Industry Association" to participate in the development and exchange promotion of photovoltaic-related industry standards. In 2024, Suntech Power was re-elected as Vice President Unit of the China New Energy Chamber of Commerce, with Chairman Wu Fei being appointed as Vice President of the Chamber. This initiative by Suntech Power represents a proactive effort to promote the sustainable development of the photovoltaic sector within the renewable energy industry. Suntech Power will seize this opportunity to persistently advance the development of China's new energy industry, engage in exchanges and collaborations with entrepreneurs and professionals across various sectors, broaden horizons, and contribute to the advancement of green renewable energy.

[Data]
By the end of 2024
The Company edited 14 standards and participated in the formulation of 40 standards.

Table: Participation of Suntech Power in Industry Associations

Name of Association	Character
China Photovoltaic Industry Association	Executive Director
China New Energy Chamber of Commerce	Vice President
Jiangsu Photovoltaic Industry Association	Vice President
Jiangsu Provincial Renewable Energy Industry Association	Executive Vice President
China Renewable Energy Council (Wuxi)	Vice President
China Chamber of Commerce for Import and Export of Machinery and Electronic Products	Member
German Chamber of Commerce in China	Member
Wuxi Xinwu District Federation of Industry and Commerce	Vice President
Asian Photovoltaic Industry Association	Vice Chairman of the Executive Committee
Jiangsu Chamber of International Commerce	Vice President
China Information Industry Trade Association	Member
Photovoltaic Recycling Industry Development Cooperation Center of Photovoltaic Committee of China Green Supply Chain Alliance	Director unit
Colombian Association of Solar Energy (ACOSOL)	Member
International Green Economy Association Council (IGEA)	Member
Solar Energy Industries Association (SEIA)	Member
Solar Stewardship Initiative (SSI)	Member
Chilean Photovoltaic Association (ACESOL)	Member
Portuguese Renewable Energy Association (APREN)	Member
SolarPower Europe	Member

[Case] Suntech Power was invited to attend the inaugural national-level annual data release conference for the photovoltaic and energy storage demonstration project

On March 28, 2024, the National Photovoltaic and Energy Storage Demonstration Platform (Daqing Base) (hereinafter referred to as the "Platform") held its 2023 Annual Data Results Release Conference in Beijing, with Suntech Power invited to attend the event. As the world's first outdoor photovoltaic and energy storage empirical test platform, the released data achievements provide scientific basis and empirical research for national and industrial policy formulation, technical standards development, and the construction of new energy systems. This holds significant importance for advancing technological progress, achievement transformation, and industrial development in the sector.

【Case】Suntech Power was invited to attend the 17th Global Green Energy Leaders Dialogue

In June 2024, the global green energy sector once again became the focal point of international attention. The 17th Global Green Energy Leaders Dialogue was grandly convened under the joint auspices of the Global Green Energy Industry Council (GGEIC), Global Solar Council (GSC), and Asian Photovoltaic Industry Association (APVIA). Themed on "Collaboration and Technological Innovation in the PV-Storage Industry Chain", Mr. Wu Fei, Chairman of Suntech Power, was invited to attend the conference, emphasizing that enhancing photovoltaic power generation efficiency must be balanced with cost, quality, and reliability considerations. Product quality and reliability are the lifelines of the photovoltaic industry.

06. GREEN CARBON SUSTAINABILITY, HARMONIOUS COEXISTENCE

The UN SDGs that this chapter responds to	
Main actions	Conduct product carbon footprint certification and greenhouse gas inventory; promote the application of photovoltaic products; implement energy-saving retrofits and water recycling systems; ensure lawful disposal and emission of three wastes (waste gas, wastewater, and solid waste); foster a green corporate culture.

6.1 RESPONSE TO CLIMATE CHANGE

Climate change represents one of the most formidable challenges confronting humanity today. The Company has consistently pursued a green development path, providing clean and sustainable energy solutions to clients worldwide. In alignment with China's Nationally Determined Contributions under the Paris Agreement framework, we are committed to supporting the national goals of achieving carbon emission peak by 2030 and carbon neutrality by 2060. The Company has also joined the China Business Climate Action (CBCA), responding to its initiatives and adhering to corresponding action strategies.

Table: Corporate Greenhouse Gas Emissions in 2024

	Scope 1 (tCO2-e)	Scope 2 (tCO2-e)	Scope 3 (tCO2-e)
2024	2,015.55	48,490.92	50,506.47

PHOTOVOLTAIC PRODUCTS

The Company provides customers with high-quality, highly reliable photovoltaic products, which serve as a natural source of green energy and contribute to the establishment of a new energy system. By the end of 2024, Suntech Power's cumulative shipments exceeded 55 GW.

Suntech Power delivers eco-friendly photovoltaic products globally, meeting the market demand for premium power solutions while contributing to local green sustainable development initiatives.

The 200 MW agricultural-photovoltaic complementary project in Huangshanpu Town, Yishui (Phase I: 70 MW) has achieved full-capacity grid-connected power generation in a single operation. The project employs Suntech Power's Ultra X single-glass and Ultra V double-glass high-efficiency modules respectively.

The first photovoltaic unit of Zhangbei Hengfeng's 500,000 kW grid-parity project was successfully connected to the grid. The project partially utilizes Suntech Power's high-efficiency 555W and 550W single-glass photovoltaic modules.

PRODUCT CARBON FOOTPRINT

In the face of new market entry barriers, competitive carbon footprint products will become a pivotal factor for photovoltaic enterprises to seize the initiative in global market competition. Suntech Power has integrated the reduction of product carbon footprint into its corporate strategy. Through comprehensive carbon footprint assessments and targeted improvements, the Company aims to minimize product-related carbon emissions and contribute to the achievement of society-wide carbon neutrality goals.

【Case】Suntech Power Secured French Carbon Footprint PPE2 Certification, Setting New Industry Benchmark for TOPCon Module Carbon Footprint Verification Values

Carbon footprint certification has become the "green passport" for photovoltaic enterprises to access high-end international markets. In March 2024, Suntech Power's TOPCon modules obtained French carbon footprint certification, achieving the industry's lowest carbon footprint value (376.1 kg eq CO2/kWc) for an entirely domestic supply chain across the entire production chain. Obtaining this certification signifies Suntech Power's years of dedicated efforts in establishing green factories, which enhances its competitive edge in low-carbon initiatives for international market expansion and injects robust momentum into the Company's global strategic deployment.

The French photovoltaic market has long been globally renowned for its stringent access requirements, with the French "Carbon Footprint Certification" being particularly challenging to obtain as one of the key entry prerequisites. This certification, implemented by the French Energy Regulatory Commission (CRE), represents the most authoritative carbon footprint-related accreditation for photovoltaic products above 100 kW entering the French market.

ENERGY SAVING AND EMISSION REDUCTION

In addition to supplying photovoltaic products, Suntech Power advocates the use of green energy within the Company, optimizes energy consumption structure, and applies the green concept to buildings and equipment. The Company continuously improves its energy management mechanisms, actively promotes the construction of energy management system, establishes energy-saving management institutions, appoints leaders of various departments as energy-saving leaders of their own departments, and arranges special personnel to serve as energy-saving administrators in departments; improves the system of energy procurement and approval, energy production management, energy measurement and statistics, energy measuring instrument management, energy consumption quota and management, etc.

It has built a large number of photovoltaic power generation equipment including photovoltaic curtain wall, photovoltaic carport and solar street lamp. At the same time, an intelligent energy consumption collection system is built to realize on-line power monitoring, and a number of measures such as reactive power compensation in distribution room, energy-saving transformation of air compressor and waste heat recovery of air compressor are taken to realize energy saving in office and factory area in daily work.

【Data】

In 2024, the Suntech Eco-Building generated 28.35 kWh of electricity, equivalent to a carbon emission reduction of 152.77 tCO2.

Note: The power emission coefficient adopts the average emission factor of the national power grid of the Ministry of Ecology and Environment of China in 2022.

6.2 GREEN FACTORY

As a leading enterprise in the photovoltaic industry, Suntech Power has been consistently implementing green development concepts across multiple dimensions. The Company has established a comprehensive clean production system and formulated a series of stringent environmental regulations to ensure effective implementation. The Company continuously explores novel energy-saving and emission-reduction technologies and methodologies, injecting robust momentum into accelerating the low-carbon transformation of manufacturing industries and promoting green development in the industrial sector.

ENVIRONMENTAL MANAGEMENT

The Company follows the environmental protection policy of "putting prevention first and combining prevention with control" and the provisions of "Three Simultaneities", so as to achieve synchronous planning, implementation and development of production and construction and environmental protection. Wuxi Suntech implements environmental information disclosure management by legally disclosing environmental data through platforms such as the E-Enterprise Portal, subjecting itself to public oversight. The Company regularly submits environmental protection information via the legally mandated corporate environmental information disclosure system. The Company formulates a program for identifying and managing significant environmental aspects, accurately recognizing and mitigating the potential environmental impacts of its operations, thereby effectively controlling environmental risks. Suntech has obtained ISO 14001 Environmental Management System certification. In 2024, only a limited number of production lines operated intermittently within the Company, with no environmental data collected during these periods.

WATER RESOURCES MANAGEMENT

Suntech Power implements meticulous control over process water consumption by procuring water-saving equipment and installing independent water meters. The Company has established a water recycling mechanism for production processes with lower water quality requirements, thereby enhancing the cyclic utilization rate of water resources and minimizing water wastage. The water resources utilized in the Company's production and office operations are sourced from municipal water supplies and externally procured reclaimed water. The reclaimed water is primarily derived from the production wastewater discharged by Wuxi Suntech's battery manufacturing facility, which undergoes third-party treatment before being recycled at a 1:1 ratio for reuse. In 2024, the Company's fresh water intake amounted to 6,210 tons.

The Company generated no industrial wastewater, only domestic sewage. Sources of domestic sewage include toilet flushing sewage, washbasin sewage and canteen sewage, which are connected to local sewage treatment plants after treatment.

The Company strictly abides by the emission limit requirements and entrusts a third party to regularly test the wastewater. During the reporting period, the Company commissioned a third party to conduct domestic sewage testing in the first quarter, and all concentration indicators met the requirements.

SOLID WASTE

The Company formulates waste management control procedures and defines the responsible departments and operating procedures for the collection, storage, utilization and transfer of various wastes in accordance with the requirements of relevant laws and regulations such as the Law of the People's Republic of China on the Prevention and Control of Environment Pollution by Solid Wastes, Directory of National Hazardous Wastes and Measures for the Administration of Hazardous Waste Transfer List, aiming to minimize the environmental impact of production processes while continuously exploring additional possibilities for resource recycling.

The Company practices the waste reduction concepts such as cleaner production, green and low carbon, actively promotes the reduction of source waste and the recycling of end waste, and reduces the amount of hazardous waste by continuously improving design and using clean energy and raw materials. The Company has established a dedicated hazardous waste storage facility for centralized containment of hazardous materials. It periodically engages licensed recycling contractors with appropriate qualifications for disposal operations. Annual waste management awareness training is conducted to enhance employees' understanding of waste management importance.

EXHAUST GAS MANAGEMENT

The exhaust gas of Suntech Power Process mainly comes from the production exhaust gas and exhaust gas generated by the laboratory. The exhaust gas is uniformly collected to the exhaust gas purification tower through the exhaust pipe, and then discharged after treatment. The Company has established operational management regulations for environmental protection equipment and facilities, which involve conducting inspections and evaluations of exhaust gas treatment systems. Regular monitoring of equipment operating status and efficiency is performed to promptly identify malfunctions and implement repairs, thereby ensuring optimal exhaust gas treatment performance.

NOISE MANAGEMENT

Suntech Power, as an industrial production enterprise, falls under the category of Class 3 sound environment functional areas. To prevent and reduce noise pollution to the environment and harm to human health, noise management and control procedures are formulated to effectively control environmental noise. During the reporting period, the Company's noise monitoring and government regulatory inspection results in the first quarter all met compliance standards, with no noise-related complaints received.

6.3 ENVIRONMENTAL PROTECTION TRAINING AND PUBLICITY

The Company consistently organizes various environmental protection training sessions and lectures to enhance the overall environmental awareness of all employees. In 2024, the Company conducted specialized training on battery environmental protection, energy conservation, and emission reduction, further embedding the concept of green sustainability into the corporate culture.

The Company adheres to starting small, integrating green and low-carbon culture into every detail of employees' daily work and life. Rational regulation of air conditioning usage: Air conditioning is activated when outdoor temperatures exceed 30°C in summer, with the thermostat set no lower than 26°C. During winter, air conditioning is turned on when outdoor temperatures drop below 5°C. We advocate for green practices, including water and electricity conservation.


The Company has launched a solid waste identification game to enhance awareness of waste categories and disposal methods.

Environmental protection knowledge training for batteries

Special session on energy conservation training

6.4 BIODIVERSITY CONSERVATION

All company facilities are located within designated industrial parks, ensuring no significant adverse impacts on regional ecological environments or biodiversity. New construction, renovation, and expansion projects of factories strictly comply with local environmental regulations, conducting environmental impact assessments and obtaining environmental approvals. When providing photovoltaic and other product solutions, the Company collaborates with clients to assess the impact on local ecosystems during site selection, design, and construction phases. It strictly adheres to relevant laws and regulations to safeguard the regional ecological environment.

07. HUMAN-CENTERED CARE, COLLABORATIVE WIN-WIN

The UN SDGs that this chapter responds to	
Main actions	We oppose forced labor and child labor, prohibit discrimination, and ensure fair and equitable employment; establish a comprehensive compensation and benefits system; develop diverse employee promotion channels and provide extensive training programs; implement occupational health and safety management system requirements; conduct supplier audits and due diligence; actively participate in community development.

7.1 TALENT DEVELOPMENT

Suntech Power has achieved comprehensive management in various stages of employee recruitment, employment, attendance, performance management, promotion, training and resignation by establishing a series of management systems such as Human Resources Control Procedure. This continuous refinement of the talent management framework provides employees with a platform to realize their professional aspirations.

PROTECTION OF EMPLOYEES' RIGHTS AND INTERESTS

The Company strictly complies with relevant laws and regulations such as the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, and has established and implemented a series of human rights protection systems and procedures, including the Child Labor and Juvenile Worker Management Procedure, Management Procedures for Prohibiting Discrimination and Disciplinary Measures, Control Procedures for Prohibiting Forced Labor, and Employee Freedom of Association and Control of Right to Collective Bargaining. The Company firmly opposes forced labor and child labor, and prohibits all threats, abuse, exploitation and forced sexual harassment in the workplace. The location of the Company is not a high-risk area for child labor and forced labor. During the reporting period, there were no incidents of child labor, complaints and incidents related to human rights such as discrimination and forced labor. The Company has successfully passed the SA 8000 system audit, undergoing comprehensive human rights review and evaluation.

The Company prohibits any form of discrimination in recruitment and employment practices based on ethnicity, race, religion, gender, age, sexual orientation, or other protected characteristics. The Company legally contributes to various social insurance programs and housing provident funds for employees. In the event of economic lay-offs, plant closures, or relocations, the Company will provide employees with formal written notice at least one month in advance in compliance with applicable labor laws and regulations.

Equal Employment Opportunity. The Company conducts recruitment through multiple channels, including online information sessions and on-campus career fairs for university hiring, as well as internal referrals and direct hiring within the sales team. In 2024, the Company recruited 63 new employees.

【Data】

2024

Signing rate of employee labor contract: 100%

Social insurance coverage rate: 100%

Employee Privacy Protection.The Company attaches great importance to the protection of employees' personal privacy and information, and constantly improves the collection and use norms of personal data at all stages of the establishment, existence and dissolution of labor relationship. After the new employee reports for entry, personal personnel files will be established, which will be stored in the special archives room and managed by special personnel. The information of all on-the-job employees will be recorded in the electronic management system of human resources when they join the Company. The personnel system of the Company shall be equipped with special personnel for distributing the authority, and employees themselves can only consult the relevant information themselves. Each business module of human resources is equipped with employee information access and usage rights within the applicable business scope. During the reporting period, there was no disclosure of personal information of employees.

Democratic Management. The Company has established a trade union and formulated the Workers' Congress System, creating and maintaining effective grievance and complaint mechanisms to assist employee representatives in fully exercising their rights on behalf of the workforce. The labor union represents employees in signing the Collective Labor Contract and Collective Wage Agreement with the Company, which stipulate working hours, compensation, occupational health and safety, special protections for female employees, and other provisions, actively safeguarding workers' lawful rights and interests. Meanwhile, the labor union oversees the Company's initiatives for safeguarding employee rights and participates in the investigation of staff grievances. During the reporting period, the Company convened one Workers' Congress, which adopted 25 resolution proposals.

【Data】

All employees of the Company have signed collective contracts, and 100% have entered into collective wage agreements.

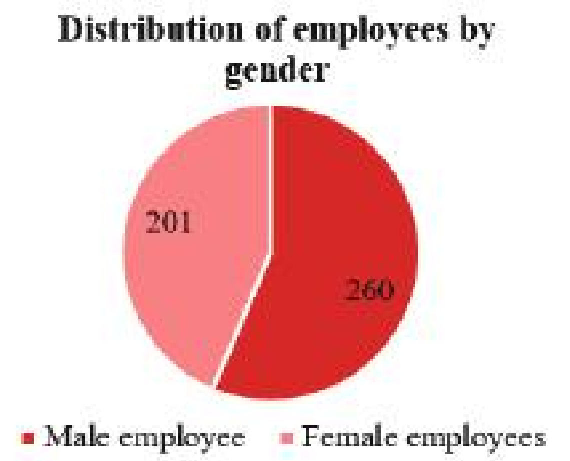
EMPLOYEE DIVERSITY

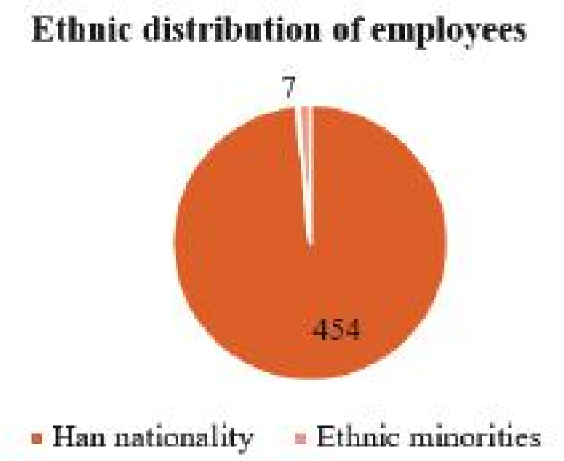
The Company ensures equal employment opportunities and rights for both male and female employees, implements equal pay for equal work, and fully safeguards the special rights and interests of female employees. The Company supports female employees to participate in management, business and technical training, and follows the principle of equality between men and women in promotion, promotion and evaluation of professional and technical titles. The Company fully respects employees' cultural customs and does not interfere with their rights to religious beliefs and practices.

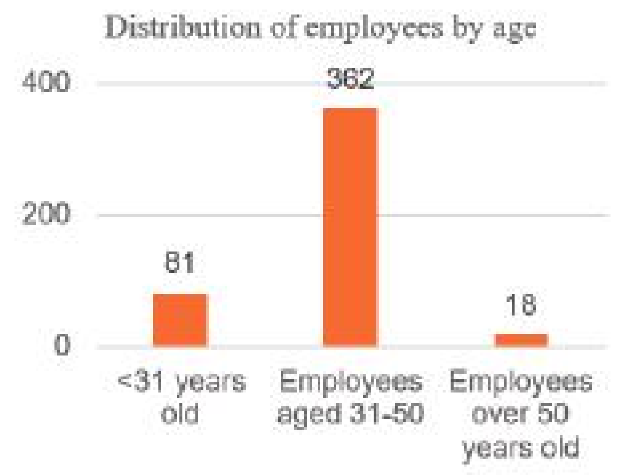
By the end of 2024, Suntech employed 461 full-time staff members, with female employees accounting for 43.6% of the workforce–an increase from the previous year. Among them, 19 were female managers, representing 40.43% of the managerial positions. The Company actively promotes employment opportunities for individuals with disabilities. During the reporting period, Wuxi Suntech recruited five disabled employees.

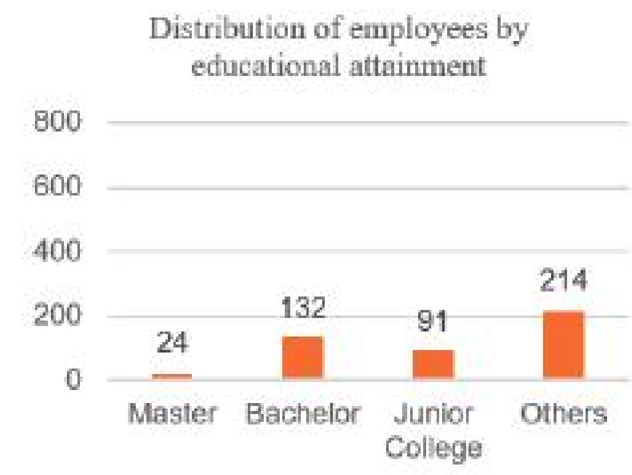
【Data】

During the reporting period, female employees accounted for 43.6% of the Company's workforce, while female managers represented 40.43% of the management team.







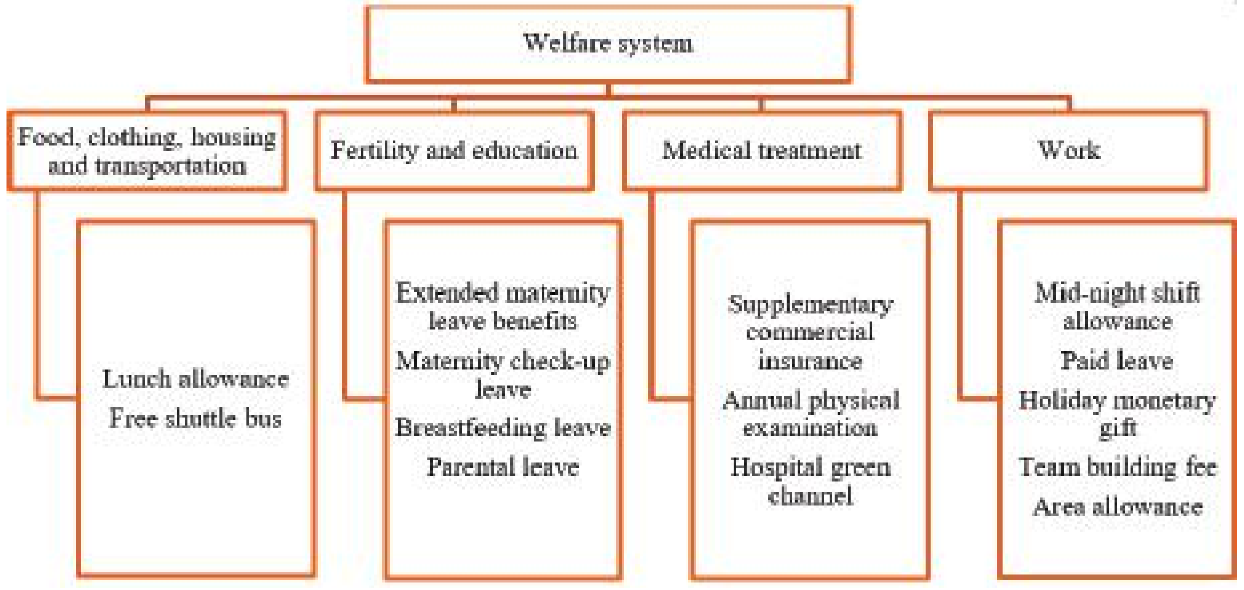


Gift distribution for female employees on Women's Day

Holiday event on Women's Day

SALARY AND WELFARE

The Company strictly abides by national and local laws and regulations, formulates a salary management system based on the strategic development needs of the Company, and provides employees with multi-level welfare protection on the basis of paying basic social security fees in full and on time, so as to improve their quality of life and enhance their enthusiasm and sense of belonging. The Company provides employees with competitive salaries and bonuses. The minimum wage of all employees is higher than the local minimum wage level. The Company's benefits package extends to all employees, with special care and support provided for specific groups such as female staff in special circumstances.



CAREER DEVELOPMENT AND ADVANCEMENT

The Company attaches great importance to the training and development of skilled talents, and regards "building a high-skilled and high-quality workforce" as an important part of the talent strategy. The Company provides a salary structure superior to the industry average, and is equipped with a perfect dual-channel development path of promotion, rotation, competition and career, as well as the annual outstanding individual development and reward mechanism.

To enhance employee competence and work efficiency, upgrade technical knowledge, and stimulate self-development motivation, the Company has formulated the Training Management Regulations, establishing a systematic training framework and employee development system. This initiative comprehensively elevates the capabilities of employees at all levels, injecting continuous vitality into the Company's growth while creating abundant opportunities for employees to advance their professional expertise and comprehensive competency.

Internal training

- Make training plan and carry out all kinds of internal training, including pre-job training for new workers, internal training for departments and cross-department training.
- Implement tutorial system to help new employees familiarize themselves with the environment and work.
- Carry out special training to improve employees' professional skills, such as team leader training camp and campus recruitment training camp.
- Actively encourage employees to participate in various skills, qualifications and management training, and bear relevant learning expenses.

External training

- Join the local Human Resources Association and enjoy the training resources and exchange opportunities in the industry.
- Collaborate with training institutions to develop industry evaluation standards.
- Arrange special operations personnel to participate in initial training and retraining regularly to meet the production and operation needs of the Company.

The Company has formulated the Promotion Management Regulations, which stipulate matters related to performance evaluation, career development pathways, and position promotions for employees after joining the Company. Specialized career development paths have been established for different talent profiles, creating upward mobility channels across four major tracks: management, technical, functional, and marketing. This framework enables employees with diverse personalities and needs to identify promotion approaches that best suit their individual circumstances. The Company enhances employees' diverse competencies through job rotation, position specialization, and internal selection mechanisms, thereby invigorating organizational vitality and facilitating the maximization of individual potential to achieve co-development with the enterprise.

【Key Performance】

2024

100% of employees receive regular performance and career development reviews

100% of employees have received training on social responsibility policies or procedures

EMPLOYEE EXCHANGE

The Company proactively establishes communication channels with employees to listen to their voices. The Company has set up relevant posts in Human Resources Department, President's Office, Administration Department, Trade Union and other departments and organizations to enhance employee communication, and required that all functional departments should try their best to help employees solve the difficulties encountered in their work within the scope of their duties. During the reporting period, there were no labor disputes or labor arbitration incidents in the Company.

The Company's current employee communication channels mainly include:

- Hold regular workers' congresses
- Provide communication platforms such as enterprise WeChat, IP phone, email address and bulletin board
- Performance interview, exit interview and other one-on-one interviews
- Set up rationalization proposal channels such as Heart-to-Heart Tree Hole and "Golden Ideas" suggestions

[Case] Employee's "Golden Ideas" Activities

Every quarter, the Company carries out employees' "Golden Ideas" activities, collects employees' ideas on corporate culture improvement, cost reduction and efficiency improvement, safety and environmental protection, and organizes their implementation. In 2024, a total of 42 actionable golden ideas were collected.

DIVERSIFIED THEMATIC ACTIVITIES

The Company is committed to achieving work-life balance for employees by organizing diverse activities to alleviate work-related stress and enrich their leisure time.

[Case] Organizing Overseas Staff Exchange Program in China

To enhance the cohesion of the overseas sales teams, foster cross-cultural communication, and broaden their international perspectives, the Company has initiated the Suntech Overseas Employee Exchange Program, facilitating their return to the China headquarters for professional interaction. Sales elites from around the globe gathered in Wuxi, engaging in thematic seminars, business exchanges, and cultural immersion activities to jointly envision new developments and co-create a new chapter.

Dragon Boat Festival celebration activities

Mid-Autumn Festival celebration activities

Farewell gathering for retired employees

Organize staff participation in team-building games

7.2 SAFETY PRODUCTION

Suntech Power has always firmly believed that safety is the lifeline of corporate development and the fountainhead of employee well-being. The Company places high priority on safety risk management throughout production and operation processes, ensuring comprehensive implementation of all safety management measures.

SAFETY MANAGEMENT

Suntech Power establishes a safety management system with safety responsibility system as the core, and sets up a safety management committee, with the leader in charge of EHS as the chairman of the committee, the person in charge of EHS as the secretary-general of the committee, and the person in charge of each module and the employee representatives recognized by the trade union as members of the committee. The Safety Committee is responsible for developing and implementing the safety information communication and reporting mechanism, ensuring that each module can upload and issue safety policies, requirements, resolutions, management plans, etc. efficiently and smoothly, and holds quarterly meetings.

Risk Hierarchical Management and Control

Each department adopts LEC method to regularly identify, update and train the risk sources from the aspects of unsafe behavior of people, unsafe state of things, lack of management and environment, in a bid to implement the work of safety in production, improve the understanding of all employees to the risk sources on the operation site, and ensure that all employees can find the potential safety hazards in the operation area in time so as to address potential hazards in the bud in time.

Safety Inspection and Improvement

To strengthen safety production management, the Company establishes a good safety production environment and order, discovers and eliminates risk factors in the production process in time, protects the safety and health of employees in the production process, and protects the property of enterprises from loss. In 2024, the Company conducted 41 specialized hazard identification inspections of various types.

The Company implements comprehensive safety management for external personnel such as contractors and visitors. The Company has established a series of construction safety management systems, requiring contractors to sign work permits and safety management agreements while strictly adhering to corporate regulations. The safety management department conducts pre-employment training on construction safety and factory regulations for contractor employees, and implements work permit approval for eight major special operations to ensure the personal safety of external personnel.

【Data】

In 2024, the Company recorded no severe occupational injuries and detected no cases of occupational diseases.

Note: Serious consequence injuries are injuries that result in death or that the worker cannot, does not or is not expected to fully recover to his or her pre-injury state of health within six months.

OCCUPATIONAL HEALTH

The Company constantly standardizes the occupational health monitoring process, establishes occupational health management plans and occupational health management files as required, fulfills the obligation of informing occupational health hazards, continuously carries out occupational health publicity, training and education, improves labor protection measures and continuously improves working conditions. All departments shall identify occupational hazard factors associated with job positions, establish PPE (Personal Protective Equipment) allocation standards for each position, and conduct training on PPE usage along with specialized inspections of compliance with wearing protocols. The Company regularly entrusts a qualified third party to test the occupational hazards in the workplace, and publicizes the test results and reports in the workshop. Occupational health representatives regularly attend EHS meetings of the Company and track the work resolutions and work progress in time.

In 2024, the Company arranged the employees who are exposed to occupational hazards to have pre-job, on-job and off-job occupational health examinations, totaling 131 person-times, and no cases of occupational diseases occurred. Suntech is equipped with an infirmary, which seamlessly connects with Wuxi Ninth People's Hospital when unexpected situations need to be handled in time.

SAFETY CULTURE AND CAPACITY BUILDING

To enhance employees' safety awareness, strengthen their sense of responsibility for workplace safety, improve compliance with regulations and labor discipline, reinforce legal concepts regarding safety production, and master operational technical requirements as well as accident prevention and handling capabilities, the Company's EHS department organized 12 safety training sessions in accordance with the annual training plan. The training curriculum included: Enterprise Safety Production Responsibility System, Dual-Control Mechanism Safety Training, First Aider and ERT Training, Personal Protective Equipment Usage Training, Accident Case Safety Training, Environmental Protection Knowledge Training, Occupational Health Training, Team Safety Management Training, Emergency Response Knowledge Training, Contractor and Special Operations Safety Training, Fire Safety Training, and Traffic Safety & Winter Fire Prevention Training.

The EHS Department conducts safety education and training for all construction personnel for different operations and projects, clarifies safety precautions and relevant regulations of the Company, and focuses on training for problems such as repeated hidden dangers and injuries on the construction site, thus enhancing the safety awareness of construction contractors.

The Company employs qualified external security teams according to law to be responsible for the safety of people and property in production and office areas, and conducts social responsibility training and safety training according to their power scope and work content. By the end of 2024, there were 14 security guards in Suntech, all of whom were trained in social responsibility policies or procedures.

[Case] Implementation of "First Aid Health Knowledge and Skills Training"

In October 2024, to enhance employees' awareness of health protection and improve emergency response capabilities, the Company organized a knowledge lecture titled "Cherish Life, Care for Health". The content covers accident response protocols (CPR first aid knowledge, artificial respiration, chest compressions) and healthy lifestyle practices, earning high praise from employees.

EMERGENCY MANAGEMENT

The Company has established a three-tier emergency response system, comprising a comprehensive emergency plan, six specialized emergency plans, and seventeen on-site disposal protocols. The Company organizes employees to study emergency response protocols and conducts regular drills to enhance their emergency handling capabilities, ensuring occupational health and safety.

To enhance emergency responders' understanding of contingency plans and operational procedures, as well as their practical skills, the Company conducted 18 emergency drills in 2024 with 141 participants. The drill categories encompass natural gas evacuation drills in dining halls, chemical intermediate warehouse leakage drills, xylene inhalation poisoning drills, emergency evacuation drills, and confined space poisoning/asphyxiation drills. Post-drill effectiveness evaluations were conducted, significantly enhancing the professional competence and response capabilities of emergency response personnel.

Suntech Power has trained 4 certified first responders, achieving a coverage rate of 4%. All departments are equipped with first-aid medicine boxes, emergency flashlights, gas masks, protective screens, C-class chemical protective clothing, chemical protective boots and other emergency materials and facilities.

[Case] Confined Space Asphyxiation Drill in Exhaust Gas Tower

In April 2024, personnel from the Company's ERT (Emergency Response Team) alert group, EHS fire control room duty staff, facility maintenance crew, and on-site communication team jointly participated in a confined space asphyxiation drill involving exhaust gas towers. The exercise validated rescue procedures, equipment integrity, and personnel response time. Field evaluation confirmed the drill achieved anticipated outcomes, effectively enhancing employees' emergency response capabilities for unforeseen incidents.


Conduct emergency evacuation drills

Emergency drill for natural gas leakage in the dining hall

Xylene inhalation poisoning emergency drill

Chemical intermediate warehouse leakage drill

7.3 SUSTAINABLE SUPPLY CHAIN

SUPPLIER MANAGEMENT

In order to build a perfect procurement management system, standardize the procurement operation process, clarify the responsibilities of each post and strengthen the cooperation among various departments, the Company has formulated a series of procurement management systems, such as Procurement Process Control Procedures, Equipment and Facilities Procurement Process Control Procedures and Raw and Auxiliary Materials Procurement Management Regulations. Meanwhile, the Company evaluates and selects suppliers to ensure that their performance meets the requirements of social responsibility, and ensures that suppliers can provide high-quality materials or services at reasonable prices on a stable basis.

New Supplier Introduction

The introduction of new suppliers needs to go through three stages: Introduction preparation, introduction and qualified supplier evaluation. The introduction preparation stage is mainly written data review, and depending on different control measures, suppliers are required to sign the Supplier Code of Business Conduct, Confidentiality Agreement, Supplier Questionnaire, Supplier Self-assessment Form, Supplier Questionnaire, SA8000 Supplier Questionnaire, SA8000 Supplier Risk Assessment Form, etc., and the signing rate of raw and auxiliary materials suppliers with Class A and Class B importance is required to be 100%. In the introduction stage, the Company refers to the Control Procedure for the Import of New Materials in Battery Factory and the Product Import Procedure, and completes on-site review and small and medium batch test of incoming materials according to the important grade of raw and auxiliary materials. For qualified suppliers, Quality, Delivery, Cost, Site (QDCS) evaluation shall be carried out according to the company process, and evaluation process files shall be established and imported into the qualified supplier database.

Supplier audit

For domestic suppliers, since they are rated as qualified suppliers, the Company usually conducts on-site or qualification audits once a year, and appropriately adjusts the audit frequency and audit method according to the actual procurement frequency and product quality of different suppliers. When the purchased materials are unqualified in batches, which seriously affects the quality of finished products, or when the production conditions, production sites and production processes of suppliers change significantly, the Company will organize and implement audits to ensure that suppliers meet the requirements. For foreign strategic material suppliers, the Company shall arrange on-site audits and qualification audits as appropriate, or entrust the nearest foreign branch to conduct on-site audits. The audit criteria encompass: customer service, quality system, environmental safety management, warehouse management, process control, raw material and finished product control, product design and development, as well as procurement and supplier management.

For qualified suppliers, the Company conducts risk assessments in accordance with the SA8000 standard. Based on multiple indicators such as industry sector, enterprise nature, factory location, and procurement volume, suppliers are categorized into three tiers: "I", "II", and "III". Different control measures are implemented for suppliers at each respective tier.

Tier Ⅰ suppliers are required to sign the Supplier Code of Business Conduct and undergo on-site audits.

Tier II suppliers are required to sign the Supplier Code of Business Conduct and complete the SA8000 Supplier Questionnaire.

Tier III suppliers are only required to sign the Supplier Code of Business Conduct.

Suntech Power pays attention to the sustainable development of local communities and actively contributes to local economic growth. Taking the country where the Company's main production base is located as "local", during the reporting period, the proportion of localized procurement reached over 90%.

【Data】

In 2024, the Company conducted on-site audits for 9 new suppliers, with 8 successfully passing the evaluation. Additionally, 25 existing suppliers in the inventory underwent on-site audits, achieving a 100% closure rate for identified issues without any major issues being detected.

Responsible Supply Chain

The Company is committed to collaborating with all partners across the supply chain to enhance environmental, social, and governance performance throughout the entire value chain. In 2024, the Company conducted periodic technical quality exchanges with suppliers through online video conferences and on-site meetings, promptly capturing the latest industry trends and technical requirements to achieve mutual development.

CONFLICT MINERALS

Suntech Power mandates that all suppliers strictly comply with the laws and regulations of their respective countries/regions in all operational activities, and has incorporated these requirements into the Supplier Code of Business Conduct. As the tin metal in the welding strip used as the raw material for production is conflict metal, the Company clearly stipulates the conflict mineral policy in the Supplier Code of Business Conduct, requiring suppliers to conduct reasonable due diligence on their supply chain to ensure that tin metal produced from mineral conflict areas is not purchased or used, and requiring cooperative suppliers to sign the Conflict Mineral Reporting Template (CMRT) survey form and provide a complete statement. In addition, the Company encourages suppliers to become "conflict-free" suppliers to help environmental sustainability and human rights protection.

7.4 COMMUNITY DEVELOPMENT

Suntech Power remains deeply committed to social responsibility, actively giving back to the community through sustained participation in public welfare initiatives since its inception. Moving forward, the Company will continue to allocate additional resources, demonstrating corporate social responsibility leadership to collaboratively achieve more sustainable development with society at large.

08. INDICATOR INDEX

Global Reporting Initiative (GRI Standards 2021) Index Table

Instructions for Use	Suntech Power reported the information cited in this GRI Index with reference to GRI standards from January 1, 2024 to December 31, 2024
GRI1 used	GRI 1: Foundation 2021

GRI STANDARD	Disclosures	Chapter
GRI 2: General Disclosures 2021	**1. The organization and its reporting practices**	
	2-1 Organizational details	About Suntech
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact person	About the Report
	2-4 Restatements of information	Not applicable
	2-5 External assurance	Not applicable
	2. Activities and Workers	
	2-6 Activities, value chain and other business relationships	Company Profile
	2-7 Employees	Talent development
	3. Governance	
	2-9 Governance structure and composition	Organizational Structure
	4. Strategy, Policies and Practices	
	2-26 Mechanisms for seeking advice and raising concerns	Compliance operation
	2-27 Compliance with laws and regulations	Compliance operation
	2-28 Membership of associations	Promote industry development
	5. Stakeholder Participation	
	2-29 Approach to stakeholder engagement	Sustainable Development Management
	2-30 Collective bargaining agreements	Talent development
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainable Development Management
	3-2 List of material topics	Sustainable Development Management
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Operating data

GRI 204: Procurement Practices 2016	3-3 Management of material topics	Sustainable supply chain
	204-1 Proportion of spending on local suppliers	Sustainable supply chain
GRI 205: Anti-corruption 2016	3-3 Management of material topics	Compliance operation
	205-2 Communication and training about anti-corruption policies and procedures	Compliance operation
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	Compliance operation
	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Compliance operation
GRI 207: Tax 2019	207-1 Approach to tax	Operating data
GRI 302: Energy 2016	3-3 Management of material topics	Green energy and green factory
	302-1 Energy consumption within the organization	Green energy and green factory
	302-4 Reduction of energy consumption	Green energy and green factory
GRI 303: Water 2018	3-3 Management of material topics	Green factory
	303-1 Interactions with water as a shared resource	Green factory
	303-2 Management of water discharge-related impacts	Green factory
	303-3 Water withdrawal	Green factory
	303-4 Water discharge	Green factory
GRI 305: Emissions 2016	3-3 Management of material topics	Green energy and green factory
	305-1 Direct (Scope 1) GHG emissions	Green energy and green factory
	305-2 Energy indirect GHG emissions	Green energy and green factory
	305-5 Reduction of GHG Emissions	Green energy and green factory
	305-7 Nitrogen oxides (NO_X), sulfur oxides (SO_X) and other significant air emissions	Green energy and green factory
GRI 306: Waste 2020	3-3 Management of material topics	Green factory
	306-1 Waste generation and significant waste-related impacts	Green factory
	306-2 Management of significant waste-related impacts	Green factory
	306-3 Waste generated	Green factory

	306-5 Waste directed to disposal	Green factory
GRI 401 Employment 2016	3-3 Management of material topics	Talent development
	401-1 New employee hires and employee turnover	Talent development
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent development
GRI 403 Occupational Health and Safety 2018	3-3 Management of material topics	Safety production
	403-1 Occupational health and safety management system	Safety production
	403-2 Hazard identification, risk assessment, and incident investigation	Safety production
	403-3 Occupational health services	Safety production
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety production
	403-5 Worker training on occupational health and safety	Safety production
	403-6 Promotion of worker health	Safety production
	403-7 Prevention and mitigation of occupational health and safety directly linked by business relationships	Safety production
	403-8 Workers covered by an occupational health and safety management system	Safety production
	403-9 Work-related injuries	Safety production
	403-10 Work-related ill health	Safety production
GRI 404: Training and Education 2016	3-3 Management of material topics	Talent development
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent development
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent development
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	Talent development
	405-1 Diversity of governance bodies and employees	Talent development

GRI 406: Non-discrimination 2016	3-3 Management of material topics	Talent development
	406-1 Incidents of discrimination and corrective actions taken	Talent development
GRI 408: Child Labor 2016	3-3 Management of material topics	Talent development
	408-1 Operations and suppliers at significant risk for incidents of child labor	Talent development
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	Talent development
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Talent development
GRI 410: Security Practices 2016	3-3 Management of material topics	Safety production
	410-1 Security personnel trained in human rights policies or procedures	Safety production
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