

401(k) Notice of Automatic Contribution Arrangement (ACA)

IMPORTANT: Carefully read and consider the following information before you decide whether to start making elective deferrals or decide to continue or change the amount of your employee 401(k) contributions.

PLAN INFORMATION

Employer Name Canadian Solar USA Inc.

Plan Name Canadian Solar (USA) 401(k) Plan

Plan Sequence Number 001

Plan Year End

Plan ID Number 219324

GENERAL INFORMATION

Your retirement plan allows you to elect to have contributions (called deferrals) made on your behalf to the plan in lieu of receiving the amount as cash compensation. This type of plan is commonly referred to as a 401(k) plan. In order to make saving for retirement as easy as possible, your plan is designed with an Automatic Contribution Arrangement (ACA) so that you may be automatically enrolled when you become eligible. If you do not enroll in the plan by the date requested by your plan administrator, the amount of compensation listed below will be withheld from each paycheck and contributed to the plan as an elective deferral. In addition, if you do not have investment elections on file, these dollars will be invested in the plan’s default investment described below. If you have questions regarding this automatic enrollment feature please contact the plan administrator listed in this notice.

AUTOMATIC DEFERRAL CONTRIBUTION INFORMATION

You have the right to elect not to have amount deferred from your paycheck. However, should you fail to make an election, the amount listed will be deferred from your paycheck and continue until you advise the plan administrator that you do not wish to have amounts deferred or you wish to change the amount of your deferral. Complete a salary reduction agreement to make or change your election and submit it by following the procedures established by your plan administrator.

<i>Initial Amount of Automatic Elective Deferral</i>	If you are automatically enrolled in the plan, your plan administrator will automatically withhold and contribute to the plan 7% of your compensation.
<i>Automatic Deferral Increases</i>	Your plan administrator will not automatically increase the amount of your deferrals.
<i>Timing of Increase</i>	Your plan administrator will not automatically increase the amount of your deferrals.

Automatic deferrals will be contributed to the plan as pre-tax deferrals.

EXAMPLE 1: Your plan administrator automatically enrolls participants at a rate of 4% of their compensation into the plan. The automatic enrollment will apply to you if you satisfy the plan’s eligibility requirements and do not enroll in the plan during the designated time period. You will automatically be enrolled in the plan and 4% of your compensation will be contributed to the plan rather than being paid to you as compensation.

EXAMPLE 2: Your plan administrator automatically enrolls participants who do not make a deferral election and defers at a rate of 4% of their compensation into the plan. You satisfy the plan’s eligibility requirements and you make a specific election of 0%. Because you made a specific election regarding your deferrals, you will not be automatically enrolled in the plan and none of your compensation will be contributed to the plan.

INVESTMENT INFORMATION

Default Investment(s)

You have the right to direct the investment of any contributions made under this arrangement. If you do not make investment elections, amounts contributed under the automatic enrollment feature of the plan will be invested in the default investment(s) listed below. The investment of any amounts contributed under the automatic enrollment feature will continue to be invested in the default fund(s) until you make an investment election. Your plan administrator will provide you with information on the plan’s procedure(s) for making investment elections, including other investment alternatives available under the plan.

PLAN ADMINISTRATOR INFORMATION

If you wish to obtain additional information about the plan (including a copy of the Summary plan Description), you may contact the plan administrator at the following address or telephone number.

Name of Plan Administrator

Business Address

Business CityStateZip

Business Telephone Number

ADDITIONAL INFORMATION