



BOVIET SOLAR

POLICY | DIVERSITY, EQUITY, AND INCLUSION | DEI

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1. BOVIET SOLAR

a. Company Overview

Founded in 2013 in Vietnam, Boviét Solar, is a leading 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.

The company works with EPCs, developers, installers, and contractors to deliver top-performing PV modules for utility-scale, commercial, industrial, and residential solar projects. Boviét Solar's manufacturing facilities located in Vietnam, USA and has offices in the United States, Germany, and China, with its global headquarters in Vietnam. For more information about our company and products please visit www.bovietsolar.com

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

Company Motto: “Creating a sustainable future.”

b. 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.
- **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.
- **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.
- **Fun and 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.

c. 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.
- **Environment:** We care about our community and environment.
- **Company:** We create sustainable, meaningful prosperity.
- **Products:** We provide top-performing solar products for different solutions.
- **Customers:** We practice win-win partnerships with our customers.
- **Team:** We promote team member growth and happiness.
- **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 business philosophy is based on ;

- **Integrity:** We conduct ourselves with honesty, transparency, and integrity in all our dealings.
 - **Respect:** We treat all individuals with dignity, fairness, and respect.
 - **Compliance:** We comply with all applicable laws, regulations, and company policies.
 - **Accountability:** We take responsibility for our actions, decisions, and their impact on others.
 - **Transparency:** We communicate openly and transparently with our stakeholders.
 - **Confidentiality:** We respect the confidentiality of sensitive information and protect the privacy of individuals.
 - **Safety:** We prioritize the health, safety, and well-being of our employees, customers, and communities.
 - **Sustainability Stewardship:** We are committed to promoting sustainability.
 - **Customer Focus:** We are dedicated to meeting and exceeding customer expectations.
 - **Continuous Improvement:** We strive for continuous improvement in all aspects of our business.
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2. DIVERSITY, EQUITY, AND INCLUSION

a. Diversity Definition

In the context of a company, diversity refers to the presence of individuals from various backgrounds, cultures, demographics, experiences, perspectives, and characteristics within the workforce. It encompasses differences in race, ethnicity, gender, age, sexual orientation, religion, nationality, disability, socioeconomic status, education, and more. A diverse workforce reflects the unique composition of society and recognizes the value of embracing and leveraging differences to drive innovation, creativity, and growth. Diversity goes beyond mere representation; it involves creating an inclusive environment where all individuals feel respected, valued, and empowered to contribute their unique talents, perspectives, and ideas to the organization.

b. Equity Definition

In the context of a company, equity refers to fairness, impartiality, and justice in the treatment of all individuals, regardless of their background, identity, or characteristics. It involves ensuring equal opportunities, rights, and access to resources, benefits, and rewards for all employees, stakeholders, and members of the community.

c. Inclusion Definition

In the context of a company, inclusion refers to creating a work environment where all individuals feel valued, respected, and empowered to contribute their unique perspectives, talents, and ideas. It involves embracing diversity and ensuring that all employees, regardless of their background, identity, or characteristics, are included, supported, and given equal opportunities to participate, grow, and succeed.

d. Importance of Diversity, Equity, and Inclusion

Diversity, equity, and inclusion are essential for Boviet Solar to thrive in today's diverse and interconnected world. By embracing Diversity, Equity, and Inclusion (DEI) principles, Boviet Solar drives innovation and growth, and creates positive impacts on society and the economy.

Diversity at Boviet Solar enhances employee engagement, improves business performance, and helps meet the needs of a diverse customer base.

3. POLICY OVERVIEW

a. Company Statement

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.

b. Policy Purpose

The purpose of this policy is to memorialize the commitment of BOVIET SOLAR TECHNOLOGY CO., LTD, on its own behalf and on behalf of its subsidiaries and affiliates (“Boviet Solar” or the “Company”) to adhere to Diversity, Equity, and Inclusion Policy (DEI). This policy is established by Boviet Solar’s Board of Directors, Committee Directors, Department Executives and Policy Management Teams. This policy applies to Boviet Solar’s all global operations and policy stakeholders. The company is committed to compliance with specific country and state related laws, rules, and regulations.

Boviet Solar’s diversity, equity, and inclusion policy serves as a foundational document that guides the company's efforts to create a more diverse, equitable, and inclusive workplace where all individuals are valued, respected, and empowered to succeed.

c. Policy Stakeholders

Boviet Solar’s DEI policy applies to a wide range of stakeholders, both internal and external, who interact with the company and may be impacted by its business practices.

The Policy applies to;

- Employees
- Leadership and Management
- Human Resources Department
- Employee Resources Groups
- Suppliers and Contractors
- Customers and Clients
- Investors and Shareholders
- Regulatory Bodies and Government Agencies
- Community Groups
- Public and Media

By engaging with these diverse stakeholders, Boviet Solar DEI policies and initiatives reflect the needs and interests of all constituents and drive meaningful progress toward a more diverse, equitable, and inclusive workplace.

d. Implementation Stages

Diversity, Equity, and Inclusion (DEI) practices are applied across various stages of an employee's lifecycle within Boviet Solar, as well as integrated into the overall company culture.

- Recruitment
- Hiring
- Onboarding
- Performance Management
- Training and Development
- Employee Engagement
- Retention
- Advancement
- Organizational Culture

By integrating DEI practices into each stage of the employee lifecycle and throughout the company culture, Boviet Solar creates a more inclusive and equitable workplace where every individual has the opportunity to succeed and thrive.

e. Policy Scope

Boviet Solar's Diversity, Equity, and Inclusion (DEI) policy encompasses various aspects of the companies' operations, culture, and interactions with stakeholders. Key areas covered at the policy include;

- **Workforce Diversity:** We pride ourselves not only on the exceptional talent that drives our success but also on the diverse perspectives and backgrounds that enrich our workplace every day. As we continue to grow and evolve, it's essential that we reaffirm our commitment to fostering an inclusive environment where everyone feels valued, respected, and empowered to thrive.
- **Equitable Employment Practices:** We strive to build a workplace culture that values and respects every individual. At Boviet Solar, we believe that fairness, justice, and inclusivity are not just ideals to aspire to—they are fundamental principles that guide everything we do.
- **Inclusive Workplace Culture:** We believe that diversity fuels innovation, creativity, and collaboration. By bringing together people with different experiences, skills, and viewpoints, we can tackle challenges more effectively, drive innovation, and better serve our customers and communities.
- **Training and Education:** We navigate an ever-changing business landscape; one thing remains constant: the importance of investing in our most valuable asset, our employees. At Boviet Solar, we are committed to providing you with the tools, resources, and support you need to succeed and grow in your career.
- **Supplier Diversity:** We are committed to building a diverse and inclusive supply chain that reflects the communities we serve and supports economic empowerments for all. We believe that supplier diversity is not only the right thing to do but also a strategic business imperative that drives innovation, fosters collaboration, and strengthens our competitive advantage.
- **Community Engagement and Partnerships:** We believe in the power of community and the importance of giving back. We are committed to making a positive impact in the communities where we live, work, and operate, and we recognize that our success is intertwined with the well-being of those around us.
- **Measurement and Accountability:** We are dedicated to fostering a workplace culture that embraces diversity, equity, and inclusion (DEI) as fundamental pillars of our organization. We recognize that achieving our DEI goals requires not only intentionality and commitment but also accountability at every level of the organization.
- **Legal Compliance:** We are dedicated to fostering a workplace culture that embraces diversity, equity, and inclusion (DEI) as essential components of our organizational values. We recognize the importance of not only setting ambitious DEI goals but also ensuring compliance with relevant laws, regulations, and industry standards to uphold our commitment to fairness, equality, and respect for all individuals.
- **Continuous Improvement:** Our journey is far from over. We must continue to actively listen, learn, and evolve to create a more equitable and inclusive environment for all.

Diversity, equity, and inclusion are not static goals to be achieved but ongoing processes that require constant attention and effort.

Boviet Solar’s DEI policy encompasses various dimensions of organizational culture, practices, and interactions with internal and external stakeholders. Boviet Solar creates a more diverse, equitable, and inclusive workplace where all individuals have the opportunity to thrive and contribute to the organization's success.

f. Policy Implementation

Boviet Solar believes implementing a DEI Policy is essential for protecting the company's interests, preserving its reputation, and promoting a culture of integrity and compliance. By implementing and enforcing robust measures, Boviet Solar can mitigate risks, build trust with stakeholders, and contribute to a more ethical and sustainable business environment and comply with regulatory requirements.

How Boviet Solar implements this policy:

- **Leadership Commitment:** Senior leadership demonstrates visible and unwavering support for DEI initiatives.
- **Establishment of DEI Committee or Task Force:** Dedicated DEI committee or task force helps drive DEI efforts across the organization.
- **Assessment and Data Collection:** Assessment of the current state of diversity, equity, and inclusion within the company is essential for identifying areas of strength and areas needing improvement.
- **Training and Education:** Training and education for employees at all levels is crucial for fostering a culture of inclusion and equity.
- **Recruitment and Hiring Practices:** Reviewing and revising recruitment and hiring practices to promote diversity and mitigate bias is essential for building a more inclusive workforce.
- **Retention and Advancement Initiatives:** Retention and advancement initiatives to support the career development and advancement of underrepresented employees are critical for fostering an inclusive workplace.
- **Measurement and Evaluation:** Metrics and key performance indicators (KPIs) to measure progress towards DEI goals is essential for tracking success and identifying areas needing improvement.
- **Accountability and Transparency:** Holding leaders and employees accountable for promoting diversity, equity, and inclusion is essential for driving meaningful change.
- **Continuous Improvement:** DEI efforts should be viewed as an ongoing process of learning, growth, and improvement.

By taking a comprehensive and proactive approach to implementing a DEI policy, Boviet Solar creates a more inclusive and equitable workplace where all employees feel valued, respected, and empowered to succeed.

g. Responsible Departments

The responsibility of implementing Diversity, Equity, and Inclusion (DEI) initiatives within Boviet Solar involves collaboration across various departments to ensure comprehensive integration throughout the company.

- Human Resources
- Diversity, Equity, and Inclusion
- Leadership and Executive Management
- Training and Development
- Legal and Compliance

By working collaboratively across these departments, Boviet Solar develops comprehensive equal employment policies and practices that promote diversity, equity, and inclusion and create a fair and inclusive workplace for all employees.

4. EMPLOYEE RESPONSIBILITY

Employee Responsibility: Everything we do reflects Boviet Solar. We expect you to:

- **Follow the Policy:** Comply with the letter and spirit of Boviet Solar’s Diversity, Equity and Inclusion Policy and all applicable legal requirements.

- **Speak up:** If you see or hear of any violation of Boviet Solar’s Diversity, Equity and Inclusion Policy, other Boviet Solar policies, or legal or regulatory requirements, you must notify either your manager or compliance officer.
- **Use good judgment and ask questions:** Apply Boviet Solar’s principles of business conduct and review our policies and legal requirements. When in doubt about how to proceed, discuss it with your manager. Any failure to comply with Boviet Solar’s Diversity, Equity and Inclusion Policy—or failure to report a violation—may result in disciplinary action, up to and including termination of employment. You are also required to fully cooperate in any Boviet Solar investigation, and keep any information shared with you confidential to safeguard the integrity of the investigation.

5. REPORTING AND ENFORCEMENT

a. Reporting Violations

Any person who suspects that a violation of this Policy has or may occurred (or may occur in the future) is expected to notify the company immediately. Reporting Policy violations internally within a company is crucial for maintaining integrity and compliance with legal and ethical standards. A person who is aware of the policy violation should gather all relevant information about the policy violation. This may include violation details, parties involved, dates, and any supporting documentation or evidence.

b. Investigation of the Violations

Once Boviet Solar becomes aware of an alleged or suspicious act of policy violation, it will investigate the violation. If the violation is credible and true, Boviet Solar will take the necessary steps to respond and remediate. Steps will include responding to the allegations, determining the credibility of allegations, and determining the seriousness of allegations. Once an allegation has been deemed credible, the Boviet Solar will launch an investigation. Boviet Solar will also make sure that evidence is preserved and reviewed, conduct interviews with key employees, report to key stakeholders, and conduct a forensic accounting review.

Collaboration among various stakeholders and policy implementations departments is essential to ensure a thorough, fair, and effective investigation process. The ultimate goal is to address these policy violations promptly, mitigate risks, and uphold Boviet Solar's commitment to integrity and ethical conduct.

c. Risk and Consequences of Violation

The risks and consequences of violating a company's Diversity, Equity, and Inclusion (DEI) policy can have significant risks and consequences for both the organization and the individuals involved including legal and regulatory risk, reputation damage, loss of talent and productivity, financial cost, damage to employee morale and engagement, erosion of company culture and legal liability for leaders and managers.

All Company Employees

Company employees that violate these policies, laws and regulations are subject to disciplinary actions pursuant to our CCOE including, but not limited to, termination of employment and possible legal actions.

All Business Relations Partners

Company business relations partners that violate these policies, laws and regulations are subject to contracts, suspension of business relationships, and potential legal action in cases of serious violations.

Boviet Solar must prioritize ethical conduct, transparency, and compliance with DEI laws, regulations, and rules to mitigate these risks and protect its reputation, integrity, and long-term sustainability. The importance of policy is incorporated into our Company Business Code of Conducts and Ethics Policy.

d. Enforcement of the Policy

Enforcing Diversity, Equity, and Inclusion (DEI) policies within Boviet Solar involves collaboration across various

departments to ensure adherence to established guidelines and principles.

The Human Resources department is the primary department responsible for enforcing DEI policies within a company. HR oversees recruitment, hiring, and employee relations, ensuring that all processes adhere to DEI principles and legal requirements. HR conducts training on DEI topics, handles complaints of discrimination or harassment, and ensures that appropriate disciplinary actions are taken in cases of policy violations.

e. Record Keeping

Boviet Solar believes record-keeping is a crucial aspect of DEI policy efforts within organizations. Proper documentation helps ensure transparency, accountability, and compliance with relevant laws and regulations.

Here's how record-keeping relates to this policy;

- Policy Documents
- Demographic Data
- Recruitment and Hiring Records
- Promotion and Advancement Records
- Compensation and Benefits Records
- Performance Management
- Employee Relations
- Employee Complaint and Investigations Records
- Retention Period
- Training and Development

By maintaining accurate and comprehensive records related to DEI policies, Boviet Solar can demonstrate its commitment to fairness, transparency, and compliance with legal and regulatory requirements. These records also provide valuable documentation in the event of audits, investigations, or legal proceedings related to equal employment practices.

6. CONTACT INFORMATION

Boviet Solar is committed to upholding the highest standards of integrity and ethical conduct in all aspects of our business. We expect all employees and stakeholders to share in this commitment and to conduct themselves with honesty, fairness, and respect for the law. Together, we can build a culture of transparency, trust, and accountability that contributes to the long-term success and sustainability of our organization.

a. Whistleblower Contact

Boviet Solar encourages feedback regarding actual or potential violations of this Policy and will support any report of a genuine concern made in good faith, even if the report turns out to be mistaken. Boviet Solar is committed to ensuring no one suffers detrimental treatment (including dismissal, disciplinary action, threats, or other unfavorable treatment) as a result of reporting in good faith his or her suspicion that a violation of this Policy is or may be taking place in any part of Boviet Solar's business or the business of Boviet Solar's partners.

Respect the confidentiality and privacy of individuals involved in the reported incident, as well as your own confidentiality as a whistleblower if you choose to remain anonymous. Please contact us at:

Whistleblower: whistleblower@bovietsolar.com

b. Policy Information Contact

Boviet Solar believes in open and transparent business practices with our employees, clients, partners, community, and other stakeholders. For more policy related information, please contact us at;

Compliance: compliance@bovietsolar.com

c. Company Contact

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This document shall come into effect and be enforced starting from January, 2014, rendering any previously conflicting documents shall be invalid. The final interpretation rights of this document belong to the Corporate Governance Department.

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