

A wide-angle, high-angle photograph of a vast solar farm. The rows of dark solar panels stretch far into the distance under a bright blue sky with scattered white clouds. A small white utility box is visible in the middle ground.

SUSTAINABILITY REPORT | 2023

Environmental | Social | Corporate Governance

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1. INTRODUCTION

FORWARD LOOKING STATEMENT

This ESG report has been prepared by Boviet Solar Ltd. (the “Company” or “Boviet Solar”) to facilitate overview of the Company’s sustainability plans, activities and milestones.

The information contained in this report has not been independently verified. These statements involve risks and uncertainties. Forward-looking statements are identifiable by the fact that they do not relate strictly to current or historic facts. Forward looking statements are identified by the use of the words "aim," "believe," "expect," "anticipate," "intend," "estimate," "project," "outlook," "forecast" and other expressions that indicate future events and trends. Many factors could cause actual results to differ materially from Boviet Solar’s

forward-looking statements.

Such factors include statements related to the expected effects on our business of COVID-19, geopolitical events, global economic conditions, increasing price and product competition by our competitors, fluctuations in cost and availability of raw materials, the ability to achieve selling price increases, the ability to recover margins, customer inventory levels, our ability to maintain favorable supplier relationships and arrangements, the timing of and the realization of anticipated cost savings from restructuring initiatives, the ability to identify additional cost savings opportunities, the timing and expected benefits of our acquisitions, difficulties in integrating acquired businesses and achieving expected synergies therefrom, economic and political conditions in the markets we serve, the ability to penetrate

existing, developing and emerging foreign and domestic markets, foreign exchange rates and fluctuations in such rates, fluctuations in tax rates, the impact of future legislation, the impact of environmental regulations, unexpected business disruptions, the effectiveness of our internal control over financial reporting, the results of governmental investigations, and the unpredictability of existing and possible future litigation. Unlisted factors may present significant additional obstacles to the realization of forward-looking statements.

This ESG Report also includes forward-looking statements regarding our sustainability, safety, and health; cybersecurity; culture; diversity, equity, and inclusion; community engagement; and related goals, commitments, and strategies. Our actual future results, including the achievement of our targets, goals, or commit-

ments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors.

Consequences of material differences in the results compared with those anticipated in the forward-looking statements could include, among other things, lower sales or income, business disruption, operational problems, financial loss, reputational harm, legal liability to third parties. Any forward-looking statement speaks only as of the date on which such statement is made, and Boviet Solar undertakes no obligation to update any forward-looking statement, whether as a result of new information, future events or otherwise. You are advised, however, to consult any further disclosures we make on related subjects in our reports to 3rd party independent companies.

MESSAGE FROM CEO

Dear Stakeholders,

As we reflect on the past year, it is clear that the global landscape has experienced unprecedented changes. The unpredictability of the economic environment and geopolitical dynamics, coupled with significant adjustments in the energy market, have underscored the urgency of our mission at Boviet Solar Ltd. to drive forward the clean energy transition. The alignment with the Paris Agreement's emission reduction targets and the broader movement towards a global green economy has made climate governance and clean energy transition a shared goal across the globe.

At Boviet Solar, our commitment to sustainability is at the heart of everything we do. As a leading high-tech enterprise in the photovoltaic power generation sector, we are dedicated to advancing green and sustainable development. Our efforts in research, development, production, and sales of photovoltaic products are guided by a deep-seated belief in the power of innovation to transform the energy landscape.

Our Sustainability Vision

The current wave of energy transformation towards a cleaner, low-carbon future presents both challenges and opportunities. We are continuously enhancing our technologies in the photovoltaic field, striving to expand the application of solar power through product innovation. Our aim is to contribute positively to the environment and to establish a robust foundation for achieving our group's environmental sustainability goals by 2030.

Our core values—"virtue-based, innovation-driven, and performance-oriented"—remain steadfast as we navigate this journey. We collaborate closely with our supplier partners to deliver differentiated products and exceptional service to our customers. Together, we share the responsibility of promoting energy conservation and emission reduction, strengthening supply chain environmental and social responsibility management, and fostering a green supply chain ecosystem.

Commitment to Operational Excellence

Our commitment to lean manufacturing, digiti-

zation, and the Amoeba management strategy forms the bedrock of Boviet Solar's sustainable development. By integrating the eight tools of lean production, we streamline our processes, reduce costs, and improve efficiencies, ultimately lowering the cost of photovoltaic power generation. These efforts contribute significantly to the global pursuit of green, low-carbon development.

Leveraging advanced digital technologies, including big data analysis and knowledge graph construction, we accelerate the development of new products and deepen the integration of digitization across marketing, R&D, manufacturing, and supply chain management. These innovative practices enable us to build a responsive and efficient operation system, epitomized by our smart factory that combines lean production and digital innovation.

Investing in Talent

Our people are the driving force behind our sustainable growth. We prioritize the selection and cultivation of young, passionate, and responsible talents equipped with lean and digital expertise. By fostering an environment of continuous learning

and development, we empower our employees to realize their potential and grow alongside the company. Our talent strategy includes robust training programs and a dynamic "promote or demote" mechanism to ensure we have the best teams in place to drive our sustainability goals forward.

Looking Ahead

As we enter a new year, we do so with a sense of optimism and determination. Boviet Solar remains committed to being a leading advocate and practitioner of sustainable development within the clean energy sector. We are enthusiastic about the opportunities ahead and are dedicated to deepening our focus on photovoltaic innovation and the clean energy transition. With a spirit of resilience and a commitment to excellence, we are poised to make significant contributions to the global clean energy industry.

Thank you for your continued support and trust in Boviet Solar.

Jimmy Xie
CEO Boviet Solar

COMPANY HIGHLIGHTS

Founded in 2013 in Vietnam, Boviet Solar is a Tier 1 solar technology company that specializes in the manufacturing of Monocrystalline PERC, TOPCon PV cells and Gamma Series™ Monofacial, Vega Series™ Bifacial PV modules, as well as solar project development. The company offers business, financial stability, technological know-how, manufacturing excellence, top-performing PV modules, supply chain transparency and strong

environmental, social, corporate governance protocol and client relations based on mutual partnership. As of January 2024, Boviet Solar’s annual PV cell and PV module manufacturing capacity is 3.0 GW, it has delivered a total of 6.2 GW since inception and mainly focuses on the U.S.A market.



Founded in Vietnam in 2013.



A Boway Alloy company.



Our mission is to make earth a better place for all living things by harnessing the power of the sun.



GW scale PV cell and PV Module manufacturing capacity.



Made in Vietnam.



Made in the USA.



Mono PERC cell bifacial and monofacial PV Modules portfolio.



Mono TOPCon cell bifacial and monofacial PV Modules portfolio.



Bloomberg New Energy Finance Tier 1 PV Module manufacturer.



Black & Veatch successful manufacturing assessment.



PVEL I KIWA PV Module Reliability Scorecard top performer since 2019.



W&M TOD 10 PV Module Manufacturer.



Transparent supply chain protocol.



Committed to ESG protocol.



International trade compliance.



Member of SEIA.org and committed to advancing solar energy use worldwide.

SUSTAINABILITY MILESTONES



At Boviet Solar, sustainability is at the heart of everything we do. Our mission is to harness the power of the sun to provide clean, renewable energy solutions that contribute to a greener and more sustainable planet. By producing high-efficiency solar panels, we not only help reduce carbon footprints but also drive the transition towards a low-carbon economy.

KEY SUSTAINABILITY MILESTONES: 2019-2023

Boviet Solar celebrates significant milestones in environmental sustainability, social sustainability, and corporate governance, reflecting our holistic approach to responsible business practices.

Boviet Solar is proud of these milestones, reflecting our unwavering commitment to sustainability and social responsibility. We continuously strive to improve our environmental impact, foster a supportive and inclusive workplace, and maintain high standards of corporate governance. Together, we are driving change towards a more sustainable future.

Corporate Governance Milestones

- Our board of directors consists of nine members with diverse genders, ages, professional capabilities, and background experiences, including three independent directors, accounting for 33% of the total board members.



Environmental Sustainability Milestones

Electricity Use Reduction

- **38% decrease** in Electricity Intensity of Cell production.
- **48% decrease** in Electricity Intensity of Module production.

Water Use Reduction

- **68% decrease** in Water Intensity.

End of Life Cycle

- All photovoltaic component designs have passed the rigorous Toxicity Characteristic Leaching Procedure (TCLP) tests.
- **48% decrease** in Waste Emission Intensity.
- **91% increase** in Waste Recycling and Reuse Intensity.

Social Sustainability Milestones

Employee Relationship

- The recorded injury rate is 0 per million work hours for 2023.
- 49.16% of the total employees are female during the reporting period.
- A diverse workforce with nationalities from Asia, the Americas, and Europe.

Community Relations

- Boviet Solar actively supports impactful groups like Big Brothers Big Sisters, IREC, GRID Alternatives, Solar United Neighbors, Vote Solar, and ReVolv, reinforcing its commitment to renewable initiatives and community empowerment.

Supply Chain Relations

- Strong internal supply chain transparency protocols along with collaboration with 3rd party independent auditing companies to provide full, transparent supply chain mapping and audit information.

SUSTAINABILITY 2030 GOALS

At Boviet Solar, sustainability is more than a goal—it's a core principle that shapes every decision we make. We are committed to reducing our environmental impact, promoting renewable energy, and fostering a culture of responsibility and innovation. By integrating sustainable practices into our operations, we strive to create a positive impact on the planet and ensure a greener, healthier future for generations to come. Together, we are building a sustainable world.

Key Sustainability Goals: 2030

Boviet Solar is proud to pledge our commitment to the United Nations Sustainable Development Goals (SDGs), aligning our mission with the global agenda for a more sustainable future. As a leading provider of renewable energy solutions, we recognize the critical role our industry plays in addressing pressing environmental and social challenges.

In 2023, Boviet Solar set ambitious sustainability goals aimed at reducing our environmental impact while fostering diversity, equity, and community support. Our key sustainability goals for the year included:



28% ↓

in GHG Emissions Intensity

We committed to significantly reducing the intensity of our greenhouse gas emissions, contributing to mitigating climate change and promoting a low-carbon economy.



28% ↓

in Solar Cell Electricity Intensity

By improving the efficiency of our solar cell production processes, we aimed to reduce electricity consumption, enhancing the sustainability of our operations.



28% ↓

in Solar Module Electricity Intensity

Similar to our solar cell production, we focused on optimizing the efficiency of our solar module manufacturing processes to minimize electricity usage.



Building a More Diverse, Equitable, and Inclusive Workplace

We continued our efforts to foster diversity, equity, and inclusion within our workforce, creating an environment where all employees feel valued and empowered to succeed.



25% ↓

Decrease in Water Intensity

Water conservation is a priority for us, and we aimed to reduce our water usage intensity by 25%, minimizing our impact on local water resources.



Supporting Communities Around Us

Recognizing the importance of giving back, we remained committed to supporting communities near our operations through various initiatives focused on education, health, environmental stewardship, and community development.



22% ↓

Decrease in Waste Intensity

We strived to minimize waste generation across our operations, aiming for a significant reduction in waste intensity through improved efficiency and recycling initiatives.

These sustainability goals underscored our commitment to operating as a responsible corporate citizen, balancing environmental stewardship with social responsibility. Through focused efforts and collaboration, we aimed to achieve these goals and drive positive change both within our organization and in the communities we serve.

INTERNATIONAL INITIATIVES

At Boviet Solar, we demonstrate daily that business can and should be a force for good. Over the past year, we have made significant strides through our Environmental, Social, and Governance (ESG) initiatives. This progress would not be possible without the innovation and collaboration of our teams across Boviet Solar and the support of our partners. As we look ahead, we recognize there is still much to be done. We are committed to building on our efforts and driving even greater impact in the years to come.

International Collaborations

Boviet Solar is proud to engage in international collaborations focused on Environmental, Social, and Governance (ESG) initiatives, recognizing the importance of collective action in addressing global sustainability challenges. Through strategic partnerships with organizations, governments, and industry leaders worldwide, we amplify our impact and drive positive change on a global scale.

CDP Climate Change



Boway Alloy Company Score was B in 2023. Boviet Solar is a subsidiary company of Boway Alloy. CDP was established as the Carbon Disclosure Project in 2000, asking companies to disclose

their climate impact. For more information, please visit www.cdp.net

International Certifications

Boviet Solar proudly upholds the highest Environmental, Social, and Governance (ESG) standards, as evidenced by our commitment to obtaining and maintaining industry-leading certifications. These certifications validate our dedication to sustainability, ethical business practices, and social responsibility across all facets of our operations.

ISO 14001: Environmental Management System



This certification acknowledges our commitment to minimizing our environmental footprint

through effective management of environmental impacts. For more information please visit www.iso.org

ISO45001: Occupational Health and Safety Management Systems



Ensuring a safe and healthy workplace for our employees is paramount, and this certification validates our efforts in maintaining robust occupational health and safety practices. For more information please visit www.iso.org

ISO9001: Quality Management System



While ISO 9001 itself does not specifically address sustainability, Boviet Solar leverages its framework to embed sustainability principles into its quality management systems, thereby fostering a culture of sustainability and driving positive environmental and social outcomes. For more information please visit www.iso.org

As a socially responsible company, we adhere to the highest standards of social accountability with treatment of workers, ethical labor practices, and respect for human rights. Boviet Solar efforts in fostering diversity, equity, and inclusion within our workforce, promoting an environment where all employees feel valued and respected. Upholding principles of transparency, accountability, and ethical governance is fundamental to our business practices.

These certifications demonstrate our dedication to operating as a responsible corporate citizen and serve as a testament to the values we uphold. At Boviet Solar, we are committed to continuous improvement and strive to exceed ESG standards, contributing to a more sustainable and equitable world for all.



UN SUSTAINABLE DEVELOPMENT GOALS

At Boviet Solar, we are deeply committed to the United Nations Sustainable Development Goals (SDGs). These goals guide our efforts to address global challenges such as poverty, inequality, climate change, and environmental degradation. Our initiatives are aligned with the UN SDGs, reflecting our dedication to creating a sustainable and equitable world.

We actively contribute to several SDGs through our focus on renewable energy, responsible production, and community engagement. By promoting clean energy solutions, we support SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). Our commitment to ethical business practices and social responsibility aligns with SDG 8 (Decent Work and Economic Growth) and SDG 12 (Responsible Consumption and Production) and more.

At Boviet Solar, we believe that achieving these goals requires collaboration and innovation. We are proud to partner with organizations and communities to drive meaningful change and make a lasting impact. Together, we are working towards a sustainable future for all.

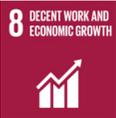


The Sustainable Development Goals (SDGs) are a universal call to action to create a more fair, just, and equitable world. In 2015, all member states of the United Nations adopted the 2030 Agenda for Sustainable Development. This agenda consists of 17 SDGs that provide a shared blueprint for a more peaceful, prosperous, and sustainable future. For more information about United Nations global goals, please visit www.globalgoals.org/goals/



At Boviet Solar, our ongoing efforts have significantly contributed to the following UN Sustainable Development Goals (SDGs), including but not limited to:

UN Sustainability Goal	Focus
	<p>No Poverty</p> <p>End poverty in all forms everywhere.</p>
	<p>Good Health and Well Being</p> <p>Ensure healthy lives and promote well-being for all at all ages.</p>
	<p>Quality Education</p> <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>
	<p>Gender Equality</p> <p>Achieve gender equality and empower all women and girls.</p>
	<p>Clean Water and Sanitation</p> <p>Ensure availability and sustainability management of water and sanitation for all.</p>

UN Sustainability Goal	Focus
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Affordable and Clean Energy Ensure access to affordable, reliable, sustainable, and clean energy.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Decent work and economic growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Industry Innovation and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>Reduce Inequalities Reduce inequalities within and among countries.</p>
 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>Sustainable Cities and Communities Make cities and human settlements inclusive, safe, resilient, and sustainable.</p>
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Responsible Consumption and Production Ensure sustainable consumption and production patterns.</p>

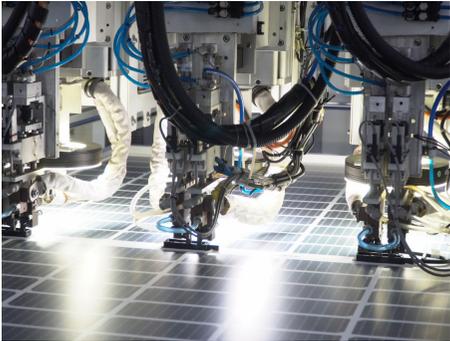
UN Sustainability Goal	Focus
 <p>13 CLIMATE ACTION</p>	<p>Climate Action Take urgent action to combat climate change and its impact.</p>
 <p>15 LIFE ON LAND</p>	<p>Life on Land Protect, restore, and promote sustainable use of terrestrial ecosystems; sustainably manage forests; combat desertification; reverse land degradation; and halt biodiversity loss.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.</p>

Our ongoing efforts to innovate and improve underscore our unwavering dedication to these principles. We are constantly exploring new technologies and methodologies to enhance our renewable energy solutions. Our aim is to inspire others to join us in creating a greener and more sustainable world.



2. BOVIET SOLAR

BOVIET SOLAR



Founded in 2013 in Vietnam, Boviet Solar is a Tier 1 solar technology company that specializes in the manufacturing of Monocrystalline PERC, TOPCon PV cells and Gamma Series™ Monofacial, Vega Series™ Bifacial PV modules, as well as solar project development. The company offers business, financial stability, technological know-how, manufacturing excellence, top-performing PV modules, supply chain transparency and strong environmental, social, corporate governance protocol and client relations based on mutual partnership. As of January 2024, Boviet Solar's annual PV cell

and PV module manufacturing capacity is 3.0 GW, it has delivered a total of 6.2 GW since inception and mainly focuses on the USA market.

The company works with EPCs, developers, installers, and contractors to deliver top-performing PV modules for utility-scale, commercial, industrial, and residential solar projects. With a proven track record of successfully working with many of the industry's leading players, Boviet Solar has maintained its position as a BloombergNEF Tier 1 solar module manufacturer since 2017. Boviet Solar's PV Modules are known for their power, performance, and quality and have been rated as top performers on kiwa/PVEL's PV Module Reliability Scorecard since 2019. Black & Veatch successfully completed an independent assessment of Boviet Solar's manufacturing facilities in 2022. Boviet Solar's manufacturing facilities are located in Vietnam and the USA, and the company has offices in the United States, Germany, and China, with its global headquarters in Vietnam.

SOLAR ENERGY



The amount of sunlight that strikes the earth's surface in an hour and a half is enough to produce the entire world's energy needs for a full year. At Boviet Solar, we're passionate about

harnessing the power of the sun to create a brighter, cleaner future for all. Solar energy isn't just a technology—it's a solution that offers endless possibilities and benefits:

Clean & Sustainable

Solar power is a clean, renewable energy source that helps reduce greenhouse gas emissions and combat climate change. By tapping into the abundant energy of the sun, we can power our world without harming the environment.

Affordable & Accessible

Advances in solar technology have made it more affordable and accessible than ever before. From residential rooftops to large-scale solar farms, solar energy systems can be tailored to meet the needs of individuals, communities, and businesses alike.

Energy Independence

By generating electricity from sunlight, we can reduce our reliance on fossil fuels and foreign energy sources. Solar energy provides a path to greater energy independence, resilience, and security for communities and nations around the globe.

Job Creation & Economic Growth

The solar industry is a major driver of economic growth and job creation. From manufacturing and installation to maintenance and research, solar energy creates opportunities for employment and investment in local communities.

Innovation & Technological Advancement

Investing in solar energy fosters innovation and drives technological advancement in energy storage, grid integration, and efficiency. These innovations pave the way for a more sustainable and resilient energy future.

Community & Environmental Benefits

Solar projects offer numerous benefits to communities, including improved air quality, increased property values, and new revenue streams for landowners. By investing in solar energy, we can create healthier, more vibrant communities while protecting the environment for future generations.

At Boviet Solar, we're committed to leading the charge towards a clean energy future powered by the sun. Join us in harnessing the limitless potential of solar energy to build a better world for generations to come.

COMPANY CULTURE

At Boviet Solar, our culture is more than just words—it's the foundation of who we are and how we work. Together, we're building a culture that inspires, empowers, and drives us to make a difference in the world.

Company | Mission

At Boviet Solar, our mission isn't just what we do—it's who we are. It's what drives us every day to work harder, dream bigger, and make a positive difference in the world. Join us as we harness the power of the sun to create a brighter, more sustainable future for generations to come.

**Mission Statement**

Our mission is to better our planet for all living things by harnessing the power of the sun.

**Company Slogan**

Creating a sustainable future.

Company | Culture

At Boviet Solar, our culture is more than just a set of values and beliefs – it’s the heartbeat of who we are and how we operate every day. We believe that our culture is the foundation of our success and the driving force behind everything we do. Here’s what you can expect from our company culture:



Collaboration and Teamwork

We believe in the power of teamwork and collaboration to achieve shared goals and solve complex problems. We value diverse perspectives, open communication, and mutual respect, and we work together across departments and hierarchies to make a positive impact.



Innovation and Creativity

We foster a culture of innovation and creativity that encourages curiosity, experimentation, and continuous learning. We embrace change as an opportunity for growth and improvement and empower employees to think outside the box and challenge the status quo.



Customer-Centricity

We are deeply committed to our customers’ success and satisfaction. We go above and beyond to understand their needs, exceed their expectations, and build lasting relationships based on trust, integrity, and reliability.



Integrity and Ethics

We hold ourselves to the highest ethical standards and integrity in all our interactions and decisions. We do the right thing even when no one is watching and strive to build trust and credibility with our stakeholders through transparency, honesty, and accountability.



Diversity and Inclusion

We celebrate diversity in all its forms and believe that inclusion is key to unlocking the full potential of our team. We create a welcoming and inclusive environment where everyone feels valued, respected, and empowered to bring their authentic selves to work.



Celebrations

We believe in celebrating successes, milestones, and achievements along the way. We foster a fun and positive work environment where laughter, camaraderie, and teamwork are encouraged and celebrated.

Our culture is what sets us apart and defines us as a company. We are proud of the culture we’ve built together, and we are committed to nurturing and preserving it as we continue to grow and evolve.



Work-Life Balance

We recognize the importance of work-life balance in maintaining employee well-being and productivity. We offer flexibility, autonomy, and support to help employees manage their work responsibilities and personal commitments effectively.



Continuous Learning and Growth

We invest in the learning and development of our employees to foster continuous growth and improvement. We provide opportunities for skill development, career advancement, and personal growth, and we support employees in reaching their full potential.

Company | Values

Boviet Solar's company values are the central, underlying philosophies that guide our business and employees, and reflect our interactions with customers and industry partners. They are established in order to create a shared, enduring, and positive environment for all of us.



Solar Energy

We believe in clean and reliable energy resources.



Customers

We practice win-win partnerships with our customers.



Environment

We care about our community and environment.



Team

We promote team member growth and happiness.



Products

We provide top-performing solar products for different solutions.



Company

We create sustainable, meaningful prosperity.



Business

We practice our business based on trust, transparency, integrity, and reliability in mind at all times.

Company | Business Practices Philosophy

Boviet Solar's day-to-day business operations, strategic decision-making, and interactions with all employees and stakeholders are based on a business philosophy that emphasizes:

Integrity

We conduct ourselves with honesty, transparency, and integrity in all our dealings.

Confidentiality

We respect the confidentiality of sensitive information and protect the privacy of individuals.

Respect

We treat all individuals with dignity, fairness, and respect.

Safety

We prioritize the health, safety, and well-being of our employees, customers, and communities.

Compliance

We comply with all applicable laws, regulations, and company policies.

Sustainability Stewardship

We are committed to promoting sustainability.

Accountability

We take responsibility for our actions, decisions, and their impact on others.

Customer Focus

We are dedicated to meeting and exceeding customer expectations.

Transparency

We communicate openly and transparently with our stakeholders.

Continuous Improvement

We strive for continuous improvement in all aspects of our business.

MILESTONES



As we reflect on our journey at Boviet Solar, we're proud to celebrate the milestones and successful years that have shaped our company into what it is today. Here are just a few of the highlights:

2013 marked the beginning of our journey, as we set out with a vision to make solar energy accessible to all. In the following years, we experienced significant growth and expansion, expanding our reach to new markets and establishing ourselves as a leader in the solar industry. Throughout our history, we've been at the forefront of solar technology, pioneering innovations and breakthroughs that have made solar energy more efficient, affordable, and accessible than ever before. We've forged valuable partnerships and collaborations with governments, businesses, and organizations around the world, working together to drive the

transition to a clean energy future.

Our achievements have been recognized with numerous awards and accolades, reaffirming our position as a leader in the solar industry and a driver of positive change. We've made a meaningful impact in the communities where we operate, empowering individuals and organizations to take control of their energy future and improve their quality of life. Throughout our journey, we've remained committed to our core values of sustainability and responsibility, ensuring that our actions have a positive impact on the planet and the people who inhabit it.

Key Company Milestones: 2013-2023

- 6.2 GW PV modules shipment since inception.
- 3.0 GW PERC cell manufacturing capacity.
- 3.0 GW PV module manufacturing capacity.
- Strong presence in USA Utility scale market.
- TOPCon Cell technology introduction with PV Module portfolio.

- BNEF Tier 1 PV Module Manufacturer Ranking.
- PV Module Tech Research PV Module Manufacturer B Ranking.
- Black & Veatch successful manufacturing assessment.
- PVEL PV Module reliability scorecard top performer.
- Exempt from 2022 AD/CVD Trade case final ruling.
- The first company sustainability report has been published.
- 100 MW Solar power plant development in Vietnam
- More than 30 MW Solar power plant development in USA.
- Boviet Solar entered the USA market.
- Boway Alloy acquired Boviet Solar.
- Boviet Solar entered Europe market.
- PERC Cell technology introduction with PV Module portfolio.
- Boviet Solar founded in 2013 in Vietnam.

As we look ahead to the future, we're excited to continue our journey, building on our successes and pushing the boundaries of what's possible in the world of solar energy.

BNEF Tier 1

Bloomberg
NEW ENERGY FINANCE

PV Module Manufacturer

Black & Veatch



Successful Manufacturing
Assessment

PVEL



PV Module Reliability Score-
card Top Performer

GLOBAL FOOTPRINT

Boviet Solar has made a strategic decision to focus exclusively on certain solar energy markets to better serve our clients and develop a deep understanding and expertise in those specific areas. This decision leads to superior products tailored to the unique needs

of the specific market. Together with our partners and customers, we're harnessing the power of solar energy to create a brighter, more sustainable future for all.



· Commercial and customer support teams at each location · Multiple warehouses at each location · Manufacturing facilities in Vietnam

Company Global Footprint

Headquarter:

Vietnam

Number of Employees:

1000 +

Number of commercial offices:

3 Vietnam, USA, and Germany

Location of the Factories:

- Vietnam
- 2 PV Cell manufacturing facilities
- 2 PV Module manufacturing facilities

Market Focus:

- 95% of our PV Modules shipped to customers in the USA market.
- 5% divided between other global markets such as Europe.

Expansion Plan:

- 3.0 GW PV Cell Expansion in Vietnam in 2024
- 2.0 GW PV Module Expansion in USA in 2025

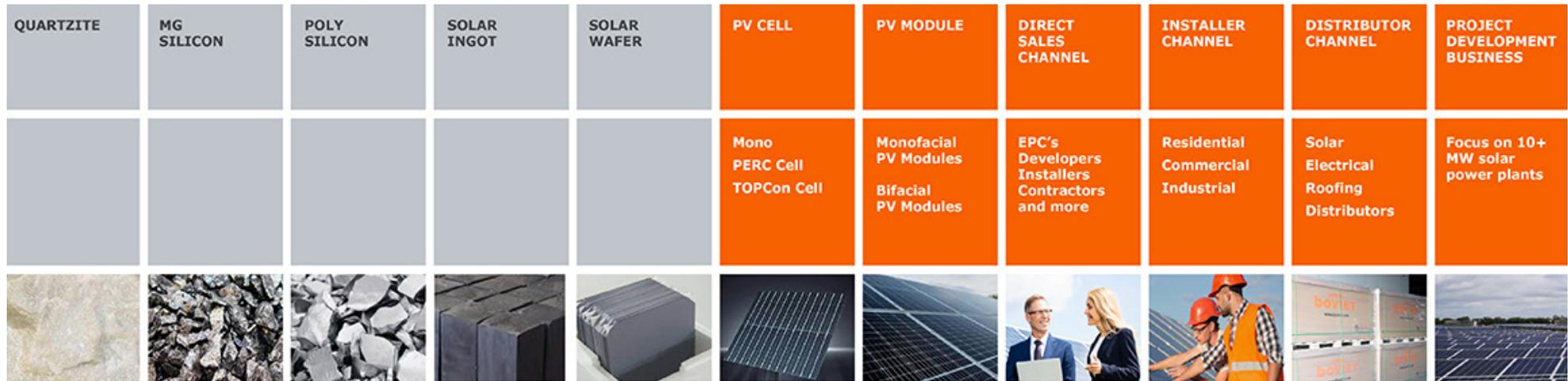
BUSINESS VALUE CHAIN

There is distinct vertical integration within the entire solar power ecosystem, starting from the manufacturing of equipment and solar module production to the installation and operation. Boviet Solar’s solar value chain stretches from manufacturing of PV cells, PV modules to direct sales, installer network, distributor network and in house solar project development.

Focusing on key aspects of the solar value chain enables Boviet Solar to invest more strategically, reduce risks, increase flexibility to follow trends, ensure coherence of client and brand experience, and respond agilely to market volatility.

At Boviet Solar, our business value chain extends far beyond the production of solar panels, encompassing sustainable sourcing, innovative manufacturing, logistics, quality control and assurance, customer service and support, as well as partnerships and collaborations.

We’re committed to creating value at every stage of our business value chain. By focusing on sustainability, innovation, quality, and customer service, we’re able to deliver superior products and services that help our customers achieve their renewable energy goals.



Company value chain

MANUFACTURING FOCUS

Boviet Solar’s manufacturing operations currently reside in Vietnam, boasting a combined capacity of 3.0 GW for both PV cells and PV modules by the end of 2023.

2024 Expansion in Vietnam

In 2024, we are poised to increase our PV cell capacity by an additional 3.0GW at our Vietnam facilities. This expansion underscores our dedication to meeting the escalating global demand for solar energy while solidifying our position as a premier player in the industry.

2025 Expansion in the USA

Following closely in 2025, we plan to expand our PV module capacity by 2.0GW in the USA. This strategic move signifies our commitment to bolstering our presence in key markets and enhancing our ability to serve customers across North America.

By strategically expanding our manufacturing capacities in Vietnam and the USA, we aim to optimize production, enhance supply chain resilience, and better cater to the varied needs of our global clientele. These expansions epitomize our unwavering commitment to innovation, sustainability, and catalyzing the worldwide shift to clean, renewable energy sources.

Manufacturing | PV Products

Boviet Solar excels in the manufacturing of photovoltaic (PV) cells and modules, leveraging cutting-edge technology and innovative processes to produce high-quality solar products. By focusing exclusively on PV cell and module manufacturing, Boviet Solar demonstrates a deep commitment to excellence, innovation, and sustainability in the solar industry. Our dedication to delivering high-quality, reliable solar solutions sets us apart as a trusted partner for customers worldwide, driving the global transition to clean, renewable energy.

PV Cell Manufacturing

**PERC cell based.
TOPCon cell based.**

At Boviet Solar, our solar cell manufacturing process is a testament to our commitment to excellence, innovation, and sustainability.



PV Module Manufacturing

Monofacial PV modules
Bifacial PV Modules

At Boviet Solar, our solar module manufacturing process embodies our commitment to excellence, innovation, and sustainability.



Innovation in Technology

We invest in cutting-edge technology and research to drive innovation in solar panel manufacturing. By staying at the forefront of technological advancements, we're able to continuously improve the efficiency, reliability, and performance of our products.

Sustainability in Practice

Sustainability is at the core of our manufacturing practices. We are committed to minimizing our environmental impact by reducing energy consumption, water usage, and waste generation. Our facilities are designed with sustainability in mind, incorporating eco-friendly materials and processes wherever possible.

Scalability and Flexibility

Our manufacturing operations are designed for scalability and flexibility to meet the growing demand for solar energy worldwide. Whether it's scaling up production to meet increased demand or customizing products to meet specific customer needs, we have the capability to adapt and respond quickly to market dynamics.

Manufacturing | Core Principles

At Boviet Solar, our manufacturing focus is centered on excellence, innovation, and sustainability. Here's how we bring these principles to life in our manufacturing operations:

Excellence in Quality

We uphold the highest standards of quality in every aspect of our manufacturing process. From the sourcing of raw materials to the final inspection of finished products, we prioritize excellence to ensure that our solar panels meet or exceed industry standards and customer expectations.

Employee Safety and Well-being

We prioritize the safety and well-being of our employees in all aspects of our manufacturing operations. We provide ongoing training, resources, and support to ensure that our team members have the knowledge and tools they need to perform their jobs safely and effectively.

Continuous Improvement

We are committed to continuous improvement in our manufacturing processes and practices. Through regular assessment, analysis, and optimization, we strive to identify opportunities for efficiency gains, cost savings, and quality enhancements to deliver greater value to our customers.

At Boviet Solar, manufacturing isn't just about producing solar panels—it's about delivering excellence, innovation, and sustainability in every product we make.



Manufacturing | Digitalization

The digital economy holds immense potential for driving economic growth, enhancing productivity, and fostering sustainable development. At Boviet Solar, we are fully committed to leveraging digital technologies to lead the way in this transformative journey. How we're making strides in the digital realm:

• **Clear Digital R&D Objectives**

Boviet Solar sets precise digital R&D objectives aimed at optimizing production processes, improving efficiency, and elevating product quality. By merging lean production principles with digital innovation, we pioneer the adoption of data analytics tools for production optimization.

encompasses a suite of systems, including CRM, SAP, MES, EAP, Andon, SRM, WMS, PLM, and EAM. These systems seamlessly integrate every facet of our operations, from sales and finance to production, fostering agile collaboration with customers and suppliers and optimizing our supply chain efficiency.

• **Data-Driven Excellence**

Through cutting-edge information systems and data platforms, we prioritize data-driven decision-making. By consolidating data from diverse business systems and establishing unified decision support platforms, we streamline workflows, enhance decision-making processes, and propel automation across our operations.

• **Integration of Lean and Digital Manufacturing**

At Boviet Solar, we seamlessly fuse lean production methodologies with digital manufacturing. Through ongoing collaboration with leading consulting firms, we nurture a culture of lean excellence within our organization. These enhancements, embedded within our information systems, ensure operational efficiency while upholding environmental stewardship and social responsibility.

• **Robust Information Infrastructure**

Our comprehensive information architecture

Boviet Solar's digital economy initiatives underscore our commitment to innovation, efficiency, and sustainability. By embracing digital transformation, we position ourselves at the forefront of the manufacturing industry while advancing our mission of delivering exceptional products and services to our valued customers.

RESEARCH AND DEVELOPMENT FOCUS

At Boviet Solar, innovation is at the heart of everything we do. Our Research and Development (R&D) team is dedicated to pushing the boundaries of solar technology, driving advancements that make renewable energy more efficient, affordable, and accessible than ever before.

Our commitment to innovation is unwavering. We invest in cutting-edge research and development initiatives to develop next-generation solar solutions that meet the evolving needs of our customers and the planet. From enhancing the performance of photovoltaic cells to optimizing the design of solar modules, our R&D efforts are focused on delivering breakthroughs that drive sustainable change.



Research and Development | Efforts

Our commitment to pushing the boundaries of PV product technologies is evident in our areas of focus, including:

Advanced PV Product Technologies

- PERC (Passivated Emitter Rear Cell)**
 We are continuously improving PERC technology to enhance cell efficiency and overall module performance.
- Multi-Busbar Cell**
 Our research focuses on optimizing multi-busbar cell designs to increase power output and efficiency, maximizing energy yield in various conditions.
- Half-Cut Cell**
 By implementing half-cut cell designs, we aim to minimize power loss and improve the reliability and longevity of our PV modules.
- Large Wafer Design**
 We explore the use of larger wafers to increase module power output while maintaining cost-effectiveness and reliability.

Development of High-Efficiency Cell Technology

- N-Topcon**
 Our R&D efforts are centered on the development of N-Topcon technology, a high-efficiency cell technology that combines the benefits of both PERC and TOPCon (Tunnel Oxide Passivated Contact) technologies. N-Topcon cells offer superior efficiency, improved performance in low-light conditions, and enhanced reliability.

High-Power PV Module Product Development

600+W PV Modules

We are dedicated to developing high-power PV modules with outputs exceeding 600 watts. These modules leverage advanced cell

technologies and innovative module designs to maximize power density and energy production, meeting the growing demand for high-performance solar solutions.

Research and Development | Patent and Intellectual Property

At Boviet Solar, safeguarding patents and intellectual property rights is paramount. We recognize the significance of protecting vital technologies and have implemented a robust “Patent Management Policy” to uphold these rights. How we ensure comprehensive protection and awareness:

- **Patent Management Policy**

We have instituted a stringent Patent Management Policy that encompasses standardized workflows for patent layout, industry patent research, and infringement assessment. This policy is meticulously designed to minimize the risk of infringement and fortify our patent protection system.

pecting and prioritizing intellectual property but also empower our workforce with a deeper understanding of its significance. By enhancing awareness and skills in intellectual property protection, we cultivate a culture of vigilance and accountability across our organization.

- **Intellectual Property Training**

Recognizing the pivotal role of intellectual property, we provide comprehensive training programs to our employees. These initiatives not only underscore our commitment to re-

- **Elevating Awareness and Skills**

Our intellectual property training initiatives serve to elevate awareness and skills among our employees. Through these programs, individuals gain insights into the importance of intellectual property protection and acquire practical skills to safeguard Boviet Solar’s innovations and assets.

By fostering a culture of proactive protection, we strengthen our defense against potential infringements and reinforce our competitive edge in the market.

Boviet Solar’s unwavering commitment to patent protection and intellectual property rights underscores our dedication to innovation and excellence. Through our Patent Management Policy and intellectual property training initiatives, we prioritize the safeguarding of our vital technologies while empowering our employees to champion intellectual property protection. Together, we uphold the integrity of our innovations and advance our mission of driving sustainable growth and success.

Research and Development | Industry Collaborations

Boviet Solar is dedicated to fostering innovation and advancing core industry technologies through strategic collaborations with major universities. By partnering with academic institutions, we harness advanced research ca-

pabilities and cultivate talent to drive forward our collective goals. We leverage these collaborations through project research, talent cultivation, knowledge exchange, and accelerating technological advancements.



Hanoi University



Vietnam National University



Huazhong University of Science and Technology



Nanchang University

Boviet Solar is at the forefront of fostering technological breakthroughs in the solar industry through strategic collaborations with prestigious universities. Our partnerships with renowned institutions such as the Hanoi University of Science and Technology (USTH), Vietnam National University (VNU), Huazhong University of Science and Technology, and Nanchang University are instrumental in leveraging advanced research capabilities.

Research and Development | Talent Development

Boviet Solar places a profound emphasis on talent as the cornerstone of value creation. To nurture and harness this talent, we've meticulously crafted the "Regulations on the Training and Development Management of Technical Talents in the R&D Center." This framework establishes a robust evaluation system pivoted on research and technology, prioritizing innovation, contributions, and performance. Introducing a research and development points system allows us to quantifiably assess talent qualifications, cultivating a dynamic and proficient R&D talent pool.

In our pursuit of global excellence, Boviet Solar remains firmly committed to technological innovation and process optimization. By continuously

Boviet Solar's collaboration with major universities exemplifies our commitment to driving innovation and talent development in the solar industry. Through strategic partnerships and collaborative research projects, we leverage the collective expertise of academia and industry to accelerate technological advancements and shape the future of renewable energy.

refining our products' quality and performance, we bolster our market competitiveness, ensuring our offerings meet and exceed industry standards. Our unwavering dedication to innovation, research and development has garnered us significant recognition, exemplified by our attainment of the Vietnam National High-Tech Certification. This achievement underscores our leading position in the solar industry and highlights our remarkable strides in technological innovation and R&D.

Through these initiatives, Boviet Solar is poised to navigate the dynamic global market landscape, propelled by a steadfast commitment to innovation, quality, and excellence.

Research and Development | Patent and Intellectual Property Management

Boviet Solar recognizes the critical importance of safeguarding patents and intellectual property rights, which is why we've implemented a comprehensive "Patent Management Policy." This policy is designed to maximize the protection of our vital technologies through standardized workflows, including patent layout, industry patent research, and infringement assessment. By establishing clear guidelines and procedures, we aim to minimize the risk of infringement and enhance our patent protection system.

Central to our approach is the provision of intellectual property training, which underscores our commitment to respecting and emphasizing the value of intellectual property. This initiative not only demonstrates our dedication to protecting our innovations but also empowers employees with a deeper understanding of the significance of intellectual property rights. By elevating awareness and enhancing skills in intellectual property protection, we bolster our ability to safeguard our inventions and maintain our competitive edge in the market.

As part of our intellectual property training

efforts, on May 20, 2023, we were honored to host a delegation of students led by Dr. Yang Yuxuan from the Faculty of Technical Physics at Hanoi University of Science and Technology (HUST). During their visit, both parties engaged in enriching discussions on materials science, optics, and semiconductor fields. Additionally, we conducted a detailed training session on intellectual property rights, focusing on the importance of intellectual property and its application process. Through this collaborative exchange and training session, we aimed to reinforce awareness among our employees regarding intellectual property rights and deepen our cooperation with academic institutions like HUST.

At Boviet Solar, we remain committed to upholding the highest standards of intellectual property protection and fostering a culture of innovation and respect for intellectual property rights. Through ongoing training and collaboration, we strive to maintain our position as a leader in technological innovation while safeguarding the fruits of our research and development efforts.

COMPANY TECHNOLOGY FOCUS

Boviet Solar is dedicated to advancing the frontier of solar cell technology, driving innovation in efficiency, performance, and sustainability. Our focus on cutting-edge solar cell technology encompasses several key areas:

Solar Cell | Technologies

Mono-crystalline PERC cells-P Type

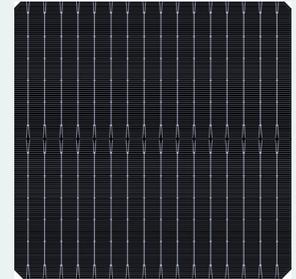
Mono-crystalline silicon, particularly in PERC (Passivated Emitter Rear Cell) form, represents a pinnacle of efficiency and performance in photovoltaic cell production. This technology harnesses the remarkable properties of single-crystal silicon, known for its uniformity and purity. In mono-crystalline silicon, the entire crystal lattice is continuous and unbroken, extending seamlessly to its edges without grain boundaries. This structural integrity enables electrons to flow more freely, resulting in higher efficiency and greater power output from each cell.



PERC Cell

Mono-crystalline TOPCon cells – N Type

TOPCon (Tunnel Oxide Passivated Contact) cells, on the other hand, utilize advanced passivation techniques to achieve superior performance. By employing ultra-thin tunnel oxide layers to passivate the cell surface, TOPCon cells minimize electron recombination, enhancing both efficiency and reliability. This innovative approach allows TOPCon cells to achieve high efficiency levels while maintaining excellent durability and stability over time.



TOPCon Cell

Both mono-crystalline PERC and TOPCon cell technologies exemplify our commitment to pushing the boundaries of photovoltaic innovation. By focusing on these cutting-edge technologies, we aim to deliver solar solutions that not only maximize energy production but also withstand the test of time, contributing to a more sustainable and renewable energy future.

Solar Cell | Technology Features

At Boviet Solar, our technology is more than just cutting-edge—it's revolutionary. Here's why our solar technology stands out:

- **Efficiency & Performance**

Our solar panels are engineered for maximum efficiency and performance, delivering industry-leading conversion rates and energy output. Through continuous research and development, we're pushing the boundaries of what's possible in solar technology to provide our customers with the most efficient and reliable solutions on the market.

- **Durability & Reliability**

We prioritize durability and reliability in every aspect of our technology, from the materials we use to the design of our panels. Our products are built to withstand the harshest environmental conditions, ensuring years of trouble-free operation and minimal maintenance requirements for our customers.

- **Innovation & Advancement**

Innovation is at the heart of everything we do. We're constantly pushing the boundaries of solar technology, exploring new materials, designs, and manufacturing processes to improve efficiency, reduce costs, and enhance performance. Our commitment to innovation ensures

that our customers always have access to the latest and greatest in solar technology.

- **Customization & Flexibility**

We understand that every project is unique, which is why we offer customizable solutions to meet the specific needs of our customers. Whether it's a residential rooftop installation or a large-scale solar farm, we have the expertise and flexibility to design and deliver a solution that's tailored to the requirements of the project.

- **Sustainability & Environmental Responsibility**

Sustainability is a core value at Boviet Solar, and it's reflected in our technology. We prioritize eco-friendly materials and manufacturing processes to minimize our environmental impact and promote a more sustainable future for all. By choosing Boviet Solar technology, our customers can feel confident that they're not just investing in clean energy—they're investing in a cleaner, greener planet.

At Boviet Solar, our technology isn't just about powering homes and businesses—it's about powering progress and driving positive change. Join us in harnessing the power of the sun to create a brighter, more sustainable future for generations to come.

COMPANY PRODUCT FOCUS

Boviet Solar specializes in the production and distribution of two types of PV Modules suitable for residential, commercial, industrial, and utility-scale solar applications. Our Mono-Monofacial

Gamma Series™ and Mono-Bifacial Vega Series™ utilize cutting-edge PERC and TOPCon cell technologies, ensuring superior performance and reliability.

Solar Module | Types

Monofacial PV Modules Gamma Series™

A monofacial solar panel is a type of photovoltaic (PV) module that consists of a single-sided solar cell configuration. These panels capture sunlight on only one side, typically the front surface, to convert it into electricity. The backside of the panel is usually covered or designed to reflect light back onto the front surface for enhanced efficiency.

Monofacial solar panels are the most common type of solar panels used in the industry. They are efficient and cost-effective for various applications, including residential, commercial, and utility-scale installations. However, they have limitations in terms of energy production compared to bifacial solar panels, which can capture sunlight on both the front and back surfaces, increasing overall energy generation.



Front side of the PV Module



Back Side of the PV Module

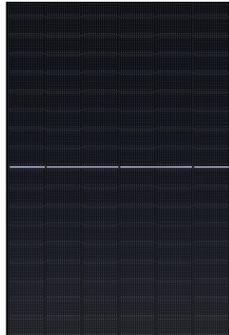
Bifacial PV Modules Vega Series™

Bifacial solar panels are a type of photovoltaic (PV) module designed to capture sunlight on both the front and back surfaces. Unlike monofacial panels, which only utilize the front surface to generate electricity, bifacial panels can also convert light that is reflected onto their rear surface into electricity.

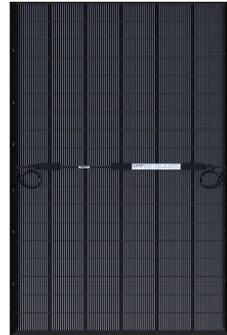
This dual-sided capability allows bifacial solar panels to potentially increase energy production by capturing additional sunlight that would otherwise be lost with traditional monofacial panels. Bifacial panels can be installed in various configurations,

such as elevated above reflective surfaces like white gravel or on specialized mounting systems that allow light to reach both sides.

Bifacial solar panels are becoming increasingly popular for certain applications, especially in environments with high albedo (reflectivity), such as snow-covered areas or near water bodies. They offer the advantage of potentially higher energy yields compared to monofacial panels, making them an attractive option for certain solar projects.



Front side of the PV Module



Back Side of the PV Module

Solar Modules | Features

At Boviet Solar, our solar panels represent more than just cutting-edge technology – they embody a revolutionary approach to harnessing the power of the sun. Here’s why our solar technology stands out:

Innovative Design

Our solar panels are meticulously crafted with innovative design features that optimize energy capture and performance. From advanced cell technologies to optimized module configurations, every aspect of our panels is engineered for maximum efficiency.

Exceptional Quality

Quality is at the core of everything we do. Our solar panels undergo rigorous testing and quality control measures to ensure unmatched reliability and durability. We stand behind the superior quality of our products, delivering peace of mind to our customers.

High Performance

Boviet Solar panels are renowned for their high performance and energy yield. Whether it’s for residential, commercial, industrial, or utility-scale

applications, our panels consistently deliver impressive results, maximizing energy production and minimizing costs.

Sustainability Focus

We’re committed to sustainability in every aspect of our business. Our solar panels enable our customers to reduce their carbon footprint and embrace clean, renewable energy solutions. By choosing Boviet Solar, you’re not just investing in solar panels – you’re investing in a greener, more sustainable future for all.

Continuous Innovation

Innovation drives everything we do. We’re constantly pushing the boundaries of solar technology, exploring new materials, designs, and manufacturing processes to stay at the forefront of the industry. With Boviet Solar, you can trust that you’re getting the latest and greatest in solar innovation.

Experience the revolution in solar technology with Boviet Solar. Join us in powering a brighter, more sustainable tomorrow, one solar panel at a time.

COMPANY SOLAR SOLUTIONS FOCUS

Boviet Solar offers solar modules tailored for a wide range of applications, including residential, commercial, industrial, and utility-scale solar projects.

Solar | Solutions

Residential Solar

Our solar panels are perfect for homeowners looking to harness the power of the sun to reduce energy bills and decrease their carbon footprint. With sleek designs and high efficiency, Boviet Solar panels seamlessly integrate into residential rooftops, providing reliable and sustainable energy solutions for years to come.



Private Residential Home | Installed by Advance Solar and Electric

Commercial Solar

From small businesses to large corporations, Boviet Solar offers commercial solar solutions tailored to meet the unique needs of businesses of all sizes. Whether it's rooftop installations, carport arrays, or ground-mounted systems, our solar panels deliver cost-effective energy solutions that drive savings and sustainability.



Big Brothers and Big Sisters Building | Installed by Revel Energy

Industrial Solar

Industrial facilities require robust and reliable energy solutions, and Boviet Solar delivers. Our industrial solar applications are designed to withstand demanding environments while delivering exceptional performance and efficiency. From manufacturing plants to warehouses, our solar panels provide a reliable source of clean energy for power operations.



Ningbo Boway Alloy Factory | Developed by Boviet Solar

Utility-Scale Solar

For large-scale energy projects, Boviet Solar offers utility-scale solar solutions that are scalable, efficient, and cost-effective. Our high-performance solar panels make Boviet Solar the ideal partner for utility-scale solar installations, helping to meet growing energy demands sustainably.



Golden Triangle I and II | Developed by Origis Energy

Regardless of the application, Boviet Solar's modules are backed by rigorous quality assurance processes, innovative technology, and a commitment to environmental sustainability. Whether it's a small residential system or a megawatt-scale solar farm, our modules deliver consistent, long-term performance, helping customers harness the power of solar energy to achieve their energy goals and contribute to a cleaner, greener future.

COMPANY SOLAR PROJECT DEVELOPMENT

Solar energy, a great option for both public and private organizations seeking to control energy costs and meet sustainability goals, is one of the most efficient and popular forms of renewable energy in the world today. Boviet Solar uses solar for on-site resiliency and provides grid benefits when sold to grid operators.

As a solar technology company, we have a deep bench of experience in developing and maintaining solar energy projects. Boviet Solar focuses on 10 MW plus solar project developments mainly in the USA, Vietnam, and other parts of Asia.



HGC Tien Thuan Solar Power Plant | Developed by Boviet Solar

QUALITY AND RELIABILITY

At Boviet Solar, quality and reliability are the cornerstones of everything we do. We understand that our customers rely on our products to deliver consistent performance over their lifespan. That's why we uphold the highest standards of quality throughout our manufacturing processes and beyond.



Quality Control | Principles

Stringent Manufacturing Standards

Our manufacturing facilities adhere to stringent quality control measures at every stage of production. From the sourcing of raw materials to the final assembly of our solar modules, we maintain meticulous attention to detail to ensure that each product meets our exacting standards.

Advanced Testing Protocols

Before any product leaves our facilities, it undergoes rigorous testing to verify its performance and reliability. We employ advanced testing protocols to simulate real-world conditions and ensure that our products can withstand the demands of various environments and applications.

Continuous Improvement

Quality is not just a one-time goal for us—it's an ongoing commitment. We continuously monitor and evaluate our processes to identify areas for improvement. By embracing a culture of continuous improvement, we strive to enhance the quality and reliability of our products with each iteration.

Comprehensive Warranty Coverage

We stand behind the quality and reliability of our products with comprehensive warranty coverage. Our warranty policies provide peace of mind for our customers, ensuring that they

can rely on Boviet Solar products to perform as promised.

Customer Satisfaction

Ultimately, our success is measured by the satisfaction of our customers. We are dedicated to providing exceptional service and support to ensure that our customers' needs are met promptly and effectively. Our commitment to quality and reliability extends beyond the sale of our products—we are here to support our customers throughout the lifespan of their solar systems.

At Boviet Solar, quality and reliability are non-negotiable. We are committed to delivering products that meet the highest standards of excellence, providing our customers with the confidence they need to invest in renewable energy solutions. With our unwavering dedication to quality, you can trust Boviet Solar to power your world reliably and sustainably.

Quality Control | Steps

Product quality is the cornerstone of our commitment to customer trust and market recognition at Boviet Solar. We understand that delivering excellence in quality is crucial for our customers' satisfaction and our reputation in the industry. How we ensure the highest standards of quality throughout our production process:

Comprehensive Quality Management Control Plan:

Boviet Solar has implemented a comprehensive quality management control plan that encompasses every stage of production. This plan is designed to uphold excellent quality, sustainability, and compliance in our products.

Incoming Quality Control (IQC):

Through IQC inspection standards, we rigorously monitor and assess the quality of raw materials and components. By identifying and addressing quality issues at the earliest stage of production, we minimize risks and ensure the consistency and reliability of our products.

Nonconforming Product Control Procedure:

We have developed a comprehensive “Nonconforming Product Control Procedure” that outlines the steps for handling nonconforming materials, processes, and products. This procedure ensures that deviations from specified requirements are identified, documented, and addressed in a systematic manner.

In-Process Quality Control (IPQC):

During the production of standard components, we imple-

Boviet Solar’s dedication to product quality is unwavering. Through our comprehensive quality management control plan and rigorous inspection standards, we uphold the highest standards of excellence in every product we deliver. With our commitment to continuous improvement, you can trust Boviet Solar to provide reliable, high-quality solutions for your solar energy needs.

ment IPQC inspection standards to maintain quality standards. This includes the establishment of “Standard Component Production Specification” and “Component Process Inspection Plan” to standardize processes related to the selection, calibration, use, and storage of solar photovoltaic module standard boards. These measures guarantee the accurate and reliable transmission of standard component values.

Finished Product Outgoing Inspection:

Our “Finished Product Outgoing Inspection” standards are designed to ensure the quality of products before shipment. Through strict inspection and product sampling, we enhance product qualification rates and safety levels, providing our customers with the assurance of reliable and high-quality products.

Continuous Improvement:

At Boviet Solar, we are committed to continuous improvement in our quality management processes. We regularly review and refine our quality control measures to adapt to changing industry standards and customer requirements, ensuring that we deliver the best possible products to our customers.

Quality Certification | ISO 9001

At Boviet Solar, we adhere to the highest standards of quality management to ensure that our products meet the expectations of our customers and adhere to global best practices. As

part of our commitment to quality excellence, we have obtained ISO 9001 certification, demonstrating our dedication to continuous improvement and customer satisfaction.



ISO 9001:2015

Boviet Solar is dedicated to continuously enhancing the quality of its products through a rigorous approach to quality management. We prioritize the establishment and implementation of robust quality management objectives and methods to ensure that our products consistently meet and exceed industry standards.

Boviet Solar’s commitment to quality improvement management is unwavering. Through process and technology optimization, quality awareness promotion and training, quality process audits, workshop competitions, and adherence to laboratory inspection standards, we continuously strive to enhance the quality of our products and exceed customer expectations.



3. SUSTAINABILITY AT BOVIET SOLAR

SUSTAINABILITY APPROACH

Our world faces a number of global challenges: climate change, transitioning from a linear economy to a circular one, increasing inequality, balancing economic needs with societal needs. Investors, regulators, consumers, and employees are increasingly concerned that companies should be responsible stewards of not only financial capital but also natural and social cap-

ital, with the necessary governance frameworks in place to support these responsibilities.

Boviet Solar's corporate sustainability aims to create long-term stakeholder value through the implementation of a business strategy that focuses on the social, environmental, corporate governance dimensions of doing business.

holders regarding ESG topics, and proactively responding to stakeholders' demands and expectations of the company. To ensure the steady progress of sustainability initiatives, the Sustainability Execution Department actively

engaged in identifying ESG risks and opportunities, developing appropriate response strategies, and implementing actions to mitigate the adverse effects caused by ESG risks.

SUSTAINABILITY GOVERNANCE

During the reporting period, Boviet Solar perfected its ESG governance structure, establishing a three-tier system led by the Chairman, underpinned by the Office of Sustainability and the Sustainability Execution Department. The Chairman is responsible for reviewing the company's sustainability strategies, objectives, action plans, and budget, and for regularly monitoring ESG progress. The Office of Sustainability is tasked with drafting sustainability strategies, deeply integrating these with the company's overall strategies and objectives, and devising plans for implementation, thereby

driving the Sustainability Execution Department to execute these strategies. The Sustainability Execution Department, managed collaboratively by multiple departments, coordinates the implementation of company ESG-related activities, and regularly reports back to the Office of Sustainability.

During the reporting period, the Office of Sustainability enhanced communication with various stakeholders, identifying issues and conducting significance assessments based on the interests of both internal and external stake-

The Chairman

The Chairman is responsible for reviewing the company's sustainability strategy, sustainability goals, sustainability action plans, and budgets related to sustainability actions.

The Chairman regularly reviews the content of ESG initiatives, oversees their progress and improvement, and provides the necessary resources for support.

The Office of Sustainability

The Office of Sustainability, reporting to the Chairman, incorporates ESG-related matters into the scope of strategic formulation. It is responsible for drafting the company's sus-

tainability strategy and related implementation plans, which are then submitted to the Chairman for review and approval.

The Sustainability Execution Department

The Sustainability Execution Department, led by the Department of Digital Transformation, is headed by its department leader, who is the most responsible person. This department incorporates members from R&D, manufacturing, supply chain management, finance, safety and environmental management, and human resources. Together, they address various issues

related to climate, environment, labor rights, and sustainable supply chains, undertaking ESG management activities. The Sustainability Execution Department regularly reports ESG conditions and the progress of related plans to the Office of Sustainability. Additionally, it periodically reports and approves related content.

SUSTAINABILITY FOCUS

ESG stands for Environmental, Social, and Governance. These are referred to as pillars in ESG frameworks and represent the three main areas that Boviet Solar focuses on.



Environmental Sustainability

Environmental sustainability is an approach to identifying and managing our business impacts, both positive and negative, on the environment.



Social Sustainability

Social sustainability is an approach of identifying and managing our business impacts, both positive and negative, on people.



Corporate Sustainability

Corporate sustainability is an approach aiming to create long-term stakeholder value through the implementation of a business strategy that focuses on the ethical, social, environmental, cultural, and economic dimensions of doing business.

SUSTAINABILITY TEAM

Boviet Solar created the internal Sustainability Department to oversee environmental, social, and corporate governance concerns, ensuring responsible, ethical, and sustained success.

But it takes much more than a passionate employee, or several of them, to reach a maximum sustainability effect. Even an entire sustainability team or department, if working alone, can't deliver the results that both companies and the planet need – not if the rest of the company

thinks sustainability “is someone else’s job.”

We have embedded sustainability into the core strategy of our company and integrated it into multiple functional roles throughout the organization. We assign sustainability roles and accountability to a broader set of employees, who will have a greater understanding of the positive correlations between sustainability and profitability, as well as sustainability and competitiveness.

SUSTAINABILITY REPORT

ESG Disclosures

Boviet Solar identified 30 material ESG topics as the focus of our company. Based on our company's own business model, referencing the Global Reporting Initiative's (GRI) Sustain-

ability Reporting Standards, and incorporating best practices from peer companies in ESG, we conducted an analysis of the importance of materiality ESG issues.

Sustainability Focus	Risk Description	
Environmental Sustainability	<ul style="list-style-type: none"> • Environmental sustainability • Compliance and standards • Environmental Sustainability • Focus Culture • Research and Development • Solar Cell Technologies • Solar Module Design • Solar Solutions Diversity • Solar Project Development • Responsible Manufacturing • Protecting Biodiversity 	<ul style="list-style-type: none"> • Energy Management • Renewable Energy Utilization • Greenhouse Gas Emission Management • Water Management • Waste Management Product Life Cycle Management • Climate Related Risks and Opportunities
Social Sustainability	<ul style="list-style-type: none"> • Social Sustainability • Compliance and Standards • Social Sustainability Focus Culture • Caring for Our People • Caring for Humanity • Caring for Stakeholders • Caring for Our Community 	<ul style="list-style-type: none"> • Corporate Governance • Compliance and Standards • Responsible Business Focus Culture • Governance Structure • Governance Policies • ESG Risk Management
Corporate Governance	<ul style="list-style-type: none"> • Corporate Governance • Compliance and Standards • Responsible Business Focus • Culture 	<ul style="list-style-type: none"> • Governance Structure • Governance Policies • ESG Risk Management

ESG Policies

Boviet Solar developed specific environmental, social, governance policies and guidelines to set expectations, keeping the company and management team accountable, ensuring com-

pliance with the law. We want to be a responsible business that meets the highest standards of ethics and professionalism.

1 Environmental Policy Documents

- 1.1.Environmental Sustainability Stewardship
- 1.2.Environmental Health and Safety

2 Social Policy Documents

- 2.1.Social Sustainability Stewardship
- 2.2.Company Culture
- 2.3.Human Rights
- 2.4.Labor Rights
- 2.5.Employee Manual
- 2.6.Equal Employment Opportunity
- 2.7.Diversity, Equity, and Inclusion
- 2.8.Fair Recruitment, Promotion and Reward Policy
- 2.9.Occupational Health and Safety Policy
- 2.10.Anti-Harassment and Anti-Discrimination
- 2.11.Anti-Modern Slavery
- 2.12.Anti-Conflict Minerals and Anti-Conflict Products
- 2.13.Supplier Code of Conducts

3 Corporate Governance Policy Documents

- 3.1.Corporate Governance Stewardship
- 3.2.Business Code of Conducts
- 3.3.Business Code of Ethics
- 3.4.Anti-Bribery and Anti-Corruption
- 3.5.Conflict of Interest
- 3.6.Related Party Transaction
- 3.7.Third Party Transactions
- 3.8.Fair Competition and Dealings
- 3.9.Insider Trading
- 3.10.Whistleblower
- 3.11.Cyber Security
- 3.12.Privacy Policy
- 3.13.Confidential Information
- 3.14.Patent and Intellectual Property

Material Assessment and Stakeholder Engagement

The company adheres to the principles of equality and transparency in communication, attaching great importance to addressing stakeholders' demands and concerns, and strengthening communication and responsiveness with various stakeholders through diverse channels.

Drawing on the best practices of outstanding enterprises both domestically and internationally and aligning with its own sustainable development strategy and industry characteristics, the company identifies core stakeholders as investors

and shareholders, customers, employees, suppliers, government and investment institutions, communities, industry associations, and universities. Regular communication and exchanges are conducted to listen to the suggestions of core stakeholders and to enhance the company's sustainable development performance in a targeted manner.

The following table outlines the framework for addressing the issues raised by stakeholders and our corresponding responses.

Stakeholders	Concerns Issues	Communication Response Method
Investors/Shareholders	<ul style="list-style-type: none"> Financial Returns Corporate Governance Risk Management Sustainable Investments 	<ul style="list-style-type: none"> Financial Reporting Shareholders' Meeting Investor Briefings Offline Surveys Online Communication
Customers	<ul style="list-style-type: none"> Product Quality and Safety Information and Privacy Security Product Innovation Sustainable Products 	<ul style="list-style-type: none"> Customer Service Hotline Satisfaction Surveys Market Research Activities
Industry	<ul style="list-style-type: none"> Common Development 	<ul style="list-style-type: none"> Industry Exhibitions

Stakeholders	Concerns Issues	Communication Response Method
Employees	<ul style="list-style-type: none"> Labor Conditions Health and Safety Career Development Diversity and Inclusion 	<ul style="list-style-type: none"> OA News Center Employee Training Regular Meetings Employee Satisfaction Surveys
Suppliers	<ul style="list-style-type: none"> Integrity and Compliance in Transactions Transparent Procurement Maintaining Partnerships 	<ul style="list-style-type: none"> Supplier Conference Supplier Audits and Evaluations
Government/Regulatory Authorities	<ul style="list-style-type: none"> Compliance with Laws and Regulations Job Creation Green Production 	<ul style="list-style-type: none"> Information Disclosure Invitation for Visits and Inspections Government Meetings Policy Implementation
Community	<ul style="list-style-type: none"> Social Donations Waste and Pollutant Emissions Public Relations 	<ul style="list-style-type: none"> Social Welfare Activities Compliance with Emission Standards Daily Media Communication
Associations/Universities	<ul style="list-style-type: none"> Industry Standards Fair Competition Collaboration Opportunities 	<ul style="list-style-type: none"> Standards Setting Committee Anti-Unfair Competition System Strategic Partnership Discussions

Report Guidelines

Boviet Solar’s sustainability (ESG) report enables both the company and its stakeholders to more clearly understand the impacts of our business activities on the environment and society, as well as our corporate governance policies for conducting ethical and responsible business. The report also highlights sustainability risks and opportunities that the company faces, along with the corrective actions to be taken.

The company is committed to providing transparent environmental, social, and corporate

governance-related information to employees, clients, industry partners, suppliers, government entities, the community, non-governmental organizations, and other stakeholders.

The last report was published in May 2022. The sustainability report is issued on a one-year cycle; the Sustainability Report 2023 (hereinafter referred to as “the Report”) covers the period from January 1, 2023, to December 31, 2023 (hereinafter referred to as the “Reporting Period”).

Report | Scope

The scope of Boviet Solar’s Sustainability report covers its Vietnam-based factories and operating business units in the USA over which Boviet Solar has direct operational control.

Boviet Solar’s core businesses are PV cell manufacturing, PV module manufacturing and solar project development. Boviet Solar currently manufactures PV cells and PV modules only in Vietnam, and solar project development activities are limited to certain regions such as the USA and Vietnam. 99.9% of Boviet Solar’s PV modules are shipped to customers in the USA and companies have limited operations in certain countries in Europe.

Report | Standards

Boviet Solar’s ESG Report is created based on:

GRI Standards: The Global Reporting Initiative is an international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption <https://www.globalreporting.org/>

SDG Standards: These voluntary internal management standards are designed to help businesses and investors integrate sustainability and SDGs into their management systems and decision-making practices. For more information, visit <https://sdgimpact.undp.org/>

Report | Release

Boviet Solar’s sustainability report is published electronically and can be found in English on our company website at <https://www.bovietsolar.com/sustainability>. Your comments are important to us. If you have any questions regarding our sustainability report, please send an email to ESG@bovietsolar.com



4. ENVIROMENTAL STEWARDSHIP

ENVIROMENTAL SUSTAINABILITY

Environmental Sustainability

Boviet Solar’s environmental sustainability refers to the strategies and practices that businesses adopt to minimize their environmental impact and operate in a manner that is environmentally responsible. This involves integrating sustainable practices into their operations, supply chains, and business models to ensure long-term ecological balance.

At Boviet Solar, we are dedicated to creating a sustainable future for our planet. We believe

that business success and environmental stewardship go hand-in-hand. Our commitment to environmental sustainability is embedded in everything we do, from our daily operations to our long-term strategic goals. We understand that our actions today shape the world of tomorrow. We are committed to making a positive impact on the environment and contributing to a sustainable future for generations to come.

Environmental Key Initiatives

Boviet Solar’s commitment to environmental sustainability is embedded in everything we

do, from our daily operations to our long-term strategic goals.



Resource Efficiency

Implementing measures to use natural resources (water, energy, raw materials) more efficiently, reducing waste, and optimizing processes to minimize environmental footprints.



Pollution Reduction

Reducing emissions of pollutants into air, water, and soil through cleaner production techniques, better waste management, and the adoption of pollution control technologies.



Sustainable Supply Chains

Ensuring that materials and products are sourced sustainably, which includes considering the environmental impact of suppliers and encouraging them to adopt sustainable practices.



Energy Conservation

Investing in energy-efficient technologies and renewable energy sources to reduce dependence on fossil fuels and lower greenhouse gas emissions.



Waste Management

Implementing practices to reduce, reuse, and recycle waste, and managing hazardous waste responsibly to prevent environmental contamination.



Product Lifecycle Management

Designing products with their entire lifecycle in mind, from raw material extraction to disposal, aiming to minimize environmental impact at each stage.



Biodiversity Protection

Taking steps to protect and enhance biodiversity, such as supporting conservation projects, reducing habitat destruction, and maintaining green spaces.



Corporate Social Responsibility (CSR)

Integrating sustainability into the company’s broader CSR strategy, aligning business goals with environmental stewardship and social responsibility.



Compliance and Reporting

Adhering to environmental laws and regulations, and transparently reporting on sustainability efforts and progress to stakeholders.



Employee Engagement

Educating and engaging employees in sustainability initiatives to foster a culture of environmental responsibility within the organization.

By implementing these practices, Boviet Solar reduces its environmental impact and contributes to the well-being of the planet.



UN Environmental Sustainability Goals

At Boviet Solar, we are deeply committed to aligning our sustainability initiatives with the United Nations Environmental Sustainability Goals. These goals are integral to ensuring a healthy planet and a sustainable future for all.

We recognize the vital role that businesses play in addressing environmental challenges, and we are dedicated to making a positive impact through our actions.

UN Sustainability Goal	Boviet Solar Statement
6 CLEAN WATER AND SANITATION 	<p>We prioritize efficient water use and conservation across all our operations. Our initiatives include wastewater treatment, reducing water consumption, and supporting clean water projects in the communities we serve.</p>
7 AFFORDABLE AND CLEAN ENERGY 	<p>We shipped 6.2 GW of PV modules. This achievement underscores our commitment to enhancing global energy sustainability and expanding clean energy solutions.</p>
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<p>We develop and promote innovative solar technologies, such as more efficient solar cells or more durable components, making renewable energy more accessible, thereby promoting inclusive and sustainable industrialization and innovation.</p>
11 SUSTAINABLE CITIES AND COMMUNITIES 	<p>We enhance the resilience of urban energy systems by providing reliable solar power that can serve as a backup during power outages or disasters.</p>

UN Sustainability Goal

Boviet Solar Statement



We are committed to sustainable production and consumption patterns. Our practices include reducing waste, promoting recycling and reuse, and ensuring that our products and packaging are environmentally friendly.



We actively work to combat climate change by reducing greenhouse gas emissions and enhancing our climate resilience. Our strategies include setting ambitious emission reduction targets and adopting innovative technologies to mitigate climate impacts.



We are dedicated to conserving terrestrial ecosystems and biodiversity. Our efforts include habitat preservation, and sustainable land management practices to protect wildlife and natural resources.

Environmental Key Milestones

At Boviet Solar, we are steadfast in our commitment to conducting our business operations with utmost consideration for the environment, demonstrating reverence for all living things.

Each year, we make significant progress in minimizing our environmental impact through innovative practices and a deep-rooted commitment to sustainability.

Electricity Use Reduction

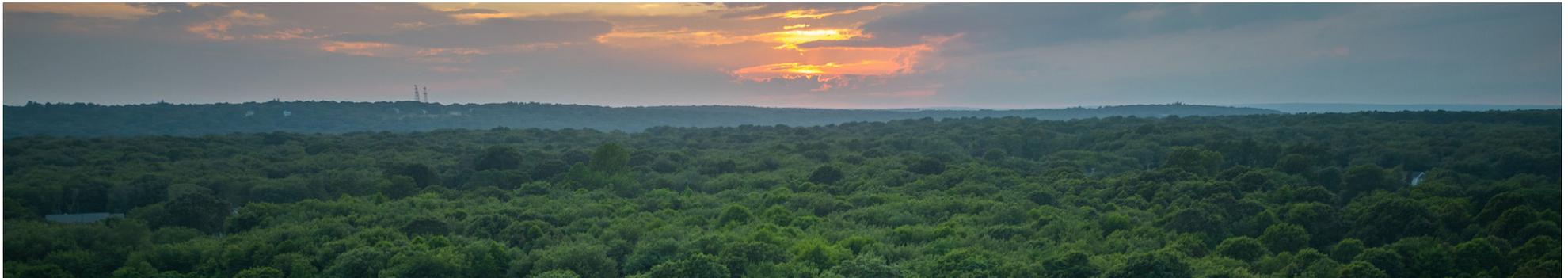
- **38% decrease** in Electricity Intensity of Cell.
- **48% decrease** in Electricity Intensity of Module.

End of Life Cycle

- All photovoltaic component designs have passed the rigorous Toxicity Characteristic Leaching Procedure (TCLP) tests.
- **48% decrease** in Waste Emission Intensity.
- **91% increase** in Waste Recycling and Reuse Intensity.

Water Use Reduction

- **68% decrease** in Water Intensity.



Factors Impacting Environment

In general, manufacturing businesses have a significant impact on the environment due to the nature of their operations.

The key positive factors impacting the environment include:

- **Efficient Resource Use**
Optimizing raw materials, energy, and water consumption.
- **Investment in Renewable Energy**
Utilizing renewable energy such as solar to reduce reliance on fossil fuels.
- **Waste Reduction and Recycling**
Implementing programs to minimize waste and increase recycling rates.
- **Adoption of Clean Technologies**
Incorporating eco-friendly materials and manufacturing processes to reduce pollution.
- **Environmental Management Systems**
Implementing systems to identify, monitor, and manage environmental aspects and impacts.
- **Product Design for Environment (DfE)**
Considering environmental factors throughout the product lifecycle to minimize impacts.
- **Eco-Friendly Packaging**
Using recyclable, biodegradable, and compostable materials to reduce packaging waste.
- **Stakeholder Engagement and Collaboration**
Working with stakeholders to address environmental concerns and implement effective management practices.

By focusing on these key positive factors, Boviet Solar minimizes its environmental impact, promotes sustainability, and contributes to a healthier planet.

The key negative factors impacting the environment include:

- **Resource Consumption**
Raw materials and energy use.
- **Pollution**
Air pollution, water pollution and soil pollution.
- **Waste Generation**
Solid waste, hazardous waste.
- **Energy Consumption**
Energy consumption intensity.
- **Water Use**
Water consumption intensity.
- **Emissions and Effluents**
Greenhouse gases (GHGs)
- **Land Use**
Land consumption intensity.
- **Noise Pollution**
Noise from machinery and industrial operations.
- **Transportation**
Raw materials to finish product.
- **Chemical Use**
Chemical use intensity.

Addressing these environmental impacts requires adopting sustainable practices, such as improving energy efficiency, using renewable energy sources, reducing waste, recycling, and implementing pollution control technologies. By prioritizing environmental sustainability, Boviet Solar reduces its ecological footprint and contributes to a healthier planet.

Strategies to Minimize Environmental Impact

Boviet Solar adopts various strategies to limit its environmental impact. Here are some key approaches:

Energy Efficiency and Renewable Energy

- **Energy-efficient Equipment**
Investing in energy-efficient machinery and equipment.
- **Renewable Energy**
Transition to renewable energy sources such as solar for powering operations.

Waste Reduction and Recycling

- **Lean Manufacturing**
Implementing lean manufacturing principles to minimize waste.
- **Recycling Programs**
Establishing comprehensive recycling programs for materials like metal, plastic, and paper.

Sustainable Sourcing

- **Sustainable Materials**
Sourcing raw materials from sustainable and ethical suppliers.
- **Supply Chain Audits**
Conducting regular audits of suppliers to ensure compliance with environmental standards.
- **Local Sourcing**
Sourcing materials locally to reduce transportation-related emissions.

Water Conservation

- **Water-efficient Processes**
Upgrading to water-efficient technologies and processes.
- **Reuse and Recycling**
Implementing systems to reuse and recycle water within the manufacturing process.

Sustainable Packaging

- **Reduce Packaging**
Minimizing the amount of packaging used without compromising product safety.
- **Recyclable Materials**
Using recyclable or biodegradable packaging materials.
- **Packaging Design**
Designing packaging that can be easily recycled or reused.

Product Lifecycle Management

- **Eco-design**
Designing products with their entire lifecycle in mind, focusing on durability, repairability, and recyclability.
- **Extended Producer Responsibility (EPR)**
Taking responsibility for the entire lifecycle of products, including end-of-life management.
- **Circular Economy**
Adopting circular economy principles to ensure products and materials are reused, repaired, or recycled.

Green Logistics

- **Efficient Transportation**
Optimizing logistics and transportation routes to reduce fuel consumption and emissions.
- **Intermodal Transport**
Using intermodal transport methods to reduce reliance on road transport and minimize carbon footprint.

Pollution Prevention and Control

- **Emissions Control**
Installing and maintaining pollution control devices such as scrubbers, filters, and catalytic converters.
- **Spill Prevention**
Implementing spill prevention and response plans to manage accidental releases of pollutants.

Biodiversity and Land Use

- **Green Spaces**
Creating and maintaining green spaces around manufacturing facilities.
- **Biodiversity Projects**
Supporting biodiversity conservation projects and habitat restoration efforts.
- **Sustainable Land Use**
Planning and managing land use to minimize habitat destruction and ecological disruption.

Stakeholder Engagement

- **Community Engagement**
Engaging with local communities to address environmental concerns and involve them in sustainability initiatives.
- **Transparency**
Communicating environmental performance and sustainability efforts transparently to stakeholders.
- **Collaboration**
Collaborating with industry partners, NGOs, and governments to promote sustainability and share best practices.

Environmental Management Systems (EMS)

- **ISO 14001 Certification**
Implementing an EMS that complies with ISO 14001 standards to systematically manage environmental performance.
- **Continuous Improvement**
Regularly reviewing and improving environmental policies and practices.
- **Employee Training**
Training employees on environmental policies and best practices to ensure company-wide adherence.

By adopting these strategies, Boviet Solar significantly reduces its environmental impact, improves operational efficiency, and contributes to a more sustainable future.

CASE STUDY | Digitalized Manufacturing

The development of the digital economy is a crucial pathway for driving economic growth, enhancing productivity, and promoting sustainable development. Boviet Solar actively participates in the wave of digital economy development by engaging in digital research and development (R&D) initiatives and establishing clear digital R&D objectives. As a pioneer in the digital transformation of the manufacturing industry, Boviet Solar integrates lean production with digitization, leading the industry in the adoption of data analytics tools to support production optimization. Leveraging advanced information systems and data platforms, we are committed to achieving data-driven production optimization, continuously improving manufacturing efficiency and product quality, and delivering superior products and services to our customers.



Data-Driven Business Improvement

Through data-driven business improvement, we unify data from various business systems, establish a data platform, and implement a cross-system unified decision support platform. Leveraging big data analytics tools, we delve deep into the value of business data, optimizing workflows, enhancing decision-making efficiency, and ultimately promoting the intelligence and automation of the company's overall operations.

Comprehensive Information Infrastructure

Boviet Solar has established a comprehensive information architecture comprising a series of systems including CRM, SAP, MES, EAP, Andon, SRM, WMS, PLM, EAM, and more. This comprehensive network covers every aspect from sales, finance, procurement, and inventory management to production processes. By integrating complex supply chain processes, we achieve seamless data integration and smooth information flow, enhancing the efficiency and responsiveness of our entire supply chain. This fosters stronger interaction and collaboration with customers and suppliers.

Integration of Lean Production and Digital Manufacturing

Boviet Solar integrates lean production with digital manufacturing, focusing on the convergence of lean principles, information technology, and automation.

We regularly invite experts from high-end consulting firms to provide guidance, fostering the cultivation and improvement of a lean culture. The outcomes of these improvements are solidified within our information systems, ensuring that while maintaining high operational efficiency in our factories, we also prioritize environmental protection and fulfill our social responsibilities.

Commitment to Environmental Sustainability

In line with our commitment to environmental sustainability, we continuously work towards minimizing our environmental impact. Our digital and lean initiatives contribute to resource efficiency, waste reduction, and overall environmental stewardship. By leveraging technology and data-driven approaches, we strive to reduce our carbon footprint, conserve natural resources, and promote sustainable practices across all aspects of our operations.

At Boviet Solar, we believe that the integration of digital innovation and lean production not only drives economic growth and enhances productivity but also plays a vital role in promoting sustainable development. We are dedicated to leading the way in digital transformation, ensuring that our operations are efficient, our products are of the highest quality, and our commitment to environmental sustainability is unwavering.

ENVIRONMENTAL COMPLIANCE AND STANDARDS

At Boviet Solar, we rigorously adhere to the environmental protection laws and regulations of the countries where we operate. Our comprehensive environmental management practices encompass the treatment and disposal of wastewater, emissions, solid waste, and chemicals, with the aim of minimizing environmental impact throughout our operations.

Adhering to Environmental Protection Laws

We are committed to complying with all relevant environmental laws and regulations. This includes:

Wastewater Treatment

Ensuring all wastewater generated by our operations is treated to meet or exceed local regulatory standards before discharge.

Solid Waste Management

Adopting sustainable waste management practices to minimize landfill waste and promote recycling and reuse.

Emissions Control

Implementing advanced technologies and processes to reduce air emissions from our manufacturing facilities.

Chemical Handling

Managing chemicals responsibly to prevent environmental contamination and ensure safe disposal.

Compliance with TSCA Regulations



We continuously monitor and adapt to updates in the Toxic Substances Control Act (TSCA) regulations by the United States Environmental Protection Agency (EPA). This includes ensuring our products and operations comply with the latest legal requirements regarding Persistent, Bioaccumulative, and Toxic (PBT) chemicals. Our proactive approach ensures that we remain compliant with evolving regulatory standards, safeguarding both the environment and public health.

TCLP Testing for Photovoltaic Components



All our photovoltaic component designs undergo rigorous testing, including the Toxicity Characteristic Leaching Procedure (TCLP) tests. These tests ensure the absence of toxic metal substances such as arsenic, barium, cadmium, chromium, lead, mercury, selenium, and silver. Compliance with the TCLP standards, as set forth by the United States Environmental Protection Agency (EPA) under the TSCA (EPA Test Method 1311), demonstrates our commitment to producing environmentally safe products.





Environmental Impact Minimization

Our ongoing efforts to minimize environmental impact include:

- **Continuous Improvement**

Regularly assessing and improving our environmental management systems to enhance sustainability.

- **Monitoring and Reporting**

Continuously monitoring our environmental performance and transparently reporting our progress to stakeholders.

- **Employee Training**

Educating our employees on environmental best practices and compliance requirements to ensure company-wide adherence.

At Boviet Solar, environmental protection is a core value that guides our operations. By rigorously adhering to environmental laws and regulations and proactively complying with TSCA and TCLP standards, we ensure our commitment to sustainability and environmental stewardship. We are dedicated to minimizing our environmental footprint and contributing to a healthier planet for future generations.

Environmental Management System

Boviet Solar has developed and implemented a comprehensive environmental management framework and mechanisms to uphold our commitment to minimizing our environmental footprint across every stage of the product lifecycle. From the procurement of raw materials to product design, production, and final disposal, environmental stewardship is ingrained in our operations.

ISO 14001:2015 Compliance

Boviet Solar strictly adheres to the ISO 14001:2015 Environmental Management System standards. These internationally recognized standards serve as the foundation of our environmental management approach, providing a systematic framework for identifying, managing, and continuously improving our environmental performance. By aligning with ISO 14001:2015, we ensure that our environmental management practices meet rigorous global standards.



Certificate: ISO 14001 Environmental Management System

Environmental System Approach

Guided by the ISO 14001:2015 standard, Boviet Solar has formulated and continuously improved key environmental management systems and processes. These systems and procedures outline robust processes for identifying environmental issues, rectifying potential hazards, and implementing preventive measures, significantly enhancing our company's environmental management capabilities and standards.

Establishment of Environmental Management Committee and Department

Boviet Solar has established a Safety and Environmental Protection Committee along with a dedicated Safety and Environmental Protection Management Department. These entities are responsible for setting and supervising the company's annual environmental objectives and managing environmental affairs. Through their leadership and oversight, we ensure that environmental considerations are integrated into all aspects of our operations.

Environmental Protection Management Policy

Our company has developed and continuously improved key environmental management documents, including the "Environmental Protection Management Policy" and "Environmental Protection Three Simultaneous Management Regulations." These policies and procedures serve as guiding principles for our environmental management efforts. They clearly define the process for identifying environmental issues, remedying potential hazards, and implementing preventive measures, thereby enhancing our company's environmental management capabilities and standards.

Environmental Incentive Program

Boviet Solar has implemented an environmental incentive program aimed at evaluating the performance of environmental objectives through internal assessments and audits. This initiative is designed to incentivize departments to actively pursue their environmental goals. By rewarding environmental achievements, this program fosters a strong environmental awareness among all employees and encourages innovation in environmental management practices.

Environmental Incentive Audit

In addition to the environmental incentive program, Boviet Solar has established an environmental incentive audit process. This internal evaluation and audit mechanism assesses the performance of environmental objectives and rewards departments for their environmental achievements. By promoting accountability and transparency, this initiative cultivates a culture of environmental responsibility throughout the organization and drives continuous improvement in environmental management practices.

At Boviet Solar, we are committed to proactive environmental risk management and emergency preparedness. Through continuous assessment, training, and collaboration, we aim to minimize environmental risks, protect our assets and employees, and contribute to the well-being of our communities and the environment as a whole.

Environmental Risk Management

To enhance the protection of corporate assets, ensure employee safety, and improve response capabilities to sudden environmental incidents, Boviet Solar conducts comprehensive assessments of environmental risks within our production and operational activities. Based on these evaluations, we formulate effective environmental protection measures and have developed an "Emergency Response Plan for Sudden Environmental Incidents."

Environmental Risk Assessment and Management

We have established a detailed environmental risk management system covering risk prediction, prevention, and emergency response plan development. This process includes regular reviews, discrepancy analysis, and timely corrective actions to ensure the systematic and effective management of environmental risks.

Emergency Preparedness and Response

Building upon the foundation of environmental risk assessment, we actively engage in environmental risk education and emergency

management training to enhance the environmental awareness and emergency response capabilities of all employees. Special emphasis is placed on monitoring potential risk points such as air and water emissions. We have also established emergency wastewater treatment facilities and implemented other preventive measures to significantly reduce the risk of environmental pollution incidents. Additionally, the company is equipped with advanced emergency supplies and equipment and has established an emergency response team composed of professionally trained personnel to ensure swift and effective responses to environmental emergencies.

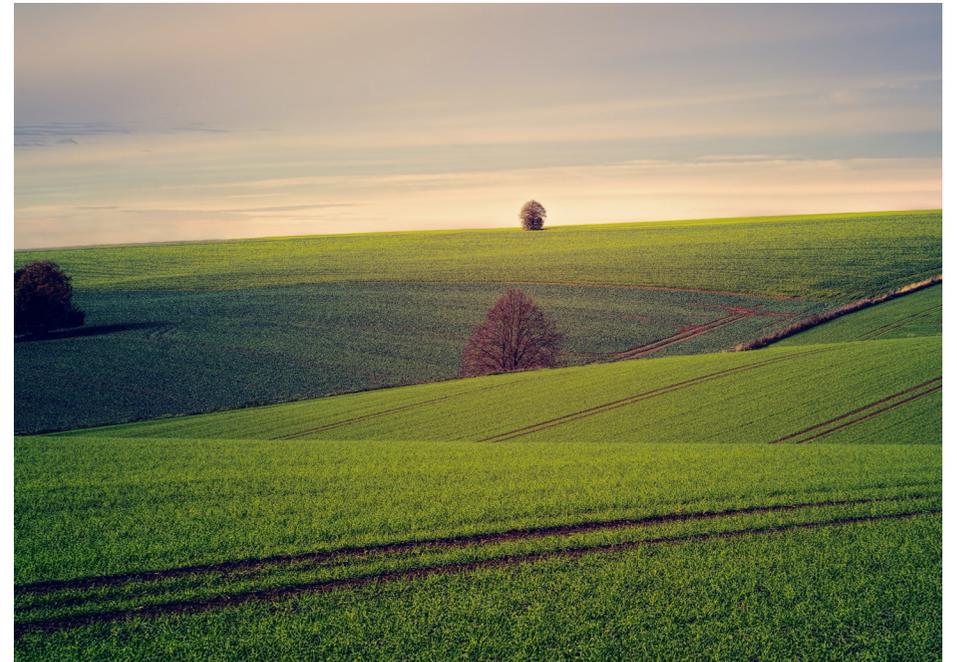
Collaboration and Mutual Assistance

While strengthening our internal response mechanisms, we actively explore opportunities for collaboration with neighboring communities and other organizations. By signing mutual assistance agreements, we broaden the scope of shared emergency resources and foster mutual support and cooperation among regions. This collective effort enhances the community's management and response capabilities to

environmental risks, contributing to the construction of a safer and more environmentally friendly society.

At Boviet Solar, we are committed to proactive environmental risk management and emer-

gency preparedness. Through continuous assessment, training, and collaboration, we aim to minimize environmental risks, protect our assets and employees, and contribute to the well-being of our communities and the environment as a whole.



ENVIRONMENTAL SUSTAINABILITY EFFORTS

Environmental Sustainability Focus Culture

The company culture at Boviet Solar emphasizes environmental sustainability as a core value and guiding principle in all aspects of our operations. Our commitment to environmental stewardship permeates throughout the organization, shaping the behaviors, decisions, and attitudes of every employee.



Company | Environmental Culture

Here's how our company culture reflects our dedication to environmental sustainability:

Shared Values and Vision

Environmental sustainability is ingrained in our company's values and vision. We believe in creating a world where renewable energy solutions coexist harmoniously with nature, and every decision we make is guided by this overarching goal.

Leadership Commitment

Our leadership team is deeply committed to environmental sustainability and leads by example. They prioritize sustainability in strategic planning, resource allocation, and business decision-making, setting the tone for the entire organization.

Innovation and Continuous Improvement

We encourage innovation and creativity in finding sustainable solutions to environmental challenges. Our culture fosters a spirit of continuous improvement, where employees are encouraged to identify opportunities for efficiency, waste reduction, and environmental impact mitigation.

Employee Engagement

We foster a culture of environmental responsibility and empowerment among our employees. Through education, training, and regular communication, we ensure that every team member understands their role in advancing our sustainability initiatives and feels empowered to contribute positively to environmental conservation efforts.

Transparency and Accountability

We maintain transparency in our environmental performance and hold ourselves accountable for our actions. Regular reporting, internal audits, and performance evaluations ensure that we stay on track with our sustainability goals and remain accountable to our stakeholders.

Partnerships and Collaboration

We recognize that environmental sustainability is a collective effort that requires collaboration with partners, suppliers, customers, and communities. We actively seek partnerships and engage in collaborative initiatives to amplify our impact and drive positive change beyond our organization.

Recognition and Rewards

We celebrate and recognize achievements in environmental sustainability. Employee efforts and initiatives that contribute to environmental conservation are acknowledged and rewarded, reinforcing our commitment to environmental responsibility.

Continuous Learning and Improvement

Our culture encourages continuous learning and improvement in environmental sustainability practices. We stay informed about emerging trends, technologies, and best practices in sustainability and adapt our approach accordingly to remain at the forefront of environmental stewardship.

Boviet Solar embodies a deep-seated commitment to environmental sustainability, driving us to integrate sustainability into every aspect of our business operations and contribute positively to a more sustainable future for generations to come.



Research and Development



Boviet Solar recognizes the critical role that research and development (R&D) investment plays in reducing environmental impacts and advancing sustainable development. Our commitment to actively contribute to the global energy transition and the path towards green and low-carbon development is reflected in our efficient clean technologies and innovative R&D efforts.

Company | R&D Focus



Our R&D efforts are centered on the development of new products and the application of cutting-edge industry processes and technologies. We prioritize the advancement of next-generation solar cell technologies to enhance the performance and power output of our products while simultaneously reducing production costs. By investing in R&D, we aim to continuously improve the efficiency, reliability, and affordability of solar energy solutions.



The outcomes of our R&D initiatives have led to a significant reduction in the levelized cost of electricity (LCOE) for solar systems, making renewable energy more accessible and cost-effective for consumers worldwide. Moreover, our focus on innovation has resulted in lower greenhouse gas emissions and reduced resource consumption throughout the lifecycle of our products. By improving the environmental payback time of solar systems, we contribute to mitigating climate change and promoting sustainable development.



Boviet Solar's R&D investments underscore our commitment to environmental protection and sustainable development. We recognize that technological innovation is essential for achieving our environmental objectives and transitioning to a more sustainable energy future. Through continuous R&D efforts, we strive to push the boundaries of clean energy technology and drive positive environmental outcomes for society and the planet.

Boviet Solar's R&D investments are instrumental in advancing clean energy technologies, reducing environmental impacts, and promoting sustainable development. By focusing on innovation and efficiency, we aim to accelerate the global transition to renewable energy and contribute to a cleaner, greener, and more sustainable world for future generations.

Solar Cell Technologies

Boviet Solar has been at the forefront of innovation in solar cell technology, continuously improving design, efficiency, and power to maximize the effectiveness of our photovoltaic (PV) modules. Here are some key advancements we've made in recent years:



Solar Cell

Solar Cell | Technology Improvements

- **Shift to Mono-crystalline Silicon**

We have transitioned from traditional multi-crystalline cells to mono-crystalline silicon material. Mono-crystalline cells offer higher efficiency compared to multi-crystalline silicon, resulting in increased power output and improved performance of our PV modules.

- **Enhancement of PERC Solar Cell Efficiency**

We continuously improved the efficiency of PERC (Passivated Emitter Rear Cell) solar cells, resulting in higher efficiency PV modules. PERC technology allows for better light absorption and reduced electron recombination, leading to improved overall performance of our solar panels.

- **Introduction of TOPCon Solar Cell Technology**

Boviet Solar has introduced TOPCon (Tunnel

Oxide Passivated Contact) solar cell technology, representing the next generation of PERC technology. TOPCon cells offer even higher efficiency and improved energy production, further enhancing the performance of our PV modules.

- **Adoption of Large Wafer Design**

We have increased the size of wafers used in solar cell manufacturing, from 156mm to 182.2mm. This larger wafer design increases the surface area occupied by the cells, resulting in higher power output and increased efficiency of our PV modules.

- **Implementation of More Busbars**

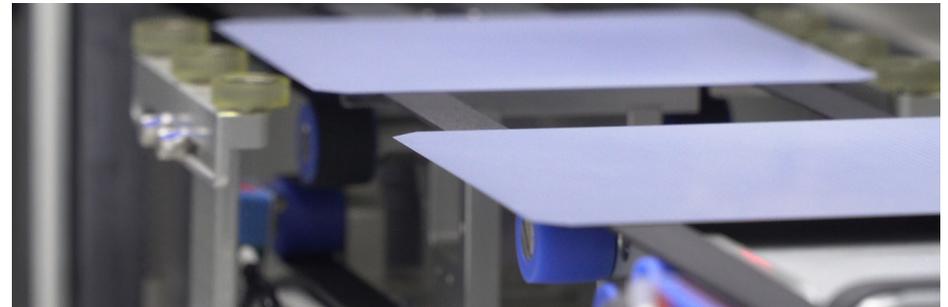
We have increased the number of busbars in our solar cells, from 3 to 11 busbars. This reduces series resistance losses within the cell, improving overall efficiency and providing long-term

durability and reliability to our PV modules.

- **Utilization of Half-Cut Cells**

Boviet Solar has adopted the use of half-cut cells, where the size of individual solar cells is reduced. This allows more solar cells to fit into each PV module, increasing the total power output and efficiency of our solar panels.

These advancements in solar cell technology demonstrate Boviet Solar's commitment to innovation and continuous improvement. By leveraging the latest technologies and design enhancements, we strive to offer high-performance, reliable, and cost-effective solar solutions to meet the growing demand for renewable energy worldwide.



Solar Cell | Technologies

PERC Cell Technology- P Type | Passivated Emitter and Rear Contact Cell

Boviet Solar has made significant strides in enhancing the efficiency and performance of our solar modules through the utilization of PERC (Passivated Emitter Rear Cell) cell

technology and selective emitter techniques. These advancements have resulted in notable improvements in both solar cell and module efficiency:

PERC Cell Technology

By incorporating PERC technology, we have enhanced the efficiency of our solar cells. In PERC cells, the rear surface is passivated with a thin layer of aluminum oxide, which helps reduce recombination losses. This improved passivation enables more efficient conversion of sunlight into electricity, leading to higher overall cell efficiency.

Selective Emitter Technique

Additionally, we employ selective emitter techniques, further optimizing the performance of our solar cells. Selective emitter technology allows for precise control over dopant distribution in the emitter region, enhancing light absorption and minimizing contact resistance, thereby improving cell efficiency.

Efficiency Improvements

As a result of these technological advancements, we have achieved notable increases in both PERC solar cell efficiency and solar module efficiency over the years. From 2021 to 2023, we have seen an increase in PERC solar cell efficiency from 22.9% to 23.4%. Similarly, solar module efficiency has improved from 21% to 21.5% during the same period.

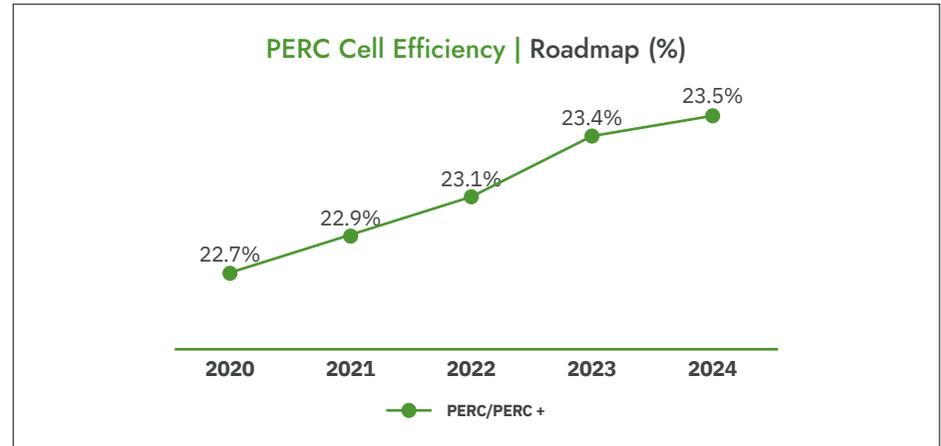
These improvements in efficiency signify our commitment to continuous innovation and improvement in solar technology. By maximizing the efficiency of our solar cells and modules, we

aim to provide customers with high-performance, reliable, and cost-effective solar solutions that contribute to a sustainable energy future.

PERC Cell | Efficiency Roadmap

We have achieved notable increases in both PERC solar cell efficiency and solar module efficiency over the years. From 2021 to 2023, we have seen an increase in PERC solar cell ef-

iciency from 22.9% to 23.4%. Similarly, solar module efficiency has improved from 21% to 21.5% during the same period.



TOPCon Cell Technology – N Type | Tunnel Oxide Passivated Contact

Boviet Solar is committed to driving innovation in solar cell technology, and our transition from PERC (Passivated Emitter Rear Cell) to TOPCon (Tunnel Oxide Passivated Contact) cell technology represents a significant advancement in

our pursuit of higher efficiency and improved performance.

Here are some key features and advantages of TOPCon solar cell technology:

Innovative Design

TOPCon solar cells feature a unique design where the metal contacts do not come into direct contact with the silicon layer. This prevents charge carrier recombination, leading to improved performance, particularly at the rear of the cell.

Passivation Layer

A thin layer of silicon oxide (SiO₂) is applied to the surface of the solar cell to passivate it, blocking the passage of certain charge carriers. This passivation layer is extremely thin, allowing current to tunnel through quantum mechanically. Additionally, a layer of highly doped silicon improves electrical conductivity and reduces transmission losses.

Adaptability

TOPCon solar cells can be produced using similar production equipment as PERC cells, facilitating a smooth transition for manufacturers. This adaptability ensures minimal disruption to existing manufacturing processes.

Higher Efficiency

TOPCon solar cells have the potential to achieve theoretical efficiencies of around 28.7%, surpassing the efficiency of PERC solar cells. This higher efficiency translates to increased power output and improved overall

performance of solar modules.

Enhanced Low-Light Performance

TOPCon solar cells exhibit higher efficiency in low-light conditions, allowing them to generate electricity even when sunlight is limited. This makes them particularly suitable for regions with varying weather patterns or reduced sunlight intensity.

Better Performance in Hot Climates

PV modules with TOPCon solar cells have a lower temperature coefficient, resulting in less power reduction with every degree rise in temperature. This allows TOPCon PV modules to maintain higher power output in hot climates, maximizing energy generation potential.

Increased Energy Generation and Longevity

TOPCon cell-based PV modules demonstrate significantly lower power degradation over their operational lifespan compared to PERC cells. This results in consistently higher energy generation and enhanced performance over the long term.

Improved Bifaciality

TOPCon solar cells exhibit higher bifaciality, allowing them to generate electricity from both the front and rear sides of the cell. This

is advantageous for solar projects utilizing bifacial configurations, maximizing energy generation potential.

Efficiency Improvements

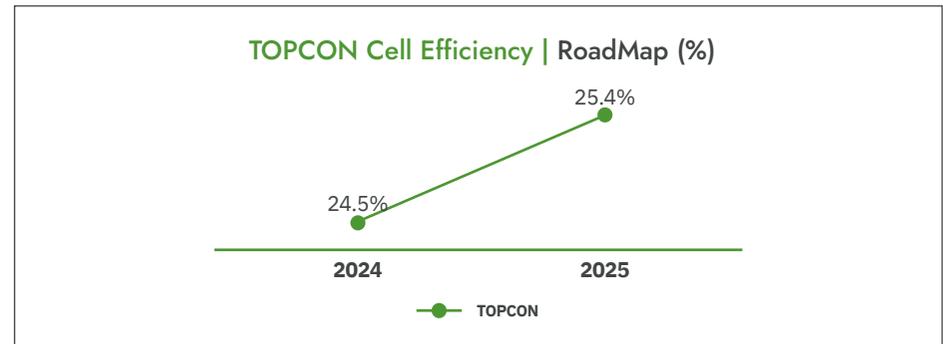
Through these technological improvements, we have increased solar module efficiency

from 21% in 2021 to 21.5% in 2023. Module power output has increased from approximately 260 watts in 2013 to 550 watts in 2023, while also reducing the amount of silicon used, further lowering the environmental impact of the production process.

TOPCon solar cell technology represents a significant advancement in solar energy innovation, offering higher efficiency, improved performance, and enhanced durability compared to traditional PERC cells. Boviet Solar is proud to lead the way in adopting this cutting-edge technology, furthering our commitment to providing high-performance, sustainable solar solutions for a greener future.

TOPCon Cell | Efficiency Roadmap

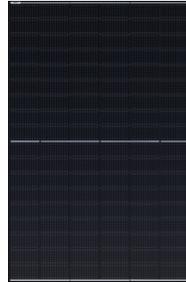
We plan to begin production of TOPCon cells and modules in 2024. The average TOPCon cell production efficiencies are expected to reach 24.5% in 2024 and 25.4% in 2025, while also reducing the amount of silicon used, further lowering the environmental impact of the production process.



Solar Module Design

Boviet Solar recognizes the pivotal role that product design plays in minimizing environmental impacts and advancing sustainable development. We are committed to actively contributing to the global energy transition by designing and manufacturing green products that promote green and low-carbon development.

Here's how our product design efforts align with our environmental goals:



Solar Module

Focus on Innovation and Technology

Our product design efforts prioritize innovation and the application of cutting-edge industry processes and technologies. By continually exploring new design concepts and materials, we aim to improve the durability, reliability, and performance of our solar products while reducing production costs.

Enhancing Durability and Reliability

We place a strong emphasis on designing solar products that are built to last. Through innovative design features and robust construction methods, we strive to enhance the durability and reliability of our products, ensuring long-term performance and minimal environmental impact over their lifecycle.

Reducing Environmental Footprint

Our product design initiatives are guided by a commitment to reducing greenhouse gas emissions and resource consumption. By optimizing design parameters such as material usage, energy efficiency, and recyclability, we aim to minimize the environmental footprint of our products and contribute to a more sustainable future.

Driving Down LCOE

One of our primary objectives is to drive down the levelized cost of electricity (LCOE) for solar systems. Through innovative product design, we seek to increase energy production efficiency, extend product lifespan, and reduce maintenance requirements, thereby lowering the overall cost of solar energy generation.

Improving Environmental Payback Time

Our product design efforts focus on improving the environmental payback time of solar systems. By enhancing the energy efficiency and sustainability of our products, we aim to accelerate the time it takes for solar systems to offset the environmental impacts associated with their production and deployment.

Commitment to Sustainable Development

Ultimately, our product design philosophy reflects our broader commitment to environmental protection and sustainable development. By designing green products that deliver tangible environmental and economic benefits, we strive to make a positive impact on the planet and contribute to a greener, more sustainable future for all.

Boviet Solar is dedicated to leveraging product design as a powerful tool for advancing environmental sustainability and driving the global energy transition. Through innovative design, technological advancement, and a steadfast

commitment to sustainability, we aim to create solar products that not only meet the needs of today but also pave the way for a cleaner, greener tomorrow.

Gamma Series™ Monofacial PV Modules

The Gamma Series™ Monofacial PV Modules from Boviet Solar are designed with traditional PV module technology, offering reliable and cost-effective solar energy solutions for a wide range of applications.

Here are some key features and benefits of our Monofacial PV Modules:

- **Single-Sided Design**

Monofacial PV modules capture sunlight and convert it into electricity using cells located on

the front surface only. This single-sided design simplifies installation and maintenance while delivering efficient solar energy generation.

- **Opaque Backsheet Material**

The cells on both the front surface and rear side of the PV module are covered with opaque back sheet material, enhancing durability, and protecting the cells from environmental factors such as moisture and dust. This design ensures consistent performance and reliability over the lifespan of the module.

- **Cost-Effectiveness**

Our Monofacial PV modules offer a cost-effective solution for solar energy generation, making them suitable for residential, commercial, and utility-scale applications. By leveraging traditional PV module technology, we provide customers with affordable and reliable solar solutions.

- **Proven Reliability**

Boviet Solar's Monofacial PV modules are built to last, with a proven track record of reliability and performance in diverse solar energy applications. Our modules undergo rigorous quality control and testing to ensure long-term durability and consistent output.

- **Wide Solar Applications**

The versatility of Monofacial PV modules makes them suitable for a wide range of solar energy applications, including rooftop solar installations, solar farms, and off-grid systems. Their flexibility and adaptability make them an ideal choice for various residential and commercial projects.

- **Low Maintenance**

With their robust design and durable construction, Monofacial PV modules require minimal maintenance over their operational lifespan. This reduces the overall cost of ownership and ensures hassle-free solar energy generation for years to come.

- **Improved Efficiency and Power**

The output power of MONO-MONOFACIAL PV MODULES GAMMA SERIES has been increasing year by year. The output power of 72 standard versions of 182mm PERC photovoltaic modules has increased from 540W in 2021 to 550W in 2023. With the launch of N-type TOPCon photovoltaic module products, the power of photovoltaic modules is expected to reach over **720W** by 2025.

Overall, Boviet Solar's Gamma Series™ Monofacial PV Modules offer a reliable, cost-effective, and versatile solution for harnessing solar energy. With their proven performance, durability, and low maintenance requirements, our Monofacial PV modules are trusted by customers worldwide for a wide range of solar energy applications.

Vega Series™ Bifacial PV Modules

The Vega Series™ Bifacial PV Modules from Boviet Solar are designed to maximize solar energy capture by utilizing double-sided cells located on both the front surface and rear side of the modules.

Here are some key features and benefits of our Bifacial PV Modules:

- **Double-Sided Energy Capture**

Unlike traditional monofacial PV modules, Bifacial PV modules capture sunlight and convert it into electricity from both the front and rear sides. This double-sided energy capture significantly increases energy yield and enhances overall performance.

- **Versatile Design Options**

Our Bifacial PV modules are available in double glass or glass front with transparent backsheets, providing flexibility to meet different project requirements and environmental conditions. This versatility allows for customized solutions tailored to specific applications.

- **Higher Energy Yield**

The double-sided design of Bifacial PV modules results in higher energy yield compared to monofacial modules. By capturing sunlight from

both sides, Bifacial PV modules can generate more electricity, maximizing energy production and improving overall project economics.

- **Enhanced Performance**

Bifacial PV modules demonstrate enhanced performance, particularly in certain conditions such as diffuse or reflected sunlight. Their ability to capture light from both sides makes them well-suited for applications where sunlight may be partially obstructed or reflected, such as utility-scale ground mount installations, carports, and canopies.

- **Wide Range of Applications**

Bifacial PV modules are suitable for various solar energy applications, including utility-scale ground mount projects, commercial and industrial installations, carports, canopies, and more. Their versatility and high energy yield make them an ideal choice for a wide range of projects and environments.

- **Durable Construction**

Boviet Solar's Vega Series™ Bifacial PV Modules are built to withstand harsh environmental conditions and ensure long-term reliability. Whether installed in ground mount systems or rooftop installations, our modules are designed for du-

rability and performance.

- **Improved Efficiency**

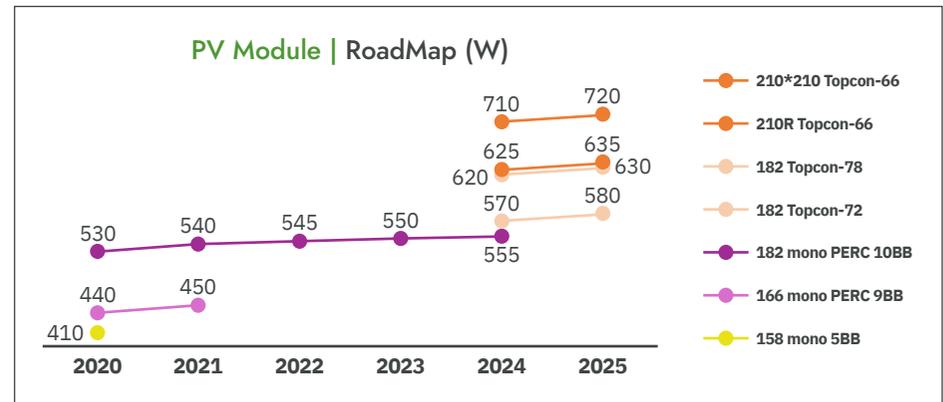
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power of photovoltaic modules is expected to reach over **720W** by 2025.

Boviet Solar's Vega Series™ Bifacial PV Modules offer a reliable, high-performance solution for maximizing solar energy capture and increasing energy yield. With their double-sided design, versatile options, and proven performance, our Bifacial PV modules are trusted by customers.

PV Module | Roadmap

The output power of MONO-MONOFACIAL PV MODULES VEGA SERIES has been increasing year by year. The output power of 72 standard versions of 182mm PERC photovoltaic modules has increased from 540W in 2021 to 550W in 2023. With the launch of N-type TOPCon photovoltaic module products, the power of photovoltaic modules is expected to reach over **720W** by 2025.



Solar Modules | Features

Boviet Solar’s PV modules are engineered to deliver superior performance, reliability, and

- Improved Efficiency**

Both our Monofacial and Bifacial PV modules have seen an increase in efficiency, from 21% to 21.5%. This enhancement ensures that more sunlight is converted into electricity, maximizing energy production and overall system performance.

- Increased Power Class**

Our PV modules now offer higher power classes, with an increase from 540W to 550W. This higher power output allows for greater energy generation potential and improved system economics.

- Split PV Module Design**

The split design of our PV modules enhances efficiency and reduces operating temperatures. By optimizing the layout and distribution of cells, we achieve better performance and longevity, even in demanding environments.

- Split Junction Box Design**

Our modules feature a split junction box design, which reduces internal resistance

efficiency, even in challenging environmental conditions. Here’s how our modules stand out:

and saves space. This innovative approach improves electrical connectivity and overall module performance.

- Utilization of High-Quality Materials**

Boviet Solar’s PV modules are constructed using high-transmitted anti-reflective glass, high-transmitted encapsulant material, high-reflective backsheet or glass material, and low-resistance solder strips. These high-quality components ensure optimal light absorption, minimal energy loss, and long-term durability.

- Robust Construction**

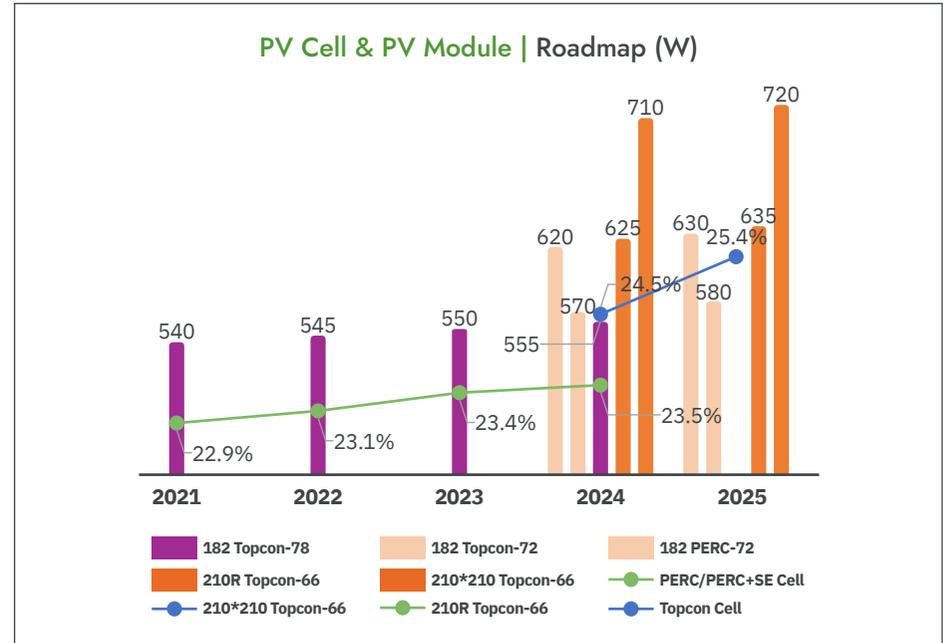
Our modules are made from robust, high-quality materials to withstand harsh environmental conditions and ensure reliable performance over their lifespan. We prioritize durability and resilience in our product design to deliver long-term value to our customers.

- Stringent Quality Control**

Each step of the production process undergoes stringent quality control measures to maintain the highest standards of reliability

and performance. From raw material selection to final product testing, we ensure that

every PV module meets our rigorous quality criteria.



Boviet Solar's PV modules are engineered to deliver exceptional performance, reliability, and efficiency across a wide range of installations and environmental conditions. With continuous

innovation and a commitment to quality, we provide customers with solar solutions they can trust for years to come.

Solar Solutions Diversity

Boviet Solar's commitment to sustainable development and environmental stewardship is exemplified by our track record of delivering over **6.2 GW** of solar modules to the market over the past decade. Through the widespread adoption of our photovoltaic products, we have contributed to an annual reduction of approximately 2 million tons of carbon dioxide

emissions. As global demand for low-carbon solutions continues to rise, Boviet Solar remains dedicated to advancing sustainable technologies and fulfilling our corporate social responsibility.

Our approach to green, low-carbon solutions encompasses three key areas:

Residential Solar Solutions

Boviet Solar's Gamma Series™ Monofacial and Vega Series™ Bifacial PV modules are specifically designed to meet the needs of residential solar applications.

Residential solar refers to the installation of solar energy systems, typically photovoltaic (PV) panels, on residential properties such as houses, apartments, or condominiums. These systems capture sunlight and convert it into electricity through the photovoltaic effect, providing homeowners with a clean, renewable

source of energy for their household needs. PV modules can be installed on rooftops, side yards, or other suitable locations on residential properties, allowing homeowners to maximize energy production and optimize system performance.

Residential solar energy systems offer numerous benefits to homeowners, providing both immediate and long-term advantages. Here are the key benefits:

			
Reduced Electricity Bills	Tax Incentives and Rebates	Increased Property Value	Protection Against Rising Energy Costs
			
Job Creation	Sustainability	Energy Independence	Low Maintenance
			
Reduced Carbon Footprint	Positive Environmental Impact	Energy Security	Government and Utility Incentives

Overall, residential solar offers homeowners an opportunity to save money, reduce their environmental footprint, and enjoy greater energy independence. With advancements in solar

technology and favorable policy incentives, solar power continues to be an attractive and accessible option for homeowners seeking to transition to clean, renewable energy.

CASE STUDY | Residential Solar Solution | Multi-Homes



USA Shell Brother Solar Homes | Installed by Clean Energy USA

Shell Brothers Residential Homes

Schell Brothers, a premium home builder operating in Virginia and Tennessee, has made a name for itself by incorporating eco-friendly products into its residential developments. Among these green initiatives, solar energy systems play a pivotal role. Here are the details of their solar project:

Project Name: Schell Brothers Solar Home



Location

Delaware, USA



Number of Homes

200



Average System Size

4.5 KW



Solar Installer

CE USA

The project involves outfitting over 200 homes in Delaware beach communities with solar energy systems, providing new homebuyers with an accessible and cost-effective means of leveraging solar power. These systems, with an average size of 4.5 kW per home, contribute to the overall sustainability of the neighborhood while promoting energy efficiency.

By equipping 200 homes with an average 4.5 kW solar system, Schell Brothers aims to achieve a significant reduction in carbon emissions. Specifically, this initiative could result in an estimated carbon reduction of approximately 0.204 metric tons annually per home. This underscores the environmental benefits of residential solar installations and aligns with Schell Brothers' commitment to promoting sustainable living practices within their communities.

CASE STUDY | Residential Solar Solution | Single Home



Morgan Residence | Installed by Advance Solar and Electric

Morgan Residence

The Morgan Residence, located in Texas, is taking proactive steps to reduce electricity bills, ensure reliable energy during power outages, and contribute to the green energy transition through solar energy adoption. Here are the key details of their solar project:

Project Name: Private Residence



Project Size
18.19 KW



Project Location
Texas, USA



Solar Installer
Advance Solar & Electric

Situated in a region abundant with sunshine, the Morgan Residence is ideally positioned to harness solar energy. By investing in an 18.19 kW solar system, the Morgan family can capitalize on clean, renewable energy sources while simultaneously reducing their carbon footprint. The installation of solar panels not only benefits the Morgan Residence financially by lowering electricity costs but also contributes to a more sustainable future by promoting renewable energy adoption at the residential level.

An 18.19 kW solar system is estimated to reduce carbon emissions by approximately 9.11 metric tons of CO2 annually. This reduction underscores the environmental benefits of residential solar installations and highlights the role of individual households in mitigating climate change and promoting renewable energy solutions.

Commercial Solar Solutions

Boviet Solar's Gamma Series™ Monofacial and Vega Series™ Bifacial PV modules are specifically designed to meet the needs of commercial solar applications.

Commercial solar refers to the installation of solar photovoltaic (PV) systems on commercial properties, including businesses, institutions, government facilities, and non-profit organizations. These solar systems are designed to generate electricity from sunlight, providing an alternative and sustainable source of power for various commercial applications. Commercial

solar installations can range in size from small rooftop systems to large-scale solar farms, depending on the energy needs and available space of the commercial entity. These systems typically consist of solar panels mounted on rooftops, carports, or ground-mounted structures, along with inverters, wiring, and monitoring equipment.

Commercial solar installations offer numerous benefits to business owners, ranging from financial savings to enhanced sustainability. Here are the key advantages:

 <p>Reduced Energy Costs</p>	 <p>Tax Incentives and Rebates</p>	 <p>Local Economic Development</p>	 <p>Increased Property Value</p>
 <p>Predictable Energy Costs</p>	 <p>Reduced Carbon Footprint</p>	 <p>Sustainability Goals</p>	 <p>Corporate Social Responsibility (CSR)</p>

				
<p>Accelerated Depreciation</p>	<p>Energy Independence</p>	<p>Enhanced Reputation</p>	<p>Scalability</p>	<p>Low Maintenance</p>

Overall, commercial solar offers businesses a compelling opportunity to reduce energy costs, mitigate environmental impact, enhance brand reputation, and achieve long-term financial and environmental sustainability. As solar technol-

ogy advances and policy support for renewable energy grows, commercial solar adoption is expected to continue accelerating across various industries and sectors.



Commercial Building | Installed by Maximo Solar

CASE STUDY | Commercial Solar | Non-Profit



Big Brothers and Big Sisters Building | Installed by Revel Energy

Big Brothers and Big Sister Organizations

Big Brothers Big Sisters (BBBS) of Orange County, a prominent mentoring program committed to fostering one-to-one relationships between adult volunteers and youth, has embraced solar energy as part of its sustainability efforts. By transitioning to solar power, BBBS aims to lower its energy costs, enhance energy reliability, and allocate more resources towards its core mission of supporting mentorship relationships and empowering children to achieve their full potential.

Here are the key details of the solar project:

Project Name: Big Brothers and Big Sisters


Project Size
206 KW


Project Location
Santa Ana, USA


Solar Installer
Revel Energy

The implementation of the Big Brothers and Big Sisters solar project underscores the significant benefits of renewable energy adoption for non-profit organizations. By embracing solar power, BBBS is not only reducing its environmental footprint but also demonstrating its commitment to sustainability and responsible resource management.

A 206-kW solar system is estimated to reduce carbon emissions by approximately 103.16 metric tons of CO2 annually. This reduction reflects BBBS's dedication to environmental stewardship and its role in building a brighter, more sustainable future for the community and the youth it serves.

CASE STUDY | Commercial Solar | Public Entities



Sheridan Community Schools | Installed by Jonhson Mellow Solutions

Sheridan Community Schools

Sheridan Community Schools, situated in central Indiana, has demonstrated a commitment to sustainability and cost-efficiency by incorporating solar energy into their operations. Recognizing the significant impact of energy expenses on schools, Sheridan Community Schools made an investment in a 1.8 MW solar energy system to mitigate and stabilize their electricity costs.

Here are the key details of the solar project:

Project Name: Sheridan Community Schools | Installed by Jonhson Mellow Solutions



Project Size
1.8 MW



Project Location
Sheridan, Indiana, USA



Project Developer
Johnson-Melloh Solutions

The decision of Sheridan Community Schools to embrace solar energy underscores their proactive approach to financial stability, educational enrichment, and environmental responsibility. By harnessing renewable energy, the school district not only reduces operational costs but also instills a sense of environmental consciousness among students and the broader community.

A 1.8 MW solar system is estimated to reduce carbon emissions by approximately 1.65 metric tons of CO2 annually. This reduction reflects Sheridan Community Schools' dedication to reducing their carbon footprint and fostering a sustainable future for generations to come.

Industrial Solar Solutions

Boviet Solar's Gamma Series™ Monofacial and Vega Series™ Bifacial PV modules are specifically designed to meet the needs of industrial solar applications.

Industrial solar refers to the application of solar energy systems in industrial settings. These systems are designed to meet the significant

energy demands of large-scale industrial operations such as manufacturing plants, warehouses, and distribution centers. Industrial solar installations are typically much larger than residential or commercial systems and often involve extensive planning, engineering, and integration to optimize energy production and utilization.

Industrial solar energy systems offer numerous advantages to businesses, particularly those with high energy demands.

- Reduced Energy Bills
- Fixed Energy Costs
- Reduced Reliance on the Grid
- Resilience
- Lower Carbon Footprint
- Regulatory Compliance
- Enhanced Reputation
- Market Differentiation
- Optimized Energy Use
- Scalability
- Tax Benefits and Rebates
- Accelerated Depreciation
- Contribution to Global Goals
- Corporate Social Responsibility (CSR)
- Return on Investment (ROI)
- Increased Property Value

Industrial solar energy systems offer a multi-faceted array of benefits that go beyond mere cost savings. They provide energy security, environmental advantages, and enhance corporate reputation, making them a strategic

investment for forward-thinking businesses. By embracing solar power, industries can achieve significant economic and operational efficiencies while contributing to a sustainable future.



Lagorio Farms | Developed by Calcom Energy

CASE STUDY | Digitalized Manufacturing



Ningbo Boway Alloy Factory | Developed by Boviet Solar

Boway Alloy Manufacturing Plant Solar Project

Boway Alloy, a prominent global company founded in China, has made a significant stride towards sustainability and cost-efficiency by incorporating solar energy into their manufacturing operations. With a focus on various industries including electronic vehicles, CCC, ICT, engineering machinery, shipbuilding, and transportation, Boway Alloy's core products and services revolve around advanced materials technology.

Here are the key details of their solar project:

Project Name: Boway Alloy Manufacturing Plant



Project Size
4.0 MW



Project Size
4.0 MW



Project Location
Ningbo, China



Project Developer
Boviet Solar

Boway Alloy's decision to invest in a 4.4 MW solar energy system underscores their commitment to sustainability and reducing electricity costs, recognizing energy as one of the largest expenses for manufacturing. By harnessing solar power, Boway Alloy not only achieves economic benefits but also showcases environmental leadership within the industry. This initiative aligns with their dedication to sustainable business practices and innovation in the global manufacturing sector.

The implementation of a 4.0 MW solar project is estimated to potentially reduce carbon emissions by approximately 3630 metric tons of CO2 annually. This reduction reflects Boway Alloy's proactive efforts towards environmental stewardship and sustainable development.

CASE STUDY | Industrial Solar | Agriculture



De Arrigo Brothers Farm | Developed by Calcom Energy

D'Arrigo Solar Projects

D'Arrigo Bros. Co., also known as D'Arrigo Brothers Produce, is a well-established grower, packer, and shipper of fresh produce, specializing in fruits and vegetables. Based in Salinas, California, the company has been family-owned and operated since its founding in 1923 by Stefano and Andrea D'Arrigo.

Here are the key details of the solar project implemented by D'Arrigo Bros.:

**MW Solar Farm
in Monterey
County**

**1 MW Solar Project
with Fixed-Tilt Racking
in Gonzales, CA**

**MW Solar Proj-
ect in Salinas,
CA**

**Project Devel-
opers: CalCom
Energy**

By incorporating these solar energy systems, D'Arrigo Bros. aims to not only reduce its carbon footprint but also generate significant financial benefits. The estimated return of \$10.8 million over the next decade underscores the financial viability of renewable energy investments for businesses like D'Arrigo Bros. This strategic investment in solar energy aligns with their commitment to sustainable farming practices and ensuring a resilient food supply for future generations.

The implementation of a 5.5 MW solar system is expected to achieve a substantial carbon reduction of approximately 73,524.86 metric tons over the next 10 years. This significant reduction in carbon emissions reflects D'Arrigo Bros.'s proactive approach to environmental stewardship and sustainability.

Utility Scale Solar

Boviet Solar's Gamma Series™ Monofacial and Vega Series™ Bifacial PV modules are specifically designed to meet the needs of solar applications.

Utility-scale solar refers to large-scale solar power plants that generate electricity for distribution through the utility grid. These solar installations are typically massive in size and capacity, often ranging from several megawatts

(MW) to hundreds of megawatts. Utility-scale solar projects are designed to provide electricity to utility companies or large consumers of energy, such as cities, industries, or commercial entities.

Utility-scale solar offers a wide range of benefits, contributing to the transition to a sustainable energy future. Here are some key advantages:

				
Land Use Efficiency	Grid Stability and Reliability	Technological Innovation	Community Benefits	
				
Cost-Effectiveness	Clean Energy	Job Creation	Scalability	Energy Security

Overall, utility-scale solar offers a compelling solution to address energy challenges while

promoting sustainability, economic growth, and environmental stewardship on a large scale.



Escalante Solar Power Plant | Developed by Origo Energy

CASE STUDY | Utility Scale Solar



Vesper Energy | Hornet Solar Projects

The Hornet Solar Power Plant

The Hornet Solar Project, developed by Vesper Energy, is a significant renewable energy initiative aimed at delivering clean and sustainable energy to communities in Texas, USA.

Vesper Energy specializes in developing, constructing, and operating utility-scale solar projects across the United States, focusing on large-scale solar photovoltaic (PV) installations.

Here are the key details of the Hornet Solar Project:

Project Name: Hornet Solar Power Plant



Project Size
745 MW



Project Location
Swisher County, Texas, USA



Project Developer
Vesper Energy

The Hornet Solar Project is expected to cover more than six square miles in Swisher County and generate 600 MWac of renewable energy. This capacity is sufficient to power approximately 160,000 homes annually, making it one of the largest single-phase solar projects in the United States.

In addition to providing renewable energy to communities throughout Texas, the project will contribute to grid stability and help mitigate price volatility in ERCOT (Electric Reliability Council of Texas). With an estimated annual carbon reduction of approximately 525,600 metric tons of CO2 per year, the Hornet Solar Project will play a significant role in reducing carbon emissions and advancing sustainability goals in the region.

CASE STUDY | Utility Scale Solar



Origis Energy | Golden Triangle I and II

The Golden Triangle I Solar Power Plant

The Golden Triangle I Solar Project, developed by Origis Energy, represents a significant investment in renewable energy infrastructure in Mississippi, USA. Origis Energy specializes in the development, financing, construction, and operation of utility-scale solar and energy storage projects, with a focus on providing clean, sustainable energy solutions to commercial, industrial, and utility customers globally.

Here are the key details of the Golden Triangle I Solar Project:

Project Name: Golden Triangle I


Project Size
200 MW


Project Location
Lowndes County, Mississippi, USA


Project Developer
Origis Energy

The project will deliver clean energy at competitive rates under Power Purchase Agreements (PPAs) executed between TVA (Tennessee Valley Authority) and Origis Energy. TVA will utilize the power generated by the project to meet the energy demand and sustainability goals of its large industrial customers, including Meta, through its Green Invest program.

In addition to the environmental benefits, the Golden Triangle I Solar Project is expected to generate significant economic benefits for the region. The near-term construction and hiring gains are estimated to be \$106 million, with an additional \$145 million in estimated regional economic benefits over the life of the solar complex.

With an estimated annual CO2 reduction of approximately 175,200 metric tons per year, the Golden Triangle I Solar Project contributes to reducing carbon emissions and advancing sustainability goals in the region. This initiative not only promotes the adoption of renewable energy but also stimulates economic growth and job creation in the local community.

Solar Project Development

In addition to manufacturing high-quality solar products, Boviet Renewable Power, a division of Boviet Solar, focuses on solar project development. This business division plays a crucial role in financing, developing, and delivering solar projects, thereby expanding the adoption of solar energy solutions across various sectors.

By integrating manufacturing expertise with project development capabilities, Boviet Solar demonstrates a comprehensive approach to the solar industry. The company not only produces cutting-edge solar technologies but also actively participates in the deployment of solar projects, driving the advancement of sustainable energy solutions worldwide.

CASE STUDY | Utility Scale Solar



Georgia Solar Power Plant | Developed by Boviet Solar

Boviet Solar | Georgia Solar Power Plant

The Boviet Solar Georgia Solar Project marks a significant milestone for Boviet Renewable Power in North America, demonstrating the company's capabilities in project development, financing, and execution, as well as leveraging its expertise in R&D and manufacturing.

Here's a summary of the solar project details:

Project Name: Boviet Georgia Power Plant

 Project Size 30 MW (16 different project sites)	 Annual power output 50,000,000 KWH	 Project Location Georgia, USA	 Project Developer Boviet Solar
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Ownership and Operation: The solar project portfolio is owned and operated by Boviet Renewable Power, a subsidiary formed to deliver high-quality solar generation facilities to help utilities and commercial and industrial (C&I) customers meet their renewable sustainability and energy goals.

Power Purchaser: The power generated by the solar project is sold to Georgia Power Company, a utility serving 2.4 million customers across the state.

With an estimated annual CO2 reduction of approximately 40700 tons of CO2. (0.814kg/kWh) metric tons per year, the Georgia Solar Project not only contributes to reducing carbon emissions but also promotes the adoption of renewable energy in the region. This initiative aligns with the broader goal of transitioning towards cleaner and more sustainable energy sources, benefitting both the environment and the local community.

CASE STUDY | Utility Scale Solar



HCG Tien Thuan Solar Power Plant | Developed by Boviet Solar

Boviet Solar HCG and HTG Solar Power Plants

Boviet Renewable Power has successfully developed, financed, and delivered two solar power installations totaling 100 MW in Vietnam. These projects, named the HCG and HTG

solar power plants, are located in Tay Ninh, Vietnam, and were incorporated on May 18, 2018, with the approval of the Ministry of Industry and Trade of Vietnam. The entire project was put into operation in June 2019.

Here are the key details of the solar projects:

Project Name: The HCG and HTG solar power plants



Project Size
100 MW



Project Location
Vietnam



Project Developer
Boviet Solar and local partner

The solar power plants are situated in Ben Cau County, Tay Ninh Province, Vietnam, covering a land area of 118 hectares. They utilize a centralized photovoltaic power station construction mode with a total construction scale of 100 MWp (100 MW). It is estimated that an average of 140 million kWh of clean green energy can be supplied to the local grid every year, contributing to the region's sustainable energy transition and environmental conservation efforts.

With an estimated annual CO2 reduction of approximately 113,960 metric tons per year, the HCG and HTG Solar Power Plants not only contribute to reducing carbon emissions but also promote the adoption of renewable energy in the region. This initiative aligns with the broader goal of transitioning towards cleaner and more sustainable energy sources, benefiting both the environment and the local community.

Responsible Manufacturing



Responsible manufacturing refers to the process of producing goods in a manner that minimizes negative social, environmental, and economic impacts while maximizing positive outcomes. This approach encompasses various principles and practices aimed at ensuring ethical, sustainable, and transparent production processes.

Boviet Solar's commitment to environmental responsibility is evident in our strict compliance with national and local environmental laws and regulations. We prioritize energy conservation and aim to mitigate the environmental impact of our operations through effective emissions and waste management practices.

At Boviet Solar, responsible manufacturing is at the heart of everything we do. We are dedicated to producing high-quality solar products while prioritizing environmental sustainability, ethical labor practices, and community engagement.

Manufacturing | Capacity

As our solar manufacturing capacity has expanded and vertical integration levels have increased, we acknowledge the challenge of effectively controlling energy consumption, greenhouse gas emissions, water usage, and waste generation while scaling up production. However, we are dedicated to continuous improvement in technology, manufacturing processes, and energy efficiency to address these challenges.

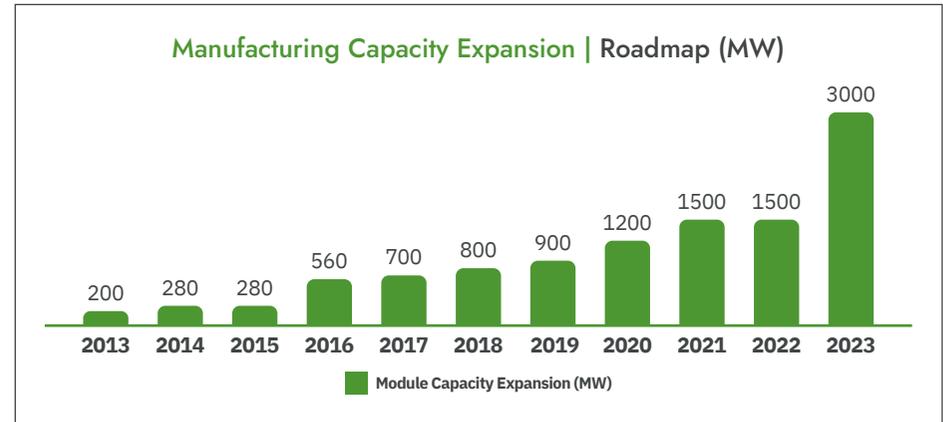
We are focused on reducing the energy intensity per watt by improving process efficiency, which leads to lower energy and water consumption per unit of output, as well as reduced waste and greenhouse gas emissions. Our choice of product technology plays a crucial role in defining the environmental impact of our manufacturing processes. We prioritize products based on new technologies that enable us to reduce energy, water, and material consumption, as well as waste

and greenhouse gas emissions during operation.

Despite the expected overall increase in environmental indicators due to the expansion of production scale, we are committed to offsetting this trend by prioritizing the expansion of production capacity for products using more efficient and lower energy-consuming N-type technology. This demonstrates our dedication to reducing energy

intensity while ensuring sustainable manufacturing capacity expansion.

Our balanced approach reflects our unwavering commitment to environmental protection, while also ensuring the continued growth and competitiveness of our business. We remain steadfast in our pursuit of sustainability and environmental stewardship in all aspects of our operations.



Boviet Solar's PV cell capacity and PV module capacity reached 3.0 GW by the end of 2023. This significant milestone demonstrates our commitment to meeting the growing demand for solar energy solutions while maintaining

high standards of quality and reliability. With this increased capacity, we are well-positioned to continue serving our customers and contributing to the global transition to renewable energy.

Protecting Biodiversity



At Boviet Solar, we understand the critical importance of preserving biodiversity for the health of our planet and future generations. That's why we are committed to protecting biodiversity in all aspects of our operations. Through our manufacturing processes, we prioritize the use of sustainable materials and practices to minimize our impact on natural habitats and ecosystems. Additionally, we adhere to strict environmental regulations to prevent pollution and safeguard biodiversity in the areas where we operate. By promoting biodiversity protection, we are not only fulfilling our corporate responsibility but also contributing to the overall health and resilience of the ecosystems that sustain life on Earth. Together, we can make a difference in safeguarding our

planet's rich biodiversity for generations to come.

Boviet Solar's commitment to environmental stewardship extends to the planned garden-style factory, which serves as a testament to our dedication to biodiversity. This initiative aims to foster ecosystem health and stability by introducing a variety of plants and creating habitats for different species. By merging industrial progress with ecological preservation, Boviet Solar ensures that its operational activities contribute positively to the natural environment. Through this approach, the company strives to maintain a balance between its manufacturing processes and the intricate systems of nature.

CASE STUDY I Boviet Solar Vietnam Plant



Green Landscape

Boviet Solar is dedicated to environmental stewardship, and our commitment extends beyond our core operations. One of the initiatives we're proud of is our tree-planting program around our company facilities. While enhancing the aesthetic appeal of our working environment, these trees play a crucial role in supporting local biodiversity. They provide habitats for various species, including birds, insects, and other wildlife, contributing to the preservation of natural ecosystems.

Moreover, these trees offer numerous ecosystem services, such as air purification, soil and water conservation, and climate regulation. Through carbon sequestration, they help offset our carbon footprint and mitigate the impacts of climate change. This project not only demonstrates our dedication to sustainability but also serves as a powerful reminder to our employees and the community about the importance of environmental conservation. We believe that everyone has a role to play in protecting our planet, and by taking proactive steps such as tree planting, we can make a meaningful difference together.

Energy Management



Boviet Solar employs a systematic approach to energy management and implements strategies to efficiently and responsibly manage energy resources throughout its operations. The primary goal of energy management in our manufacturing is to optimize energy use, reduce consumption, minimize waste, and lower overall energy costs while maintaining or improving production output and quality.

Boviet Solar demonstrates its commitment to energy management and environmental stewardship through the implementation of comprehensive digital management systems and awareness initiatives. By advocating for a digitized and paperless work environment, Boviet Solar not only promotes operational efficiency but also reduces its carbon footprint.

Boviet Solar also constantly strives to raise awareness of green, low-carbon operations among employees. Displaying banners and slogans related to environmental protection and energy efficiency helps instill a culture of sustainability within the company. Moreover, organizing training and awareness campaigns

ensures that employees are equipped with the knowledge and skills to actively contribute to energy conservation efforts.

The establishment of a dedicated energy conservation and emission reduction leadership team underscores Boviet Solar's commitment to driving effective implementation of energy-saving measures. By enforcing regulations on resource conservation and energy saving, such as managing the use of electrical equipment and optimizing production processes, Boviet Solar demonstrates its proactive approach to reducing energy and resource waste.

The utilization of digital factory technology for energy management further enhances Boviet Solar's ability to optimize energy consumption and identify areas for improvement. By leveraging data-driven insights, Boviet Solar continuously refines its energy management practices and works towards achieving its energy conservation and emission reduction goals. Overall, these initiatives showcase Boviet Solar's dedication to sustainability and environmental responsibility.

Energy | Consumption

At Boviet Solar, responsible energy consumption is at the core of our operations. We understand the critical role that energy efficiency plays in mitigating environmental impact and promoting sustainability. That's why we're committed to implementing measures that minimize our energy consumption while maximizing the use of renewable energy sources.

Through the adoption of state-of-the-art technology and continuous process improvement

initiatives, we strive to optimize our energy usage across all aspects of our manufacturing operations. By investing in energy-efficient equipment and practices, we aim to reduce waste and minimize our carbon footprint. Moreover, we prioritize education and awareness among our employees, empowering them to contribute to our energy conservation efforts. We provide comprehensive training programs and promote a culture of energy consciousness throughout our organization.

Energy Consumption Breakdown | By Manufacturing Process

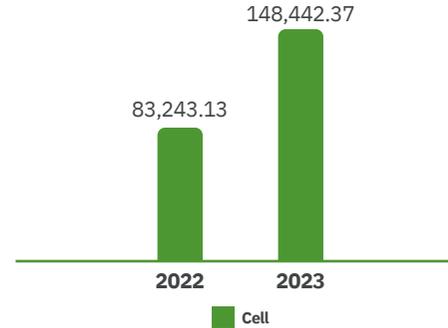
The energy usage for our PV cell and PV module in 2023, compared to 2022, is shown in the following table. In 2023, the PV module had a slight increase in energy use from the previous year, while the PV cell's energy consumption significantly increased. After analyzing the energy consumption

by resource, it became clear that the overall rise in energy usage, especially from the PV cell, was mainly due to more grid electricity being used. This was because of a substantial increase in the PV cell production in 2023 and the high electricity demand of the cell production process.

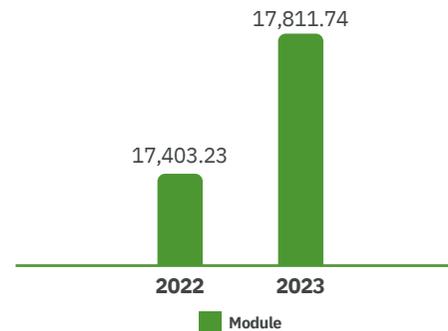
Energy Consumption Breakdown by Manufacturing Process

Energy Consumption Breakdown by Manufacturing Process	Unit	2023	2022
PV Cell	MWh	148,442.37	83,243.13
PV Module	MWh	17,811.74	17,403.23

PV Cell | Energy Consumption (MWh)



PV Module | Energy Consumption (MWh)



Energy Consumption Breakdown | By Resources

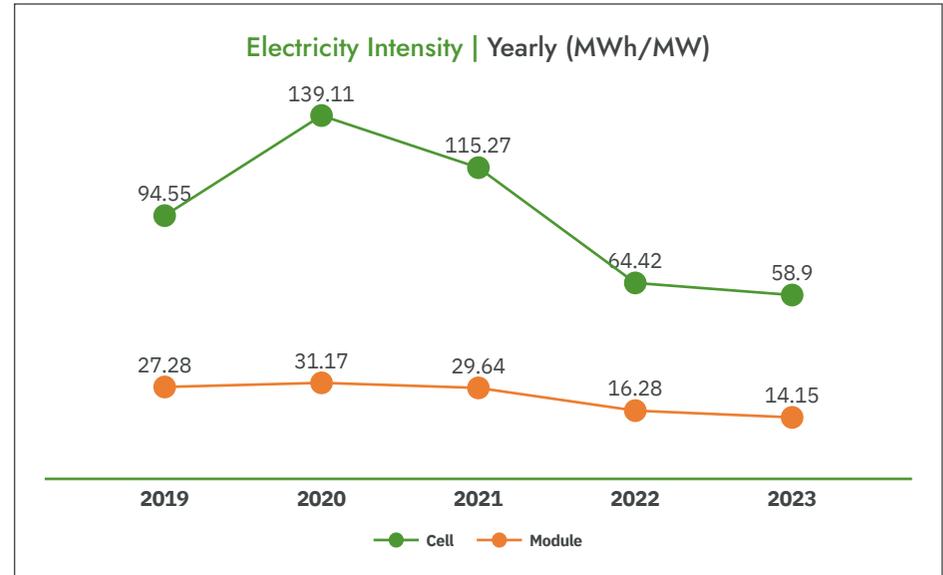
In 2023, the diesel consumption in the PV module decreased by 24% compared to 2022. This achievement was primarily due to advancements in two areas. First, through scientifically planning our transportation routes and material management, we significantly reduced the frequency of material and goods transportation, thereby decreasing the usage of diesel forklifts and trucks. Secondly, we coordinated the use of official vehicles to maximize the efficiency of diesel-powered cars.

Energy consumption breakdown by resources table

Energy Consumption Breakdown by Resources	Unit	2023		2022	
		Cell	Module	Cell	Module
Energy Category	MWh				
Gasoline	MWh	89.05	88.53	65.3	65.75
Diesel	MWh	238.86	237.69	201.9	312.01
LPG	MWh	113.46	123.77	112.5	112.21
Grid Electricity	MWh	148,001	17,361.74	82,863.43	16,913.26
Total	MWh	148,442.37	17,811.74	83,243.13	17,403.23

Energy Consumption | Electricity

Although there has been a noticeable rise in our electricity consumption, our electricity intensity has continuously declined since 2020. From 2019 to 2023, the electricity intensity of PV cells decreased by 37.7%, and that of PV modules decreased by 48%. This advancement originates from enhancements in operational management, effective upscaling of production capacities, and the pursuit of high-yield outputs. Innovations in products, the modernization of equipment, and process technology revolutions have been pivotal to our efforts, underscoring our pledge to environmentally conscious manufacturing within the photovoltaic sector.



Renewable Energy Utilization



Boviet Solar's commitment to sustainable development is evident through its proactive adoption of renewable energy sources. By investing in renewable energy projects, the company aims to reduce reliance on fossil fuels and minimize environmental impact.

In 2023, Boviet Solar converted its carport into a solar carport, maximizing the use of solar energy and reducing electricity costs and carbon emissions in daily operations. The solar carport at Boviet Solar generated 45.85 MWh of

photovoltaic electricity, leading to a significant reduction in carbon dioxide emissions. Specifically, this resulted in approximately 37.32 metric tons of carbon dioxide emissions being avoided. These concrete actions exemplify Boviet Solar's commitment to minimizing its environmental impact and achieving low-carbon green operations. By leveraging renewable energy sources like solar power, Boviet Solar continues to contribute to a more sustainable and eco-friendly future.

CASE STUDY I Future Manufacturing Plants



Vietnam new TOPCon Manufacturing Plant

Looking ahead, Boviet Solar plans to further align its growth with sustainability principles. The upcoming factory in Vietnam will feature a 9MW rooftop photovoltaic system, increasing the proportion of renewable energy in the company's power mix. This strategic initiative not only underscores Boviet Solar's commitment to renewable energy integration but also enhances energy independence while minimizing the company's carbon footprint. By optimizing operational energy use and embracing renewable energy solutions, Boviet Solar is paving the way for a more sustainable future.

Greenhouse Gas Emission Management



Boviet Solar's greenhouse gas management involves the systematic measurement, monitoring, reporting, and reduction of greenhouse gas (GHG) emissions associated with its manufacturing operations. The primary objective of greenhouse gas management in our manufacturing is to mitigate the environmental impact of activities by identifying opportunities to reduce emissions, improve energy efficiency, and transition to low-carbon technologies and processes.

Greenhouse gas emissions (GHGs) are gases that

trap heat in the Earth's atmosphere, contributing to the greenhouse effect and global warming. These gases include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), fluorinated gases, and others.

Boviet Solar is dedicated to reducing greenhouse gas emissions as part of our commitment to environmental sustainability. Through various initiatives and investments in renewable energy, we actively work to minimize our carbon footprint and contribute to mitigating climate change.

Boviet Solar is committed to transparency and accuracy in reporting greenhouse gas emissions, aligning our practices with international standards such as ISO14064-1:2018. In our continuous efforts to improve our greenhouse gas inventory, we have implemented enhancements to ensure the precision of our data.

In 2023, we updated our emission factors to reflect the latest data and guidelines, incorporating adjustments based on reputable sources such as the UK Environmental Agency and the Department of Climate Change. These adjustments have enhanced the accuracy of our emissions calculations, providing stakeholders with reliable information on our environmental impact.

Furthermore, we expanded the scope of our reporting to include additional manufacturing facilities, resulting in a higher reported emissions figure for 2023. This expansion demonstrates our

commitment to transparency and accountability, as we strive to capture the full extent of our environmental footprint.

While the increase in emissions may appear concerning at first glance, it is important to note that this growth is primarily attributed to our expansion in the clean energy sector. As a leading player in the photovoltaic industry, Boviet Solar plays a crucial role in driving the adoption of clean energy solutions, which ultimately leads to a net reduction in global carbon emissions. The high efficiency of energy conversion in photovoltaic systems further underscores the environmental benefits of our clean energy initiatives.

Through our rigorous greenhouse gas reporting and continuous efforts to reduce emissions, Boviet Solar remains committed to mitigating climate change and contributing to a more sustainable future for all.

Carbon Emissions

Carbon emissions, also known as industrial carbon emissions, refer to the release of carbon dioxide (CO₂) and other greenhouse gases (GHGs) into the atmosphere as a result of manufacturing

processes and operations. These emissions occur throughout the lifecycle of a product, from the extraction of raw materials to production, transportation, and disposal.

At Boviet Solar, we are unwavering in our commitment to adhere to all relevant environmental laws and regulations within our jurisdiction. Our objective extends beyond mere compli-

ance; we strive to minimize the environmental impact of our production processes, particularly concerning air emissions.

Carbon Emission by Combustion

In 2022, our total scope 1 direct GHG emissions were 4,909 tCO₂e, or tons of CO₂ equivalent, and scope 2 indirect GHG emissions were 119,409 tCO₂e. In the reported data, process emissions constitute 78% of the total Scope 1 emissions, representing the largest share. These emissions originate from the factory’s reaction units producing N₂O and AL(CH₃)₃.

Fugitive emissions are the next largest category, making up 18%, and are essential for maintaining facilities necessary for daily factory operations, such as air conditioning and fire extinguishers. Our Scope 2 emissions include only purchased electricity. For a detailed breakdown of these emissions, please refer to the following charts.

GHG Emission Breakdown by Combustion

SCOPE 1			SCOPE 2		
Stationary combustion	52.83	1%	Purchased electricity	119,409	100%
Mobile combustion	171.02	4%			
Process combustion	3,822.54	78%			
Fugitive combustio	863.34	18%			
Total	4,909	100%	Total	119,409	100%

Specifically, process emissions of cell increased to 3,822.54 tCO₂e in 2023 compared to 50.37 tCO₂e in 2022 due to an improved calculation methodology of NO₂, which was advised by a reputable third party certified by CNAS (China National Accreditation Service for Conformity Assessment) during the

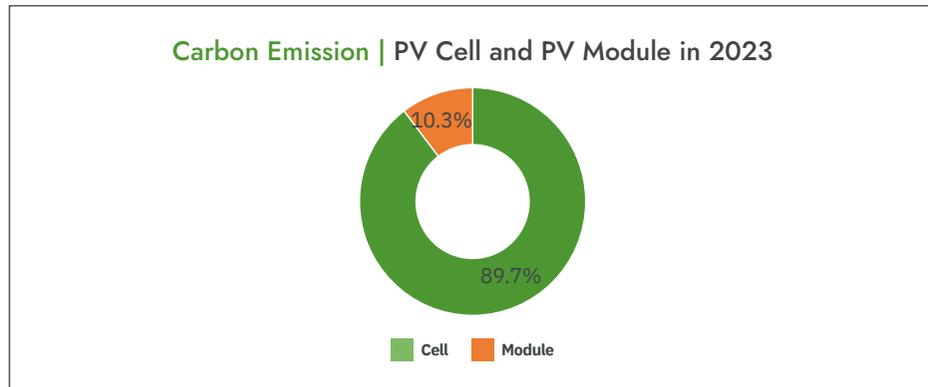
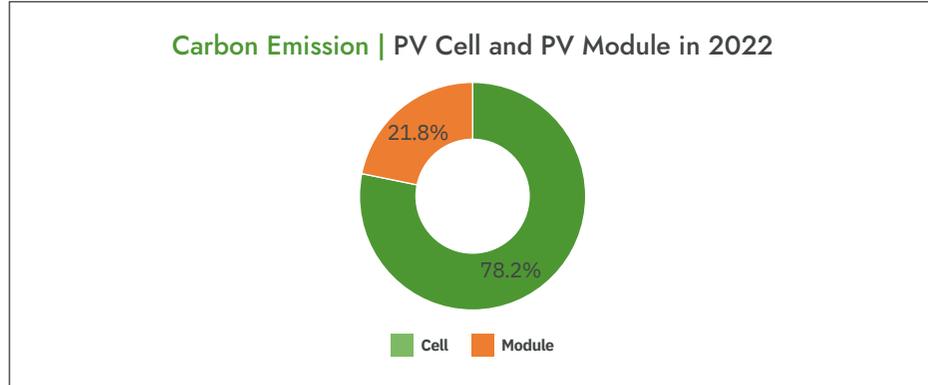
latest calculations. Fugitive emissions of cell decreased to 662.86 tCO₂e in 2023, compared to 1,017.7 tCO₂e in the previous year. Improvements in operational efficiency and tighter controls at production facilities played a significant role.

GHG Emissions Breakdown

GHG Emissions(tco2e)	2023			2022		
	Cell	Module	Total	Cell	Module	Total
Scope 1	4,596.39	313.33	4,909.72	1,162.67	670.76	1,833.43
Stationary combustion	25.27	27.56	52.83	25.09	25.09	50.18
Mobile combustion	85.73	85.29	171.02	69.5	96.11	165.61
Process combustion	3,822.54	0	3,822.54	50.37	0	50.37
Fugitive combustion	662.86	200.48	863.34	1,017.7	549.56	1,567.26
Scope 2	106,872.12	12,536.91	119,409.03	58,027.57	15,822.34	73,849.91
Stationary combustion	106,872.12	12,536.91	119,409.03	58,027.57	15,822.34	73,849.91
Mobile combustion						
Total	111,469	12,850	124,319	59,190	16,493	75,683

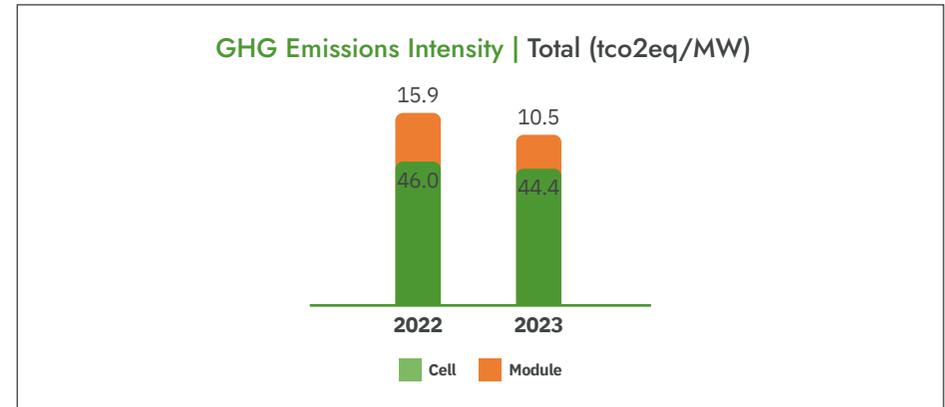
Carbon Emission by Products

In 2023 and 2022, the proportion of carbon emissions from PV cells and modules remained stable, with the share from cells increasing from 82% to 89%. This increase is primarily due to the higher production of cells, which required more electricity compared to module production.



We use GHG emissions intensity or carbon intensity (emissions per MW) as our key reporting metric, facilitating straightforward comparisons across different years. The GHG emissions intensity provided on the chart comprises only scope 1 and scope 2 emissions. In 2023, the GHG emissions intensity for our cells and modules was 44.4 and 10.5 tCO₂e/

MW, respectively, both lower than the 2022 figures of 46 and 15.9 tCO₂e/MW. This accomplishment was mainly driven by the increase in conversion efficiency, coupled with our energy reduction measures, such as the energy saving reconstruction of Process Cooling Water (PCW) and optimizing air conditioning use in the warehouse.



In the future, our goal is to achieve a 28% reduction in carbon emission intensity by 2030 compared to 2023. We will continue to enhance our manufacturing processes by increasing product wattage and taking further energy-saving measures. Moreover, we are increasing capacity in high efficiency N-type

TOPCon modules and lowering silicon usage, such as using thinner wafers to minimize silicon grams per watt. We will also invest in new technologies that reduce the carbon footprint of photovoltaic module production, such as low-carbon material inputs and recycling of end-of-life components.

Air Emission

Air emissions refer to the release of pollutants and contaminants into the atmosphere as a result of industrial activities and manufacturing processes. These emissions can include various substances such as particulate matter, volatile organic compounds (VOCs), nitrogen oxides (NOx), sulfur dioxide (SO2), carbon monoxide (CO), and greenhouse gases (GHGs).

At Boviet Solar, we are unwavering in our commitment to adhere to all relevant environmental laws and regulations within our jurisdiction. Our objective extends beyond mere compliance; we strive to minimize the environmental impact of our production processes, particularly concerning air emissions.

To realize this objective, we conduct routine environmental evaluations and have implemented stringent “Waste Gas Management Regulations.” These regulations set forth standardized protocols for the collection, treatment, monitoring, testing, and emission of waste gases. Leveraging fully enclosed and automated waste gas treatment systems, we achieve negative pressure collection, significantly reducing uncontrolled emissions and decreasing emission concentrations.

Moreover, we establish internal control standards tailored to various waste gas categories, including smelting waste gas, natural gas combustion waste gas, dryer waste gas, and canteen kitchen exhaust gas. These standards adhere to emission limits specified in our “Pollution Discharge Permit.” We regularly engage qualified third-party entities to conduct independent testing and procure certified inspection reports, ensuring adherence to environmental standards and bolstering transparency in our emission management efforts.

As we present our air emissions data for 2022 and 2023, it’s important to note that while there has been a slight increase in emissions, this rise is closely tied to our increased production volumes.

Air Emission Table

Air Emissions ¹	Unit	2023	2022
Particulate matter	Tons	4.35	3.13
Sulfur oxides	Tons	1.74	1.29
Nitrogen oxides	Tons	6.31	4.54

Low Carbon Office

At Boviet Solar, our commitment to environmental protection extends beyond manufacturing processes to encompass our office areas, where we actively promote green office practices and a low-carbon lifestyle.

In 2023, we prioritized digital transformation initiatives to reduce paper and toner cartridge usage, leveraging online office management platforms and OA systems. These efforts aimed to minimize resource consumption and waste generation, fostering an eco-friendlier office environment. Additionally, we spearheaded the "Scientific Waste Classification" campaign to mitigate environmen-

tal impact and curb resource wastage.

To reduce the environmental footprint associated with employee travel, we promoted the adoption of video conferencing systems, facilitating remote meetings, and training sessions. Furthermore, we incentivized the use of electric cars among employees, fostering a culture of sustainable transportation.

Through these concerted efforts, we are actively shaping a greener and more environmentally conscious workplace, aligning with our overarching commitment to sustainability.

1. Air Emissions only cover the PV cells, as there are no air emissions in the PV module.

Water Management



Boviet Solar employs a systematic approach and strategies for efficient and responsible water management, focusing on the conservation, treatment, and recycling of water resources throughout our operations. Effective water management in our operations involves various practices and measures aimed at reducing water consumption, minimizing wastewater generation, and ensuring compliance with environmental regulations.

At Boviet Solar, we are dedicated to minimizing our water footprint and promoting responsible water management practices throughout our operations. To achieve this, we have implemented various initiatives aimed at reducing water consumption and optimizing water usage efficiency.

Boviet Solar is dedicated to effective water conservation through a systematic approach outlined in our "Water Resources Management Regulations" and "Water Conservation Work Plan." These documents provide the framework for strategic water management, emphasizing routine inspections, system maintenance, and the adoption of water-saving technologies.

During the reporting period, our "Cost-saving and Efficiency Enhancement" campaign prioritized equipment with low water consumption, replaced outdated machinery to enhance efficiency, and implemented projects to improve recycled water systems. These efforts significantly boosted our water utilization efficiency.

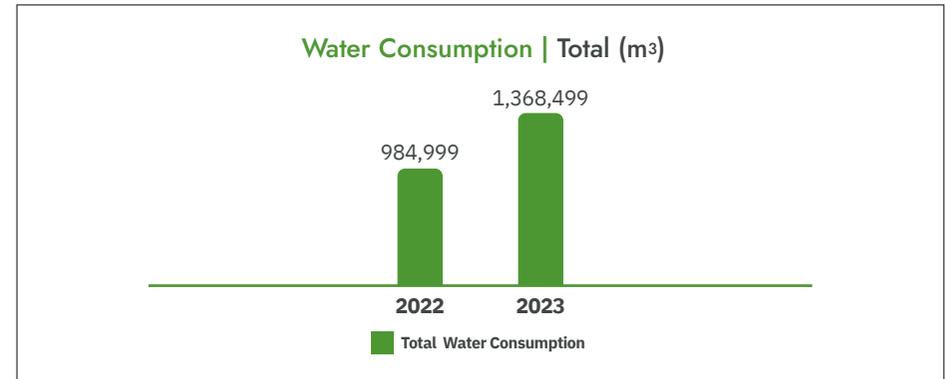
Looking forward to 2030, our aim is to reduce water intensity by 25%. To achieve this goal, we will continue refining our water management practices, integrating advanced water-saving technolo-

gies, and optimizing every aspect of water usage. These initiatives align with our commitment to sustainability and responsible resource management.

Water Consumption

At Boviet Solar, responsible water consumption is a cornerstone of our commitment to sustainability. We recognize the importance of water as a precious resource and strive to manage it responsibly in all aspects of our operations. To achieve this goal, we have implemented a comprehensive water management strategy that encompasses careful monitoring, efficient utilization, and continuous improvement.

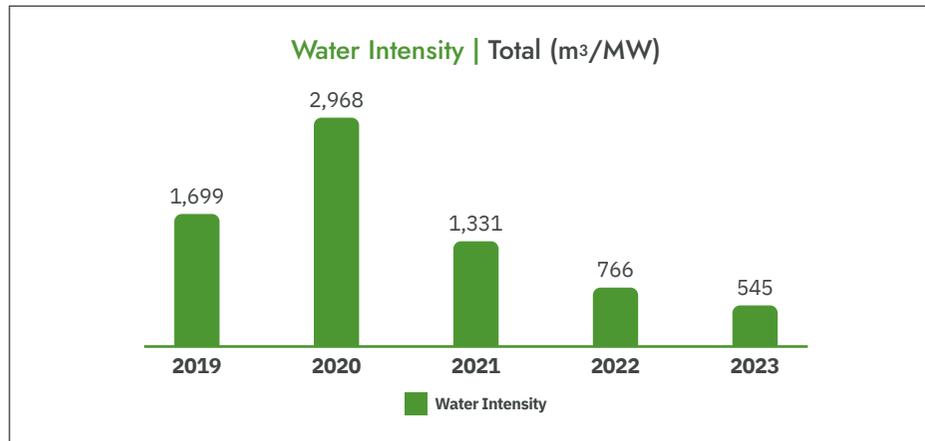
In 2022 and 2023, despite an increase in overall water usage, Boviet Solar achieved a reduction in water intensity, primarily through enhanced efficiency measures and technological improvements. Below are the water consumption data for two years. Water consumption is measured as cubic meter.



Water Intensity

Manufacturer water intensity typically refers to the amount of water used per unit of production output within a manufacturing facility. It is commonly measured as water consumption (in liters or gallons) per unit of product manufactured (e.g., per kilogram, ton, or unit).

Boviet Solar water intensity is defined as the total water extracted from all sources per 1 megawatt of electricity generated. We track our water intensity using the production-weighted average across all manufacturing units, as illustrated in the following graph.



Water Pollutants

Boviet Solar is committed to adhering to stringent operational regulations regarding wastewater treatment as outlined by local laws and regulations. To ensure compliance and effective wastewater management, we have established comprehensive "Wastewater Management Regulations" to oversee the discharge of industrial wastewater, domestic wastewater, and rainwater.

Moving forward, Boviet Solar will enhance its wastewater management by upgrading its treatment facilities to handle larger volumes, integrating advanced technologies to improve processing efficiency, and expending its recycling initiatives. These actions will enable us to keep pace with our production increases while continuing to meet our environmental commitment.

Emergency shut-off valves are installed at the outlets for rainwater discharge areas, accompanied by clear signage and operational instructions to ensure proper separation of rainwater and sewage. Additionally, dedicated channels and collection pools are set up for industrial wastewater, which must undergo treatment to meet tertiary discharge standards before being released.

We present wastewater discharge data for 2022 and 2023. This data shows a rise in wastewater volumes, primarily due to increased production levels. Compared to 2022, the emissions of COD and ammonia nitrogen have remained stable, with the increase in total wastewater discharge primarily attributed to production growth. The wastewater discharge data for 2022 and 2023 are presented in the table below.

Water Pollutants

Water Pollutants	Unit	2023	2022
Chemical Oxygen Demand (COD)	Tons	2.14	1.54
Ammonia Nitrogen	Tons	0.04	0.03
Total wastewater discharge	Cubic meters	1,022,899	1,022,899

CASE STUDY | Water Waste Management

In our wastewater management practices, particularly in the process of treating workshop rinsing wastewater, we have adopted innovative methods to reduce sludge waste production. By reducing the daily use of lime by 600 kilograms and increasing the addition of sodium hydroxide by 200 kilograms, we have reduced the daily sludge discharge from the workshop by 600 kilograms. This strategy not only effectively reduces the environmental burden of sludge during wastewater treatment but also enhances the efficiency and sustainability of the entire wastewater treatment system.

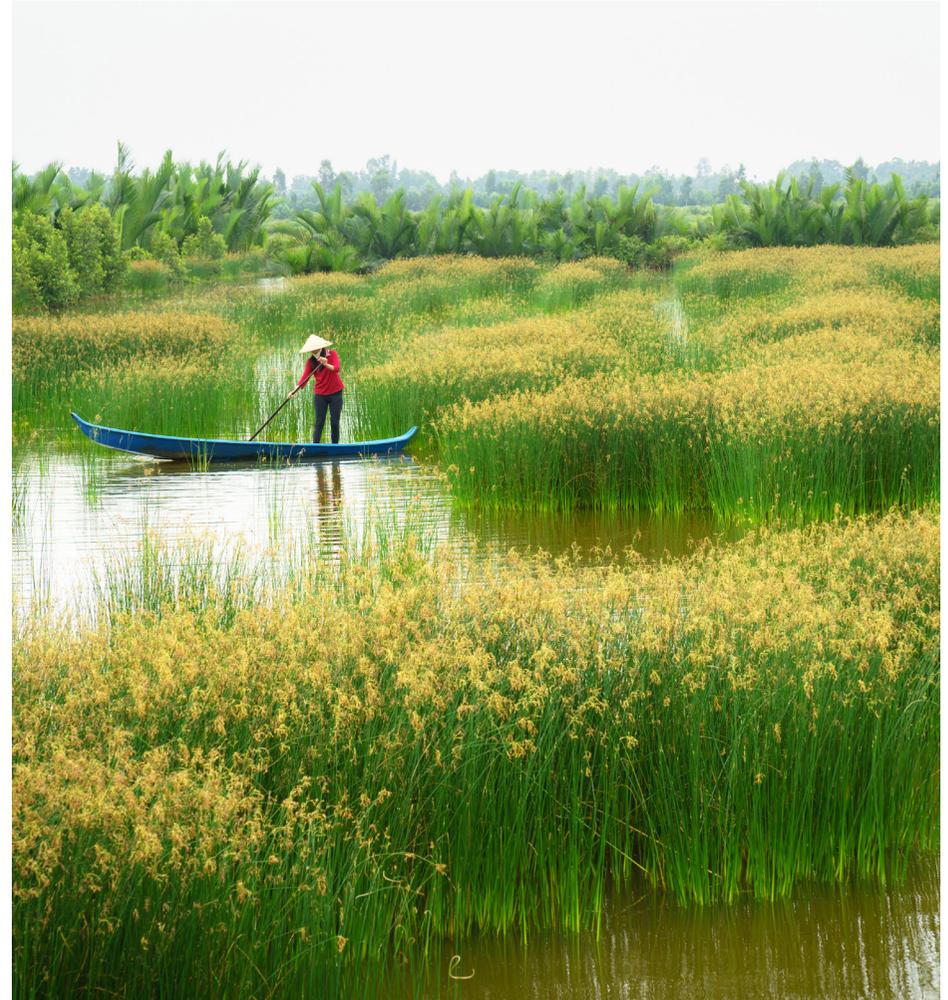
Water Conservation and Recycling

Boviet Solar is deeply committed to water conservation and recycling as integral components of our sustainability initiatives. Recognizing the importance of responsible water management in our operations, we have implemented comprehensive strategies to minimize water usage and maximize resource efficiency.

Between 2022 and 2023, we achieved a 28% decrease in water intensity, while our absolute water usage increased by only 39%, primarily due to the gradual deployment of the new larger-sized 182mm solar cells. The total water usage and the usage of recycled water/regenerated water are shown in the table below.

Water Reclaimed

Water Consumption	Unit	2023	2022
Total Recycled/Reclaimed Water Volume	Cubic meters	345,600	345,600



CASE STUDY I Recycled Water Reverse Osmosis System



Recycled Water

Optimization of Recycled Water System Process

In our pursuit of efficient water resource management, we've made significant strides in enhancing the performance of our recycled water system, particularly in our PV cell workshop. Previously, our system faced challenges such as frequent RO membrane blockages caused by fluoride ions and silicon dioxide residues. These issues not only incurred higher operating costs but also shortened the lifespan of the RO membrane.

To overcome these challenges, we implemented a series of innovative improvements and modifications. These included refining our wastewater treatment processes and minimizing the use of unnecessary chemical agents. These measures effectively increased the water resource recovery efficiency of the system while alleviating operational burdens on our staff.

Thanks to these enhancements, we successfully reduced the frequency of RO membrane cleaning from 7 times per month to just once, all while enhancing the quality of the produced water. The conductivity levels stabilized at around 200, equivalent to that of tap water in our factory area. Additionally, these optimization measures enabled us to recover an additional 50 cubic meters of water daily, significantly reducing our reliance on tap water.

These improvements not only contribute to our commitment to sustainable water management but also showcase our dedication to innovation and operational excellence in minimizing our environmental footprint.

Waste Management



Boviet Solar’s waste management strategies and processes are used to handle the waste generated during our production activities. This includes the collection, segregation, treatment, recycling, and disposal of various types of waste materials, ensuring that these activities comply with environmental regulations and minimize negative impacts on the environment.

Boviet Solar is deeply committed to sustainable waste management practices, ensuring

that our operations have minimal impact on the environment. We adhere strictly to all applicable waste management regulations and continuously seek innovative ways to enhance our waste management processes.

Boviet Solar strictly adheres to the company’s regulations for solid waste management, ensuring the proper classification, collection, and storage of different types of solid waste, including general industrial solid waste, haz-

ardous waste, and domestic waste. We have established standardized warehouses for hazardous waste storage that meet the “four-proof” standards for wind, rain, sun, and leakage prevention.

To ensure the safe disposal of hazardous waste, we have installed video surveillance in areas related to the generation, storage, handling, and entry/exit points of hazardous waste. Additionally, emergency response measures are in place for hazardous waste leaks. Regular waste management training is conducted for employees to enhance their awareness and skills in environmental protection, ensuring the proper handling and compliant discharge of hazardous and solid waste, and promoting the implementation of environmental responsibility.

Waste Factors

During the reporting period, Boviet Solar’s total emissions of general waste and hazardous waste are detailed in the chart below. We ensure that all our solid waste is managed responsibly and sustainably by entrusting its

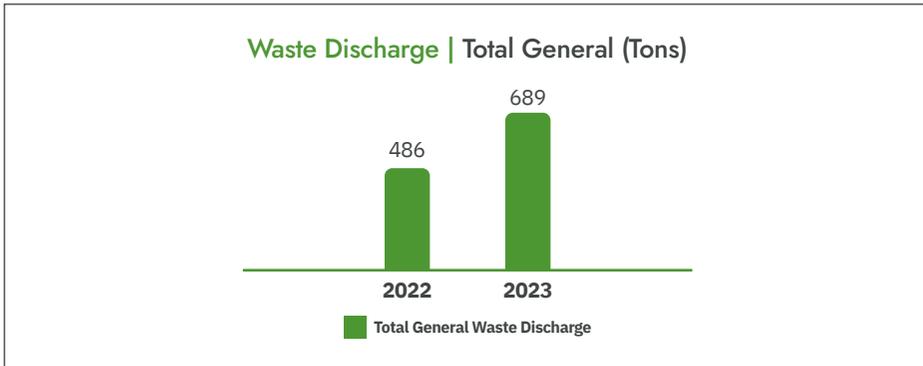
Our goal is to decrease waste intensity by 22% by 2030. This will involve implementing more advanced waste sorting technology and expanding waste reduction programs across all departments. We will continue to increase awareness initiatives to foster a culture of recycling within the company, ensuring all employees understand their role in waste management and environmental responsibility. Investing in state-of-the-art waste sorting and reduction technologies will help us achieve our waste management goals more efficiently.

By integrating these practices and continuously improving our waste management systems, Boviet Solar is committed to reducing our environmental impact and promoting sustainable development.

disposal to qualified third-party companies. This approach guarantees that both general and hazardous waste are treated in compliance with environmental regulations and industry best practices.

Waste Discharge

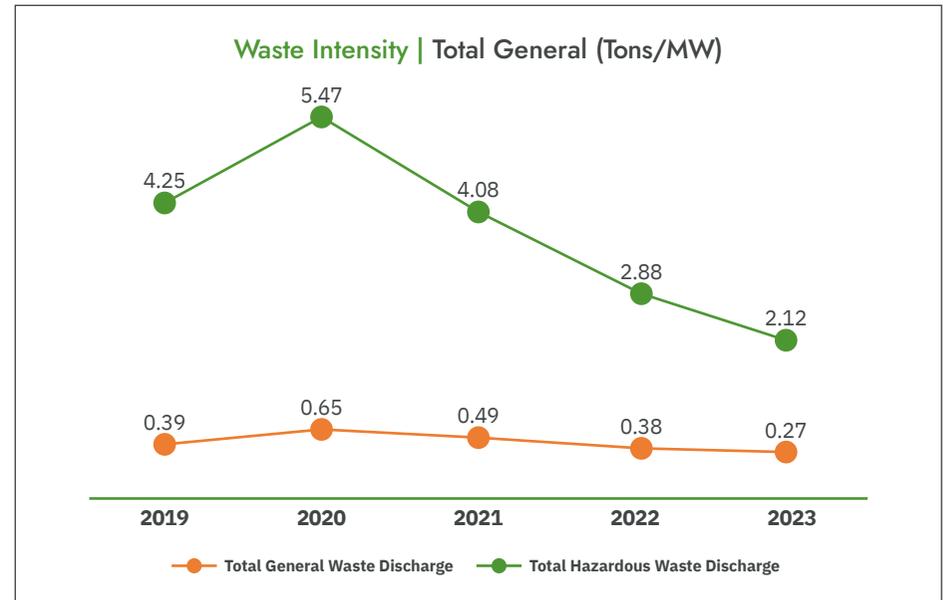
Water Consumption	Unit	2023	2022
Total General Waste Discharge	Tons	689	486
Total Hazardous Waste Discharge	Tons	5,335	3,703.94



Waste Intensity

Manufacturer waste intensity refers to the amount of waste generated per unit of production. It is a key metric used to measure the efficiency of waste management practices in the manufacturing process. Waste intensity is typically expressed in terms of weight (e.g., kilograms or tons) of waste produced per unit of output (e.g., per megawatt of energy produced, per unit of product manufactured, etc.).

Here is the graph showing the intensity of emissions for general waste and hazardous waste from Boviet Solar. Since 2020, there has been a continuous decrease in the intensity of emissions for both general waste and hazardous waste. During this period, Boviet Solar's waste management mechanisms have played a significant role in achieving this reduction.



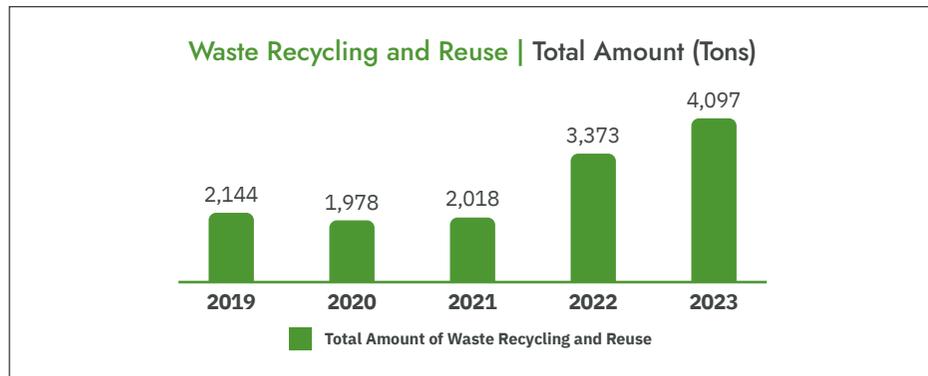
Waste Recycling

Boviet Solar is dedicated to reducing its environmental impact across all stages of its products' lifecycles, including design, manufacturing, installation, and management. We are at the forefront of developing new technologies and optimizing product designs to achieve several key goals, including extending the lifespan of solar modules to 30 years, simplifying the recycling process, and enhancing the recyclability of our products. We contribute to a more sustainable future and implement lead-free solder paste and other innovative technologies to make our modules easier to recycle and less harmful to the environment.

In the coming years, Boviet Solar plans to increase the use of environmentally friendly ma-

terials in our module production. This initiative is focused on enhancing the recyclability of our products by using materials that are easier to recycle, incorporating renewable resources into our manufacturing processes to minimize our environmental footprint and ensuring that our production methods support a circular economy, meeting and setting new benchmarks for sustainability in the industry.

The total amount of waste recycling and reuse over the past five years is shown in the table below. Starting from 2021, there has been a significant increase in waste recycling and reuse, attributed to the significant effectiveness of our adopted recycling and quality improvement plans.



CASE STUDY | Recycling of PV Cell packaging materials



Waste Recycling

Recycling of PV cell packaging materials

Boviet Solar is actively advancing the recycling of packaging materials used for PV cell, including packaging materials for cells sent to our production and contract manufacturing facilities after use. These materials include cardboard boxes, foam containers, foam covers, packaging boxes, and hollow boards, among others, for reuse. However, we have found that the defect rate for certain materials, such as foam covers and hollow boards, can be as high as 50%, resulting in significant waste of packaging materials. To address this, we have implemented recycling and quality improvement plans aimed at increasing reuse rates and reducing costs. Our measures include 100% recycling of packaging materials used in component production workshops and contract manufacturers, which are returned to the factory for reuse. We have established packaging material recycling requirements and correct unpacking methods to increase the recycling rate of packaging materials, thereby reducing costs. For packaging materials with poor recycling rates, we also provide operational technique training to improve their qualification rate for recycling and reuse.

Product Life Cycle Management



Boviet Solar’s Product lifecycle management (PLM) is a strategic approach that integrates people, processes, business systems, and information to manage the entire lifecycle of a product from conception through design and manufacturing to service and disposal.

At Boviet Solar, our dedication to sustainability encompasses every phase of our products’ lifecycle, from design and manufacturing to installation and end-of-life management. By focusing on innovative solutions and contin-

uous improvement, we strive to minimize our environmental impact and contribute positively to a circular economy.

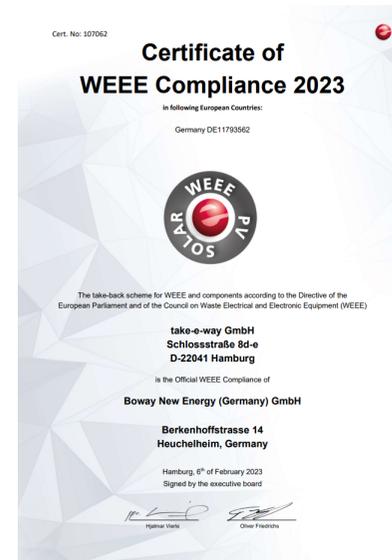
Boviet Solar places a strong emphasis on responsible product management and recycling, adhering to all electronic waste management laws and regulations in the regions where we conduct operations.

Boviet Solar’s commitment to sustainability extends to the management and recycling of

our PV modules. With an average lifespan of around 25 years, our modules are designed with longevity and recyclability in mind. We continually invest in research and development to extend this lifespan to 30 years, simplify recycling processes, and enhance recyclability. Innovative technologies like lead-free solder paste play a crucial role in these efforts, making our modules easier to recycle.

Our PV module designs comply with the 2018 EU WEEE (Waste Electrical and Electronic Equipment) Directive, underscoring our dedication to product reuse and recycling.

We also recommend that our clients adhere to the Solar Energy Industry Association (SEIA) National PV Recycling Program. Established in 2016, this program connects stakeholders with recycling and refurbishment providers capable of managing end-of-life solar products responsibly. These providers offer repair, refurbishment, resale, and recycling services for PV modules, inverters, and other solar equipment.



EU WEEE (Waste Electrical and Electronic Equipment)



In the United States, end-of-life disposal of solar products is regulated by the Federal Resource Conservation and Recovery Act (RCRA), as well as state policies governing waste disposal or other disposition. SEIA collaborates with regulators to develop reasonable regulations and manageable compliance processes. For more information about RCRA, please visit the EPA website.

Climate Related Risks and Opportunities

Risk/Opportunity Category	Climate Risk/ Opportunity Factors	Risk Description	Potential Financial Impact	Key Mitigation Measures
Transition Risk	Current Regulations	The EU's European Green Deal and draft European Climate Law impose low-carbon requirements on businesses exporting to Europe.	<ul style="list-style-type: none"> Compliance costs may increase Export business to Europe may be restricted 	<ul style="list-style-type: none"> Implement strict environmental management systems, such as ISO 14001, to ensure compliance and improve environmental performance Strengthen alignment with policy changes, including regular reviews of new regulatory requirements. Strengthen communication and collaboration with suppliers to collectively drive the low-carbon transformation of the supply chain.
	Emerging Regulations	The European Parliament's Corporate Sustainability Reporting Directive (CSRD) and the European Union's Carbon Border Adjustment Mechanism (CBAM) officially came into effect in 2023, continuously tightening carbon emission disclosure and management requirements for enterprises exporting to European countries.	<ul style="list-style-type: none"> Increased compliance costs for customers may affect company operations. 	<ul style="list-style-type: none"> Establishing a dedicated team to monitor regulatory changes ensures swift responses Gaining a deep understanding of customer requirements, especially carbon reduction demands from major European clients. Regularly disclosing environmental and climate-related information externally to enhance transparency.
	Technological Advancements	The growth of the renewable energy and energy storage end markets is increasing the demand for raw materials with low carbon attributes.	<ul style="list-style-type: none"> Failure to quickly adapt to technological developments in the market may result in a tightening market share and diminished market competitiveness. 	<ul style="list-style-type: none"> Continuous investment in research and development, particularly in photovoltaic cell and module technology. Exploring collaboration opportunities within and outside the industry to jointly develop new technologies and products. Tracking market trends in the application of new technologies and adjusting product strategies accordingly. By introducing PERC technology, Boviet Solar significantly improved the efficiency of solar cells. Strengthening intellectual property protection to safeguard technological and product advantages.

Risk/Opportunity Category	Climate Risk/ Opportunity Factors	Risk Description	Potential Financial Impact	Key Mitigation Measures
<p>Transition Risk</p>	<p>Market Dynamics</p>	<p>As the global economic structure adjusts and green, low-carbon policies advance, there is a decreasing demand for traditional materials in the market, while there is an increasing demand for environmentally friendly and renewable energy-related materials.</p>	<ul style="list-style-type: none"> • Failure to proactively adapt to market changes may result in a decline in the company's current product market share, thereby affecting revenue. 	<ul style="list-style-type: none"> • Expanding our business layout in the new energy market to seize market opportunities. • Strengthening market research to understand and predict the demand trends for new materials. • Developing new low-carbon product lines to meet the market demand for environmentally friendly products. • Enhancing the company's brand image in the low-carbon and environmental protection aspects
	<p>Reputation Risk</p>	<p>With increasing consumer and investor awareness of corporate social responsibility and sustainable development, the company's environmental practices and climate change strategies are receiving growing attention.</p> <p>Adverse environmental records may negatively impact the company's brand image and market recognition.</p>	<ul style="list-style-type: none"> • A damaged reputation could result in customer attrition, affecting sales revenue. 	<ul style="list-style-type: none"> • Further advancing green manufacturing processes to reduce carbon emissions in the production phase. • Publishing sustainability reports to showcase the company's efforts in low-carbon and environmental protection initiatives. • Increasing the use of recycled materials to improve resource efficiency. • Enhancing the company's green brand image through social responsibility activities and promotions.
<p>Climate Risks</p>	<p>Acute Physical Risks</p>	<p>Extreme weather events such as typhoons, floods, droughts, and cold waves may directly impact the company's production facilities, leading to production disruptions and supply chain interruptions.</p>	<ul style="list-style-type: none"> • Production interruptions could result in revenue loss and a decline in market share if encountered. 	<ul style="list-style-type: none"> • Develop comprehensive emergency plans covering disaster prevention, emergency response, and post-disaster recovery. • Conduct regular emergency drills to enhance employees' ability to respond to emergencies. • Strengthen infrastructure's disaster protection measures, such as flood and typhoon prevention. • Ensure the preparation of emergency supplies and backup production plans.

Risk/Opportunity Category	Climate Risk/ Opportunity Factors	Risk Description	Potential Financial Impact	Key Mitigation Measures
Climate Risks	Chronic Physical Risks	Long-term environmental changes resulting from climate change, such as rising sea levels, increasing temperatures, and changes in precipitation patterns, may impact coastal factories and infrastructure.	<ul style="list-style-type: none"> Adapting to and mitigating chronic physical risks may require long-term investment and additional operational costs. 	<ul style="list-style-type: none"> Considering climate change factors in the selection and construction of new factory sites and facilities. Tracking climate model predictions and formulating long-term adaptation strategies
Opportunities	Market Opportunities	More investment firms are signing responsible investment principles to support the goals of the Paris Agreement. Funds are flowing into the green and low-carbon industries, promoting the development of new energy markets characterized by supporting energy transition to low carbon.	<ul style="list-style-type: none"> Strengthening our presence in green and low-carbon application scenarios to increase revenue and reduce financing costs. 	<ul style="list-style-type: none"> Leveraging years of marketing and promotion efforts in the US and European markets, the company has been listed as a Tier 1 supplier on Bloomberg New Energy Finance (BNEF) Global Photovoltaic Component Manufacturer Bankability list for six consecutive years and on the Photovoltaic Evolution Laboratory (PVEL) Global Photovoltaic Component Reliability Top Performer list for four consecutive years. Actively expanding into new photovoltaic markets. By strengthening cooperation with environmental organizations and government agencies, participating in more green projects and programs, the company will further enhance its market competitiveness

Environmental sustainability is of paramount importance for Boviet Solar. Environmental sustainability is not only a moral imperative but also a strategic imperative for Boviet Solar seeking to thrive in an increasingly interconnected and resource-constrained world. By integrating envi-

ronmental sustainability into its business strategies and operations, Boviet Solar creates value, reduces risks, and contributes to a more sustainable and prosperous future for society and the planet.

A glass globe of the Earth is the central focus, resting on a bed of moss and ferns. The globe is transparent, showing the continents and oceans. The background is a soft-focus forest scene with sunlight filtering through the trees, creating a warm, golden glow. The overall composition is natural and serene, symbolizing environmental stewardship.

5. SOCIAL STEWARDSHIP

SOCIAL SUSTAINABILITY

Social Sustainability

Boviet Solar's social sustainability refers to the practices and policies that companies implement to promote the well-being and quality of life of its employees, customers, and the communities the company operates in. It involves creating a positive social impact through ethical behavior, fair labor practices, community engagement, and responsible business operations. By prioritizing social sustainability, Boviet Solar enhances its reputation, fosters loyalty among customers and employees, and contrib-

utes to a more equitable and just society.

At Boviet Solar, we believe that sustainable progress extends beyond producing high-quality solar technology. Our dedication to social responsibility is central to our mission of driving the global transition to renewable energy. We are committed to making a positive impact on society through our business practices, community involvement, and unwavering commitment to ethical standards.

Social Key Initiatives

At Boviet Solar, we recognize that our role as a leader in the renewable energy industry comes with a profound responsibility to contribute positively to society. Our commitment to social

responsibility is woven into the fabric of our corporate ethos, guiding our actions and decisions as we strive to make a lasting impact on our employees, communities, and the planet.

Supporting Our Employees

- Fair and Safe Work Environment: We prioritize the safety and well-being of our employees by maintaining rigorous safety standards and promoting health and wellness programs.
- Equitable Compensation and Benefits: We ensure that our employees are fairly compensated

with competitive salaries, benefits, and opportunities for professional growth.

- Diversity and Inclusion: We are dedicated to fostering an inclusive workplace where diversity is celebrated, and every individual is respected and valued.

Engaging with Our Communities

- Community Development: We actively participate in local community initiatives, supporting projects that drive social and economic development.
- Philanthropy: Through donations and volunteer efforts, we support charitable organizations and causes that address critical social issues, enhancing the quality of life in the communities we serve.

Upholding Ethical Standards

- Transparent Operations: We conduct our business with integrity and transparency, ensuring that our practices meet the highest ethical standards.
- Responsible Supply Chain: We work closely with our suppliers to ensure that our entire supply chain adheres to fair labor practices and respects human rights.
- Environmental Sustainability: We are committed to reducing our environmental impact by adopting sustainable practices and advancing renewable energy solutions.

Promoting Sustainability

- Environmental Stewardship: We strive to minimize our carbon footprint and promote sustainable practices within our operations and beyond.
- Renewable Energy Leadership: Our innovative solar technology not only provides clean energy but also contributes to the global effort to combat climate change.
- Community Renewable Initiatives: We support and implement renewable energy projects within local communities, fostering a sustainable future for all.

Employee Engagement and Volunteerism

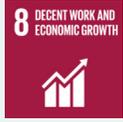
- Encouraging Volunteerism: We encourage our employees to give back to their communities through company-supported volunteer programs.
- Employee Giving Programs: We match employee donations to charitable causes, amplifying the impact of their generosity.

At Boviet Solar, our commitment to social responsibility is more than just a promise; it is a core component of who we are. We believe that by acting responsibly and ethically, we can create a better world for our employees, customers, communities, and future generations. Together, we are building a brighter, more sustainable future.

UN Environmental Sustainability Goals

At Boviet Solar, our mission extends beyond delivering cutting-edge solar technology; we are deeply committed to advancing the United Nations Sustainable Development Goals (SDGs). These global goals guide our efforts to create a more sustainable and equitable world. Here’s how Boviet Solar is contributing to these vital objectives:

UN Sustainability Goal	Boviet Solar Statement
	<p>Boviet Solar provides stable employment opportunities, ensuring job security for our employees. We offer regular salary reviews and increases, ensuring our employees can maintain a decent standard of living. Our benefits package includes health insurance, retirement plans, and other financial support programs that contribute to the long-term well-being of our employees and their families.</p>

UN Sustainability Goal	Boviet Solar Statement
	<p>We prioritize the health and well-being of our employees by offering comprehensive wellness programs, ensuring safe working conditions, and promoting a healthy work-life balance.</p>
	<p>We invest in educational initiatives, providing scholarships, internships, and training programs in collaboration with schools and universities to foster the next generation of solar energy leaders. We support community education projects that raise awareness about renewable energy and sustainability.</p>
	<p>We are committed to creating a diverse and inclusive workplace where gender equality is a priority, ensuring equal opportunities for all employees. We support leadership development programs that empower women and promote gender diversity at all levels of our organization.</p>
	<p>Our core business is centered around providing high-quality solar technology that enables access to clean, affordable, and sustainable energy. We engage in projects that bring renewable energy to underserved communities, reducing reliance on non-renewable sources.</p>
	<p>We ensure fair wages, safe working conditions, and respect for labor rights throughout our operations and supply chain. By investing in local economies and supporting small businesses, we contribute to economic growth and job creation.</p>

UN Sustainability Goal

Boviet Solar Statement



We implement policies that promote equity and inclusion, striving to reduce inequalities within our workplace and the communities we serve. We support initiatives that aim to reduce social and economic disparities in the regions where we operate.



We align SDG 11 by supporting development in urban communities and environmental conservation, which can indirectly promote the development of sustainable cities.



We adopt sustainable practices in our manufacturing processes to minimize waste and environmental impact. We focus on the entire lifecycle of our products, from design to end-of-life recycling, to ensure responsible consumption and production.



Through our renewable energy solutions, we help reduce global carbon emissions and combat climate change. We advocate for climate action and educate our stakeholders about the importance of transitioning to renewable energy.

By aligning our initiatives with the UN Sustainable Development Goals, Boviet Solar is dedicated to driving meaningful change and

fostering a sustainable future for all. Together, we are powering progress and making a lasting impact on our world.

Social Key Milestones

At Boviet Solar, we believe that sustainable progress is not just about generating clean energy; it's about empowering communities and energizing lives. Our commitment to social sustainability is ingrained in everything we do, driving us to create meaningful and lasting impact beyond our solar panels.



Supply Chain Relations

Internal strong supply chain transparency protocol as well as workers with 3rd party independent auditing companies to provide full, transparent supply chain mapping and audit information.



Women in workplace

49.16% of the total employees are female during the reporting period.

A diverse workforce with nationalities from Asia, the Americas, and Europe.



Community Relations

Boviet Solar actively backs impactful groups like Big Brothers Big Sisters, IREC, GRID Alternatives, Solar United Neighbors, Vote Solar, and ReVolv, reinforcing its commitment to renewable initiatives and community empowerment.



Employee Relationship

The recorded injury rate is 0 per million work hours for 2023.

Factors Impacting Society

The manufacturing sector can have significant social impacts, both positive and negative. How Boviet Solar's manufacturing practices can contribute to social sustainability:

Positive Impacts:



Job Creation and Economic Development

Boviet Solar's manufacturing facilities create employment opportunities, supporting livelihoods and contributing to economic growth in local communities. By providing stable jobs with fair wages and benefits, we enhance the well-being and prosperity of employees and their families.



Skills Development and Training

We invest in skills development and training programs for our manufacturing workforce, empowering employees with valuable skills and enhancing their career prospects. Through continuous learning and professional development opportunities, we foster a cul-

ture of growth and advancement within our workforce.



Supplier Engagement and Local Sourcing

Boviet Solar engages with local suppliers and contractors, supporting small businesses and fostering economic resilience in the supply chain. We prioritize ethical sourcing practices and work closely with suppliers to ensure fair labor standards and environmental responsibility.



Community Engagement and Support

Our manufacturing facilities actively engage with local communities, supporting community development initiatives and addressing social needs through philanthropy and volunteerism. By building strong relationships

with stakeholders, we contribute to social cohesion and strengthen the fabric of the communities where we operate.

Negative Impacts (with Mitigation Strategies)



Environmental Impact

While solar manufacturing is generally cleaner than traditional energy production, it still has environmental implications such as energy consumption and waste generation. Boviet Solar mitigates environmental impact through sustainable manufacturing practices, including energy efficiency measures, waste reduction, and recycling initiatives.

By proactively addressing these social impacts and implementing mitigation strategies, Boviet Solar strives to ensure that our manufacturing operations contribute positively to social sustainability, benefiting employees, communities, and stakeholders alike.



Health and Safety

Manufacturing processes can pose health and safety risks to workers if proper safeguards are not in place. Boviet Solar prioritizes the health and safety of our employees through robust safety protocols, training programs, and regular audits to ensure compliance with health and safety standards.



Supply Chain Risks

Risks in the supply chain, such as labor violations or human rights abuses, can have social implications. Boviet Solar conducts thorough due diligence on suppliers, monitors compliance with ethical standards, and collaborates with partners to address any identified risks.

Strategies to Minimize Negative Social Impacts

Boviet Solar is committed to minimizing negative social impacts associated with our manufacturing operations. We implement various

strategies to ensure ethical practices, promote worker well-being, and engage with communities positively. Here are some key strategies:

Ethical Sourcing and Supply Chain Management

- **Supplier Code of Conduct:** We have a strict code of conduct for our suppliers, outlining expectations for fair labor practices, environmental responsibility, and ethical conduct.
- **Supplier Audits:** We conduct regular audits and assessments of our suppliers to ensure

compliance with our ethical standards and address any issues promptly.

- **Transparency:** We prioritize transparency in our supply chain, working closely with suppliers to enhance visibility and accountability.

Employee Well-being and Safety

- **Health and Safety Protocols:** We prioritize the health and safety of our employees through robust safety protocols, training programs, and the provision of personal protective equipment.
- **Employee Assistance Programs:** We offer support services and counseling for employees to

address any physical or mental health challenges they may face.

- **Fair Compensation:** We provide competitive wages, benefits, and opportunities for advancement to ensure fair compensation for our employees.

Continuous Improvement and Compliance

- **Training and Capacity Building:** We provide training and capacity building programs for employees and suppliers to enhance awareness and compliance with social and ethical standards.
- **Monitoring and Reporting:** We regularly monitor and evaluate our social performance, con-

ducting internal assessments and reporting on progress towards our social sustainability goals.

- **Adherence to Regulations:** We ensure compliance with relevant laws, regulations, and industry standards related to labor rights, health and safety, and environmental protection.

Environmental Responsibility

- **Sustainable Manufacturing Practices:** We implement environmentally friendly practices in our manufacturing processes, such as energy efficiency measures, waste reduction, and recycling initiatives.
- **Renewable Energy:** We prioritize the use of renewable energy sources in our manufac-

turing facilities to minimize carbon emissions and reduce environmental impact.

- **Product Lifecycle Management:** We focus on the entire lifecycle of our products, from design to end-of-life recycling, to ensure responsible consumption and production.

Community Engagement and Support

- **Community Development Initiatives:** We actively engage with local communities to identify their needs and priorities, supporting projects that promote social development and well-being.
- **Philanthropy and Volunteerism:** We contribute to community initiatives through philanthropic donations and employee volunteer

programs, making a positive impact on social issues.

- **Stakeholder Engagement:** We maintain open and transparent communication with stakeholders, including local communities, and government agencies, to address concerns and build trust.

By implementing these strategies, Boviet Solar aims to minimize negative social impacts associated with our manufacturing operations and promote social sustainability throughout our

supply chain and communities. We are committed to continuous improvement and collaboration with stakeholders to create a positive and lasting impact on society.

SOCIAL COMPLIANCE AND STANDARDS

Adherence to Social Protection Laws

Boviet Solar is committed to adhering to social responsibility laws and regulations. We prioritize ethical business practices, environmental sustainability, and social welfare in all aspects of our operations. Our commitment extends to

promoting fair labor practices, ensuring workplace safety, and minimizing our environmental footprint. We strive to be responsible corporate citizens, contributing positively to the communities in which we operate.

Social Management System

Boviet Solar's Social Sustainability Management System (SSMS) is a comprehensive framework designed to integrate social responsibility into all aspects of our operations. This system encompasses policies, procedures, and practices aimed at promoting social equity, environmental stewardship, and community engagement.

Key components of Boviet Solar's SSMS include policy framework, risk assessment and man-

agement, stakeholder engagement, employee welfare programs, community investment and continuous improvement. Boviet Solar's Social Sustainability Management System reflects our commitment to conducting business in a socially responsible manner. By integrating social sustainability considerations into our operations, we strive to create long-term value for our stakeholders while minimizing negative social impacts and contributing to a more sustainable future.

Social System Approach

Boviet Solar has developed and continuously refined key social management systems and processes to ensure the highest standards of social responsibility throughout its operations.

These systems and procedures are integral to our commitment to identifying social issues, rectifying potential concerns, and implementing preventive measures effectively.

Social Management Processes

Boviet Solar's commitment to corporate social responsibility is evident in our comprehensive social management system, which aligns with international standards. Through continuous refinement, we have developed frameworks and procedures to systematically identify and address social risks, promote fair labor practices, and foster community engagement.

Social Responsibility Committee

Boviet Solar's commitment to corporate social responsibility is reinforced by the establishment of a dedicated Social Responsibility Committee and a specialized Social Responsibility Department. These entities are entrusted with defining and overseeing the company's social goals and ensuring compliance with social responsibility standards across all operations.

Social Responsibility Policy

Boviet Solar is committed to upholding ethical standards and promoting social responsibility through robust policies, including the “Anti-Discrimination and Harassment Policy” and “Anti-Forced Labor, Child Labor, and Human Trafficking Policy.” These policies serve as foundational documents that guide our commitment to social equity, employee welfare, and community support.

Social Incentive Program

Boviet Solar’s introduction of a social incentive program marks a proactive step towards embedding social responsibility throughout our organization. This program evaluates the achievement of social objectives through internal evaluations and audits, providing departments with tangible incentives to actively pursue and meet their social responsibility targets.

Social Incentive Audit

Boviet Solar’s commitment to social responsibility is reinforced by our rigorous social incentive audits, which evaluate departmental performance against our social objectives. Through internal evaluations and review processes, we ensure that every department is held accountable for their social responsibilities.

Social Risk Management

Boviet Solar takes a proactive approach to managing social risks throughout its operations and supply chain. Our social risk management strategy involves several key steps:

Risk Identification: We systematically identify social risks associated with our operations and supply chain. This includes assessing factors such as labor practices, human rights, community impacts, and ethical considerations.

Risk Assessment: Once identified, we assess the severity and likelihood of each social risk. This involves evaluating the potential impact on stakeholders, our reputation, and compliance with laws and regulations.

Mitigation Strategies: Boviet Solar develops and implements strategies to mitigate identified social risks. This may involve adopting policies and procedures to ensure compliance with ethical standards and legal requirements, enhancing due diligence processes for supplier selection, and implementing training programs to raise awareness among employees.

Monitoring and Evaluation: We continuously monitor social risk indicators and assess the effectiveness of our mitigation strategies. This includes tracking key performance indicators, conducting audits and assessments, and soliciting feedback from stakeholders.

Continuous Improvement: Boviet Solar is committed to continuous improvement in our social risk management practices. We regularly review and update our policies, procedures, and practices to incorporate emerging best practices, stakeholder feedback, and changes in regulatory requirements.

Transparency and Accountability: We believe in being transparent about our social risk management efforts and accountable for our actions. Boviet Solar regularly communicates with stakeholders about our social responsibility commitments, performance, and progress in managing social risks.

By integrating social risk management into our business processes, Boviet Solar aims to mitigate potential negative impacts on stakeholders, safeguard our reputation, and uphold our commitment to ethical conduct and corporate social responsibility.

SOCIAL SUSTAINABILITY EFFORTS

Social Sustainability Focus Culture



The company culture at Boviet Solar emphasizes social sustainability as a core value and guiding principle in all aspects of its operations. Our commitment to social stewardship permeates throughout the organization, shaping the behaviors, decisions, and attitudes of every employee. Here's how our company culture reflects our dedication to social sustainability:

Shared Values and Vision

Social sustainability is ingrained in our company's values and vision. We believe in creating a world where renewable energy solutions coexist harmoniously with society, and every decision we make is guided by this overarching goal.

Leadership Commitment

Our leadership team is deeply committed to social sustainability and leads by example. They prioritize sustainability in strategic planning, re-

source allocation, and business decision-making, setting the tone for the entire organization.

Employee Engagement

We foster a culture of social responsibility and empowerment among our employees. Through education, training, and regular communication, we ensure that every team member understands their role in advancing our sustainability initiatives and feels empowered to contribute positively to social conservation efforts.

Innovation and Continuous Improvement

We encourage innovation and creativity in finding sustainable solutions to social challenges. Our culture fosters a spirit of continuous improvement, where employees are encouraged to identify opportunities to create positive social impact.

Transparency and Accountability

We maintain transparency in our social performance and hold ourselves accountable for our actions. Regular reporting, internal audits, and performance evaluations ensure that we stay on track with our sustainability goals and remain accountable to our stakeholders.

Partnerships and Collaboration

We recognize that social sustainability is a collective effort that requires collaboration with part-

Boviet Solar embodies a deep-seated commitment to social sustainability, driving us to integrate sustainability into every aspect of our business operations and contribute positively to a more sustainable future for generations to come.

[Link: Boviet Solar | Company Culture](#)

ners, suppliers, customers, and communities. We actively seek partnerships and engage in collaborative initiatives to amplify our impact and drive positive change beyond our organization.

Recognition and Rewards

We celebrate and recognize achievements in social sustainability. Employee efforts and initiatives that contribute to positive social activities are acknowledged and rewarded, reinforcing our commitment to social responsibility.

Continuous Learning and Improvement

Our culture encourages a culture of continuous learning and improvement in social sustainability practices. We stay informed about emerging best practices in sustainability and adapt our approach accordingly to remain at the forefront of social stewardship.

CARING FOR OUR PEOPLE



Vietnam Employees

Labor Rights

At Boviet Solar, we are deeply committed to upholding the rights and well-being of our employees. Our dedication to labor rights is rooted in our core values of integrity, fairness, and respect for human dignity.

At Boviet Solar, we view labor rights as fundamental principles that guide our business prac-

tices and decision-making. We are committed to creating a workplace where all employees are treated with dignity, respect, and fairness, and where their rights are upheld and protected. Through continuous improvement, open dialogue, and accountability, we strive to set a positive example for ethical and responsible business conduct in our industry and beyond.

[Link: Boviet Solar | Company Labor Rights Policy](#)

Labor Rights | Definition

Labor rights are fundamental human rights related to employment and the workplace. They encompass a range of principles and pro-

tections aimed at ensuring fair and equitable treatment of workers.

Labor Rights | Principles

At Boviet Solar, we are deeply committed to upholding labor rights principles and ensuring that our employees are treated with dignity, respect, and fairness. Our labor rights principles encompass various aspects of employment

and workplace practices, reflecting our dedication to ethical and responsible business conduct. Some of the key labor rights principles we adhere to:

Equal Employment Opportunities

We provide equal employment opportunities to all individuals, irrespective of their race, color, religion, gender, sexual orientation, gender

identity, national origin, age, disability, or any other protected characteristic. Discrimination of any form is strictly prohibited in our workplace.

Safe and Healthy Work Environment

We prioritize the safety and well-being of our employees by providing a safe and healthy work environment. We comply with all relevant

health and safety regulations and implement measures to prevent workplace hazards and accidents.

Fair Compensation and Benefits

We ensure that all employees receive fair and competitive compensation that reflects their skills, experience, and contributions. Addition-

ally, we offer a comprehensive benefits package that supports the overall well-being of our employees and their families.

Respect for Freedom of Association

We respect the rights of our employees to join or form labor unions and engage in collective bargaining activities. We maintain open lines of

communication with employee representatives and collaborate in good faith to address workplace issues and concerns.

Prohibition of Forced Labor and Child Labor

We strictly prohibit forced or compulsory labor, including slavery and human trafficking, in all aspects of our operations. Similarly, we do not

employ child labor, and we adhere to applicable laws and regulations regarding the employment of young workers.

Responsible Supply Chain Management

We expect our suppliers and business partners to uphold labor rights principles consistent with our own. We conduct due diligence to

ensure that our supply chain is free from labor rights abuses and take steps to address any issues that may arise.

Continuous Improvement and Accountability

We are committed to continuous improvement in our labor practices and regularly review and update our policies and procedures to ensure compliance with legal requirements and indus-

try best practices. We hold ourselves accountable for upholding labor rights principles and take prompt action to address any violations or concerns.

These labor rights principles reflect our values and commitment to ethical and responsible business conduct. At Boviet Solar, we believe that respecting and upholding labor rights is

essential for creating a positive work environment and contributing to the well-being of our employees and society as a whole.

International Workforce

At Boviet Solar, caring for our people is at the heart of everything we do. We believe that our employees are our greatest asset, and their well-being and success are paramount to the success of our company.

Our employees are the driving force behind our success. We are committed to creating a workplace where every individual feels valued, respected, and supported in their personal and professional growth. From competitive wages and benefits to opportunities for training and advancement, we prioritize the well-being and development of our team members.

ness programs, and providing support during challenging times. We believe that a healthy, happy workforce is essential to our continued success as a company.

At Boviet Solar, caring for our people isn't just a slogan – it's a core value that guides everything we do. Together, we are building a brighter future for our employees, our communities, and the world.

We foster a culture of inclusivity, collaboration, and empowerment, where everyone has a voice and is encouraged to contribute their unique talents and perspectives. Our commitment to diversity and equal opportunity ensures that all employees have the chance to thrive and reach their full potential.

With a workforce of 1,249 employees, Boviet Solar demonstrates a commitment to fostering a diverse and dynamic team dedicated to advancing sustainable energy solutions. Our employees are the driving force behind our innovation, success, and positive impact on the world. We prioritize creating a supportive work environment where each individual can thrive

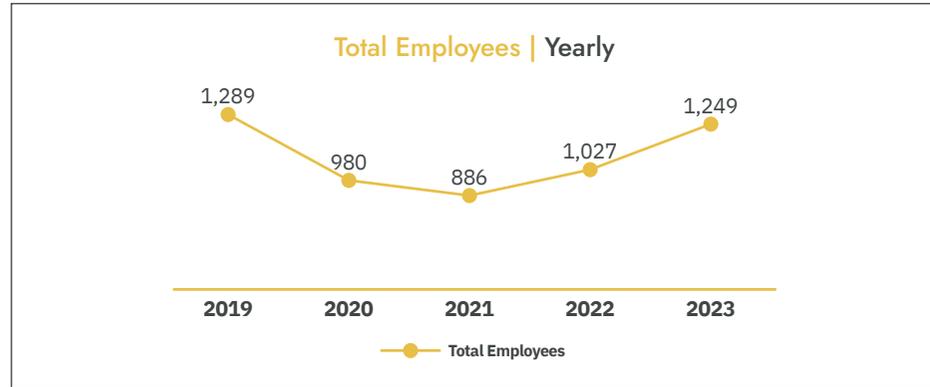
Beyond the workplace, we care for our people by promoting work-life balance, offering well-

and contribute to our shared mission of providing clean, renewable energy for a brighter future.

Boviet Solar is committed to upholding the highest standards of compliance with employment laws and regulations in all regions where we operate. In our U.S. operations, we have filed Equal Employment Opportunity (EEO) forms, which

provide valuable demographic data on the distribution of our employees by race and gender. This data allows us to monitor our workforce composition and identify areas for improvement in diversity and inclusion efforts.

As of December 31, 2023, Boviet Solar had 1,249 employees, including 50 part-time employees.



Diversity, Equity, and Inclusion | DEI

At Boviet Solar, we believe that diversity, equity, and inclusion are fundamental values that

drive our success and shape our culture. We are committed to creating a workplace where

all individuals feel valued, respected, and empowered to contribute their unique perspectives, talents, and experiences.

Diversity is at the heart of who we are as a company. We celebrate the rich diversity of our workforce, which encompasses individuals from different backgrounds, cultures, ethnicities, genders, sexual orientations, abilities, and perspectives. We recognize that diversity fuels innovation, creativity, and growth, and we are committed to fostering an environment where everyone feels welcome and included.

Equity is essential for ensuring fairness and justice in all aspects of our business. We are dedicated to providing equal opportunities for all employees to thrive and succeed, regardless of their background or identity. We are committed to addressing systemic barriers and biases that may hinder the advancement of underrepresented groups and promoting a level playing field where everyone has the opportunity

to reach their full potential.

Inclusion is the cornerstone of our culture. We strive to create a culture of belonging where every voice is heard, valued, and respected. We encourage open dialogue, collaboration, and empathy, and we reject discrimination, harassment, and exclusion in any form. We believe that diversity without inclusion is incomplete, and we are committed to fostering an inclusive environment where everyone can bring their whole selves to work.

Our commitment to diversity, equity, and inclusion extends beyond our walls and into the communities where we live and work. We are dedicated to promoting diversity and inclusion initiatives, supporting social justice causes, and driving positive change in society. We recognize that we have a responsibility to use our influence and resources to create a more equitable and just world for all.

[Link: Boviet Solar | Company Diversity, Equity, and Inclusion Policy](#)

DEI | Definition

Diversity, equity, and inclusion (DEI) are interconnected concepts that promote fairness, respect, and opportunity for all individuals, regardless of their differences. A breakdown of each term:

Diversity

Diversity refers to the presence of a wide range of human differences within a group, organization, or community. These differences can include but are not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, nationality, socioeconomic status, and cultural background.

Equity

Equity involves ensuring fair treatment, access, and opportunities for all individuals, particularly those who have historically been marginalized or disadvantaged.

Inclusion

Inclusion refers to creating a welcoming and supportive environment where all individuals feel valued, respected, and empowered to participate fully and contribute their talents and perspectives.

Together, diversity, equity, and inclusion form the foundation of efforts to create diverse, equitable, and inclusive workplaces, communities, and societies. By embracing and championing these principles, Boviet Solar and individuals can foster innovation, creativity, and resilience while advancing social justice and equity for all.

DEI | Principles

At Boviet Solar, we are dedicated to creating a workplace that embraces diversity, promotes equity, and fosters inclusion. We believe that a diverse and inclusive environment drives innovation, enhances performance, and strengthens our organization. Our principles guide us in achieving these goals and ensuring that every employee feels valued and empowered.

Commitment to Diversity**• Valuing Differences**

We recognize and appreciate the diverse backgrounds, perspectives, and experiences of our employees. We believe that diversity enriches our workplace and drives our success.

• Inclusive Hiring Practices

We actively seek to build a diverse workforce by implementing inclusive hiring practices that reach a wide range of candidates.

Equity in Opportunity**• Fair Treatment**

We are committed to providing equitable treatment and opportunities for all employees, ensuring that everyone has access to the resources and support they need to succeed.

• Transparent Processes

Our policies and procedures for hiring, promotion, and compensation are transparent and designed to eliminate bias and ensure fairness.

Inclusive Culture**• Respect and Belonging**

We strive to create an inclusive culture where all employees feel respected, valued, and have a sense of belonging. We celebrate diversity and encourage the expression of different perspectives.

• Employee Resource Groups

We support the formation of employee resource groups that provide a platform for employees to connect, share experiences, and advocate for their interests.

Equity in Career Development

- **Equal Access**

We ensure that all employees have equal access to career development opportunities, including training, mentorship, and advancement programs.

- **Performance-Based Promotions**

Promotions and career advancements are based on performance, skills, and potential, ensuring that everyone has an equal opportunity to grow and succeed.

Supportive Environment

- **Safe Space**

We provide a safe and supportive environment where employees can voice their concerns and experiences related to diversity, equity, and inclusion without fear of retaliation.

- **Conflict Resolutions**

We have mechanisms in place to address and resolve conflicts or issues related to diversity and inclusion promptly and fairly.

Community Engagement and Outreach

- **Partnerships**

We engage with community organizations, educational institutions, and advocacy groups to promote diversity, equity, and inclusion beyond our organization.

- **Outreach Programs**

We participate in outreach programs and initiatives that support underrepresented groups and contribute to the broader goal of societal equity.

Regular Assessment and Improvement

- **Monitoring and Evaluation**

We regularly assess our diversity, equity, and inclusion efforts through data analysis, employee feedback, and performance metrics to identify areas for improvement.

- **Continuous Improvement**

We are committed to continuously refining our policies and practices to enhance our diversity, equity, and inclusion initiatives.

Ongoing Education and Training

- **Continuous Learning**

We provide ongoing education and training on diversity, equity, and inclusion to all employees, helping them to understand the importance of these principles and how to apply them in their daily work.

- **Leadership Development**

We equip our leaders with the skills and knowledge to foster an inclusive environment and to champion diversity and equity initiatives.

Accountability and Transparency

- **Leadership Accountability**

Our leadership team is accountable for advancing diversity, equity, and inclusion within the organization. They are responsible for setting goals, measuring progress, and ensuring that DEI principles are integrated into all aspects of our business.

- **Transparent Reporting**

We maintain transparency in our diversity, equity, and inclusion efforts by regularly reporting on our progress and sharing our successes and challenges with employees and stakeholders.

Recognition and Celebration

- **Celebrating Diversity**

We regularly celebrate the diverse backgrounds and achievements of our employees through events, recognition programs, and communications.

- **Highlighting Success**

We highlight the successes and contributions of diverse employees to inspire and motivate others and to reinforce the value of diversity and inclusion.

By adhering to these principles, Boviet Solar is committed to building a workplace where diversity is celebrated, equity is ensured, and inclusion is a fundamental part of our culture. We believe that by embracing these principles, we can drive innovation, enhance performance, and create a stronger, more resilient organization.

CASE STUDY | Training on Diversity, Equity and Inclusion

Training on Diversity, Equity, and Inclusion

Boviet Solar is dedicated to creating a more inclusive work environment by providing comprehensive training resources for our employees. We recognize the importance of equipping our team with the knowledge and skills needed to navigate diverse workplaces and foster a culture of inclusion. Here are some of the internal and external training courses we offer:

”22 Unconscious Biases to Watch Out for at Work”

This course is designed to raise awareness among employees about the various forms of bias that can impact decision-making and interactions in the workplace. By understanding and identifying these biases, employees can work towards mitigating their effects and promoting fairness and equality in the workplace.

”6 Unconscious Biases in Humans and How to Deal with Them”

Through this course, employees gain insights into common biases that affect individuals and teams. By learning about confirmation bias, group bias, and other cognitive biases, employees can develop strategies to recognize and address these biases in their own behavior and interactions with others.

”8 Ways to Self-Assess Unconscious Bias as a Manager”

Designed specifically for managers, this course provides tools and techniques for self-assessment and reflection on biases that may influence managerial decision-making. By increasing self-awareness and adopting inclusive leadership practices, managers can create a more equitable and supportive work environment for their teams.

These training courses are just a few examples of the resources we offer to support our employees’ growth and development in diversity and inclusion. By integrating internal and external training resources, Boviet Solar empowers employees at all levels to contribute to a more inclusive workplace culture and drive positive change within the organization.

Equal Employment Opportunity | EEO

At Boviet Solar, we believe that diversity is our strength, and we are committed to creating a workplace where everyone is treated with fairness, respect, and dignity. We embrace the unique perspectives, backgrounds, and talents

of our employees, recognizing that diversity fuels innovation, creativity, and success. We are dedicated to providing equal employment opportunities for all, regardless of;



Race



Ethnicity



Gender



Age



Religion



Disability



Sexual Orientation



or any other characteristic protected by law

By fostering an inclusive culture where every voice is heard and valued, we strive to build a stronger, more vibrant, and more resilient organization. Together, we can harness the power

of diversity to drive positive change, inspire excellence, and make a meaningful difference in the world.

[Link: Boviet Solar | Company Equal Employment Policy](#)

EEO | Definition

Equal employment refers to the principle and practice of ensuring fairness, non-discrimination, and equal opportunities in all aspects of employment, including recruitment, hiring, promotion, compensation, benefits, training, and termination. It involves treating employees and job applicants fairly and without prejudice based on characteristics such as race, ethnicity, gender, age, disability, religion, sexual orientation, or other protected categories.

EEO | Principles

At Boviet Solar, we are committed to providing equal employment opportunities to all individuals and fostering a workplace that embraces diversity and inclusion. Our principles are designed to ensure fairness, respect, and equal access to opportunities for everyone, regardless of their background or characteristics.

Non-Discrimination Policy

- **Equal Opportunity**

Equal Opportunity: We provide equal employment opportunities to all employees and applicants without regard to race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected characteristic.

- **Fair Treatment**

All employment decisions, including hiring, promotion, compensation, benefits, and termination, are made based on qualifications, performance, and business needs.

Inclusive Recruitment Practices

- **Diverse Talent Pools**

We actively seek to attract a diverse pool of candidates by promoting job openings through various channels and networks.

- **Bias-Free Selection**

Our recruitment process includes structured interviews and objective criteria to minimize biases and ensure fair evaluation of all candidates.

Equal Access to Opportunities

- **Career Development**

We provide equal access to training, mentorship, and career development opportunities to help all employees achieve their professional goals.

- **Promotion Criteria**

Promotions are based on merit, performance, and potential, with clear criteria communicated to all employees.

Supportive and Inclusive Work Environment

- **Inclusive Culture**

We foster a culture of inclusion where diverse perspectives are valued and employees feel a sense of belonging.

- **Employee Resource Groups**

We support employee resource groups and other initiatives that promote diversity and inclusion within the workplace.

Training and Awareness

- **Regular Training**

All employees participate in regular training on diversity, inclusion, and equal employment principles to enhance awareness and understanding.

- **Leadership Development**

Managers and leaders receive additional training to equip them with the skills to manage diverse teams and promote an inclusive work environment.

Transparent and Fair Processes

- **Clear Policies**

Our equal employment principles and policies are clearly communicated to all employees and are accessible through the company intranet and employee handbooks.

- **Open Communication**

We maintain open channels of communication where employees can raise concerns about discrimination or unfair treatment without fear of retaliation.

Monitoring and Accountability

- **Regular Reviews**

We regularly review our employment practices and policies to ensure they comply with legal requirements and reflect best practices in diversity and inclusion.

- **Data Analysis**

We analyze workforce data to identify and address any disparities in hiring, promotion, and compensation.

Feedback and Improvement

- **Employee Feedback**

We actively seek feedback from employees through surveys, focus groups, and direct communication to identify areas for improvement.

- **Continuous Improvement**

We continuously refine our policies and practices based on feedback and best practices to enhance our commitment to equal employment.

Leadership Commitment

- **Top-Down Support**

Our leadership team is committed to upholding and promoting equal employment principles throughout the organization.

- **Role Models**

Leaders serve as role models by demonstrating inclusive behavior and supporting diversity initiatives.

Community Engagement

- **Outreach Programs**

We engage with community organizations and participate in outreach programs to promote equal employment opportunities and diversity beyond our organization.

- **Partnerships**

We partner with educational institutions, advocacy groups, and other organizations to support and advance diversity and inclusion in the broader community.

By adhering to these principles, Boviet Solar aims to create a workplace where all employees have the opportunity to succeed and contribute to our collective success. We believe that diversity and inclusion are key drivers of innovation and excellence, and we are committed to fostering an environment where everyone is valued and respected.

EEO | Women in Workforce

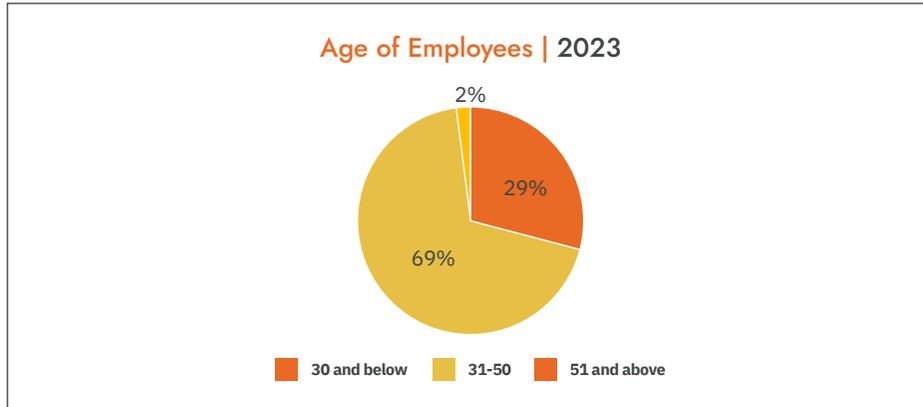
At Boviet Solar, we are committed to creating an inclusive and equitable work environment. This commitment is reflected in the gender ratio of our workforce, which is recently published as 51% male and nearly 49% female. Achieving this balanced ratio is a testament to our deliberate efforts to continuously optimize the workplace to make it more comfortable and safer for our female employees.

We recognize that providing a supportive environment is crucial for the success of women in the workplace. Therefore, in designing and adjusting our work processes, workplace safety measures, and career development opportunities, we take special care to meet the needs of our female employees.



EEO | Employees by Age

At Boviet Solar, our workforce distribution across different age groups—30 and below, 31-50, and 51 and above—demonstrates our commitment to fostering a richly diverse age structure within our organization. This diversity is strategic, as it allows us to blend the dynamism of younger employees with the experience and wisdom of older ones, ensuring a comprehensive approach to achieving our performance objectives.



Anti-Discrimination and Anti-Harassment

At Boviet Solar, we are committed to fostering an inclusive and respectful workplace environment where all employees are treated with dignity and respect. We believe that diversity and inclusion are key drivers of our success and innovation.

[Link: Boviet Solar | Anti-Harassment and Anti-Discrimination Policy](#)

Boviet Solar strives to maintain a workplace where every employee feels safe, respected, and valued. By upholding these standards, we aim to create a supportive environment that promotes the well-being and success of everyone in our organization.

Discrimination and Harassment | Definition

Discrimination involves unfair treatment of an individual based on their protected characteristic. This includes hiring, promotion, job assignment, termination, and compensation decisions. Harassment includes unwelcome behavior that creates an intimidating, hostile, or offensive work environment. This can be verbal, physical, or visual and includes sexual harassment.

Anti-Discrimination and Anti-Harassment | Principles

At Boviet Solar, we are dedicated to maintaining a workplace that is free from discrimination and harassment. We believe that every employee has the right to work in an environment where they are treated with respect and dignity. Our principles are guided by our commitment to equality, inclusivity, and the well-being of our employees.

Zero Tolerance Policy

- Strict Prohibition**

Discrimination or harassment of any kind, whether based on race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic, is strictly prohibited.

- Enforcement**

Violations of our anti-discrimination and anti-harassment policies will result in disciplinary action, up to and including termination of employment.

Respectful Workplace Environment

- Dignity and Respect**

All employees are expected to treat one another with dignity and respect. We foster a workplace culture that values diversity and promotes inclusivity.

- Professional Conduct**

Employees are encouraged to maintain professional behavior at all times, ensuring a positive and respectful work environment.

Comprehensive Training and Education

- **Mandatory Training**
All employees undergo mandatory training on anti-discrimination and anti-harassment policies to understand their rights and responsibilities.
- **Ongoing Education**
We provide ongoing education and awareness programs to ensure employees are informed about the latest best practices and legal requirements.

Clear Reporting Mechanisms

- **Multiple Channels**
We offer multiple channels for reporting discrimination and harassment, including anonymous options, to ensure that all employees feel safe and comfortable coming forward.
- **Prompt Response**
All reports are taken seriously and investigated promptly and thoroughly by trained personnel.

Confidentiality and Protection

- **Confidential Investigations**
We ensure that all complaints are handled with the utmost confidentiality to protect the privacy of all parties involved.
- **Protection Against Retaliation**
Retaliation against anyone who reports discrimination or harassment or participates in an investigation is strictly prohibited and will not be tolerated.

Transparent Communication

- **Clear Communication**
We communicate our policies and the importance of a respectful workplace clearly and consistently to all employees.
- **Open Dialogue**
We encourage open dialogue about discrimination and harassment issues and provide platforms for employees to voice their concerns and suggestions.

Inclusive Policies and Practices

- **Diversity and Inclusion Initiatives**
We actively promote diversity and inclusion through our policies, recruitment practices, and workplace activities.
- **Equitable Opportunities**
We ensure equitable opportunities for all employees in terms of hiring, promotion, training, and development.

Regular Review and Improvement

- **Policy Review**
Our anti-discrimination and anti-harassment policies are regularly reviewed and updated to reflect changes in laws and best practices.
- **Continuous Improvement**
We seek feedback from employees and conduct regular assessments to identify areas for improvement and ensure the effectiveness of our policies.

Leadership Accountability

- **Role Modeling**
Our leaders are expected to model inclusive behavior and actively support our anti-discrimination and anti-harassment initiatives.
- **Responsibility**
Managers and supervisors are responsible for ensuring that their teams adhere to our principles and for addressing any issues promptly and effectively.

Support for Affected Employees

- **Access to Resources**
Employees affected by discrimination or harassment have access to support resources, including counseling and employee assistance programs.
- **Supportive Environment**
We strive to create a supportive environment where affected employees feel safe and supported throughout the investigation process.

By adhering to these principles, Boviet Solar is committed to creating a workplace where everyone feels valued, respected, and empowered to contribute to our success.

Fair Recruitment, Promotion and Reward | FRPR

At Boviet Solar, we are dedicated to ensuring that our recruitment, promotion, and reward practices are fair, transparent, and based on merit. We believe that these principles are fundamental to building a strong, diverse, and high-performing workforce.

[Link: Boviet Solar | Company Fair Recruitment, Promotion and Reward Policy](#)

FRPR | Definition

Fair Recruitment, Promotion, and Reward are practices aimed at ensuring that employment decisions are made based on merit, performance, and equality, free from biases and discrimination. These principles help in building a diverse, inclusive, and motivated workforce.

FRPR | Principles

Boviet Solar aims to create a workplace where all employees feel respected, motivated, and empowered to contribute to our success. We believe that fairness in recruitment, promotion, and reward is essential for attracting and retaining top talent and driving innovation and growth.

Fair Recruitment

- **Equal Opportunity**

All applicants should have equal access to job opportunities regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic.

- **Objective Criteria**

Use objective and standardized criteria for evaluating candidates to ensure that hiring decisions are based on qualifications, skills, and experience relevant to the job.

- **Inclusive Practices**

Implement recruitment practices that reach diverse talent pools, such as advertising job openings in a variety of platforms and communities.

- **Bias-Free Selection**

Train hiring managers and recruitment teams

to recognize and mitigate unconscious biases during the selection process.

- **Transparency**

Maintain transparency throughout the recruitment process by clearly communicating the selection criteria, interview process, and decision-making timeline to candidates.

Fair Promotion

- **Merit-Based Advancement**

Promotions should be based on clear, measurable performance metrics and demonstrated potential, rather than on subjective factors or favoritism.

- **Clear Criteria**

Establish and communicate clear criteria for promotions, including the skills, experiences, and accomplishments required for advancement.

- **Equal Access to Development**

Ensure all employees have access to training,

mentorship, and career development opportunities that prepare them for promotion.

- **Regular Evaluations**

Conduct regular and objective performance evaluations to identify employees who are ready for advancement.

- **Transparency**

Make the promotion process transparent by informing employees about available opportunities and the application process, and by providing feedback to those who apply.

Fair Reward

- **Competitive Compensation**

Offer competitive salaries and benefits that are aligned with industry standards and reflect the value and contributions of employees.

- **Performance-Based Rewards**

Implement a reward system that recognizes

and rewards employees based on their performance, contributions, and achievements.

- **Equity**

Ensure that rewards are distributed equitably, without discrimination or bias. Regularly review compensation and reward practices to identify and address any disparities.

Recognition Programs

Establish programs to recognize and celebrate the achievements and contributions of employees, such as employee of the month awards, bonuses, and public acknowledgments.

Transparent Evaluation

Maintain a transparent and consistent process for evaluating performance and determining rewards, ensuring that employees understand how their performance impacts their compensation and rewards.

By upholding these principles, Boviet Solar aims to create a workplace where all employees feel respected, motivated, and empowered to contribute to our success. We believe that fairness in recruitment, promotion, and reward is essential for attracting and retaining top talent and driving innovation and growth.

FRPR | Academic Qualifications

By recognizing and valuing the diverse educational backgrounds of its workforce, Boviet Solar is not only fostering inclusivity but also maximizing the potential of its talent pool.

• Recognition of Educational Diversity

Boviet Solar acknowledges the diversity of educational backgrounds among its workforce, ranging from below undergraduate to postgraduate levels. This recognition reflects the company’s commitment to embracing diversity and leveraging the unique skills and perspectives that individuals from various educational backgrounds bring to the organization.

• Investment in Training and Development

Boviet Solar invests in training and development programs to empower employees without university degrees. These programs are designed to enable employees to master specialized skills, ensuring they can contribute effectively alongside their academically advanced peers. By providing opportunities for skill development and career advancement, Boviet Solar demonstrates its commitment to fostering a supportive and inclusive work environment.

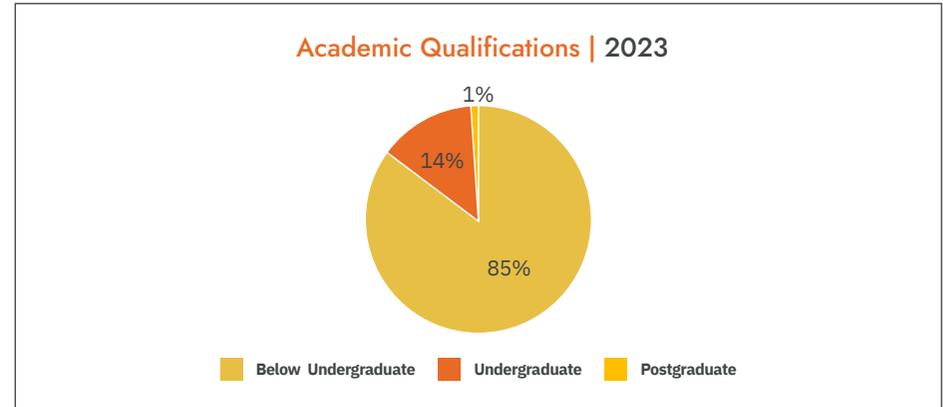
• Equal Opportunity for Growth

Boviet Solar ensures that employees, regardless of their educational background, have equal opportunities for growth and advancement within the organization. This approach promotes fairness and encourages employees to reach their full potential, contributing to the overall success of the company.

• Promotion of Skill Mastery

Boviet Solar emphasizes the importance of specialized skills and competencies, recognizing that academic qualifications are not the sole indicators of expertise. By promoting skill mastery through training and development initiatives, Boviet Solar enables employees to excel in their roles and drive innovation within the organization.

Boviet Solar’s commitment to nurturing a diverse talent pool and investing in the professional development of its employees is crucial. This approach not only enriches the workforce but also strengthens the company’s competitive advantage in the solar industry.



FRPR | Occupational Qualifications

Boviet Solar’s intentional composition of roles across diverse functions reflects our commitment to building a versatile and high-performing team.

Comprehensive Distribution of Roles

- Boviet Solar boasts a diverse array of roles spanning multiple functions, including Research & Development (R&D), engineering, sales, marketing, and administration.
- This comprehensive distribution ensures that all aspects of the company’s operations are covered, reflecting a well-rounded approach to organizational structure.

Intentional Job Structure

- Boviet Solar’s diverse job structure is intentional and strategic, reflecting careful planning and consideration of the company’s goals and objectives.
- Rather than focusing solely on one area, the company strategically distributes roles across various functions to create a balanced and multifunctional team.

Strategic Approach to Team Building

- Boviet Solar’s approach to team building is strategic, aiming to create a robust and versatile workforce capable of driving efficiency and innovation across all areas of operation.
- By employing professionals with diverse skill sets and expertise, the company ensures that it can adapt to changing market dynamics and capitalize on emerging opportunities.

Optimization for Efficiency and Innovation

- The intentional distribution of roles across various functions is aimed at optimizing efficiency and fostering innovation within the organization.
- By leveraging the unique perspectives and capabilities of professionals from different backgrounds, Boviet Solar can enhance collaboration and problem-solving across departments, leading to enhanced performance and competitiveness.

Boviet Solar’s commitment to building a diverse and multifunctional team is a strategic advantage that positions the company for long-term success in the solar energy industry. This approach not only ensures operational efficiency but also fosters a culture of innovation and adaptability, enabling the company to thrive in a rapidly evolving market landscape.



Gender Equality

At Boviet Solar, we are dedicated to fostering a culture of gender equality and inclusion within our organization. We believe that diversity is a strength, and that everyone should have equal opportunities to succeed and thrive in the workplace.

We believe that gender equality is not just the right thing to do, but it is also essential for our success as a company. We are committed to creating a workplace where everyone, regardless of gender, can thrive and contribute to our shared goals. Together, we can build a brighter and more inclusive future for all.

Gender Equality | Definition

Gender equality refers to the equal rights, opportunities, and treatment of all genders, without discrimination based on gender identity or expression. It encompasses the belief that all individuals, regardless of their gender, should have the same access to resources, opportunities, and decision-making processes in all spheres of life.

Gender Equality | Principles

Boviet Solar adopts gender equality principles as part of its commitment to diversity, inclusion, and social responsibility:

- **Equal Pay**

Ensuring that all employees, regardless of gender, receive equal pay for equal work or work of equal value.

- **Equal Opportunities**

Providing equal opportunities for recruitment, hiring, promotion, and career development regardless of gender.

- **Non-discrimination**

Prohibiting discrimination and harassment based on gender identity or expression and fostering a workplace culture of respect and inclusion.

- **Work-Life Balance**

Offering flexible work arrangements and policies to support employees in balancing their work and personal responsibilities, irrespective of gender roles.

- **Leadership and Representation**

Encouraging diverse representation at all levels of the organization, including leadership positions, and implementing strategies to address any gender imbalances.

- **Training and Education**

Providing training and education to raise awareness about gender equality issues and to promote diversity and inclusion within the organization.

- **Parental Leave and Childcare Support**

Offering parental leave and childcare support policies that enable both men and women to balance their caregiving responsibilities with their careers.

- **Employee Resource Groups**

Establishing employee resource groups or affinity networks focused on gender diversity to provide support, networking opportunities, and advocacy within the company.

- **Gender-Responsive Policies**

Developing and implementing policies that address the specific needs and challenges faced by employees of different genders, such as flexible working hours or gender-neutral restroom facilities.

- **Monitoring and Accountability**

Regularly monitoring and evaluating gender equality initiatives and practices and holding leaders and managers accountable for promoting gender equality within their teams.

By adopting these principles and practices, Boviet Solar creates a more inclusive and equitable workplace where all employees have the opportunity to thrive and contribute to the company's success.

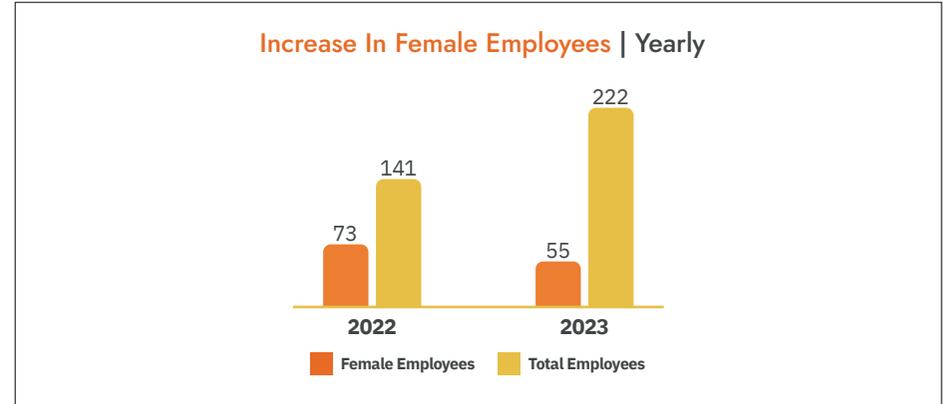
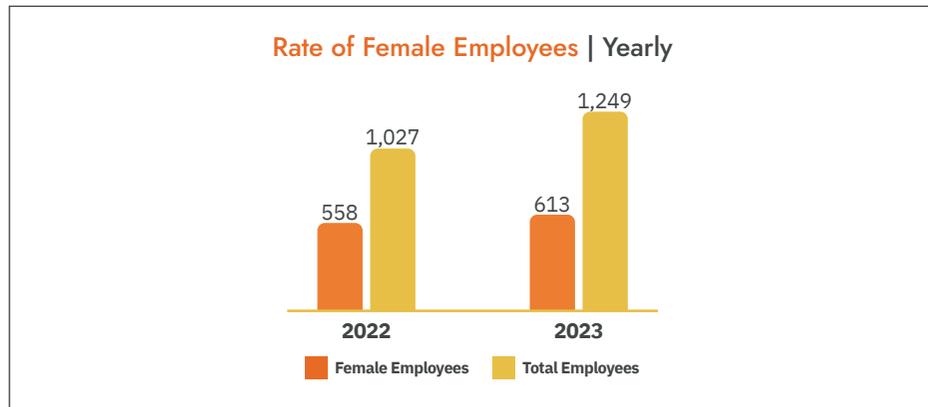
Female Employees

Female team members bring vital perspectives to decision-making processes, leading to improved execution efficiency and outcomes. Encouraging and attracting women to the talented team strengthens the talent pool by considering factors such as experience, skills, expertise, and diversity, ultimately enriching the field of candidates. Women contribute diverse horizons and perspectives to corporate strategic decisions, enhancing the efficiency and results of execution.

Boviet Solar has made gender equality a priority. The company has implemented various initiatives to support female employees in realizing their full potential, aiming to keep women in the workplace

and promote diversity.

Boviet Solar has seen an increase in the number of female employees, accounting for 49% of the total workforce in Vietnam. Women hold key roles and responsibilities across various departments, including research and development, manufacturing, marketing, sales, and after-sales. Female leaders actively participate in management meetings and employee sharing sessions, showcasing their contribution to the company’s success. Women in various positions contribute to Boviet Solar’s commitment to providing “long-term, reliable, and trustworthy” solutions to customers.



Boviet Solar aims to increase the proportion of female representation in middle management to 12.58% by 2026, demonstrating a commitment to fostering leadership opportunities for women.

Boviet Solar’s dedication to gender equality not only benefits the organization by leveraging di-

verse perspectives and talents but also contributes to creating a more inclusive and equitable workplace. By prioritizing initiatives to support female employees and setting ambitious goals for the future, Boviet Solar is paving the way for continued success and growth in the renewable energy industry.

Female Employees | International Women’s Day

Boviet Solar’s commitment to respecting and valuing female employees is evident through the implementation of various initiatives and policies. Boviet Solar actively organizes activ-

ities on International Women’s Day and Vietnam Women’s Day to celebrate and recognize the value of female employees. These activities aim to increase awareness among employees

about the significant contributions of women to the company.

Boviet Solar's efforts to celebrate and support female employees demonstrate a commitment to gender equality and creating a support-

ive work environment. By actively organizing events and implementing policies that protect the rights and interests of female employees, Boviet Solar is fostering an inclusive culture where all employees feel respected, valued, and supported.



International Women's Day

Female Employees | Maternity Leave

At Boviet Solar, we recognize the importance of supporting our employees during significant life events, such as the birth of a child. Our maternity leave policy is designed to provide

female employees with the time and support they need to care for their newborns while ensuring job security and financial stability.

Female Employees | Health and Wellness Programs

Boviet Solar's commitment to the health and well-being of its female employees is evident through the implementation of various initiatives and policies.

Boviet Solar has introduced a women-specific checkup program for all female employees, focusing on their unique health needs. This ensures that female employees receive the necessary medical attention and support to maintain their well-being. The company regularly

invites professional doctors to conduct health activities focusing on women's health issues. This initiative provides valuable information and resources to help female employees make informed decisions about their health. Boviet Solar complies with Vietnamese government laws by providing menstrual rest benefits to female employees. This ensures that female employees have the necessary support and accommodations during their menstrual cycles.

Female Employees | Supportive Workplace Environment

Boviet Solar has set up baby care rooms in the main office area, providing a comfortable and private space for employees to care for their infants. This initiative supports working mothers and promotes a family-friendly workplace. In

addition to baby care rooms, the company has designated a special seating area for pregnant women in the restaurant. This ensures that pregnant employees have access to comfortable seating and can take breaks as needed.

Female Employees | Advocacy for Diversity and Inclusion

Boviet Solar actively supports its female employees in pursuing their dreams and is proud of their achievements. This advocacy reflects

the company's commitment to diversity, inclusion, and gender equality.

Female Employees | Fair Promotion

Starting in 2022, Boviet Solar has implemented a Gender Balance Acceleration Plan aimed at increasing the representation of women in senior management positions and fostering female leadership within the company. Here's an overview of our plan:

• Creating Inclusive Workplaces

We provide training to all managers to help them create inclusive workplaces and raise awareness about potential biases that may impact gender balance within the organization.

• Promotion of Flexible Work Policies

We encourage Vietnamese, US, and other companies to adopt Boviet Solar's paid parental leave program and develop flexible work policies to support employees in balancing their professional and personal responsibilities.

• Developing Female Leadership

We strengthen mentorship and funding programs to develop high-potential women within the organization, providing them with the support and resources needed to prepare for executive roles.

Boviet Solar's Gender Balance Acceleration Plan reflects our commitment to fostering a diverse and inclusive workplace where all employees have equal opportunities to succeed and advance in their careers. By implementing initiatives to promote gender balance and support female leadership, we aim to create a more equitable and prosperous future for our company and our employees.

Recruitment and Promotion

We actively recruit and promote more women to executive positions, ensuring that gender diversity is considered in all hiring and promotion decisions.

Review and Accountability

We review the results of our gender balance initiatives with senior leadership to promote accountability and ensure progress towards our goals.

Continuous Improvement

We are committed to sustained efforts to advocate for equal pay for equal work and eliminate conditions that contribute to the gender pay gap, promoting fairness and equity within the organization.

Female Employees | Fair Promotion

At Boviet Solar, we are committed to ensuring fair and equal compensation for all our employees, regardless of gender. Our Human Resources department conducts accurate pay equity research annually, including periodic reviews, to uphold our commitment to pay equity.

Boviet Solar's commitment to pay equity re-

search and monitoring reflects our dedication to fairness, transparency, and equality in the workplace. By conducting regular assessments and taking proactive measures to address any discrepancies in pay, we strive to create a work environment where all employees feel valued, respected, and fairly compensated for their contributions.

Grievance Procedure and Zero Tolerance for Retaliation

At Boviet Solar, we prioritize the well-being and satisfaction of our employees. We understand that conflicts or grievances may arise from time to time, and we are committed to providing a fair and transparent process for addressing them. Our Grievance Procedure and Zero Tolerance for Retaliation policy ensures that all employees feel safe and supported when raising concerns. Here's how we uphold this commitment:

Grievance Procedure

• Open Communication

We encourage employees to voice their concerns openly and honestly, without fear of reprisal.

• Designated Contact

Employees have access to a designated contact person, such as a Human Resources representative, to whom they can address their grievances.

- **Confidentiality**

We maintain strict confidentiality throughout the grievance process to protect the privacy of all parties involved.

- **Investigation**

All grievances are promptly and thoroughly investigated to gather relevant information and determine appropriate actions.

- **Resolution**

We work towards resolving grievances in a timely and equitable manner, considering the interests of all parties involved.

- **Appeal Process**

Employees have the right to appeal against the outcome of the grievance process if they are not satisfied with the resolution.

Zero Tolerance for Retaliation

- **Protection from Retaliation**

Boviet Solar has a zero-tolerance policy for retaliation against employees who raise grievances or participate in investigations.

- **Safe Reporting Channels**

We provide multiple channels for employees to report incidents of retaliation, ensuring that they can do so safely and confidentially.

- **Immediate Action**

Any allegations of retaliation are taken seriously and addressed promptly, with appropriate disciplinary action taken against offenders.

- **Employee Support**

We offer support and resources to employees who experience retaliation, including counseling services and legal assistance if needed.

- **Preventive Measures**

We take proactive measures to prevent retaliation, including training sessions for managers and supervisors on the importance of maintaining a supportive and respectful work environment.

Commitment to a Safe and Inclusive Workplace

Culture of Trust

Our Grievance Procedure and Zero Tolerance for Retaliation policy reflects our commitment to fostering a culture of trust, respect, and accountability within the organization.

Continuous Improvement

We regularly review and update our policies and procedures to ensure that they remain effective in addressing grievances and preventing retaliation.

At Boviet Solar, we are dedicated to creating a workplace where all employees feel valued, respected, and supported. Our Grievance Procedure and Zero Tolerance for Retaliation policy reinforces our commitment to fairness, transparency, and accountability, ensuring that our employees have a safe and inclusive environment in which to thrive.

Talent Strategy, Training and Development



Talent Strategy Development

Boviet Solar’s commitment to employee retention and talent development is integral to our long-term success and sustainability. Here’s a breakdown of our approach and recent achievements:

Importance of Employee Retention

Retaining our best employees ensures continuity and stability in our operations, leading to customer satisfaction, increased product sales, and a positive work environment. Employee retention contributes to the satisfaction of coworkers and reporting

staff, fostering a collaborative and supportive workplace culture. Retaining key talents enables effective succession planning and ensures that organizational knowledge and expertise are preserved and passed on to future generations.

Hiring Purpose and Talent Development

Our hiring purpose is to stabilize the retention of key talents by recognizing and leveraging the potential of existing employees. We aim to attract top talent by offering opportunities for career development and

growth within our organization. We collaborate with universities and enterprises to cultivate and develop outstanding talents through innovative educational concepts and talent training models.

Milestones in School-Enterprise Cooperation

In 2023, Boviet Solar achieved significant milestones by signing formal school-enterprise cooperation agreements with prestigious universities.

- Taiyuan University of Science and Technology and Taiyuan University of Technology: Cooperation agreements were signed on February 28, 2023, to foster collaboration in talent development and innovation.
- Vietnam – Korea Industrial Technical College: A cooperation agreement was signed on September 13, 2023, to enhance talent

development and support industrial technical education.

- Hung Yen University of Technology and Education: Cooperation was established on September 22, 2023, to promote collaboration in research, education, and talent development.
- Red Star University: A partnership agreement was signed on September 26, 2023, to strengthen cooperation in talent cultivation and innovation.

Boviet Solar remains committed to fostering a supportive and growth-oriented environment for our employees. Through strategic partnerships, talent development initiatives, and a focus on employee retention, we aim to drive sustainable business growth and create opportunities for our workforce to thrive and excel in their careers.

Talent | Training and Development

In 2023, Boviet Solar prioritized employee development by integrating both internal and external training resources.

A total of 3,523 employees participated in company-level training throughout the year, demonstrating strong engagement and commitment to personal and professional growth.

We achieved a remarkable 100% completion rate for all company-level training, underscoring the dedication of our employees to enhancing their skills and knowledge. The cumulative duration of company-level training amounted to 5,474.5 hours, reflecting the depth and breadth of our commitment to employee development.

Talent | Pool Program

At Boviet Solar, we recognize talent as a crucial driver of our company's growth and success. We are committed to nurturing and empowering our employees through a variety of initiatives aimed at creating a high-quality talent training model. Here's an overview of our approach:

Comprehensive Training and Practice Opportunities

We provide comprehensive, scientific, and professional training programs that address the diverse needs of our employees and align with our business objectives. In addition to formal training, we offer employees ample opportunities to apply their skills and knowledge in real-world scenarios, enabling them to gain practical experience and enhance their professional abilities.

- **Talent Pool Selection and Retention Program**

Our “Talent Pool Selection and Retention” program is characterized by fairness and transparency, ensuring that all employees have equal opportunities to showcase their potential and abilities. Through this program, we identify and select employees with high potential and exceptional abilities to be included in our Talent Pool.

Once selected, individuals in the Talent Pool receive personalized development programs and training tailored to their specific needs and career aspirations. The development programs aim to enhance participants’ leadership skills, strategic thinking capabilities, and overall readiness for future senior management positions within the company.

- **Collaboration with Headquarters**

We work closely with our headquarters to align our talent development initiatives with the broader strategic goals and objectives of the organization. We leverage the expertise and resources of our headquarters to implement best practices in talent development, ensuring that our initiatives are effective and impactful.

- **Continuous Improvement**

We continuously solicit feedback from participants and stakeholders to evaluate the effectiveness of our talent development programs and identify areas for improvement. We remain agile and adaptable, adjusting our programs as needed to meet the evolving needs of our workforce and the dynamic business environment.

Boviet Solar is dedicated to investing in the growth and development of our employees, recognizing that they are the cornerstone of our success. Through our comprehensive talent development initiatives, including the Talent Pool Selection and Retention program, we aim to cultivate a skilled, motivated, and capable workforce capable of driving our company forward into the future.

Employee | Development and Succession

Boviet Solar has established a robust succession plan tailored to our business needs and long-term objectives. This plan is intricately connected and integrated with various components of our human resources system, ensuring coherence and alignment across key areas such as performance management, salary structure, training, and career development. Here’s how our succession plan operates:

- **Strategic Alignment**

The succession plan is designed to align with the strategic goals and vision of the company, ensuring that leadership positions are filled with individuals who possess the skills, experience, and potential to drive long-term value and success.

- **Integration with HR Systems**

The succession plan is seamlessly integrated into our HR systems, including performance management, salary structures, training programs, and career development planning. This interconnected approach ensures that talent development efforts are holistic and strategic.

- **Linkage to Employee Development**

The succession plan works in tandem with employee development plans, forming a crucial component of our overall talent development strategy. By identifying high-potential individuals and providing them with tailored develop-

ment opportunities, we actively promote the cultivation of talent within the organization.

- **Global Talent Acquisition**

We leverage a diverse range of recruitment channels to attract top talent from around the world, ensuring that our talent pool is rich, diverse, and globally competitive.

- **Innovation and Competitive Advantage**

By attracting top talent, we bolster our capacity for innovation and maintain a competitive edge in the market. Our commitment to excellence in talent acquisition drives our ability to adapt, grow, and thrive in a dynamic business environment.

- **Diversity and Inclusion**

We are dedicated to fostering a diverse, inclusive, and equitable workplace environment where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents.

• **Equal Opportunity**

We provide equal opportunities for all employees, regardless of their background, gender, ethnicity, or other characteristics. Our commitment to diversity and inclusion is not

only a moral imperative but also a strategic advantage, enabling us to tap into a wide range of perspectives and experiences to drive innovation and success.

At Boviet Solar, we recognize the critical importance of talent management and development in driving our business forward. Our succession plan, integrated with our HR systems and talent development initiatives, serves as a strategic roadmap for identifying, nurturing, and retaining top talent. Through our commitment to global talent acquisition, diversity, and inclusion, we create a vibrant and dynamic workplace where employees can thrive and contribute to our shared success.

Employee | Opportunity and Development

At Boviet Solar, we are committed to providing our employees with ample opportunities for career development and long-term growth. Our approach is centered around open and transparent promotion pathways, cross-departmen-

tal and cross-regional rotations, participation in strategic projects, and ongoing support for continuous learning. Here’s how we empower our employees to advance their careers:

• **Open and Transparent**

We provide clear and transparent promotion opportunities, ensuring that employees understand the criteria and pathways for advance-

ment within the organization.

• **Diverse Experiences**

Employees are encouraged to participate in

cross-departmental and cross-regional rotations, allowing them to gain diverse experiences and perspectives across different areas of the company.

• **Strategic Impact**

Employees have the opportunity to participate in strategic projects and assignments, enabling them to contribute to the company’s long-term goals and objectives while developing valuable skills and expertise.

• **Continuous Learning**

We encourage employees to improve themselves through various training programs and school-enterprise cooperation activities, providing them with the resources and support

At Boviet Solar, we believe that investing in our employees’ career development is essential for their long-term success and satisfaction. By providing open and transparent promotion opportunities, cross-functional rotations, participation in strategic projects, and ongoing support for continuous learning, we empower

our employees to reach their full potential and contribute to the company’s growth and success. Through formal school-enterprise cooperation and collaboration with external experts and institutions, we ensure that our employees have access to the resources and opportunities they need to thrive in their careers.

• **Learning Opportunities**

Through formal school-enterprise cooperation agreements with institutions such as Taiyuan University of Science and Technology and Taiyuan University of Technology, employees have access to additional learning and further education opportunities.

• **Knowledge Exchange**

We actively collaborate with external experts and institutions to facilitate knowledge exchange and collaboration, enriching our employees’ learning experiences and expanding their professional networks.

our employees to reach their full potential and contribute to the company’s growth and success. Through formal school-enterprise cooperation and collaboration with external experts and institutions, we ensure that our employees have access to the resources and opportunities they need to thrive in their careers.

Employee | Individualized Development Plan

At Boviet Solar, we believe in fostering the holistic development and well-being of our employees. We integrate care into the career growth path of each individual, ensuring mutual growth for both the company and the employee. Here's how we support the professional and personal development of our team members:

- **Tailored Approach**

We recognize that each employee is unique, with their own aspirations, strengths, and areas for growth. Therefore, we formulate personalized development plans for key talents, taking into account their individual goals and potential.

- **Objective Assessment**

We conduct professional evaluations of employees based on their performance, quality of work, and contributions to the company. This includes gathering feedback through a 360-degree feedback process, which provides comprehensive insights from colleagues, supervisors, and subordinates.

- **Continuous Learning**

We provide coaching and targeted training support to help employees enhance their skills, address areas for improvement, and

achieve their development goals. This includes access to workshops, seminars, online courses, and other learning resources.

- **Focus on Strengths**

We believe in leveraging employees' strengths and talents to maximize their potential. Through personal evaluation and feedback, we identify areas of excellence and opportunities for growth, enabling employees to develop their strengths and pursue meaningful career paths.

- **Forward-Looking Approach**

Based on the results of personal evaluation and feedback, we work with employees to formulate clear and actionable development goals for the next stage of their career. These goals are designed to challenge and inspire employees, driving continuous growth and improvement.

At Boviet Solar, caring for our employees' professional and personal development is at the heart of our approach to talent management. By providing personalized development plans, profes-

sional evaluation, and feedback, coaching and training support, and a strengths-based approach to goal setting, we empower employees to realize their full potential and thrive in their careers. Through this commitment to individual growth and well-being, we cultivate a culture of excellence, innovation, and collaboration, driving success for both our employees and our company as a whole.

Employee | On Job Training

Boviet Solar is committed to enhancing the professional development and growth of our employees through a comprehensive training system. Our training initiatives are designed to align with the strategic goals of the company, improve performance across various departments, and cultivate talent for future leadership roles. An overview of our training system based on key dimensions:

- **Alignment with Business Goals:** Training programs are strategically planned to align with the overall objectives and priorities of the company, ensuring that employees develop skills and knowledge that directly contribute to the organization's success.

- **Targeted Training:** We identify areas for performance improvement within different departments and design training initiatives to address specific skill gaps and enhance productivity and effectiveness.

- **Tailored Training:** Employees receive job-specific training to enhance their technical skills, competencies, and capabilities in areas relevant to their roles. This includes

training for R&D technical personnel, financial personnel, digital application skills, human resource management, marketing, and key processes.

- **Career Development Opportunities:** Training programs are designed to support employees in their career development journey, providing them with the skills and knowledge necessary to advance within the organization and achieve their full potential.

- **R&D Technical Personnel Training:** Enhancing technical skills and innovation capabilities among research and development teams.

- **Financial Personnel Training:** Improving fi-

financial acumen and analytical skills for financial professionals.

- **Digital Application Training:** Equipping employees with the latest digital tools and technologies to enhance efficiency and effectiveness in their roles.
- **Human Resource Management Training:** Developing expertise in HR practices and strategies to support talent management and organizational development.

Boviet Solar’s training system is designed to empower employees to broaden their career development channels and realize their self-value within the organization. By providing targeted and comprehensive training initiatives, we enable our employees to enhance their skills, contribute to the company’s success, and achieve their professional aspirations.

Employee | Performance Appraisal

Boviet Solar is committed to ensuring fairness, competitiveness, incentive, economy, and legality in its salary management practices. Our approach is guided by the following principles:

- **Equitable Treatment**
We strive to ensure that all employees are treated fairly and impartially in matters related to salary, regardless of their position, background, or personal characteristics.
- **Market Alignment**
We benchmark our salaries against industry standards and market rates to ensure that our compensation packages remain competitive and attractive to top talent.
- **Performance-Based Rewards**
Our salary management system is designed to incentivize high performance and achievement, with rewards and bonuses linked to

- **Marketing Personnel Training:** Enhancing marketing skills and strategies to drive brand awareness and customer engagement.
- **System and Key Process Training:** Ensuring proficiency in company systems and key processes to optimize operations and workflows.
- **Language Training:** Providing language training to facilitate communication and collaboration in a global work environment.

individual and team accomplishments.

- **Efficient Resource Allocation**
We aim to manage our salary expenses efficiently, balancing the need to reward and retain talent with the overall financial sustainability of the organization.

- **Compliance with Regulations**
We adhere to all relevant labor laws and regulations governing salary practices, ensuring that our compensation policies are legally compliant and ethically sound.

Key Components of the Salary Management System

Evaluation Criteria: We assess the value of each position within the organization based on factors such as job responsibilities, required skills, and market demand

- **Performance Evaluation**
Employee performance and contribution are evaluated regularly and objectively, considering factors such as productivity, quality of work, and adherence to company values.
positive attitude, teamwork, and dedication to their work.
- **Merit-Based Adjustments**
Salary adjustments are based on individual performance evaluations and contributions to the organization, ensuring that rewards are aligned with achievements.
- **Skill Development**
We encourage employees to continuously improve their skills and competencies through training and development initiatives.
- **Regular Reviews**
We conduct regular reviews of the salary management system to identify areas for improvement and ensure its effectiveness in meeting the needs of both employees and the organization.

Positive Attitude

We value employees who demonstrate a

Boviet Solar's Salary Management System is designed to uphold principles of fairness, competitiveness, incentive, economy, and legality. By establishing clear evaluation criteria, linking rewards to performance, and regularly reviewing and adjusting salary practices, we aim to protect employees' legitimate rights and interests related to salary while motivating them to enhance their work ability and efficiency.

Employee | Lean Transformation Project



Boviet Solar has undertaken comprehensive preparations to ensure the successful implementation of the Lean Transformation project. These preparations include resource allocation, team formation, and training to equip employees with the necessary knowledge and skills for Lean practices. Here's an overview of our preparations:

• Strategic Planning

We have strategically allocated resources, both human and material, to support the Lean Transformation project. This includes

ensuring the availability of budgetary resources, equipment, and facilities required for Lean implementation.

• Expertise and Skills

We have assembled a dedicated project team comprising individuals with expertise in Lean methodologies, project management, and relevant operational areas. This team is responsible for overseeing the implementation of Lean practices throughout the organization.

• Lean Change Training Camp

From February 13 to 16, 2023, Boviet Solar organized a Lean Change training camp at the Vietnam plant. The training camp was facilitated by Lean experts who provided comprehensive instruction on Lean principles, methodologies, and best practices.

• Materials and Tools

We have ensured the availability of necessary materials, tools, and equipment to support Lean activities and initiatives. This includes procuring Lean management tools, visual management materials, and other

resources required for process optimization and improvement.

• Process Optimization

The primary objective of the Lean Transformation project is to optimize our operational processes, eliminate waste, and improve efficiency and productivity across all areas of the organization.

• Continuous Improvement

We aim to foster a culture of continuous improvement and innovation, where employees are empowered to identify and implement opportunities for enhancement in their respective work areas.

• Customer Satisfaction

By streamlining our processes and enhancing operational efficiency, we strive to deliver superior products and services to our customers, thereby enhancing overall satisfaction and loyalty.

Boviet Solar is fully committed to the successful implementation of the Lean Transformation project. Through meticulous preparation, dedicated team formation, and comprehensive training, we are equipped to drive meaningful change and achieve tangible improvements in our operational performance. By embracing Lean principles and methodologies, we aim to foster a culture of continuous improvement and innovation, positioning Boviet Solar for sustained success in a competitive marketplace.

Occupational Health and Safety | OHS

Our commitment to excellence extends beyond our products and services; it encompasses the well-being of every individual who contributes to our success. As we continue to innovate and drive progress in the renewable energy sector, we must prioritize occupational health and safety in all aspects of our operations.

At Boviet Solar, safety is not just a priority—it's a core value that guides everything we do. We are dedicated to providing a safe and healthy work environment for all employees, contractors, and visitors, where everyone can perform their duties without compromising their well-being.

[Link: Boviet Solar | Company Occupational Health and Safety Policy](#)

OHS | Definition

Occupational health and safety (OHS), also commonly referred to as workplace health and safety (WHS) or occupational safety and health (OSH), is a multidisciplinary field concerned with the safety, health, and welfare of people

engaged in work or employment. It aims to prevent work-related injuries, illnesses, and fatalities by identifying and managing workplace hazards and promoting safe work practices.

OHS | Principles

At Boviet Solar, the health and safety of our employees, contractors, and visitors are paramount. We uphold the following principles to ensure a safe and healthy work environment for all:

Prevention

We prioritize prevention by identifying and mitigating potential hazards before they pose a risk to health and safety.

Education and Training

We provide comprehensive education and training to equip our employees with the knowledge and skills necessary to work safely.

Open Communication

We foster a culture of open communication where employees are encouraged to report safety concerns and hazards without fear of reprisal.

Compliance

We adhere to all relevant health and safety regulations, standards, and internal policies to maintain compliance and accountability.

Continuous Improvement

We are committed to continuous improvement in occupational health and safety practices through regular reviews, assessments, and feedback mechanisms.

Employee Empowerment

We empower our employees to take ownership of their safety and the safety of their colleagues by providing them with the resources and support they need.

Risk Management

We actively assess and manage risks to minimize the likelihood of accidents, injuries, and occupational illnesses.

Emergency Preparedness

We have robust emergency response plans in place and ensure that our employees are trained in their roles and responsibilities in the event of an emergency.

By adhering to these principles, we create a workplace where everyone can thrive and contribute to the success of Boviet Solar in a safe and healthy manner.

OHS | Health and Safety Procedure

At Boviet Solar, we take the safety and well-being of our employees, visitors, and the environment seriously. To uphold our commitment to excellence in safety, fire prevention, and environmental protection, we have implemented robust systems and dedicated resources to manage these critical areas. Here's an overview of our key initiatives:

- **Safety Production Management Policy**

Our Safety Production Management Policy serves as the guiding framework for our safety practices. It outlines our commitment to ensuring a safe working environment, preventing accidents and injuries, and complying with relevant safety regulations and standards.

- **Fire Safety Management System**

We have established a comprehensive Fire Safety Management System to prevent, detect, and respond to fire-related risks effectively. This system includes measures such as fire risk assessments, fire safety training, emergency evacuation procedures, and regular inspections of fire safety equipment.

- **Environmental Emergency Plan for Production Safety Accidents**

In the event of production safety accidents with environmental implications, we have developed an Environmental Emergency Plan to guide our response and mitigation efforts. This plan outlines procedures for assessing environmental risks, containing, and minimizing environmental impacts, and communicating with relevant stakeholders.

- **Safety and Environmental Committee**

We have established a dedicated Safety and Environmental Committee responsible for overseeing daily management affairs related to production safety, environmental protection, and occupational health. This committee ensures that safety and environmental considerations are integrated into our operations and decision-making processes.

- **Safety Management Department**

Our Safety Management Department plays a central role in implementing and enforcing safety policies and procedures across the organization. This department is staffed with qualified professionals who oversee safety training, inspections, audits, and incident investigations.

- **Continuous Improvement**

We are committed to continuous improvement in our safety, fire prevention, and environmental protection efforts. This includes conducting annual assessments of our safety production responsibility system to identify areas for enhancement and implementing corrective actions to mitigate risks and improve safety performance.

By prioritizing safety, fire prevention, environmental protection, and investing in robust systems and dedicated resources, we aim to create a workplace that is safe, healthy, and sustainable for all. We will continue to strive for excellence in safety and environmental stewardship at Boviet Solar.



Employee | Case Per Million Working Hours

At Boviet Solar, safety is paramount, and we are dedicated to maintaining a safe work environment for all employees. To ensure the prompt reporting and proper handling of safety incidents, including “Close Proximity Incidents,” we adhere to strict safety protocols. Here’s how we manage safety incidents:

- **Timely Reporting**

Any safety incident resulting in the loss of man-hours must be reported within one hour of its occurrence. This rapid reporting ensures that incidents are promptly addressed and mitigated to prevent further harm.

- **Comprehensive Reporting**

We encourage thorough reporting of all safety incidents, regardless of severity, to accurately identify potential hazards and areas for improvement.

- **Internal Investigations**

We conduct internal investigations into all safety incidents to determine root causes and contributing factors. These investigations are thorough

and aim to identify actionable insights for improvement.

- **Corrective and Preventive Measures**

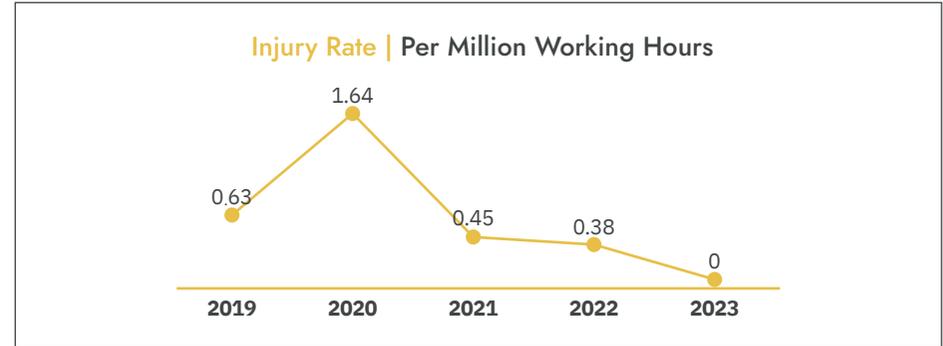
Based on investigation findings, we implement robust corrective and preventive measures to address identified hazards and prevent future accidents. This may include procedural adjustments, additional training, or equipment upgrades.

- **Safety Incident Rate**

We closely monitor our safety incident rate to track our performance and identify trends over time. Our goal is continual improvement, aiming to reduce the frequency and severity of incidents.

At Boviet Solar, safety is ingrained in our culture, and we continuously strive for excellence in incident reporting, investigation, and prevention. By adhering to strict safety protocols and implementing proactive measures, we maintain a safe work environment where employees can thrive without compromising their well-being. Together, we uphold our commitment to safety and strive for continuous improvement in our safety performance.

Our stringent safety policies and procedures have yielded impressive results. In 2023, our recorded injury rate, indicating any injury necessitating medical attention, was 0 per million work hours—a testament to our commitment to safety.



Employee | Work Environment

At Boviet Solar, our employees’ safety, health, and well-being are paramount. We are dedicated to creating a positive working environment and implementing measures to protect the safety and health of our workforce.

In our commitment to environmental responsibility, we are proud to report that all 353 environmental samples tested in 2023 met compliance standards. This achievement un-

derscores our ongoing commitment to environmental monitoring and compliance, ensuring the health and safety of our employees and the surrounding environment.

Since 2018, we have implemented the ISO 45001 Occupational Health and Safety management system, and our plant has been certified accordingly. We provide our employees with the necessary tools, equipment, and

protective gear tailored to the nature of their work and job requirements. This ensures that workplace safety conditions meet regulatory standards, safeguarding our employees' well-being.

Continuous improvement is integral to our approach. We offer relevant training courses to enhance our employees' skills and management capabilities, empowering them to contribute effectively while ensuring their safety. During the high-temperature seasons, we take proactive measures to support our employees working in challenging conditions. Our sympathy delegation delivers summer essentials to these employees and conducts thorough checks on chiller and fan equipment in every workshop. This ensures a comfortable and healthy working environment, mitigating the discomfort caused by hot weather.

At Boviet Solar, we are committed to providing a safe, healthy, and comfortable working environment for our employees. Our ongoing efforts in environmental protection, safety management, and employee support reflect our dedication to creating a sustainable future for all.

Boviet Solar has been awarded the ISO cer-

tification for occupational health and safety, specifically ISO 45001. This prestigious certification reaffirms our commitment to providing a safe and healthy work environment for all employees, contractors, and visitors. At Boviet Solar, safety is our top priority, and we continuously strive to uphold the highest standards of occupational health and safety. Achieving ISO certification is a testament to our rigorous safety protocols, proactive risk management practices, and unwavering dedication to employee well-being.



ISO Certificate

Hazardous Materials and Environmental Management

At Boviet Solar, we prioritize the safety of our employees by implementing robust safety measures and training programs, particularly concerning hazardous chemicals. Our Environmental Management System (ISO 14001) and Occupational Health and Safety Management System (ISO 45001) ensure that hazards in the workplace, including those associated with chemicals and operating equipment, are systematically identified, assessed, and addressed.

Key aspects of our safety management approach include:

- **Customized Training**

All employees who handle hazardous chemicals receive customized training on the associated risks and safety precautions. This specialized training equips employees with the knowledge and skills necessary to handle hazardous substances safely.

- **Clear Communication**

Warning signs indicating the presence of hazardous substances are prominently displayed, and employees have unimpeded access to information about these substances. Clear communication ensures that employees are aware of potential hazards and take appropriate precautions.

- **General Training Programs**

We offer comprehensive general training programs for all employees, including mandatory environmental, health, and safety training for new hires. Regular updates on environmental, health, and safety practices are provided to ensure ongoing awareness and compliance.

- **Risk Assessment and Control Measures**

Hazardous substances and operating equipment undergo thorough risk assessments to identify potential hazards. Relevant control measures are then implemented to mitigate risks and ensure employee safety.

By implementing these safety measures and training programs, we strive to create a safe and healthy work environment for all employees. At Boviet Solar, we are committed to upholding the highest standards of safety and ensuring the well-being of our workforce.

Employee Satisfaction and Happiness

At Boviet Solar, our employees are at the heart of everything we do. We believe that a happy and fulfilled workforce is the cornerstone of our success. As we continue to grow and innovate in the renewable energy sector, we want to take a moment to celebrate the happiness of our incredible team.

We recognize the importance of fostering a supportive and inclusive environment where every employee feels valued, respected, and empowered. Whether employees collaborating on projects, sharing ideas, or simply lending a helping hand, teamwork and camaraderie create a vibrant and dynamic workplace.

Employee Happiness | Principles

At Boviet Solar, we are committed to fostering a workplace where employee happiness is a top priority. Our principles for promoting employee happiness are:



- **Respect and Recognition:** We believe in treating every employee with respect and recognizing their contributions. By acknowledging their hard work and achievements, we instill a sense of value and appreciation.
- **Work-Life Balance:** We understand the importance of maintaining a healthy balance between work and personal life. We strive to provide flexible work arrangements and support initiatives that promote well-being outside of the workplace.

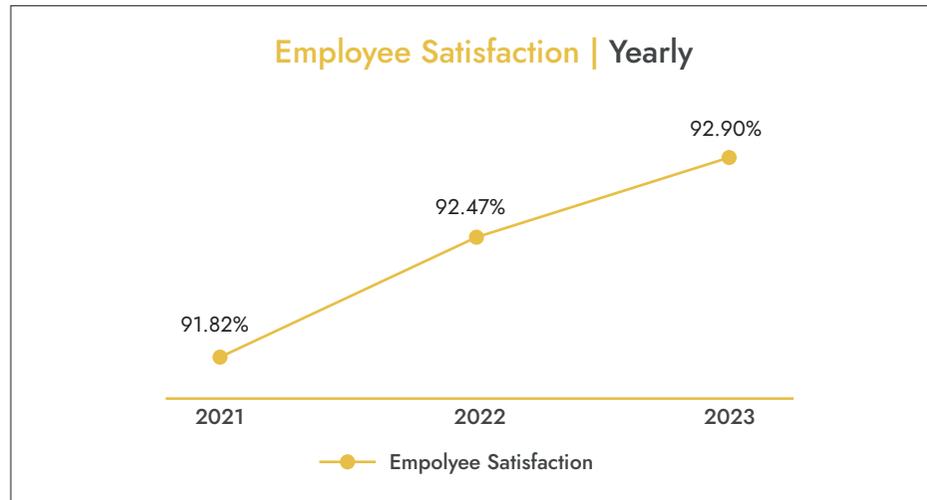
- **Open Communication:** We encourage open and transparent communication at all levels of the organization. Employees are empowered to share their ideas, concerns, and feedback, knowing that their voices will be heard and valued.
- **Inclusive Culture:** We celebrate diversity and foster an inclusive culture where all employees feel welcome and respected. By embracing different perspectives and backgrounds, we enrich our workplace environment and drive innovation.
- **Health and Wellness:** We prioritize the health and wellness of our employees. Through wellness programs, health initiatives, and access to resources that promote physical and mental well-being, we strive to create a healthy and supportive workplace environment.
- **Professional Growth:** We are committed to supporting the professional growth and development of our employees. Through training programs, mentorship opportunities, and career advancement pathways, we empower our team members to reach their full potential.
- **Team Collaboration:** We believe in the power of teamwork and collaboration. By fostering a supportive and collaborative environment, we enable our employees to work together towards common goals, build strong relationships, and achieve success as a team.
- **Purpose and Meaning:** We believe that employees derive happiness from finding purpose and meaning in their work. By aligning individual roles with our company's mission and values, we inspire a sense of purpose and fulfillment among our team members.

These principles guide our efforts to promote employee happiness at Boviet Solar. We are dedicated to creating a positive and supportive workplace culture where every employee can thrive and succeed.

Employee Satisfaction

Boviet Solar has witnessed a remarkable increase in employee satisfaction from 2021 to 2023, with ratings climbing year by year to 91.82%, 92.47%, and 92.90% respectively. This upward trend is a testament to our ongoing commitment to prioritizing the well-being and satisfaction of our valued team members.

In our relentless pursuit of excellence, we recognize the importance of continually refining our processes and optimizing resources to enhance efficiency and satisfaction across the organization. To this end, we have implemented several initiatives aimed at streamlining operations and empowering our employees to excel:



- Online Payroll and Attendance System:** We have introduced an online payroll and attendance system to streamline payroll management and attendance recording, making these processes more convenient and efficient for our employees.
- IT Services Online Platform:** Our newly established IT services online platform enables employees to quickly access IT support and resolve technical issues, ensuring seamless operations and productivity.
- Digital Contract Signing:** Chinese employees now have the option to sign contracts online using electronic contract tools such as e-Sign Treasure. This initiative simplifies the contract signing process, saving time, and reducing paperwork.
- Collaboration Tools:** We provide a comprehensive suite of collaboration tools, including WeChat, to facilitate communication and collaboration among employees. These tools enhance teamwork, streamline workflows, and foster a culture of collaboration.

These strategic optimizations are designed to empower our employees, enhance their productivity, and minimize unnecessary waste of time and resources. By embracing systematic efficiency, we create an environment where employees can thrive, contribute meaningfully, and achieve their fullest potential.

At Boviet Solar, we remain committed to fostering a culture of continuous improvement and innovation, driven by our unwavering dedication to employee satisfaction and success.

Employee | Work Life Balance

At Boviet Solar, we understand the importance of maintaining a healthy balance between work and personal life. We recognize that when our employees feel supported and fulfilled both in and out of the workplace, they are better able to thrive and contribute meaningfully to our collective success.

As part of our commitment to fostering work-life balance, we have implemented several initiatives aimed at supporting our employees in achieving harmony between their professional and personal responsibilities:

- Flexible Work Arrangements:** We offer flexible work arrangements, including remote work options and flexible scheduling, to accommodate the diverse needs and preferences of our employees. This flexibility allows our team members to manage their work commitments while also attending to personal priorities and obligations.
- Wellness Programs:** We provide wellness programs and initiatives designed to promote physical, mental, and emotional well-being among our employees. From fitness challenges and meditation sessions to mental health resources and counseling services, we strive to support the holistic health of our workforce.
- Paid Time Off:** We understand the importance of taking time off to rest, recharge, and spend quality time with loved ones. That's why we offer generous paid time off benefits, including vacation days, holidays, and personal leave, to ensure that our employees have the opportunity to enjoy meaningful time away from work.
- Clear Communication and Expectations:** We promote clear communication and set realistic expectations regarding workload and deadlines to prevent burnout and promote a healthy work-life balance. Our managers are trained to prioritize open dialogue and support their team members in managing their workloads effectively.
- Celebrating Achievements:** We celebrate achievements and milestones, both big and small, to acknowledge the hard work and dedication of our employees. Recognizing their contributions and successes helps to foster a positive work environment and reinforces the importance of work-life balance.

At Boviet Solar, we believe that prioritizing work-life balance is essential for the well-being and satisfaction of our employees. By supporting our team members in achieving balance and fulfillment in all aspects of their lives, we create a culture where everyone can thrive and excel.

Boviet Solar has been honored with a prestigious certificate by Nguwen The Manh, General Manager of Social Insurance of Vietnam. This certificate recognizes our outstanding achievements in coordinating, directing, and organizing the implementation of social insurance and medical insurance policies.



Award

Employee | Recreational Activities

At Boviet Solar, we are committed to fostering a workplace culture that goes beyond the ordinary, one that is vibrant, inclusive, and enriching for all our employees. We believe in creating an environment where every team member feels valued, supported, and engaged, not just in their daily work but also in their overall well-being and personal growth.

Our commitment to enriching employee life is evident in several initiatives:

Celebration of Traditional Festivals: We celebrate traditional festivals together, honoring our diverse cultural heritage and fostering a sense of belonging and camaraderie among our team members. On June 22, 2023, Boviet Solar held the “Brown Enjoy the Dragon Boat Festival, Happy Summer Solstice” Dragon Boat Festival activity. In the activity, the interesting and harmonious team zongzi competition attracted many employees to try and make zongzi through unity and cooperation. In the fun traditional holiday activities, employees release passion and energy, enhance cooperation, and reduce work stress.



Lunay New Year Celebration

Recreational and Sports Activities: We organize various recreational and sports activities, promoting teamwork, health, and well-being among our employees. These activities not only encourage physical fitness but also strengthen bonds and foster a sense of community. On October 19, 2023, Boviet Solar 10th anniversary celebration party was held at Dahuangshan Activity Center in Beijing City, with more than 250 Boviet Solar employees gathered together. The 10th anniversary celebration with the theme of “Ten years of unity, shining future” opened the curtain. In the early stage of the celebration, the Human Resources Department carried out a series of corporate culture publicity activities to enliven the celebration atmosphere. Employees from all departments were actively involved.



Lunay New Year Celebration

Employee Interest Clubs: We encourage the formation of employee interest clubs, providing opportunities for like-minded individuals to come together, share their passions, and build meaningful connections outside of work. Boviet Solar launched six employee interest societies on July 22, 2023. These clubs include artistic dance teams, football teams, basketball teams, badminton teams, volleyball teams and mountaineering teams. Each club focuses on a different area of activity, offering employees the opportunity to showcase their talents and hobbies.

Additionally, we have implemented a hybrid work model for relevant office employees, allowing them to balance their time between our site and home. This flexible approach to work not only enhances work-life balance and employee satisfaction but also promotes individual and collective productivity.

At Boviet Solar, sustainability is at the core of our mission, and we are proud to share this mission with our employees. Together, we are committed to creating a workplace where sustainability is not just a goal but a way of life.



Interest Club

Freedom of Association and Collective Bargaining

At Boviet Solar, we hold ourselves to the highest standards of ethical conduct and compliance with employment laws and regulations in all regions where we operate. We firmly believe in upholding the fundamental rights of our employees, including their right to form or join labor unions or equivalent organizations of their choice.

Our commitment to respecting employee rights extends to supporting collective bargaining efforts aimed at safeguarding their rights and interests. We recognize the importance of dialogue and cooperation between employees and management in creating a harmonious and productive work environment.

Key principles of our human resources policy include:

- **Freedom of Association:** We respect and uphold employees' freedom of association, allowing them the autonomy to form or join labor unions or similar organizations according to their preferences.
- **Collective Bargaining Rights:** We recognize and support employees' rights to bargain collectively in pursuit of fair and equitable working conditions, wages, and benefits. We encourage open dialogue and constructive engagement between employee representatives and management to address workplace concerns and negotiate mutually beneficial outcomes.
- **Clear Policy Stipulations:** Our human resources policy clearly articulates employees' rights to freedom of association and collective bargaining. We ensure that all employees are aware of their rights and responsibilities in this regard, fostering transparency and accountability throughout the organization.

By upholding these principles, we demonstrate our commitment to promoting a culture of respect, fairness, and collaboration within our workforce. At Boviet Solar, we believe that empowering our employees to exercise their rights strengthens our organization and contributes to its long-term success.

CARING FOR HUMANITY

At Boviet Solar, our commitment to humanity is a fundamental pillar of our mission and values. We believe that our success is not just measured by our achievements in the renewable energy industry, but also by the positive impact we have on society and the environment.

Our dedication to caring for humanity is reflected in the following initiatives:

- **Community Engagement:** We actively engage with the communities where we operate, supporting local initiatives and contributing to community development projects. Our goal is to enhance the quality of life and create lasting positive change for the people in these communities.
- **Sustainability Efforts:** Sustainability is at the core of everything we do. By promoting clean, renewable energy solutions, we are helping to reduce the global carbon footprint and combat climate change, ensuring a healthier planet for future generations.
- **Employee Well-being:** We prioritize the health, safety, and well-being of our employees. Our comprehensive wellness programs, occupational health and safety measures, and supportive work environment ensure that our employees can thrive both personally and professionally.
- **Philanthropic Initiatives:** Boviet Solar is committed to giving back to society through various philanthropic efforts. We support educational programs, healthcare initiatives, and disaster relief efforts, among others, to make a meaningful difference in people's lives.



- **Ethical Business Practices:** We adhere to the highest ethical standards in all our operations. Our commitment to integrity, transparency, and respect for human rights guides our interactions with stakeholders and drives our business decisions.
- **Innovation for Good:** We continuously invest in research and development to create innovative solutions that address global challenges. Our focus on technological advancements not only drives our growth but also contributes to the betterment of society.

At Boviet Solar, caring for humanity is more than just a responsibility; it is a deeply ingrained value that shapes our actions and decisions every day. We are proud to be a company that not only strives for excellence in the renewable energy sector but also works tirelessly to make the world a better place.

Human Rights

At Boviet Solar, we recognize that respect for human rights is fundamental to our operations and our responsibility as a global corporate citizen. Our commitment to upholding and promoting human rights is embedded in every aspect of our business, ensuring that we create a positive and ethical impact on the world.

Key Principles of Our Human Rights Commitment:

- **Respect and Dignity**
We treat all individuals with respect and dignity. This principle applies to our employees, partners, customers, and the communities in which we operate.
- **Non-Discrimination**
We are committed to providing a work environment free from discrimination and harassment. We ensure equal opportunities for all employees regardless of race, gender, age, religion, sexual orientation, or any other characteristic protected by law.
- **Freedom of Association**
We respect the right of our employees to form and join labor unions or equivalent organizations and to bargain collectively. Our human resources policies clearly stipulate these rights, fostering an environment of dialogue and cooperation

between employees and management.

- **Health and Safety at Workplace**

We prioritize the health and safety of our employees. Our comprehensive occupational health and safety programs ensure that all employees work in a safe environment. We continuously monitor and improve our safety practices to meet and exceed regulatory standards.

- **Fair Labor Practices**

We adhere to fair labor practices and comply with all relevant labor laws and regulations. This includes fair wages, reasonable working hours, and the prohibition of forced or child labor.

- **Ethical Business Practices**

Our commitment to human rights extends to our supply chain. We work with suppliers and

partners who share our values and uphold high ethical standards. We conduct regular assessments to ensure compliance with our human rights policies.

- **Community Engagement**

We engage with and support the communities in which we operate, respecting their rights and contributing to their development. Our community initiatives focus on education, healthcare, and sustainable development, aiming to improve the quality of life for all.

- **Environmental Responsibility**

We recognize that environmental sustainability is integral to human rights. Our efforts to reduce our carbon footprint and promote renewable energy contribute to a healthier planet for future generations.

Boviet Solar demonstrates its unwavering commitment to human rights. We believe that respecting and promoting human rights is not only our duty but also essential to building a sustainable and successful future.

[Link: Boviet Solar | Company Human Rights Policy](#)

Anti-Modern Slavery

At Boviet Solar, we are unwavering in our commitment to eradicating modern slavery in all its forms. We believe that every individual has the right to freedom and dignity, and we actively work

to ensure that our operations and supply chains are free from any form of forced labor, human trafficking, or exploitation.

Modern Slavery refers to severe forms of exploitation where individuals are controlled and exploited by others for personal or commercial gain. Despite the term “modern,” these practices share many characteristics with historical forms of slavery, although they may manifest in different ways in contemporary settings. Modern slavery encompasses several specific forms of exploitation.

Key Principles of Our Anti-Modern Slavery Commitment:

- **Zero Tolerance Policy**

We have a zero-tolerance policy towards modern slavery and human trafficking. This policy applies to all aspects of our business and extends to our suppliers, contractors, and business partners.

- **Ethical Sourcing**

We are committed to ethical sourcing and procurement practices. We conduct rigorous due diligence on our supply chain to ensure that all our suppliers and partners adhere to the highest standards of ethical conduct and human rights.

- **Supplier Code of Conduct**

Our Supplier Code of Conduct explicitly prohibits the use of forced, bonded, or involuntary labor. We require all suppliers to comply with this code and to implement measures to prevent modern slavery within their operations.

- **Training and Awareness**

We provide regular training to our employees and suppliers to raise awareness about modern slavery and human trafficking. This training helps our team to identify and address potential risks within our operations and supply chain.

- **Reporting Mechanisms**

We have established clear and accessible reporting mechanisms for employees, suppliers, and other stakeholders to report any concerns related to modern slavery. Reports can be made confidentially and without fear of retaliation.

- **Regular Audits**

We conduct regular audits and assessments of our operations and supply chain to ensure compliance with our anti-modern slavery policies. These audits help us to identify and

mitigate any risks related to forced labor or human trafficking.

- **Collaboration and Engagement**

We collaborate with industry partners, non-governmental organizations, and other stakeholders to combat modern slavery. By working together, we can share best practices and strengthen our efforts to eradicate modern slavery.

- **Continuous Improvement**

We are committed to continuously improving our policies and practices to combat modern slavery. We regularly review and update our strategies to ensure they remain effective and aligned with global best practices.

Boviet Solar is dedicated to creating a safe and ethical work environment for all. Our commitment to fighting modern slavery is integral to our values and mission. We believe that by taking strong and decisive action, we can make a meaningful difference in the lives of individuals and contribute to a more just and humane world.

[Link: Boviet Solar | Company Anti-Modern Slavery Policy](#)

Anti-Human Trafficking

Human Trafficking is the recruitment, transportation, transfer, harboring, or receipt of individuals through force, fraud, or coercion for the purpose of exploitation. This can include sexual exploitation, forced labor, and involuntary servitude.

At Boviet Solar, we are deeply committed to the fight against human trafficking in all its forms. We recognize that human trafficking is a grave violation of human rights, affecting millions of people worldwide. As a responsible corporate entity, we

have a duty to ensure that our operations and supply chains are free from any involvement in this heinous practice.

Boviet Solar is dedicated to creating a safe and ethical work environment for all. Our commitment to fighting human trafficking reflects our core values and dedication to human rights. We believe that by taking strong and proactive measures, we can contribute to the global effort to eradicate human trafficking and protect vulnerable individuals.

Anti-Forced Labor

Force labor is work or services which people are forced to do against their will under the threat of punishment. This can occur in any industry, including agriculture, construction, domestic work, manufacturing, and more.

At Boviet Solar, we are steadfast in our commitment to ensuring that our operations and supply chains are free from forced labor. Forced labor is a severe violation of human rights and undermines the dignity and freedom of individuals. We are dedicated to upholding the highest standards

of ethical conduct and labor practices to ensure a fair and just working environments for all.

Boviet Solar is dedicated to creating an ethical and humane working environment. Our commitment to eradicating forced labor reflects our core values and dedication to human rights. By taking strong and proactive measures, we aim to contribute to global efforts to eliminate forced labor and protect the rights and dignity of all individuals involved in our operations and supply chains.

Anti-Debt Bondage

Debt bondage is when a person is forced to work to repay a debt and is unable to leave until the debt is repaid, often under unfair and exploitative conditions. The debt may be inflated or impossible to pay off.

At Boviet Solar, we are firmly committed to ensuring that our operations and supply chains are free from all forms of exploitation, including debt bondage. Debt bondage, a form of modern slavery, traps individuals in a cycle of debt that they are forced to repay through labor. This practice is a violation of human rights and

undermines the principles of freedom and dignity. We are dedicated to upholding the highest ethical standards to prevent such exploitation.

Boviet Solar is dedicated to creating an ethical and humane working environment. Our commitment to eradicating debt bondage reflects our core values and dedication to human rights. By taking strong and proactive measures, we aim to contribute to global efforts to eliminate debt bondage and protect the rights and dignity of all individuals involved in our operations and supply chains.

Anti-Child Labor

Child labor is exploiting children through work that is mentally, physically, socially, or morally dangerous and harmful, and that interferes with their schooling. This includes the worst forms of child labor, such as child trafficking, use in armed conflict, commercial sexual exploitation, and hazardous work.

At Boviet Solar, we are deeply committed to ensuring that our operations and supply chains are free from child labor. We believe that every child has the right to a safe and nurturing childhood, free from exploitation and harmful labor practices. Upholding the highest ethical standards, we strive to create an environment where children are protected and can thrive.

Boviet Solar is dedicated to creating an ethical

and humane working environment. Our commitment to eradicating child labor reflects our core values and dedication to human rights. By taking strong and proactive measures, we aim to contribute to global efforts to eliminate child labor and protect the rights and well-being of all children.

Modern slavery is a violation of fundamental human rights and affects millions of people globally. It can occur in any country and across various sectors, often hidden in plain sight. Efforts to combat modern slavery include legislation, international agreements, corporate responsibility, and the work of non-governmental organizations dedicated to protecting vulnerable individuals and advocating for their rights.



Anti-Conflict Minerals and Anti-Conflict Products

Conflict minerals refer to minerals such as gold, tantalum, tin, and tungsten, which are sourced from regions where armed conflict and human rights abuses are prevalent. These minerals are often mined under conditions of forced labor, exploitation, and violence, with proceeds funding armed groups and fueling conflict.

Conflict products refer to products that are directly linked to or affected by armed conflict, human rights abuses, or other forms of violence. These products may include weapons, military equipment, or goods produced using forced labor or exploitative practices in conflict zones.

Boviet Solar is deeply committed to ethical sourcing practices and corporate responsibility. We recognize the serious humanitarian and ethical concerns associated with conflict minerals and products linked to armed conflict, human rights abuses, and violence. As such, we have implemented stringent measures to ensure that our supply chain remains free from conflict minerals and products.

Our commitment to anti-conflict mineral and anti-conflict product sourcing includes:

- **Supply Chain Due Diligence**

We conduct thorough due diligence on our supply chain to trace the sources of raw materials and components used in our products. We work closely with our suppliers to ensure transparency and accountability throughout the supply chain.

- **Compliance with Regulations**

We adhere to all relevant regulations and standards related to conflict minerals and products, including those outlined in legislation such as

the Dodd-Frank Act Section 1502 and the EU Conflict Minerals Regulation. We continuously monitor and update our practices to remain in compliance with evolving requirements.

- **Responsible Sourcing Practices**

We prioritize sourcing from suppliers who share our commitment to responsible and ethical practices. We work with suppliers who demonstrate a commitment to human rights, environmental sustainability, and ethical business conduct.

- **Engagement and Collaboration**

We actively engage with industry stakeholders, government agencies, and non-governmental organizations to exchange best practices, share information, and collaborate on initiatives aimed at addressing the root causes of conflict minerals and products.

- **Continuous Improvement**

We are dedicated to continuously improving our anti-conflict mineral and anti-conflict product policies and practices. We regularly review and assess our supply chain processes to identify areas for improvement and implement corrective actions as needed.

By upholding these principles and practices, Boviet Solar strives to ensure that our products are ethically sourced and free from any association with armed conflict, human rights abuses, or violence. We remain steadfast in our commitment to corporate responsibility and contributing to a more sustainable and peaceful world.

[Link: Boviet Solar | Company Anti-Conflict Minerals and Anti-Conflict Products Policy](#)



CARING FOR OUR COMMUNITY

At Boviet Solar, we believe in the power of community and the importance of giving back. Our commitment to community care is an integral part of our corporate values and culture. We strive to make a positive impact on the communities where we operate, contributing to their well-being and sustainable development.



Our Community Engagement Principles:

- As a solar energy company, we are dedicated to promoting sustainability and environmental protection. We engage in community clean-up drives, tree planting activities, and environmental education programs to foster a culture of environmental responsibility.
- By fostering economic growth, we help create jobs and improve the overall standard of living in our communities.
- Our employees are encouraged to volunteer their time and skills to support community projects.

Boviet Solar is committed to continuous engagement with our communities. We regularly assess the needs of our community members and adapt our programs to provide the most effective support. Our goal is to foster long-term, positive relationships that drive meaningful change and contribute to the sustainable development of our communities.

By caring for our community, we not only enhance the lives of those around us but also build a stronger, more cohesive society. We are proud of our efforts and remain dedicated to making a lasting impact.

Community Advocacy

At Boviet Solar, our dedication to sustainability extends beyond our core business operations. We actively participate in Earth Day advocacy, demonstrating our commitment to environmental stewardship and community engagement through a specific, impactful action: turning off lights for one hour.

Earth Day Action: Turning Off Lights for One Hour

This symbolic act of reducing energy consumption for one hour on Earth Day serves multiple purposes: By turning off lights, we emphasize the importance of reducing energy usage and conserving resources. This simple yet powerful gesture helps raise awareness about the impact of everyday energy consumption on the environment. Engaging in this collective action fosters a sense of community and shared responsibility. It strengthens our connection with the local community as we join together to make a positive environmental impact. This initiative is a clear demonstration of our commitment to environmental responsibility. It reflects our ongoing efforts to adopt and promote sustainable practices that contribute to a healthier planet. Participating in Earth Day activities helps to spread awareness about the importance of sustainability. It encourages employees, customers, and community members to reflect on their own environmental practices and make more eco-friendly choices.

Community Clean Energy

At Boviet Solar, we are deeply committed to fostering sustainable communities and driving positive change through our partnerships and contributions. Through collaborations with organizations such as IREC, GRID Alternatives, Solar United Neighbors, Vote Solar, and ReVolv, we actively support initiatives that promote renewable energy adoption, address energy poverty, and advocate for favorable solar policies. Here's how our partnerships make a difference:

- **IREC (Interstate Renewable Energy Council):**

Supporting IREC enables us to contribute to the advancement of clean energy policies and practices. Together, we work towards promoting renewable energy adoption and facilitating the transition to a sustainable energy future.

- **GRID Alternatives:**

We support GRID Alternatives in their mission to empower underserved communities through solar energy access. Through our partnership, low-income households have the opportunity to benefit from clean, renewable energy solutions, thereby addressing energy poverty and promoting environmental equity.

- **Solar United Neighbors:**

Our involvement with Solar United Neighbors reflects our commitment to community solar

initiatives and decentralized energy generation. Together, we strive to democratize access to solar power, empowering communities to take control of their energy future and fostering local resilience.

- **Vote Solar:**

Collaborating with organizations like Vote Solar, we advocate for favorable solar policies and regulations. Through our advocacy efforts, we seek to remove barriers to solar adoption, promote renewable energy incentives, and drive positive policy change at the local, state, and national levels.

- **ReVolv:**

Our support enables ReVolv to provide solar financing solutions to underserved communities and nonprofit organizations.

Boviet Solar’s engagement in community relations and contributions reflects our holistic approach to fostering sustainable communities. By supporting a wide range of causes aligned with our mission for a cleaner, more sustainable future, we demonstrate our commitment to making a positive impact on society and the environment.

Community Donations

At Boviet Solar, we recognize the importance of giving back to the communities in which we operate. Through our community donations program, we strive to make a positive impact on the lives of individuals and families by supporting various causes and initiatives. Our commitment to community support reflects our values of compassion, empathy, and social responsibility.

At Boviet Solar, we are committed to making a positive impact on the lives of others, especially in our local communities. Recently, we had the privilege of supporting Big Brothers Big Sisters, a renowned organization dedicated to mentoring and empowering young people. Through our participation in a special “Run Raising” event, we demonstrated our commitment to supporting this important cause.

Community Volunteering

At Boviet Solar, we believe in the power of education and the importance of inspiring the next generation of environmental leaders. Recently, one of our dedicated employees had the opportunity to share their passion for solar energy with elementary school students by presenting a special “Solar 101” presentation. This initiative highlights our commitment to promoting renewable energy awareness and empowering young minds to make a positive impact on the

world around them. By sharing their expertise and passion for solar energy with elementary school students, our employee not only educated young minds about the importance of renewable energy but also inspired them to think critically about environmental issues and explore STEM (Science, Technology, Engineering, and Mathematics) fields. This initiative reflects our commitment to fostering environmental awareness and empowering future generations

to become agents of positive change.

In 2023, a dedicated employee from Boviet Solar made a significant personal commitment to environmental sustainability. They donated \$5,000 to One Tree Planted, a non-profit organization focused on global reforestation. Additionally, they volunteered in local efforts by planting trees for the Tualatin River Restoration project organized by the Oregon River Conservancy Association (ORCA), contributing to the planting of 50,000 trees. Their efforts demonstrate a strong personal dedication to restoring natural habitats and combating climate change.

Boviet Solar employees have shown remarkable dedication to supporting St. Jude’s Children’s Hospital. From 2018 to 2023, they personally donated over \$17,500. Additionally, they actively participated in 5K charity runs or walks in 2022 and 2023. They are already registered for the upcoming 2024 event, scheduled for September 28th in Portland, Oregon. This ongoing commitment underscores their support for the critical work done by St. Jude’s in advancing pediatric healthcare and research.

A dedicated Boviet Solar employee has made significant contributions to Bull Terrier Rescue, Inc. by personally donating over \$7,500 in

2022 and 2023. Beyond financial support, they have adopted two animals from shelters and fostered over ten different dogs between 2018 and 2023. Their commitment to animal welfare is evident through these heartfelt actions, making a positive impact on the lives of many dogs in need.

A committed Boviet Solar employee has actively participated in Trashpalooza! Earth Day Celebration by volunteering for trash pick-up throughout Sherwood, Oregon from 2022 to 2024. Their dedication to maintaining a clean and healthy environment reflects their strong commitment to community service and environmental stewardship.

A Boviet Solar employee has been a dedicated board member of the Santa Barbara Chinese School, a non-profit organization, for the past three years. Their commitment to this role demonstrates a strong dedication to cultural education and community service.

For the past two years, a Boviet Solar employee has volunteered by providing free tax return preparation through the IRS VITA/TCE programs. Their dedication helps individuals and families receive essential tax assistance, reflecting a strong commitment to community service and financial literacy.

For the past 17 years, a Boviet Solar employee has volunteered every Memorial Day weekend at a charity event aimed at raising funds to pay the mortgage on a new home for a wounded soldier and their family.

For the past two years, a Boviet Solar employee

has volunteered as a coach for a youth baseball team through the Oswego Baseball and Softball Association, working with boys and girls in the 5-6 year age group. Their dedication to coaching not only fosters athletic skills but also promotes teamwork and sportsmanship among young children.



Industry Organizations

Boviet Solar collaborates with various organizations to advance solar energy and promote sustainability. Below are examples of prominent organizations:

- **Solar Energy Industries Association (SEIA)**

As mentioned, SEIA is a key player in advocating for solar energy policies and market development in the United States.

- **International Solar Energy Industry (ISES)**

ISES is a global organization dedicated to advancing the use of solar energy for a sustainable future. It promotes the widespread adoption of solar energy through research, education, and policy advocacy.

- **American Solar Energy Society (ASES)**

The American Solar Energy Society (ASES) is another prominent organization in the solar industry that Boviet Solar could potentially partner with to advance solar energy and promote sustainability.

- **California Solar & Storage Association (CALSSA)**

CALSSA is a trade association representing solar and energy storage companies in California. Collaborating with CALSSA could provide Boviet Solar with opportunities to engage with stakeholders in one of the largest solar markets in the United States.

By partnering with these organizations, Boviet Solar can leverage collective expertise, advocate for favorable policies, and contribute to the advancement of the solar energy industry on a local, national, and global scale.

CARING FOR OUR STAKEHOLDERS



Client Relations

As Boviet Solar we value our relationships with our clients and are committed to providing exceptional service and support throughout our partnership. We understand that our clients are at the heart of everything we do, and we prioritize their needs and satisfaction in every interaction.

Our client relations approach is built on the following principles:

- **Customer-Centric Approach:** We put our clients first in everything we do. We listen to their needs, understand their challenges, and tailor our solutions to meet their specific requirements.
- **Transparency and Communication:** We believe in open and transparent communication with our clients. We keep them informed at every stage of the project, providing regular updates, and addressing any concerns promptly.
- **Quality and Reliability:** Boviet Solar is committed to delivering high-quality products and services that our clients can rely on. We adhere to strict quality standards and continuously strive to exceed our clients' expectations.
- **Responsive Support:** Our dedicated client relations team is always available to assist our clients with any questions, issues, or requests they may have. We provide responsive support to ensure our clients' needs are met promptly and efficiently.
- **Long-Term Partnership:** We view our clients as long-term partners, and we are committed to building lasting relationships based on trust, integrity, and mutual success. We strive to add value to our clients' businesses and contribute to their growth and prosperity.

At Boviet Solar, we are dedicated to fostering strong and collaborative relationships with our clients, and we look forward to continuing to serve them with excellence and dedication.

Partner Relations

Boviet Solar is dedicated to fostering strong partnerships with our suppliers, distributors, and other business allies. We believe that collaboration is essential to achieving our goals and driving success in the solar energy industry.

Our approach to partnership is guided by several key principles:

- **Mutual Respect:** We value the contributions and expertise of our partners and treat them with respect and professionalism in all interactions.
- **Transparency:** We believe in open and transparent communication with our partners, sharing information openly and honestly to foster trust and collaboration.
- **Shared Goals:** We work closely with our partners to align our objectives and ensure that we are working towards common goals and shared success.
- **Ethical Practices:** We uphold the highest standards of ethics and integrity in all of our business dealings, and we expect the same from our partners.
- **Commitment to Excellence:** We are committed to achieving excellence in everything we do, and we expect the same commitment from our partners. Together, we strive to deliver exceptional products and services to our customers.

Through our collaborative efforts, we aim to enhance our operational efficiencies, drive innovation in our product offerings, and expand our market reach. By working together with our partners, we can achieve greater success and make a positive impact in the solar energy industry.

Government Relations

Boviet Solar recognizes the importance of fostering strong relationships with government entities at all levels. We understand that compliance with local, state, and national laws and regulations is essential for conducting our business ethically and responsibly.

Our approach to government relations is guided by the following principles:

- **Compliance:** We prioritize compliance with all relevant laws, regulations, and standards governing our operations. This includes environmental regulations, safety standards, and labor laws, among others.
- **Engagement:** We actively engage with government entities to stay informed about regulatory developments, policy initiatives, and industry trends. This engagement allows us to contribute constructively to policy dialogues and advocate for measures that support sustainable development and the growth of the solar energy industry.
- **Transparency:** We believe in transparency in our interactions with government entities, providing accurate and timely information about our business activities and operations.
- **Partnership:** We seek to build collaborative partnerships with government agencies, working together to address shared challenges and achieve common goals. These partnerships enable us to leverage resources, expertise, and networks to drive positive change and promote sustainable development.
- **Corporate Citizenship:** Our commitment to legal and regulatory compliance reflects our broader commitment to corporate citizenship and responsible business practices. We strive to be good corporate citizens, contributing positively to the communities where we operate and upholding high standards of integrity and ethics.

By adhering to legal and regulatory frameworks and maintaining strong relationships with government entities, Boviet Solar aims to demonstrate its commitment to corporate citizenship, sustainable development, and ethical business practices.

Fair Trade

Boviet Solar is committed to upholding the highest standards of fairness and integrity in all aspects of our business, including international trade. We take seriously our responsibility to comply with all relevant trade laws and regulations, and we are committed to conducting our operations in a transparent and ethical manner.

Our compliance with international trade laws underscores our dedication to fair trade practices and our commitment to operating with integrity. By adhering to these standards, we

ensure that our operations contribute positively to global trade fairness and support the stability and integrity of the global solar market.

Furthermore, our commitment to fair trade not only aligns with legal requirements but also strengthens trust with our stakeholders and upholds our reputation as a responsible corporate citizen. We believe that engaging in fair trade practices is not only the right thing to do but also essential for promoting an ethical and sustainable energy future for all.

Supplier Relations

Boviet Solar places great emphasis on building strong and mutually beneficial relationships with our suppliers. We recognize that our suppliers play a crucial role in our supply chain and ultimately contribute to the success of our business. Therefore, we are committed to fostering partnerships based on trust, transparency, and collaboration.

Our approach to supplier relations is guided by the following principles:

- **Trust and Reliability:** We believe in establishing trust and reliability with our suppliers by consistently meeting our commitments, honoring agreements, and communicating openly and transparently.
- **Fairness and Equity:** We are committed to treating our suppliers fairly and equitably, ensuring that they receive fair compensation for their products and services and that we adhere to fair and ethical business practices in all our dealings.
- **Communication and Collaboration:** We maintain open lines of communication with our suppliers and seek opportunities for collaboration and innovation. We believe that by working together, we can find creative solutions to challenges, optimize processes, and drive continuous improvement.
- **Quality and Performance:** We hold our suppliers to high standards of quality and performance, and we actively monitor and evaluate their performance to ensure that they consistently meet our expectations and requirements.
- **Sustainability and Responsibility:** We are committed to promoting sustainability and responsibility throughout our supply chain. We seek suppliers who share our commitment to environmental stewardship, social responsibility, and ethical business practices.

By adhering to these principles, we aim to build strong and enduring relationships with our suppliers that contribute to the overall success and sustainability of our business. Together with our suppliers, we strive to achieve our shared goals of delivering high-quality products and services to our customers, while also creating value for all stakeholders involved.

Supply Chain I Management

Boviet Solar places great importance on fostering strong and sustainable partnerships with our suppliers. We recognize that our suppliers play a critical role in our success, and we are dedicated to cultivating relationships built on trust, transparency, and mutual benefit.

Our approach to supplier partnerships is guided by several key principles: We believe in creating partnerships that offer value to both parties. We strive to establish mutually beneficial agreements that contribute to the success and growth of both Boviet Solar and our suppliers. We work towards achieving synergy in our global procurement efforts by leveraging the strengths and capabilities of our diverse supplier base. By collaborating with suppliers from around the world, we aim to optimize our procurement processes and enhance our competitiveness in the global market.

We believe in establishing clear and transparent agreements that outline the roles, responsibilities, and expectations of both Boviet Solar

and our suppliers. This clarity helps to minimize misunderstandings and ensure smooth collaboration. We are committed to identifying and mitigating operational risks in our procurement processes. Through rigorous risk assessment and management practices, we strive to minimize disruptions to our supply chain and maintain the reliability of our operations. We seek to foster closer cooperation and communication with our suppliers to build stronger relationships and drive continuous improvement. By working together closely, we can address challenges more effectively, identify opportunities for innovation, and drive positive outcomes for both parties.

Boviet Solar is dedicated to building and nurturing long-term partnerships with our suppliers based on shared values, mutual respect, and a commitment to excellence. Together, we can achieve our shared goals and contribute to the sustainable growth and success of our businesses.

Supplier I Management Document

Boviet Solar is committed to establishing a robust supplier lifecycle management system to ensure the quality, reliability, and sustainability of our supply chain. We have implemented comprehensive regulations, including the “Supplier Management Document,” to govern every stage of the supplier relationship, from admission to evaluation.

Our supplier admission process is designed to rigorously assess potential suppliers based on specific criteria. These criteria include capability fulfillment, ensuring that suppliers have the technical expertise, production capacity, and resources necessary to meet our needs. We also evaluate service quality, ensuring that suppliers can consistently deliver high-quality products and services on time and within budget.

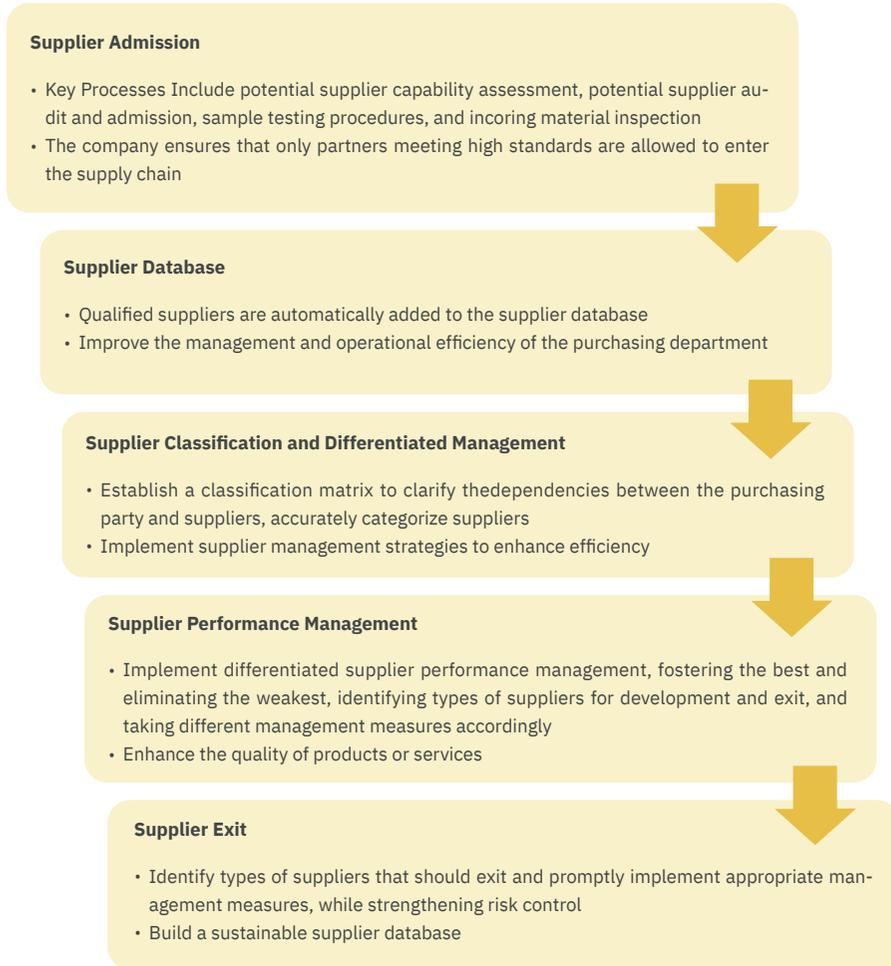
Equitable management practices are another key consideration in our supplier evaluation process. We prioritize working with suppliers who demonstrate fairness, transparency, and integrity in their business practices, including ethical sourcing, labor practices, and compli-

ance with relevant regulations and standards.

Additionally, maintaining a healthy work environment is essential to us, and we expect our suppliers to uphold the same commitment to workplace safety, employee well-being, and environmental stewardship that we do.

Once a supplier is admitted into our network, we continue to monitor and evaluate their performance regularly. This includes assessing their adherence to quality standards, delivery schedules, and contractual obligations. Suppliers who consistently meet or exceed our expectations are recognized and rewarded, while those who fall short are provided with support and guidance to improve.

By proactively managing our supplier lifecycle in this way, Boviet Solar aims to build long-term, collaborative partnerships with suppliers who share our commitment to excellence, integrity, and sustainability. Together, we can drive positive outcomes for our business, our customers, and the communities we serve.



Supplier Management Process

Digital I Suply Chain and Traceability

Boviet Solar’s Supplier Relationship Management (SRM) system represents a strategic initiative aimed at enhancing efficiency, collaboration, and intelligence within its supply chain network.

• Integration of Critical Elements

The SRM system integrates critical elements such as supplier market insights, resource collection, and supplier portal management. This integration enables a cohesive approach to supplier management, leveraging digital tools for efficiency and collaboration.

• Streamlined Collaboration

The digital supplier portal facilitates streamlined collaboration and online registration, supporting processes such as bidding and evaluations. This enhances communication and interaction between Boviet Solar and its suppliers.

• Supply Chain Traceability

Boviet Solar has implemented integrated systems, including MES, OA, SRM, and SAP, to bolster supply chain traceability. This comprehensive integration plan facilitates essen-

tial planning activities across various stages of the supply chain, ensuring seamless flow and management of resources.

• Market Insights and Supplier Selection

Advanced digital tools are utilized to gain deep market insights, identify trends, and opportunities. This information is leveraged to conduct an intelligent screening process for potential suppliers, enhancing procurement decisions.

• Transparency and Accountability

Boviet Solar is committed to maintaining transparency in its supply chain, including traceability from quartzite to PV modules. This commitment involves strong internal protocols and collaboration with third-party auditing firms to provide complete and transparent supply chain mapping and audit information.



Boviet Solar’s focus on digitalization, transparency, and collaboration within its supply chain reflects its commitment to operational excellence, compliance with global standards, and the delivery of reliable products to the market.

Supplier I Business Code of Conduct

Boviet Solar’s Supplier Management Documents and procurement compliance management framework represent a commitment to ethical conduct, social responsibility, and sustainability within its supply chain.

- Code of Conduct:** Boviet Solar has implemented a Code of Conduct to ensure ethical conduct towards trading partners, emphasizing the prohibition of bribery and other unethical practices. All suppliers are required to sign this Code of Conduct, demonstrating their commitment to ethical standards.
- Social Responsibility Commitment:** Boviet Solar has formulated a Social Responsibility Commitment based on industry standards, establishing a social responsibility management system that extends to the company’s management system and key suppliers. This commitment underscores Boviet Solar’s dedication to social responsibility and ethical business practices.
- Environmental Management Requirements:** Suppliers are required to implement effective environmental management measures, including verifying the content of prohibited substances in products and ensuring compliance with environmental regulations for wastewater and solid waste treatment. These measures aim to minimize environmental impact and promote sustainability throughout the supply chain.
- Social Responsibility Measures:** Emphasis is placed on suppliers providing adequate labor protection equipment for employees and

conducting occupational disease screenings. These measures prioritize the health, safety, and well-being of workers, reflecting Boviet Solar’s commitment to social responsibility and worker welfare.

- Collaborative Efforts for Sustainability:** Boviet Solar aims to promote collaborative efforts

with partners towards environmentally friendly and socially sustainable business practices. By working closely with suppliers to enhance their ESG (Environmental, Social, and Governance) management level, Boviet Solar contributes to building a more sustainable supply chain and fostering positive impacts on the environment and society.

Boviet Solar’s focus on ethical conduct, social responsibility, and sustainability underscores its commitment to responsible business practices and its role as a conscientious corporate citizen.

Environmental Responsibility	Social Responsibility
<ul style="list-style-type: none"> Suppliers must verify the content of prohibited substances in their products 	<ul style="list-style-type: none"> Identify hazards and take corresponding measures
<ul style="list-style-type: none"> Suppliers must adhere to management standards for hazardous substances 	<ul style="list-style-type: none"> Ensure adequate provision of personal protective equipment for employees
<ul style="list-style-type: none"> Suppliers must provide outsourced testing reports conducted by recognized third-party testing organizations 	<ul style="list-style-type: none"> Conduct regular occupational disease screenings for employees
<ul style="list-style-type: none"> Ensure that product content limits comply with legal regulations 	<ul style="list-style-type: none"> Conduct periodic testing for occupational health hazards
<ul style="list-style-type: none"> Identify and control hazardous chemicals and other harmful substances 	<ul style="list-style-type: none"> Strongly oppose the use of child labor by suppliers and explicitly prohibit discriminatory behavior

Environmental Responsibility	Social Responsibility
<ul style="list-style-type: none"> Wastewater and solid waste treatment must comply with the requirements of environmental authorities 	<ul style="list-style-type: none"> Ensure that employee working hours and wages comply with legal requirements
<ul style="list-style-type: none"> Suppliers must obtain environmental permits and comply with relevant laws and regulations, while also implementing clear management measures for pollution prevention and resource conservation 	<ul style="list-style-type: none"> Establish open communication channels between employees and management

[Link: Boviet Solar | Company Supplier Code of Conduct Policy](#)

Supply Chain I Risk Management

Boviet Solar’s approach to addressing supply chain disruption risks involves a comprehensive focus on supplier production processes and delivery capabilities, supported by the establishment of a Supply Chain Control Tower.

- Focus on Supplier Production Processes and Delivery Capabilities:** Boviet Solar prioritizes assessing and enhancing supplier production processes and delivery capabilities to mitigate supply chain disruption risks. This includes measures such as quality management, equipment maintenance, process change management, and emergency response capabilities, aimed at building a resilient supply chain.
- Establishment of a Supply Chain Control Tower:** Boviet Solar has implemented a Supply Chain Control Tower, which serves as a centralized hub for monitoring, analysis, and decision-making across the entire supply chain. This Control Tower provides visual event alerts and decision-making mechanisms to drive rapid and effective responses to supply chain disruptions.

- Role of Planning and Order Control Tower:** Within the Supply Chain Control Tower framework, the Planning and Order Control Tower is responsible for detecting abnormal alerts and conducting root cause analysis. This proactive approach helps identify potential issues early and enables prompt intervention to prevent or minimize disruptions.
- Role of Logistics Control Tower:** The Logistics Control Tower ensures timely alert transmission through 24/7 status monitoring, anomaly management, and problem resolution tracking during transportation. This focus on logistics management enhances the transparency and responsiveness of the supply chain, facilitating robust operations and minimizing disruptions.

Boviet Solar’s approach underscores its commitment to proactively managing supply chain risks and ensuring the resilience, transparency, and responsiveness of its operations. By leveraging advanced control tower capabilities and focusing on supplier relationships and operational processes, Boviet Solar aims to enhance customer experience and support sales growth effectively.

Supply Chain I Audit

Boviet Solar’s commitment to maintaining a sustainable and responsible supply chain through the incorporation of ESG (Environmental, Social, and Governance) criteria is evident in its rigorous supplier auditing process. Here’s a breakdown of the key components and actions:

Annual ESG Audits

Boviet Solar conducts annual ESG audits of its suppliers to ensure compliance with stringent standards. These audits cover environmental protection practices, labor and human rights policies, and governance standards, demonstrating a holistic approach to sustainability and responsible sourcing.

Procurement Team Oversight

The dedicated procurement team at Boviet Solar spearheads the ESG audit process, overseeing it in accordance with the company's supplier management documentation. This ensures consistency and accountability throughout the auditing process.

Assessment and Corrective Actions

During ESG audits, Boviet Solar thoroughly assesses suppliers' adherence to ESG criteria. Any non-compliance or discrepancies identified are addressed through mandatory corrective actions. Suppliers are required to implement these improvements within a specified timeframe to maintain their business relationship with Boviet Solar.

Regular Spot Checks

Boviet Solar maintains high levels of diligence and accountability by conducting regular spot checks. These spot checks are designed to verify that previous non-compliances have been appropriately addressed and to ensure ongoing adherence to ESG standards by suppliers.

Boviet Solar's proactive approach to ESG auditing and supplier management reflects its commitment to sustainability, responsible sourcing, and accountability throughout its supply chain. By prioritizing ESG criteria and implementing robust auditing processes, Boviet Solar aims to drive continuous improvement and uphold its values of ethical and sustainable business practices.

Media Relations and Responsible Marketing

Boviet Solar aims to maintain ethical media relations and engage in responsible marketing and advertising practices. Some general principles we follow in these areas:

Transparency

Boviet Solar strives to be transparent in its communications, ensuring that information shared with the media and in marketing materials is accurate and truthful.

Honesty

Boviet Solar is honest in its interactions with the media and consumers.

Compliance

Boviet Solar adheres to all relevant laws and regulations governing marketing and advertising in the regions where it operates. This includes ensuring that any claims made about its products are substantiated and compliant with advertising standards.

Respect

Boviet Solar respects the privacy and preferences of individuals, particularly when it comes to targeted advertising and data usage.

Environmental Responsibility

Boviet Solar aligns its marketing efforts with its commitment to sustainability and environmental responsibility.

Engagement and Dialogue

Boviet Solar engages with the media and consumers in a constructive and open manner, responding to inquiries and feedback in a timely and respectful manner.

Social Responsibility

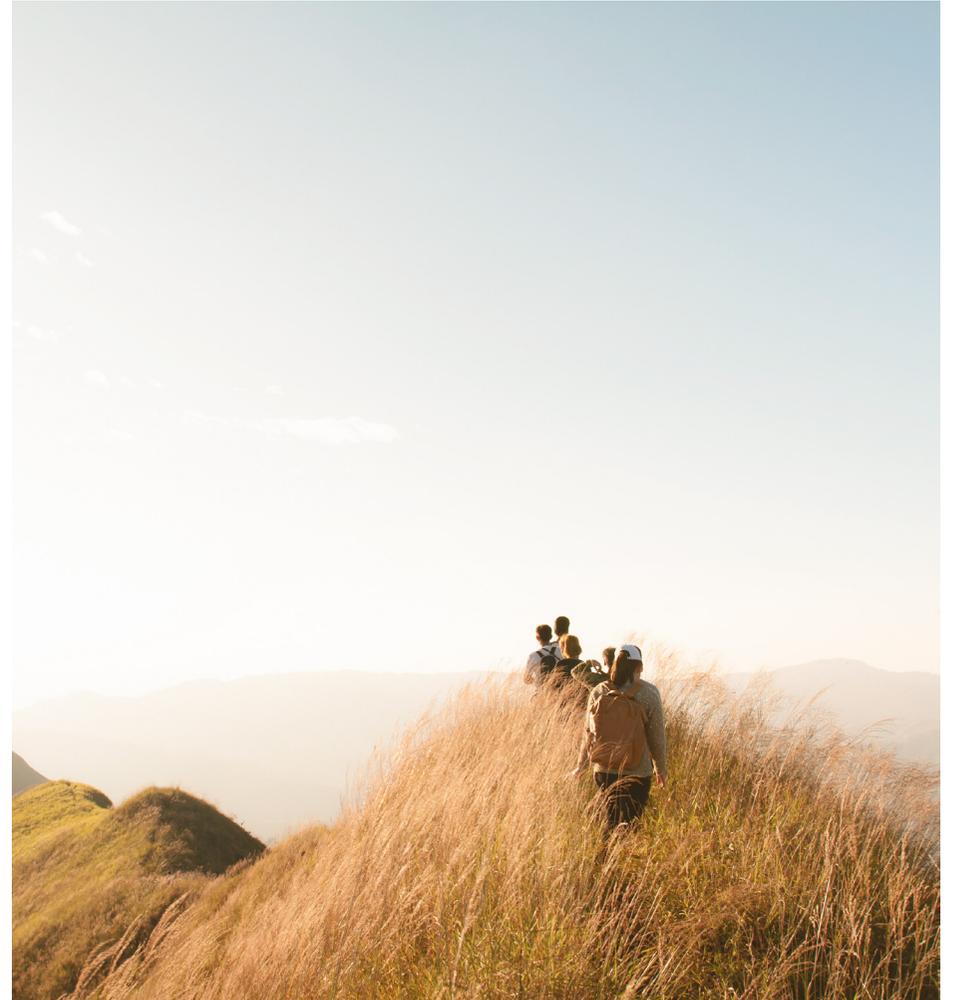
Boviet Solar chooses to use its marketing and advertising efforts to promote social causes aligned with its values, such as access to clean energy or community development initiatives.

Ethical Partnerships

When collaborating with influencers, advertisers, or media outlets, Boviet Solar ensures that these partnerships align with its values and do not compromise its integrity.

Boviet Solar maintains ethical media relations and engages in responsible marketing and advertising practices that contribute to its overall reputation and success.

Boviet Solar's commitment to social responsibility extends beyond mere rhetoric; it is deeply ingrained in our corporate ethos and drives our actions at every level of operation. Our dedication to social responsibility encompasses a multitude of initiatives aimed at fostering positive societal impacts, enhancing the well-being of communities, and promoting sustainable development.





6. CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

Corporate Governance

Corporate governance refers to the system of rules, practices, and processes by which a company is directed and controlled. It encompasses the mechanisms through which stakeholders—such as shareholders, board members, managers, employees, customers, and suppliers—exercise control and ensure accountability within the organization. The primary goals of corporate governance include ensuring the company’s accountability, fairness, and transparency in its relationships with all stakeholders. Corporate governance is crucial for building trust and sustaining the long-term success of a company by balancing the interests of its various stakeholders.

At Boviet Solar, we are committed to maintaining the highest standards of corporate governance. Our governance framework is designed to promote accountability, transparency, and integrity, ensuring that we uphold our responsibilities to our shareholders, employees, customers, and the communities in which we operate. We believe that strong corporate governance is essential for building a sustainable and successful future. We remain committed to continuously enhancing our governance practices to meet the evolving expectations of our stakeholders and to drive long-term value creation.

Corporate Governance Key Initiatives

At Boviet Solar, our commitment to strong corporate governance is reflected through a series of key initiatives designed to ensure accountability, transparency, and ethical business practices. These initiatives are integral to our mission of delivering high-quality solar solutions while fostering sustainable growth and creating long-term value for our stakeholders.

Strengthening Board Oversight

- **Diverse and Experienced Board:** We have assembled a Board of Directors with a diverse range of expertise and backgrounds. This diversity ensures a wide array of perspectives in decision-making and enhances the Board’s ability to oversee and guide the company’s strategic direction effectively.
- **Regular Board Evaluations:** We conduct annual evaluations of the Board’s performance to ensure it remains effective and aligned with the company’s goals. These evaluations help identify areas for improvement and ensure that the Board remains dynamic and responsive.

Enhancing Transparency and Disclosure

- **Comprehensive Reporting:** We are committed to providing comprehensive and timely disclosures about our financial performance, governance practices, and strategic initiatives. This includes quarterly and annual reports, as well as regular updates on key business developments.
- **Stakeholder Communication:** We maintain open lines of communication with our stakeholders, ensuring they have access to the information they need. This includes shareholder meetings, press releases, and investor presentations.

Promoting Ethical Conduct and Corporate Social Responsibility

- **Code of Conduct:** We have established a robust Code of Conduct that outlines our commitment to ethical behavior, integrity, and compliance with all applicable laws and regulations. This Code is communicated to all employees and enforced through regular training and audits.
- **Sustainability Initiatives:** We integrate sustainability into our core business strategy, focusing on environmentally friendly practices and products. Our initiatives include reducing our carbon footprint, enhancing energy efficiency, and supporting renewable energy projects.

Implementing Robust Internal Controls and Risk Management

- Internal Audit Function:** Our internal audit team conducts regular assessments of our internal controls and risk management processes. This ensures that we have effective mechanisms in place to identify, manage, and mitigate risks.
- Risk Management Framework:** We have established a comprehensive risk management framework that encompasses financial, operational, and strategic risks. This framework is regularly reviewed and updated to address emerging risks and ensure business resilience.

Ensuring Regulatory Compliance

- Compliance Programs:** We have developed extensive compliance programs to ensure adherence to all relevant laws and regulations. These programs include regular training for employees, compliance audits, and a whistleblower policy to report any violations.
- Monitoring and Reporting:** We continuously monitor regulatory changes and update our policies and practices accordingly. This proactive approach ensures that we remain compliant and ahead of regulatory requirements.

Enhancing Shareholder Engagement

- Annual General Meetings:** We hold annual general meetings where shareholders can voice their opinions, ask questions, and vote on important matters. This engagement is crucial for maintaining transparency and building trust with our shareholders.
- Investor Relations:** Our investor relations team actively engages with shareholders and potential investors, providing them with timely and accurate information about the company's performance and strategic direction.

By implementing these key initiatives, Boviet Solar demonstrates its unwavering commitment to high standards of corporate governance. We believe that these practices are essential for achieving sustainable growth, fostering trust with our stakeholders, and maintaining our position as a leader in the solar industry.

United National Sustainability Goals Alignment

At Boviet Solar, our mission extends beyond delivering cutting-edge solar technology; we are deeply committed to advancing the United Nations Sustainable Development Goals (SDGs). These global goals guide our efforts to create a more sustainable and equitable world. How Boviet Solar is contributing to these vital objectives:

United Nations Goals	Boviet Solar's Efforts
	<p>Boviet Solar is dedicated to maintaining transparent and accountable governance practices that reflect our commitment to ethical business conduct and sustainable development. By implementing rigorous anti-corruption measures, enhancing legal compliance, engaging openly with stakeholders, and promoting institutional integrity and the rule of law, we aim to build a resilient organization that delivers long-term value to all our stakeholders.</p>

By aligning our initiatives with the UN Sustainable Development Goals, Boviet Solar is dedicated to driving meaningful change and fostering a sustainable future for all. Together, we are powering progress and making a lasting impact on our world.

Corporate Governance Key Milestones

At Boviet Solar, we are steadfast in our commitment to conducting our business operations with the utmost consideration for our employees, communities, customers, partners, and workers in the value chain, demonstrating reverence for all living things. We continue to empower our employees and strive to be a good partner to our customers, partners, and communities around us.

Diverse and Inclusive Governance

Our Board of Directors is a testament to our commitment to diversity and inclusion. Comprising nine members with diverse genders, ages, professional capabilities, and backgrounds, our board includes three independent

directors, accounting for 33% of the total board members. This diversity ensures a wide range of perspectives and expertise, enhancing the board's ability to guide the company's strategic direction effectively.

We are committed to ethical business practices, empowering our employees, engaging with our stakeholders, and fostering a diverse and inclusive governance framework. By upholding these principles, we aim to build a sustainable and successful future for our company and the communities we serve. Our dedication to transparency, accountability, and integrity remains at the forefront of everything we do, ensuring that we continue to be a responsible and respected leader in the solar industry.

Factors Impacting Environment and Social

Corporate governance plays a crucial role in shaping the environmental and social impact of a company. Effective governance structures and practices can help a company to not only achieve financial success but also to operate sustainably and ethically, benefiting both society and the environment. Here's how corporate governance impacts environmental and social aspects:

Environmental Impact

Effective corporate governance has a profound impact on environmental sustainability. By implementing robust environmental management systems, committing to transparent sustainability reporting, and driving eco-friendly innovations, Boviet Solar significantly reduces its environmental footprint and contributes to a more sustainable future. Compliance with environmental regulations and the adoption of proactive environmental policies are critical components of effective corporate governance. By ensuring regulatory adherence and committing to forward-thinking environmental initiatives, Boviet Solar significantly reduces its environmental impact, enhances sustainability, and contributes to the broader goal of protecting our planet for future generations. Community involvement and transparency are critical

components of effective corporate governance, particularly concerning environmental impact. By engaging with local communities and maintaining open communication about environmental goals and performance, Boviet Solar builds trust with stakeholders and fosters sustainable development. These practices not only enhance the company's reputation but also contribute to the broader goal of environmental stewardship and social responsibility.

Boviet Solar's commitment to sustainability is evident in its production of high-efficiency solar panels, contributing to the reduction of greenhouse gas emissions and promoting renewable energy use.

Social Impact

Fair labor practices and diversity & inclusion are integral components of effective corporate governance. By prioritizing the well-being of employees and fostering a diverse and inclusive workplace culture, Boviet Solar attracts and retains top talent, drives innovation, and enhances overall organizational performance. These practices not only benefit employees but also contribute to the company's long-term success and sustainabil-



ity. Community development and philanthropy are integral components of effective corporate governance, demonstrating a company’s commitment to social responsibility and sustainable development. By engaging in CSR activities, supporting philanthropic initiatives, and encouraging employee volunteering, Boviet Solar makes a positive impact on society while building trust in the communities it operates in.

Boviet Solar invests in the professional development and well-being of its employees through continuous training and health initiatives, ensuring a motivated and healthy workforce. By actively participating in local community initiatives and supporting development projects, Boviet Solar demonstrates its commitment to social responsibility.

Ethical Business Conduct

Effective corporate governance requires imple-

menting strict anti-corruption measures and engaging in open and transparent dialogues with stakeholders. By promoting ethical conduct, listening to stakeholder concerns, and collaborating on social issues, Boviet Solar improves social outcomes, fosters trust, and contributes to sustainable development. These efforts not only benefit the company and its stakeholders but also society as a whole.

With a diverse Board of Directors, including independent directors, Boviet Solar ensures a wide range of perspectives and expertise, enhancing its governance and decision-making processes. Corporate governance significantly impacts both environmental and social outcomes. Effective governance frameworks help Boviet Solar to operate sustainably, ethically, and transparently, benefitting the environment and society at large. Through strong governance, Boviet Solar achieves business goals while also contributing positively to the world.

Strategies to Minimize Negative Impacts

Boviet Solar employs a variety of strategies that focus on transparency, accountability, ethical conduct, and stakeholder engagement. Here are some key strategies:

Key Strategies	
Comprehensive Governance Framework	Boviet Solar establishes and maintains a comprehensive governance framework that outlines clear policies, procedures, and guidelines for ethical conduct, compliance, risk management, and decision-making.
Board Oversight	The Board of Directors provides oversight of corporate governance practices, ensuring alignment with legal and regulatory requirements, as well as the company’s values and objectives. Independent directors play a crucial role in providing impartial oversight and guidance.
Transparency and Disclosure	Boviet Solar prioritizes transparency and disclosure by regularly communicating with stakeholders about its governance practices, financial performance, environmental impact, and social initiatives. This includes publishing annual reports, and other relevant disclosures.
Ethical Leadership	The company promotes ethical leadership at all levels, emphasizing integrity, honesty, and accountability among employees, executives, and board members. Leadership sets a strong example from the top, reinforcing a culture of ethical behavior and compliance.

Compliance Programs	Boviet Solar implements robust compliance programs to ensure adherence to laws, regulations, and industry standards. These programs include regular training, audits, and monitoring to identify and address compliance risks proactively.
Risk Management	The company conducts thorough risk assessments to identify and mitigate governance risks, including financial, operational, legal, and reputational risks. This involves implementing controls, contingency plans, and mitigation strategies to manage and mitigate identified risks effectively.
Stakeholder Engagement	Boviet Solar actively engages with stakeholders, including employees, customers, investors, suppliers, and local communities, to understand their expectations, concerns, and feedback. This engagement helps build trust, foster relationships, and address stakeholder needs and interests.
Continuous Improvement	The company emphasizes a culture of continuous improvement, regularly reviewing and updating its governance practices in response to changes in laws, regulations, industry standards, and stakeholder expectations. This allows Boviet Solar to adapt and evolve its governance framework to meet emerging challenges and opportunities.

By implementing these strategies, Boviet Solar mitigates corporate governance risks, enhances transparency and accountability, fosters ethical conduct, and strengthens relationships with stakeholders, ultimately supporting the company's long-term sustainability and success.

CORPORATE GOVERNANCE COMPLIANCE AND STANDARDS

Adhering to Corporate Governance Laws

Boviet Solar places significant emphasis on adhering to corporate governance laws and regulations to ensure ethical conduct, transparency, and accountability in its operations. Here's how Boviet Solar maintains compliance with corporate governance laws:

Legal Compliance Framework:

Boviet Solar establishes a robust legal compliance framework that encompasses all relevant corporate governance laws, regulations, and standards applicable to its operations. This framework serves as a foundation for ensuring adherence to legal requirements.

Regular Legal Audits:

The company conducts regular legal audits to assess its compliance with corporate governance laws and identify any gaps or areas of non-compliance. These audits help Boviet Solar stay informed about changes in regulations and ensure timely updates to its governance practices.

Board Oversight:

Boviet Solar's Board of Directors provides oversight of the company's compliance efforts, ensuring that governance practices align with legal requirements and best practices. The board monitors compliance performance and addresses any issues or concerns that may arise.

Legal Counsel:

Boviet Solar retains qualified legal counsel to provide guidance and advice on corporate governance matters, including interpretation of laws and regulations, compliance obligations, and risk mitigation strategies. Legal experts help ensure that the company's governance practices remain in line with legal requirements.

Employee Training:

The company conducts regular training sessions for employees to educate them about corporate governance laws, regulations, and compliance obligations relevant to their roles. These training programs promote awareness and understanding of legal requirements throughout the organization.

Stakeholder Communication:

The company communicates openly and transparently with stakeholders about its compliance efforts, including disclosures in annual reports, sustainability reports, and other relevant communications. This transparency builds trust and confidence among stakeholders in Boviet Solar's governance practices.

By prioritizing adherence to corporate governance laws and regulations, Boviet Solar demonstrates its commitment to ethical conduct, integrity, and responsible business practices. This commitment not only ensures compliance with legal requirements but also fosters trust, credibility, and long-term sustainability for the company.

Documentation and Record-Keeping:

Boviet Solar maintains comprehensive documentation and records to demonstrate compliance with corporate governance laws. This includes keeping accurate minutes of board meetings, maintaining records of legal compliance efforts, and documenting adherence to regulatory requirements.

Adherence to Best Practices:

In addition to complying with legal requirements, Boviet Solar adheres to industry best practices and standards for corporate governance. The company continuously evaluates and improves its governance practices to align with evolving expectations and standards in the industry.

Corporate Governance Management System

Boviet Solar maintains a robust corporate governance management system to ensure transparency, accountability, and ethical conduct throughout its operations. Here's an overview of key components of Boviet Solar's corporate governance management system:

- Boviet Solar establishes clear governance policies and procedures that outline the company's commitment to ethical conduct, compliance with laws and regulations, and adherence to best practices in corporate governance.
- The executive leadership team, including the CEO and other senior executives, is responsible for implementing governance policies, setting the tone from the top, and fostering a culture of integrity and accountability throughout the organization.
- The Board of Directors plays a central role in the corporate governance management system. It provides oversight and strategic direction, ensures alignment with company objectives, and monitors compliance with governance policies and legal requirements.
- Boviet Solar implements comprehensive compliance programs to ensure adherence to laws, regulations, and corporate governance standards. These programs include regular training, monitoring, and auditing to identify and address compliance risks.
- Boviet Solar's Board of Directors may establish specialized committees, such as audit committees, governance committees, and risk management committees, to focus on specific aspects of governance and provide in-depth oversight in those areas.
- Ethics and Code of Conduct: The company maintains a code of conduct and ethics that outlines expected behavior for employees, directors, and other stakeholders. This code promotes integrity, honesty, fairness, and respect in all business dealings.

- Boviet Solar incorporates risk management principles into its governance management system to identify, assess, mitigate, and monitor risks that could impact the company's operations, reputation, or stakeholders.
- The company actively engages with stakeholders, including employees, customers, investors, suppliers, and communities, to understand their perspectives, address concerns, and incorporate feedback into governance decisions.
- Boviet Solar maintains transparency in its governance practices by regularly communicating with stakeholders and providing timely and accurate information about governance policies, performance, and initiatives. This transparency enhances trust and accountability.
- The company fosters a culture of continuous improvement in corporate governance by regularly reviewing and updating governance policies, practices, and processes to align with evolving legal requirements, industry standards, and stakeholder expectations.

Boviet Solar's corporate governance management system is designed to promote integrity, transparency, and accountability at all levels of the organization, ensuring that the company operates ethically and responsibly in pursuit of its business objectives.

Corporate Governance System Approach

At Boviet Solar, we believe that strong corporate governance is fundamental to our success as a responsible global energy solutions pro-

vider. Our governance approach is built on principles of integrity, transparency, and accountability, guiding every aspect of our operations.

We uphold the highest standards of ethical conduct, ensuring that integrity permeates every decision we make. Our commitment to honesty, fairness, and respect forms the bedrock of our corporate culture. We maintain transparency in our governance practices, fostering open communication and providing stakeholders with timely and accurate information about our policies, performance, and initiatives. Accountability is ingrained in our processes, ensuring that we take responsibility for our actions and outcomes.

We adhere rigorously to laws, regulations, and industry standards, integrating compliance and risk management into our governance framework. By identifying, assessing, and mitigating risks, we safeguard the interests of our stakeholders and protect the reputation of our company. We actively engage with our stakeholders—employees, customers, investors, suppliers, and communities—listening to their perspectives, addressing their concerns, and incorporating their feedback into our decision-making processes. This collaborative approach strengthens relationships and fosters trust. We are committed to continuous improvement in corporate governance, regularly reviewing and refining our policies, practices, and processes to align with evolving legal requirements, industry best practices, and stakeholder expectations.

At Boviet Solar, corporate governance is not just a set of rules—it's a guiding philosophy that shapes how we conduct business, treat our stakeholders, and contribute to a sustain-

able future. Together, we remain steadfast in our commitment to upholding the highest standards of governance excellence.

Corporate Governance Risk Management

At Boviet Solar, we understand the importance of minimizing risks to ensure the sustainability and success of our business. Our robust corporate governance practices serve as a cornerstone in this endeavor, guiding us in identifying, assessing, and mitigating risks across all facets of our operations.

Boviet Solar maintains a steadfast commitment to upholding the “Basic Standards for Enterprise Internal Control” along with relevant supporting guidelines, in addition to strict adherence to all pertinent laws and regulations.

We have established a comprehensive risk management framework that systematically

identifies, evaluates, and addresses risks inherent in our business activities. This proactive approach enables us to anticipate potential challenges and implement strategies to mitigate their impact. Our Board of Directors provides diligent oversight of our risk management efforts, ensuring that risks are effectively managed and aligned with our strategic objectives. Board members hold management accountable for maintaining effective risk mitigation measures and regularly assess the adequacy of our risk management practices.

Compliance with laws, regulations, and ethical standards is integral to our risk management approach. We adhere strictly to legal and reg-

ulatory requirements, maintaining a culture of integrity, transparency, and ethical conduct throughout our organization. We continuously monitor our risk landscape, staying vigilant to emerging threats and opportunities. Through regular reviews and assessments, we identify areas for improvement and implement enhancements to strengthen our risk management practices further.

We engage with our stakeholders, including employees, customers, investors, and communities, to understand their perspectives and concerns related to risk management. Transparent communication ensures that stakeholders are informed about our risk miti-

gation efforts and can provide valuable insights to enhance our practices. In a rapidly evolving business environment, we remain adaptable and resilient in the face of uncertainty. Our agile approach allows us to respond effectively to changing circumstances, mitigate risks proactively, and capitalize on emerging opportunities.

At Boviet Solar, we are committed to upholding the highest standards of corporate governance to safeguard the interests of our stakeholders and mitigate risks effectively. By fostering a culture of risk awareness, accountability, and continuous improvement, we position ourselves for long-term success and sustainability.



CORPORATE GOVERNANCE STRUCTURE

Corporate Governance Structure

Boviet Solar's corporate governance involves various individuals who play key roles in overseeing and managing the affairs of a company. Here are some of the primary individuals involved in corporate governance:

Shareholders

Shareholders are owners of Boviet Solar who have voting rights and can elect directors, approve significant corporate actions, and voice their opinions on governance matters through shareholder meetings and voting.

Board of Directors

The board of directors is responsible for overseeing Boviet Solar's management and making strategic decisions on behalf of shareholders.

Strategy Committee

Boviet Solar's strategy committee is a specialized group within a company's corporate governance structure that focuses on formulating and overseeing the company's strategic direction.

Audit Committee

Boviet Solar's audit committee is a subcommittee of the board responsible for overseeing the company's financial reporting process, internal controls, and audit functions.

Nomination Committee

Boviet Solar's nomination committee is responsible for nominating candidates for the board of directors and overseeing corporate governance practices within the company.

Remuneration and Evaluation Committee

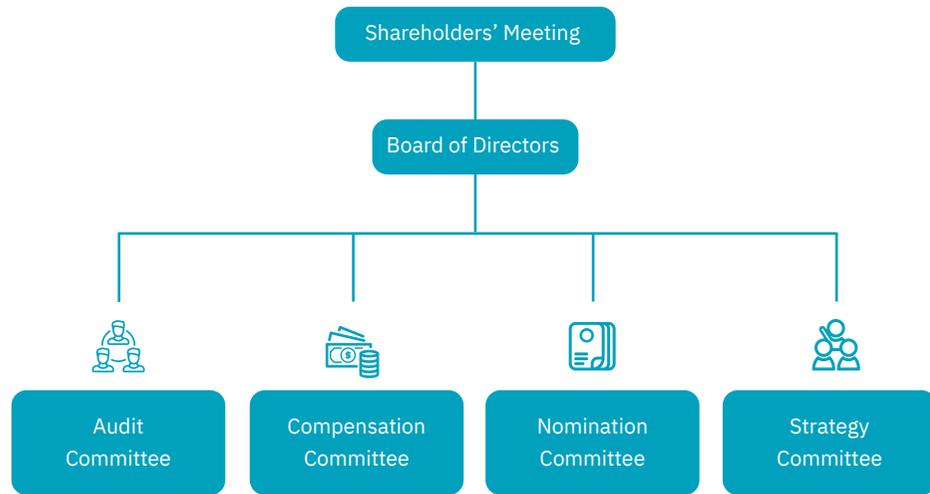
The Remuneration and Evaluation Committee of the Board of Directors is mainly responsible for formulating performance evaluation standards for the evaluation targets, establishing a perfect evaluation system, and conducting effective evaluations.

These individuals collectively contribute to the effective governance of Boviet Solar, ensuring transparency, accountability, and ethical conduct in its operations.

Board of Directors

Boviet Solar’s commitment to upholding corporate governance standards and adhering to international and domestic laws, as well as stock exchange regulations, underscores our dedication to transparency and ethical conduct. Formulat-

ing internal documents such as the “Articles of Association” demonstrates a proactive approach to governance, providing a solid framework and decision-making accountability.



Corporate Governance Members

During the reporting period, Boviet Solar’s board of directors comprised 9 members, including 3 independent directors. The establishment of specialized committees - namely the Audit Committee, Compensation and Evaluation Committee, Nomination Committee, and Strategy Commit-

tee, play a pivotal role in supporting the board of directors in fulfilling their governance responsibilities and fostering informed decision-making. Their collective efforts contribute to a robust, transparent, and efficient governance system.

Corporate Governance Member Details

Committee Names	Number of Members	Number of Executive Directors	Number of Independent Non-executive Directors	Number of Board Meeting Attendance
Committee Names	3	1	2	6
Compensation Committee	3	1	2	2
Nomination Committee	3	1	2	0
Strategy Committee	3	2	1	1

These meetings serve as vital platforms for discussing key governance matters, evaluating performance, and formulating strategic initiatives. By transparently sharing this information, Boviet

Solar reaffirms its dedication to sound corporate governance practices and stakeholder accountability.

CORPORATE GOVERNANCE POLICIES

Boviet Solar is committed to excellence and integrity through its Corporate Governance Policies. As a leading provider of solar solutions, we recognize the importance of strong corporate governance in fostering transparency, accountability, and sustainable growth. At Boviet Solar, we are committed to upholding the highest standards of corporate governance in all aspects of our operations. Our Corporate Governance Policies reflect our dedication to ethical conduct, sound decision-making, and responsible stewardship of our resources.

Environmental Sustainability Policies

At Boviet Solar, environmental sustainability is at the core of everything we do. We are dedicated to minimizing our environmental footprint, promoting renewable energy solutions, and contributing to a greener, more sustainable future.

Environmental Sustainability Commitment

Key aspects of our commitment to environmental sustainability include renewable energy, energy efficiency, renewable energy solutions, environmental stewardship, sustainable practices, and community engagements. Our commitment to environmental sus-

tainability is not just a responsibility—it reflects our values and our vision for a better world. Together with our customers, partners, and stakeholders, we are working towards a more sustainable future where clean energy powers prosperity for all.

Environmental Health and Safety Policy

Boviet Solar's Environmental Health and Safety (EHS) Policy, reflects our steadfast commitment to safeguarding the well-being of our employees, protecting the environment, and ensuring the safety of our operations. At Boviet Solar, we recognize that environmental health and safety are integral to our success and our responsibility to the communities in which we operate. Our EHS Policy is designed to promote a culture of safety, environmental stewardship, and continuous improvement across all aspects of our business. Key elements of our Environmental Health and Safety Policy include employee health and safety, envi-

ronmental protection, hazard identification and risk management, compliance and accountability, emergency readiness and response.

By adhering to our Environmental Health and Safety Policy, we demonstrate our commitment to responsible corporate citizenship and sustainable business practices. We believe that protecting the environment and ensuring the health and safety of our employees are essential for the long-term success and viability of our business.

[Link: Boviet Solar | Environmental Health and Safety Policy](#)

Social Sustainability Policies

Boviet Solar is dedicated to social sustainability-it is a commitment that lies at the heart of our corporate values and guiding principles. At Boviet Solar, we recognize that our success is intricately linked to the well-being of the com-

munities in which we operate and broader society. That's why we are committed to making a positive impact by prioritizing social responsibility and promoting inclusive growth.

Social Sustainability Commitment

Boviet Solar's social sustainability commitments are a testament to our dedication to creating a positive impact in the communities we serve and beyond. At Boviet Solar, we believe that true success is not just measured by financial performance but also by the positive contributions we make to society. With this in mind, we have outlined our key social sustainability commitments empowering communities, diversity and

inclusion, ethical supply chain, employee rights, human rights and more.

By upholding these social sustainability commitments, we aim to create lasting value for our stakeholders, promote inclusive growth, and drive positive change in society. We invite you to join us in our journey toward a more sustainable and equitable future for all.

Company Culture

Boviet Solar's culture is rooted in its unwavering commitment to environmental stewardship, social responsibility, and ethical governance. Sustainability is not just a buzzword; it's a way of life. Our culture of sustainability permeates every aspect of our organization, shaping our values, guiding our decisions, and inspiring our

actions. Our culture of sustainability is a source of pride for all of us at Boviet Solar. It guides us as we work towards our vision of a world where clean energy powers prosperity for all, and where environmental, social, and economic sustainability go hand in hand.

[Link: Boviet Solar | Company Culture](#)

Human Rights

Boviet Solar's Human Rights Policy is a testament to our unwavering commitment to respecting and promoting human rights in all

aspects of our operations and supply chain. At Boviet Solar, we believe that human rights are fundamental and non-negotiable. We are ded-

icated to upholding the principles enshrined in international human rights standards, including the Universal Declaration of Human Rights and the International Labor Organization's Core Conventions. Our Human Rights Policy reflects our commitment to respect human dignity, protect labor rights, ensure health and safety, promote diversity and inclusion, and engage stakeholders.

[Link: Boviet Solar | Human Rights Policy](#)

Labor Rights

Boviet Solar's Labor Rights Policy underscores our commitment to upholding the rights and well-being of workers throughout our operations and supply chain. At Boviet Solar, we believe that all workers deserve to be treated with dignity, respect, and fairness. Our Labor Rights Policy is rooted in international labor standards, including the core conventions of the International Labor Organization (ILO), and reflects our dedication to promoting decent work practices and fostering a culture of responsibility and accountability. Key elements of our Labor Rights Policy include no forced la-

[Link: Boviet Solar | Labor Rights Policy](#)

We recognize that respecting and promoting human rights is not only the right thing to do but also essential for building trust, fostering employee engagement, and maintaining a sustainable business. We are committed to implementing and monitoring our Human Rights Policy and continuously improving our human rights performance.

bor, no child labor, fair treatment, non-discrimination, freedom of association and collective bargaining, health and safety, fair wages, and benefits.

Our Labor Rights Policy is an integral part of our corporate values and guiding principles. We are committed to implementing and monitoring our policy, engaging with stakeholders, and driving continuous improvement in labor rights practices across our organization and supply chain.

Diversity, Equity, and Inclusion

Boviet Solar’s Diversity, Equity, and Inclusion (DEI) Policy is a testament to our commitment to fostering a workplace where everyone feels valued, respected, and empowered to thrive. At Boviet Solar, we recognize that diversity is our strength, and that inclusion is essential for driving innovation, creativity, and growth. Our DEI Policy reflects our belief in the inherent worth and dignity of every individual and our commitment to creating a culture where diversity is celebrated, and everyone has equal opportunities to succeed. Key elements of our Diversity, Equity, and Inclusion Policy include

celebrating diversity, promoting equity, fostering inclusion, eliminating bias and discrimination, accountability and measurements.

Our Diversity, Equity, and Inclusion Policy are more than just words—it’s a commitment to creating a workplace where everyone can bring their whole selves to work, feel valued and respected, and contribute to our collective success. Together, we are building a more diverse, equitable, and inclusive future for Boviet Solar and beyond.

[Link: Boviet Solar | Diversity, Equity, and Inclusion Policy](#)

Equal Employment Opportunity

Boviet Solar’s Equal Employment Opportunity (EEO) Policy reflects our commitment to providing fair and equal opportunities for all individuals in our workforce. At Boviet Solar, we believe that diversity is one of our greatest strengths, and we are dedicated to fostering an inclusive workplace where every employee is treated with dignity, respect, and fairness. Our EEO Policy underscores our commitment to creating a culture where merit and ability are

the sole criteria for employment decisions, and where discrimination of any kind is not tolerated. Key elements of our Equal Employment Opportunity Policy include non-discrimination, recruitment and hiring, training and development, workplace environment, compliance, and accountability.

Our Equal Employment Opportunity Policy is a cornerstone of our organizational culture,

reflecting our core values of integrity, respect, and fairness. We are committed to creating an environment where every employee has the

opportunity to thrive and contribute to our collective success.

[Link: Boviet Solar | Equal Employment Opportunity Policy](#)

Fair Recruitment, Promotion, and Reward

Boviet Solar’s Fair Recruitment, Promotion, and Reward Policy is a reflection of our commitment to attracting, retaining, and developing top talent and promoting a culture of excellence and meritocracy within our organization. At Boviet Solar, we recognize that our people are our most valuable asset, and we are dedicated to providing them with meaningful opportunities for professional growth, advancement, and recognition. Our Fair Recruitment, Promotion, and Reward Policy is designed to ensure that our talent management practices are fair, transparent, and aligned with our core values and business objectives. Key elements

of our Fair Recruitment, Promotion, and Reward Policy include recruitment, promotion, rewards, recognition, fairness, equity, and continuous improvement.

Our Fair Recruitment, Promotion, and Reward Policy are essential pillars of our talent management strategy, reflecting our commitment to creating a dynamic, inclusive, and high-performing workforce. We believe that by investing in our people and promoting a culture of excellence, we can achieve our business goals and drive sustainable growth and success.

[Link: Boviet Solar | Recruitment, Promotion and Rewarding Policy](#)

Occupational Health and Safety

Boviet Solar’s Occupational Health and Safety (OH&S) Policy is a reflection of our unwavering commitment to creating a safe and healthy work

environment for all employees, contractors, and visitors. At Boviet Solar, we recognize that the health and safety of our workforce are paramount,

and we are dedicated to preventing workplace injuries, illnesses, and accidents. Our OH&S Policy outlines our commitment to complying with all relevant health and safety laws, regulations, and standards and provides a framework for continually improving our occupational health and safety performance. Key elements of our Occupational Health and Safety Policy include hazard identification and risk management, safe work practices, health, and safety, emergency preparedness and

response and continuous improvements.

Our Occupational Health and Safety Policy reflects our commitment to creating a culture of safety, where every employee feels empowered to speak up about safety concerns and contribute to a safe and healthy work environment. By working together, we can achieve our goal of zero accidents, injuries, and occupational illnesses.

[Link: Boviet Solar | Occupational Health and Safety Policy](#)

■ Anti-Harassment and Anti-Discrimination

Boviet Solar's Anti-Harassment and Non-Discrimination Policy is a reflection of our unwavering commitment to fostering a workplace culture where all individuals are treated with dignity, respect, and fairness. At Boviet Solar, we believe that every employee has the right to work in an environment free from harassment, discrimination, and retaliation. Our Anti-Harassment and Non-Discrimination Policy outlines our commitment to maintaining a safe and inclusive workplace for all employees, regardless of their background, identity, or personal characteristics.

Key elements of our Anti-Harassment and Non-Discrimination Policy include zero tolerance for harassment, prohibition of discrimination, reporting and investigation procedure, confidentiality and protection against retaliation, training, and awareness.

Our Anti-Harassment and Non-Discrimination Policy reflects our commitment to creating a workplace where everyone feels safe, valued, and respected. By upholding these principles and values, we can foster a culture of trust, collaboration, and mutual respect among all employees.

[Link: Boviet Solar | Anti-Harassment and Discrimination Policy](#)

■ Anti-Modern Slavery

Boviet Solar's unwavering commitment to combatting modern slavery and human trafficking in all its forms is reflected in our Anti-Modern Slavery Policy. Modern slavery and human trafficking are abhorrent crimes that have no place in our society or supply chain. At Boviet Solar, we are dedicated to ensuring that our operations and supply chain are free from these egregious practices and that all individuals involved in our business are treated with dignity, respect, and fairness. Our Anti-Modern Slavery Policy outlines our commitment to compliance with laws and regulations, due diligence and

risk management, supplier engagement and collaboration, employee training and awareness, reporting and accountability.

Our Anti-Modern Slavery Policy reflects our commitment to upholding the highest ethical standards and respecting the rights and dignity of all individuals. By working together with our stakeholders, we can make meaningful progress in eradicating modern slavery and human trafficking and creating a more just and equitable world for all.

[Link: Boviet Solar | Anti-Modern Slavery Policy](#)

■ Anti-Conflict Minerals and Anti-Conflict Products

As part of our ongoing commitment to ethical sourcing and responsible business practices, Boviet Solar is implementing an Anti-Conflict Minerals and Anti-Conflict Products Policy. Conflict minerals, such as gold, tantalum, tin, and tungsten, sourced from conflict-affected and high-risk areas, have been linked to human rights abuses and armed conflict. As a responsible corporate citizen, we are committed to ensuring that our supply chain is free from

these harmful practices and that our products do not contribute to conflict or human suffering. Our Anti-Conflict Minerals and Anti-Conflict Products Policy includes the following key commitments: responsible sourcing, supply chain transparency, due diligence, collaboration, reporting and accountability.

By implementing this policy, we are reaffirming our commitment to upholding human rights,

promoting peace and stability, and contributing to the sustainable development of the communities in which we operate.

[Link: Boviet Solar | Anti-Conflict Minerals and Products Policy](#)

Supplier Code of Conduct

At Boviet Solar, we are committed to ethical business practices and responsible sourcing throughout our supply chain. Our Supplier Code of Conduct Policy is part of our commitment to sustainability and social responsibility. Our Supplier Code of Conduct outlines the principles and standards that we expect our suppliers to adhere to when conducting business with Boviet Solar. By upholding these principles, we can work together to create a sustainable and ethical supply chain that benefits all stakeholders. Key elements of our Supplier Code of Conduct Policy include compliance

with laws and regulations, labor standards, health and safety, environmental responsibility, business ethics, respect for human rights and continuous improvement.

By adhering to our Supplier Code of Conduct Policy, suppliers demonstrate their commitment to ethical business practices, sustainability, and social responsibility. We value our partnerships with suppliers who share our values and principles, and we look forward to working together to create a more sustainable and ethical supply chain.

[Link: Boviet Solar | Supplier Code of Conduct Policy](#)

Corporate Governance Policies

At Boviet Solar, we are dedicated to conducting our business responsibly and sustainably, with a focus on ethical practices, environmental stewardship, and social responsibility. Our commitment to responsible business extends

across all aspects of our operations, from sourcing and manufacturing to customer service and community engagement. By adhering to our responsible business commitment, we aim to create long-term value for our stake-

holders, mitigate risks, and contribute to a more sustainable and equitable future for all. We believe that responsible business is not

only good for the environment and society but also essential for our long-term success and competitiveness.

Business Code of Conduct

At Boviet Solar, we believe that ethical conduct is fundamental to our success and reputation as a responsible corporate citizen. Our Business Code of Conduct serves as a guiding compass, outlining the principles and standards that govern our behavior in all aspects of our operations. We are committed to conducting our business with the highest standards of integrity, treating all stakeholders with respect, and taking responsibility for our actions. We strictly adhere to all applicable laws, regulations, and industry standards in every market where we operate. We believe in open communication and accountability at all levels of our organization. We compete fairly and ethically in the marketplace, adhering to principles of fair competition and rejecting all forms of

corruption and bribery. We are committed to minimizing our environmental impact and contributing positively to the communities where we operate. We respect the confidentiality of sensitive information and safeguard the privacy of personal data entrusted to us. We encourage all employees to speak up if they observe any behavior that violates our Business Code of Conduct or raises ethical concerns.

Every one of us at Boviet Solar plays a crucial role in upholding our Business Code of Conduct and maintaining the trust and confidence of our stakeholders. We will continue to embody these principles in everything we do, demonstrating our commitment to ethical conduct and responsible business practices.

[Link: Boviet Solar | Business Code of Conduct Policy](#)

Business Code of Ethics

At Boviet Solar, we are dedicated to conducting our business with the highest standards of integrity, transparency, and ethical behavior. As part of our ongoing commitment to responsible corporate citizenship, our Business Code of Ethics serves as a guiding framework for all our employees, outlining the principles and values

that govern our conduct in every aspect of our operations. These principles include integrity, respect, compliance, responsibility, fairness, confidentiality, and reporting. We believe that by adhering to these principles, we can build trust, foster positive relationships, and create long-term value for all our stakeholders.

[Link: Boviet Solar | Business Code of Ethics Policy](#)

Anti-Bribery and Anti-Corruption

At Boviet Solar, we hold ourselves to the highest standards of integrity and transparency. We believe that conducting business with honesty and integrity is essential for building trust and fostering sustainable relationships with all our stakeholders.

As part of our commitment to combatting corruption, we have implemented rigorous internal control mechanisms and established the “Anti-Bribery and Anti-Corruption Management Regulations.” These regulations serve as a clear framework for our employees, firmly opposing any form of corrupt behavior within our organiza-

tion. In addition to adhering to global anti-bribery and anti-corruption laws and regulations, we are committed to upholding the relevant laws and regulations in the countries or regions where we operate. Our goal is to conduct business activities globally with the highest standards of honesty and integrity, ensuring that we operate ethically in every market we serve. Furthermore, we enforce the “Integrity Commitment Letter,” which requires individuals to pledge their strict adherence to our integrity management regulations. This commitment ensures that every decision made within our organization is guided by principles of integrity and honesty.

[Link: Boviet Solar | Anti-Bribery and Anti-Corruption Policy](#)

Conflict of Interest

At Boviet Solar, we recognize the importance of identifying and managing conflicts of interest to maintain the trust and confidence of our stakeholders. Our Conflict-of-Interest Policy serves as a framework for all employees, directors, and stakeholders to understand and address situations where personal interests may conflict with the interests of the company. We require all employees and directors to disclose any potential conflicts of interest promptly.

Our policy outlines a process for evaluating potential conflicts of interest to determine their significance and impact on the company. In

[Link: Boviet Solar | Conflict of Interest Policy](#)

Related Party Transactions

As part of our ongoing efforts to ensure fairness and accountability in our business operations, our Related Party Transactions Policy outlines clear guidelines for identifying, disclosing, and managing transactions involving related parties. Related parties may include our directors, officers, employees, affiliates, and their immediate family members.

cases where conflicts of interest are identified, we implement mitigation measures to ensure that decisions are made in the best interests of the company and its stakeholders. We adhere to all relevant laws, regulations, and corporate governance guidelines related to conflicts of interest. By proactively addressing conflicts of interest, we uphold the principles of fairness, transparency, and accountability in our operations. We believe that this commitment strengthens our relationships with our stakeholders and contributes to our long-term success.

We maintain processes to identify related party transactions accurately and promptly, ensuring transparency and accountability in our financial reporting and disclosures. We require full and transparent disclosure of all related party transactions in accordance with applicable laws, regulations, and accounting standards. Related party transactions undergo thorough review and approval processes to ensure they are conducted on arm's

length terms and are in the best interests of the company and its shareholders. Our policy outlines clear roles and responsibilities for governance and oversight of related party transactions, including the involvement of independent directors and audit committees. We adhere to all relevant laws, regulations, and corporate governance guidelines related to related party transactions, maintaining

the highest standards of compliance and ethical conduct. By adhering to our Related Party Transactions Policy, we reinforce our commitment to transparency, fairness, and accountability in all our business dealings. We believe that these principles are essential for building trust with our stakeholders and maintaining the long-term sustainability of our business.

[Link: Boviet Solar | Related Party Dealings Policy](#)

Third Party Transactions

Boviet Solar's Third-Party Transactions Policy reflects our steadfast commitment to fairness, transparency, and ethical conduct in all our business dealings.

Our Third-Party Transactions Policy outlines clear guidelines and procedures for engaging in transactions with third-party entities, ensuring that such transactions are conducted with in-

tegrity and in the best interests of the company and its stakeholders. Key components of our Third-Party Transaction Policy include due diligence, arm's length transactions, transparency, disclosures, approval process and compliance. By adhering to our Third-Party Transactions Policy, we demonstrate our commitment to upholding the principles of fairness, integrity, and accountability in all our business relationships.

[Link: Boviet Solar | Third Party Transaction Policy](#)

Fair Competition and Dealings

Boviet Solar's Fair Competition and Dealings Policy reflects our unwavering commitment to

promoting fair and ethical business practices in the marketplace.

At Boviet Solar, we firmly believe in the importance of fair competition as a driver of innovation, efficiency, and customer value. Our Fair Competition and Dealings Policy serves as a guiding framework for all our employees, ensuring that we compete in a manner that is lawful, ethical, and respectful of our competitors, customers, and partners. Key components of our Fair Competition and Dealings Policy include compliance with laws and regulations,

[Link: Boviet Solar | Fair Competition and Dealings Policy](#)

Insider Training

Boviet Solar's Insider Trading Policy reflects our steadfast commitment to integrity, transparency, and ethical conduct in all our business dealings. At Boviet Solar, we recognize the importance of maintaining the trust and confidence of our stakeholders. Our Insider Trading Policy is designed to prevent insider trading and ensure a level playing field for all investors by prohibiting the misuse of material nonpublic information for personal gain. Key components of our Insider Trading Policy include a defini-

[Link: Boviet Solar | Insider Trading Policy](#)

ethical conduct, respect for competition, customer focus, partnership, and collaborations. By adhering to our Fair Competition and Dealings Policy, we demonstrate our commitment to upholding the principles of fairness, integrity, and accountability in all our business relationships. We believe that fair competition is essential for driving innovation, fostering consumer choice, and creating a level playing field for all market participants.

tion of insider trading, prohibition on insider trading, pre-clearance requirements, reporting obligations, training, and awareness. By adhering to our Insider Trading Policy, we demonstrate our commitment to maintaining integrity, transparency, and fairness in the capital markets. We believe that by preventing insider trading, we protect the interests of our shareholders and preserve the integrity of our company's reputation.

Whistleblowing

Boviet Solar's Whistleblower Policy underscores our commitment to promoting integrity, transparency, and ethical conduct in all aspects of our business. At Boviet Solar, we believe that fostering a culture of openness and accountability is essential for maintaining trust and confidence among our stakeholders. Our Whistleblower Policy is designed to provide a safe and confidential mechanism for employees, suppliers, customers, and other stakeholders to report concerns about unethical behavior, violations of company policies, or any other wrongdoing. Key components of our Whis-

[Link: Boviet Solar | Whistleblowing Policy](#)

Cyber Security

Boviet Solar's Cyber Security Policy underscores our unwavering commitment to protecting our information assets and ensuring the security and integrity of our operations.

In today's interconnected world, cybersecurity is paramount to safeguarding against digital threats and vulnerabilities. At Boviet Solar, we recognize the critical importance of

whistleblower Policy include confidential reporting, protection from retaliation, investigation and follow-up, communication, and awareness.

By encouraging individuals to speak up about potential wrongdoing, we demonstrate our commitment to upholding the highest standards of integrity and accountability. We believe that by addressing concerns promptly and transparently, we can strengthen trust, foster a positive corporate culture, and ensure the long-term success of our business.

maintaining a robust cybersecurity posture to protect our systems, data, and networks from unauthorized access, data breaches, and other cyber risks. Key components of our Cyber Security Policy include risk management, security controls, employee training, incident response and recovery, compliance, and governance.

By adhering to our Cyber Security Policy, we

demonstrate our commitment to protecting our information assets and maintaining the trust and confidence of our customers, partners, and stakeholders. We believe that by investing

[Link: Boviet Solar | Cyber Security Policy](#)

Privacy

Boviet Solar's Privacy Policy underscores our unwavering commitment to protecting your privacy and ensuring the secure handling of your personal information. At Boviet Solar, we recognize the importance of privacy and the trust you place in us when sharing your personal information. We are committed to safeguarding your privacy rights and adhering to the highest standards of data protection. Key principles of our Privacy Policy include transparency, data

[Link: Boviet Solar | Privacy Policy](#)

Confidentiality

Boviet Solar is committed to protecting sensitive and proprietary information and maintaining the confidentiality of all data entrusted to us by our customers, partners, and employees. Key principles of our Confidentiality Policy in-

clude a definition of confidential information, handling of confidential information, protection measures, confidentiality agreements, reporting and compliance, training and awareness, and compliance with laws and regulations.

in cybersecurity, we can safeguard our operations, data, and reputation against evolving cyber threats and risks.

security, consent, data minimization and accountability. Our Privacy Policy applies to all individuals whose personal information we collect, including customers, employees, suppliers, and other stakeholders. We are committed to upholding the principles of privacy and data protection in all aspects of our operations.

By adhering to our Confidentiality Policy, we demonstrate our commitment to protecting sensitive information and maintaining the trust

and confidence of our customers, partners, and stakeholders.

[Link: Boviet Solar | Confidentiality Policy](#)

Patent and Intellectual Property

At Boviet Solar, we recognize the importance of protecting our intellectual property (IP) assets, including patents, trademarks, copyrights, and trade secrets. Our Patent and Intellectual Property Policy outlines our commitment to safeguarding our innovative ideas, technologies, and creations, and respecting the intellectual property rights of others. Key principles of our Patent and Intellectual Policy include

protection of intellectual property, respect for third-party intellectual property, confidentiality, and trade secrets, training, and awareness, compliance, and enforcement.

By adhering to our Patent and Intellectual Property Policy, we safeguard our valuable IP assets, foster innovation, and creativity, and maintain our competitive edge in the market.

[Link: Boviet Solar | Patent and Intellectual Policy](#)



ESG RISK MANAGEMENT

Risk Management Approach

Boviet Solar's ESG (Environmental, Social, and Governance) risk management involves identifying, assessing, and mitigating risks related to environmental impact, social responsibility, and corporate governance practices. Here's how Boviet Solar approaches ESG risk management:

Environmental Risk Management

- Identification of environmental risks related to operations, such as carbon emissions, energy consumption, waste management, and water usage.
- Assessment of potential environmental impacts of business activities and products.
- Implementation of measures to minimize environmental risks, including adoption of renewable energy, energy efficiency initiatives, waste reduction programs, and sustainable sourcing practices.
- Regular monitoring and reporting of environmental performance metrics to track progress and identify areas for improvement.

Social Risk Management

- Identification of social risks related to labor practices, human rights, supply chain management, and community relations.
- Assessment of potential social impacts on employees, communities, and stakeholders.

- Implementation of policies and initiatives to promote fair labor practices, diversity and inclusion, employee health and safety, and community engagement.
- Collaboration with suppliers and partners to ensure compliance with social responsibility standards and mitigate social risks throughout the supply chain.

Governance Risk Management

- Identification of governance risks related to board oversight, executive compensation, shareholder rights, and regulatory compliance.
- Assessment of potential governance impacts on transparency, accountability, ethics, and integrity.
- Implementation of robust governance practices, including the establishment of independent board committees, adherence to corporate governance guidelines, and transparent reporting on governance matters.
- Alignment with relevant laws, regulations, and best practices to ensure compliance and mitigate governance risks.

Boviet Solar integrates ESG considerations into its risk management processes to promote sustainable business practices, enhance stakeholder trust, and create long-term value for shareholders and society. Regular monitoring, assessment, and improvement of ESG performance are essential components of Boviet Solar's risk management strategy to address emerging challenges and opportunities in a rapidly changing business environment.

Risk Management Efforts

During the reporting period, our identification and management measures for ESG risks within the company are as follows:

Important Types of Risks	Potential ESG Risks	Potential Impacts	Risk Management Measures
Business Ethics	<ul style="list-style-type: none"> Risk of Business Ethics: Internal and External Misconduct Leading to Legal Sanctions, Reputation Damage, and Erosion of Trust among Customers and Investors 	<ul style="list-style-type: none"> Consequences of misconduct may result in fines, litigation, or regulatory sanctions, negatively impacting the company's market position and shareholder value. 	<ul style="list-style-type: none"> Strengthening Employee Ethics and Compliance Training, Implementing Rigorous Internal Controls and Oversight Mechanisms to Ensure Transparency and Fairness in Business Transactions Regular Ethical and Compliance Audits to Identify Potential Wrongdoing and Implement Preventive Measures
Labor Rights	<ul style="list-style-type: none"> Discriminatory Behavior Could Lead to Internal Discord Employing Child Labor Could Lead to Legal Liability Forced Labor Could Result in Human Rights Violations and Legal Consequences 	<ul style="list-style-type: none"> Impact on Team Collaboration and Employee Satisfaction International Attention and Compliance Risks Arising from Human Rights Issues Could Expose Companies to Legal Risks 	<ul style="list-style-type: none"> Implementing Stringent Anti-Discrimination Policies to Ensure Non-Discriminatory Practices in Recruitment, Promotion, etc. Prohibition of Child Labor and Forced Labor to Ensure Compliance in Hiring Establishing Collaborative Relationships with Suppliers to Ensure Adherence to the Above Standards in Recruitment Processes
Employee Care and Well-being	<ul style="list-style-type: none"> Lack of Adequate Employee Care Could Affect Employee Retention Rates and Attractiveness 	<ul style="list-style-type: none"> Impact on Employee Retention Rates and Attractiveness Could Lead to Internal Operational Instability, Resulting in Decreased Productivity 	<ul style="list-style-type: none"> Boviet pays attention to the working environment of employees and ensures that employees have good working conditions and welfare benefits, including reasonable working hours, wages, vacation system, etc.
Occupational Health and Safety	<ul style="list-style-type: none"> Inadequate Labor Protection Could Lead to Occupational Accidents Lack of Safety Training Could Result in Unforeseen Accidents 	<ul style="list-style-type: none"> Accidents Could Result in Employee Injuries and Legal Liabilities, Leading to Production Interruptions, Reputation Damage, and Economic Losses 	<ul style="list-style-type: none"> Regularly Organizing Safety Inspections and Supervising Rectification of Non-compliance Issues Increasing the Grade of Safety Protection Hardware and Acquiring Firefighting and Emergency Equipment

Important Types of Risks	Potential ESG Risks	Potential Impacts	Risk Management Measures
<p>Energy and Resource Management</p>	<ul style="list-style-type: none"> Improper Management of Energy and Resources Could Lead to High Energy Consumption and Resource Waste 	<ul style="list-style-type: none"> High Energy Consumption and Resource Waste Could Increase the Company’s Environmental Footprint and Operating Costs, While Potentially Violating Environmental Regulations and Having Negative Environmental Impacts 	<ul style="list-style-type: none"> Implementing Energy Efficiency Enhancement Projects to Optimize Production Processes and Reduce Energy Consumption Monitoring Energy Consumption, Setting Emission Reduction Targets, and Investing in Energy-Saving Technologies and Renewable Energy
<p>Pollutant and Waste Management</p>	<ul style="list-style-type: none"> Improper Handling of Pollutants and Waste Could Violate Environmental Regulations and Pose Public Health Risks 	<ul style="list-style-type: none"> Non-compliant Waste Disposal Could Bring Legal and Financial Risks, Damaging the Company’s Social Image and Community Relations 	<ul style="list-style-type: none"> Implementing Regulatory-Compliant Waste Disposal and Recycling Strategies, Regularly Monitoring Waste Sorting and Disposal Processes Establishing Strict Waste Management Procedures, Implementing Special Control Measures for Hazardous Waste, and Committing to Reduce the Environmental Impact of Operational Activities

At Boviet Solar, we uphold the highest standards of ethical corporate governance in all aspects of our operations. Our commitment to ethical conduct is embedded in our corporate culture and guides our decision-making processes at every level of the organization.

Key KPI information collection form

Issue	First Level Indicator	Secondary Indicators	Unit	2023	2022
Energy Management	Energy Consumption	Comprehensive Energy Consumption	Mwh	166,234.11	100,646.36
		—Cell	Mwh	148,422.37	83,243.13
		—Module	Mwh	17,811.74	17,403.23
		Diesel Fuel	Mwh	476.55	513.91
		—Cell	Mwh	238.86	201.9
		—Module	Mwh	237.69	312.01
		Gasoline	Mwh	177.58	131.05
		—Cell	Mwh	89.05	65.3
		—Module	Mwh	88.53	65.75
		Liquefied Petroleum Gas (LPG)	Mwh	237.23	224.71
		—Cell	Mwh	113.46	112.5
		—Module	Mwh	123.77	112.21
		Total Electricity Consumption	Mwh	165,812.74	100,646.36
		—Cell	Mwh	148,001	83,243.13
		—Module	Mwh	17,811.74	17,403.23

Issue	First Level Indicator	Secondary Indicators	Unit	2023	2022
Water Use and Management	Water Consumption	Total Water Consumption	m ³	1,368,499	984,999
	Water Recycling	Total Recycled/ Reclaimed Water	m ³	345,600	345,600
Emissions and Waste Management	Water Pollutants	COD	Ton	2.14	1.54
		Ammonia Nitrogen	Ton	0.04	0.03
		Total Wastewater Discharge	m ³	1,022,899	639,399
	Atmospheric Pollutant	Particulates	Ton	15.12	10.88
		Sulfur Dioxide	Ton	17.36	12.50
		Nitrogen Oxides	Ton	105.19	75.71
	Waste	Total General Waste Discharge	Ton	689	486
		Total Hazardous Waste Discharge	Ton	5,335	3,703.94
		Amount of Waste Recycling and Reuse	Ton	4,097	3,373

Issue	First Level Indicator	Secondary Indicators	Unit	2023	2022
Tackling Climate Change	Emission of Greenhouse Gases	Total Greenhouse Gas Emissions within the Operating Scope (Scope 1 + Scope 2)	tCO ₂ e	124,318.76	73,882.17
		—Cell	tCO ₂ e	111,534.52	60,998.35
		—Module	tCO ₂ e	12850.24	12,883.82
		Scope 1: Direct Greenhouse Gas Emissions	tCO ₂ e	4,909.73	1,833.43
		—Cell	tCO ₂ e	4,662.4	1,162.67
		—Module	tCO ₂ e	313.33	670.76
		Scope 2: Energy Indirect Greenhouse Gas Emissions	tCO ₂ e	119,409.03	72,048.74
		—Cell	tCO ₂ e	106,872.12	59,835.68
		—Module	tCO ₂ e	12,536.91	12,213.06
		Employee Hiring	Number of Employees	Number of full-time employees	people
Number of part-time employees	people			50	40
Employee Hiring	Number of new male employees		people	222	141
	Number of new male employees		people	167	68
	Number of new female employees		people	55	73

Issue	First Level Indicator	Secondary Indicators	Unit	2023	2022
Diversity and Equal Opportunities	Employee Gender	Male	people	636	469
		Female	people	613	558
	Employee Age	51 years and above	people	20	27
		31 to 50 years old	people	862	828
		30 years old and under	people	367	218
	Employee Education	Postgraduate	people	9	7
		Undergraduate	people	179	161
		Undergraduate degree or below	people	1,061	905
	Employee Expertise	Production staff	people	1,047	897
		Technical staff	people	70	5
		Financial officer	people	16	18
		Administration staff	people	92	81
		R & D staff	people	22	22
Other		people	2	2	
Employee Training and Development	Employee Training	Total number of employees trained	people	1,247	1,073
		Average training time per person	Hour	300	300

Issue	First Level Indicator	Secondary Indicators	Unit	2023	2022
Occupational Health and Safety	Occupational Health	Proportion of employees covered by occupational health and safety management system	%	100	100
		Number of safety trainings	Number of sessions	8	8
		Number of employees participating in health and safety training	people	818	808
	Work Injury	Number of employees who died due to work-related injuries	people	0	1
		Accident rate per million working hours	%	0	0
Anti-Corruption and Business Ethics	Employee Training and Development	Employee compliance training percentage	%	100	100

Issue	First Level Indicator	Secondary Indicators	Unit	2023	2022
Corporate Governance	Member of the Board	Number of board members	people	9	9
		Number of female board members	people	2	2
		Number of male board members	people	7	7
		Independent director	people	3	3
		Non-independent director	people	6	6
	Committee Operation and Governance Frequency	Number of board meetings	session	10	5
		Number of meetings of the supervisory board	session	9	5
		Number of strategic committee meetings	session	1	1
		Number of audit committee meetings	session	6	6
		Number of Nomination Committee meetings	session	1	1
		Number of meetings of the Remuneration and Appraisal Committee	session	2	1

Global Reporting Initiative Metrics

Statement of use	Boviet Solar has reported the information cited in this GRI content index for the period January to December 2023, unless otherwise specified, in accordance to the GRI standards.	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standards	Not applicable	
GRI 2: General Disclosures		
2-1	Organizational details	Forward Looking Statement
2-2	Entities included in the organization's sustainability reporting	Forward Looking Statement
2-3	Reporting period, frequency and contact point	Forward Looking Statement
2-6	Activities, value chain and other business relationships	Company Business Value Chain
2-7	Employees	Our Team
2-8	Workers who are not employees	Our Team
2-9	Governance structure and composition	Corporate Structure
2-10	Nomination and selection of the highest governance body	Corporate Structure
2-11	Chair of the highest governance body	Corporate Structure
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Structure

2-13	Delegation of responsibility for managing impacts	Corporate Structure
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance
2-16	Communication of critical concerns	Material Assessment and Stakeholder Engagement
2-17	Collective knowledge of the highest governance body	Sustainability Governance
2-22	Statement on sustainable development strategy	Sustainability Approach
2-23	Policy commitments	ESG Policies; Conflict Minerals
2-24	Embedding policy commitments	ESG Policies; Conflict Minerals
2-25	Processes to remediate negative impacts	Freedom of Association and Collective Bargaining
2-26	Mechanisms for seeking advice and raising concerns	Employee Satisfaction and Happiness
2-27	Compliance with laws and regulations	Regulatory Compliance; Standards and Procedures
2-28	Membership associations	Industry Organization I Membership
2-29	Approach to stakeholder engagement	Material Assessment and Stakeholder Engagement
2-30	Collective bargaining agreements	Freedom of Association and Collective Bargaining

GRI 3: Material Topics		
3-1	Process to determine material topics	ESG Disclosure
3-2	List of material topics	ESG Disclosure
3-3	Management of material topics	ESG Disclosure; Material Assessment and Stakeholder Engagement
GRI 201: Economic Performance		
201-2	Financial implications and other risks and opportunities due to climate change	Climate-Related Risks and Opportunities
GRI 203: Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Community I Donations
GRI 205: Anti-corruption		
205-2	Communication and training about anti corruption policies and procedures	Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	Anti-Corruption
GRI 206: Anti-competitive Behavior		
206-1	Legal actions for anti competitive behavior, anti trust, and monopoly practices	Anti-Unfair Competition
GRI 302: Energy		
302-1	Energy consumption within the organization	Energy Consumption
302-3	Energy intensity	Energy Consumption
302-4	Reduction of energy consumption	Energy Management
302-5	Reductions in energy requirements of products and services	Renewable Energy Management

GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	Water Intensity
303-2	Management of water discharge-related impacts	Water Management
303-4	Water discharge	Water Pollutants
303-5	Water consumption	Water Consumption
GRI 304: Biodiversity		
304-2	Significant impacts of activities, products and services on biodiversity	Protecting Biodiversity
304-3	Habitats protected or restored	Protecting Biodiversity
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	Carbon Emissions
305-2	Energy indirect (Scope 2) GHG emissions	Carbon Emissions
305-4	GHG emissions intensity	Carbon Emissions
305-5	Reduction of GHG emissions	Greenhouse Gas Emission Management
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Reduction of GHG emissions

GRI 306: Waste		
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Waste Creation
306-4	Waste diverted from disposal	Waste Intensity
306-5	Waste directed to disposal	Waste Intensity
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Supplier Business Code of Conduct
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Business Code of Conduct
GRI 401: Employment		
401-3	Parental leave	Employee Work Life Balance
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Hazardous Materials and Environmental Management
403-3	Occupational health services	Occupational Health and Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Work Environment
403-5	Worker training on occupational health and safety	Hazardous Materials and Environmental Management
403-6	Promotion of worker health	Employee Work Environment

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hazardous Materials and Environmental Management
403-8	Workers covered by an occupational health and safety management system	Employee Work Environment
403-9	Work-related injuries	Employee Case Per Million Working Hours
403-10	Work-related ill health	Employee Work Environment
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Talent Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Pool Program
404-3	Percentage of employees receiving regular performance and career development reviews	Talent Training and Development
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Diversity, Equity, and Inclusion
GRI 406: Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Anti-Discrimination and Harassment
GRI 407: Freedom of Association and Collective Bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining
GRI 408: Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labor	Anti Force Labor, Child Labor, and Human Trafficking

GRI 409: Forced or Compulsory Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Anti Force Labor, Child Labor, and Human Trafficking
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Caring For Our Community
GRI 414: Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Supplier Business Code of Conduct
414-2	Negative social impacts in the supply chain and actions taken	Supplier Business Code of Conduct
GRI 416: Customer Health and Safety		
416-1	Assessment of the health and safety impacts of product and service categories	Caring For Our Stakeholders
GRI 417: Marketing and Labeling		
417-1	Requirements for product and service information and labeling	Media Relations and Responsible Marketing
GRI 413: Local Communities		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cyber Security