

## **Diversity Policy**

### **1. PURPOSE**

Canadian Solar Inc. (the “Company”) is a global leading manufacturer of solar photovoltaic modules, provider of solar energy and battery storage solutions, and developer of utility-scale solar power and battery storage projects. The Company has a diverse, multi-cultural work force that brings a wide array of experience and talent to its business.

The Company believes that work-force diversity is a critical requirement for the Company’s long-term success. Diversity can take many forms, including gender, ethnicity, age, race, religion, disability, cultural and socio-economic background, nationality, sexual orientation, language, educational background and expertise. Diversity encourages varied perspectives and an enhanced ability to critically evaluate how the Company operates and interacts with its stakeholders. Awareness and promotion of diversity also fosters an inclusive work environment where individuals are treated fairly and with respect and are given equal opportunity to develop and advance.

The Company has developed this diversity policy (the “Policy”) to emphasize its commitment to diversity at all levels, including its senior management.

### **2. SCOPE AND OBJECTIVE**

The Company takes diversity into account when recruiting and promoting employees, with the goal of having a group of talented and skillful individuals with diverse backgrounds, experience and perspectives guiding the Company.

### **3. PROCEDURES**

The Company wishes to recruit, promote and retain a talented group of employees, with diverse backgrounds, experience and skills to guide the Company. The Company’s recruitment and promotion process will take into account the then current level of diversity within the Company and the positive impact that further diversity might have on the Company and its business.

The human resources department is responsible for developing measurable objectives to implement this Policy and to measure its effectiveness. The human resources department will discuss and agree annually on strategies to enhance diversity among employees of the Company, including senior management, recognizing that the recruitment and promotion of employees, including senior managers, will depend on the pool of available and qualified candidates and the skill-set of the available candidates.

The Chief Executive Officer of the Company (the “CEO”) is responsible for, among other things, providing the executive leadership necessary to ensure the long-term success of the Company and, together with the human resources department, to manage the recruitment, promotion, and succession of senior management. In carrying out these functions, the CEO will consider the diversity of the senior management team and the positive impact that further diversity might have.

Nothing in this Policy shall be construed to promote or support actions that would violate any anti-discrimination, equal employment, privacy or other applicable laws or regulations, nor shall this Policy be construed to conflict with the Company’s Equal Employment Opportunity Policy.

**4. REVIEW AND REPORTING**

The human resources department will monitor, on an ongoing basis, and report to the Board no less frequently than annually on the mix of diversity among the management of the Company and the progress of the Company in achieving the diversity targets, if any, set by the human resources department.