

March 25, 2022

Dear Customer:

As you may be aware, the situation of alleged human rights abuses and violations in the Xinjiang Uyghur Autonomous Region (**XUAR**) of the People's Republic of China (**PRC**) is being followed closely across the world with growing media coverage and governmental concern and action. In fact, the US Government has passed the Uyghur Forced Labor Prevention Act (**Act**) which will take effect on June 21, 2022.

REC Group (**REC**) is committed to safeguarding internationally proclaimed human rights and to act with integrity in all its business dealings, and to taking all necessary steps to comply with the Act.

As a statement of our commitment to doing business the right way, all employees, officers and directors of REC are required to comply with all aspects of the REC Code of Conduct (**Code**). REC is committed to complying with all applicable laws and regulations and to ensure that there is no forced labor, slavery, child labor, sex trafficking, workplace abuse or human trafficking in any part of its business or supply chains. REC is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to its operations, its supply chain, and products. See [www.recgroup.com/en/reliability-european-brand](http://www.recgroup.com/en/reliability-european-brand) for more information.

In line with the Code, REC has in place a robust supplier qualification process and conducts periodic audits to ensure compliance with its requirements. **REC currently does not have any direct suppliers in the XUAR and REC does not believe that any of the components in the modules that it supplies to you were manufactured by convict labor, forced labor, or indentured labor under penal sanctions.**

REC would like to take this opportunity to update you on measures and initiatives taken to maintain and improve its systems and processes to avoid complicity in human rights violations related to its operations, its supply chain, and its products:

#### **REC Supplier Audit Process**

REC's ability to maintain high-quality products and regulatory compliance depends on its suppliers' own quality-related activities. To ensure REC's suppliers are consistently delivering high-quality parts, materials, components, or ingredients for its products, REC conducts periodic supplier audits. Such audits can identify, address, and prevent problems in a supplier's product quality or processes before they arise. Typical frequency for on-site audits of REC's suppliers is once every 2 years, although situations may call for additional focus and hence increased frequency of audit. The typical scope of such on-site audits covers the quality management system, process quality control gates, supplier management plan, corporate and social responsibility policies, declarations, etc.

#### **Tracking the origin of all raw materials in REC Products**

To ensure REC products are free from any kind of human rights violations, we have introduced initiatives to obtain declarations from suppliers that the components, including silicon, used in the production of REC panels was not manufactured in XUAR. Similarly, REC has already established a process that allows the tracking of raw materials in every panel back to its origin to ensure compliance with all relevant laws and to ensure that no product contains any item that was manufactured by convict labor, forced labor, or indentured labor under penal sanctions.

Please contact me should you have any questions.

Sincerely,



Jan Enno Bicker,  
CEO, REC Group