

DIVERSITY POLICY

Canadian Solar Inc. and its subsidiaries (collectively, the “Company”) are global leaders in solar photovoltaic manufacturing, solar energy and battery storage solutions, and utility-scale project development. The Company benefits from a diverse global workforce and believes that varied backgrounds, perspectives, and experiences are vital to its long-term growth and success.

1. Purpose

This Policy affirms the Company’s commitment to fostering a workplace where all individuals are treated with respect, dignity, and fairness, and feel valued, included, and empowered to contribute to shared goals.

2. Policy

The Company is committed to the following principles:

- **Respect and Anti-Discrimination:** We are dedicated to maintaining a workplace free from discrimination and harassment based on race, ethnicity, nationality, gender, sexual orientation, age, religion, disability, genetics, or any other characteristic protected by law.
- **Diversity and Equal Opportunity:** We strive to attract, hire, and retain a diverse workforce. Employment decisions — including recruitment, compensation, and promotions — are merit-based and designed to ensure fair, unbiased treatment.
- **Inclusive Culture:** We promote open communication, collaboration, and constructive feedback across all levels to create a culture in which everyone feels supported and respected.
- **Continuous Learning:** We provide training and resources to improve cultural awareness, and to foster inclusive behaviors across the organization.
- **Accountability:** Leaders and managers are responsible for building inclusive teams and addressing concerns promptly. Employees are encouraged to report any conduct inconsistent with this Policy to HR, their manager, or another designated person. Retaliation for the good faith reporting of concerns is strictly prohibited.
- **Community Engagement:** We partner with diverse communities and initiatives in a way that upholds respect, fairness, and dignity.

3. Implementation

To support this Policy, the Company will:

- Offer training and resources to promote practices consistent with this Policy.
- Use non-discriminatory recruitment strategies and structured, unbiased hiring and promotion processes.
- Review compensation practices to ensure fairness and competitiveness.
- Periodically assess and revise policies to facilitate the principles underlying this Policy.
- Establish feedback mechanisms (e.g., surveys, focus groups) to evaluate and improve these efforts.

The Human Resources Department is responsible for implementing this Policy and tracking its effectiveness, with the understanding that hiring and promotion depend on the availability of qualified candidates.

The Chief Executive Officer is responsible for providing executive leadership and support for this Policy.

Nothing in this Policy shall be interpreted to permit or require actions that would violate applicable anti-discrimination, equal employment, privacy, or other laws or Company policies. Consistent with the foregoing, the Company's U.S. subsidiaries shall not engage in any programs promoting diversity, equity or inclusion in a manner that would violate applicable U.S. federal laws or government directives.