TCL Zhonghuan Renewable Energy Technology Co., Ltd.

Labor and Human Rights Policy

1. Introduction

TCL Zhonghuan Renewable Energy Technology Co., Ltd. and its subsidiaries (hereinafter referred to as “TCL Zhonghuan”, “we” or “the Company”) uphold the corporate vision of “Environmentally Friendly, Valued by Employees, Respected by Society, and Trusted by Customers”, and firmly believe that respecting and protecting human rights is at the core of corporate social responsibility. We support international norms and principles including the Universal Declaration of Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the ILO Violence and Harassment Convention, 2019 (No. 190) and the UN Guiding Principles on Business and Human Rights. Through proactive action, we respect and protect human rights in our business operations and in our cooperation with suppliers and other stakeholders.

2. Scope

This Policy applies to TCL Zhonghuan’s headquarters and all of its wholly-owned and controlled subsidiaries. All directors, senior management and employees of the Company are required to comply strictly with this Policy. At the same time, we encourage external strategic partners, upstream suppliers and downstream channel partners to comply with this Policy.

The Company’s General Manager is responsible for approving the annual labor and human rights policy, coordinating cross-departmental resources, driving continuous improvement, and regularly reporting related progress and risks to the Board of Directors. The Human Resources Department, working together with other functional departments, implements the day-to-day management of labor and human rights matters, including but not limited to: formulating and revising internal rules on remuneration, working hours, recruitment and anti-discrimination; organizing labor and human rights risk assessments; establishing complaint and grievance mechanisms; and conducting employee training and awareness-raising.

3. Commitments

We adhere to the following instruments and respect the human rights principles set out therein:

- The United Nations International Bill of Human Rights;
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
- The United Nations Guiding Principles on Business and Human Rights; and
- The United Nations Global Compact.

We are committed to providing employees with a safe, healthy, and dignified working environment. We uphold the principles of equal employment opportunity and equal pay for equal work, firmly oppose all forms of discrimination and harassment, and safeguard employees' rights to freedom of association and collective bargaining in order to protect their legitimate rights and interests. We also ensure that the products and services provided by the Company are not associated with human rights violations such as human trafficking, forced labour, or child labour. We are committed to safeguarding employees' working conditions and establishing clear career development platforms and promotion pathways for them.

We incorporate labour and human rights requirements into the TCL Zhonghuan New Energy Partner ESG Code of Conduct signed with our suppliers and take serious action against any labour or human rights violations arising from their business operations. We strengthen cooperation with suppliers and other stakeholders and continuously monitor and improve our supply chain to ensure compliance with applicable labour and human rights standards.

4. Strategies

4.1 Prohibition of Human Trafficking and Forced Labor

We firmly oppose human trafficking and forced labor in all their forms. The Company and its employees are strictly prohibited from taking part in any form of human trafficking, including but not limited to abduction and trafficking, the illegal transport, harboring or exploitation of persons. Any form of coercion, such as intimidation, threats or violence, used to compel others to work is strictly

prohibited, so as to eliminate forced labor. Using 2023 as the base year, we have set a target of maintaining zero negative incidents of human trafficking or forced labor each year.

We continuously strengthen the review and management of suppliers' labor practices and take all reasonable measures to ensure suppliers' labor compliance, so that our supply chain is free from human trafficking and forced labor.

4.2 Prohibition of Child Labor

TCL Zhonghuan's Recruitment Management Procedure expressly prohibits the employment of child labor below the statutory minimum working age in the places where we operate. The use of child labor is strictly prohibited, so as to effectively protect the rights and interests of minors. We ensure that employees' ages are lawfully verified in order to eliminate child labor. Using 2023 as the base year, we have set a target of maintaining zero negative incidents of child labor employment each year. We have also incorporated the prohibition of child labor into the TCL Zhonghuan ESG Code of Conduct for Partners, and deal seriously with, and phase out, suppliers that use child labor.

4.3 Freedom of Association and the Right to Collective Bargaining

We respect our employees' right to freedom of association, ensuring that they are free to associate with others and to form and join (or not join) organizations of their own choosing, without interference, discrimination, retaliation or harassment.

We safeguard our employees' right to collective bargaining, keep employee communication channels open, and encourage employees to take an active part in trade union organizations that speak up for their lawful rights and interests, ensuring that their pay, benefits and other lawful rights and interests are reasonably protected. Using 2023 as the base year, we have set a target of achieving a 100% collective agreement signing rate by 2030.

4.4 Equality, Anti-Harassment and Anti-Discrimination

We oppose harassment and discrimination in any form and adopt a zero-tolerance approach to any harassment or discrimination in the workplace and in the course of our operations, taking corrective action and imposing disciplinary sanctions in response to harassment and discrimination, and providing all employees with training on anti-discrimination and anti-harassment in the workplace.

We are committed to providing our employees with a friendly and dignified working environment and to ensuring that they are free from harassment of any kind, including sexual harassment as well as non-sexual harassment such as verbal harassment, hostile insults and psychological pressure. Using 2023

as the base year, we have set a target of maintaining zero negative incidents of discrimination or harassment each year.

We commit to upholding the principles of fairness and impartiality in recruitment, employment, training, promotion, and remuneration and benefits, ensuring equal opportunity for all employees and firmly implementing equal pay for equal work. We do not discriminate on the basis of an employee's ethnicity, race, gender, sexual orientation, religious belief or any other such characteristic, and we have zero tolerance for discrimination on the grounds of disability or on the grounds of pregnancy or maternity.

4.5 Health and Safety

We attach great importance to the occupational health and safety of our employees and firmly believe that safeguarding their health is an important part of the Company's people-oriented philosophy. For further occupational health and safety commitments and strategies, please refer to the TCL Zhonghuan Renewable Energy Technology Co., Ltd. Occupational Health and Safety Policy.

4.6 Working Conditions

We commit to informing all employees of the full employment rights to which they are entitled under national and local labor and employment laws and regulations, as well as of the full content of collective agreements, covering working hours, remuneration, overtime management, labor compensation, social insurance and various employee benefits.

We are committed to providing our employees with good working conditions. We commit not to compel employees to work overtime and to ensure that all employees receive adequate wages, reasonable working hours and benefits. We are committed to maintaining 100% social insurance coverage for our employees in China each year.

We commit that the remuneration we pay to our employees complies with all applicable laws and regulations, including but not limited to those governing minimum wage standards, overtime pay and statutory benefits. With reference to industry standards and local cost-of-living data, we are committed to ensuring that the remuneration paid to all employees not only meets the statutory minimum wage but also reaches the level of a "living wage". Using 2023 as the base year, we have set a target that by 2030, 90% of employees will be paid above the "living wage" level.

4.7 Career Development and Training

We provide all employees with equal opportunities for career development and promotion and have built a training system covering the entire workforce, supporting employees' career development by providing ample training. Using 2023 as the base year, we have set a target of implementing a global talent training and development system by 2030, with average annual training hours per employee increasing by 35% compared with 2023.

4.8 Whistleblowing and Grievances

We continuously improve our existing internal reporting and communication mechanisms and channels through which employees can report human rights-related issues, and we have established effective oversight mechanisms to regularly review and improve our human rights practices. We encourage employees, suppliers, partners and other related parties to report any human rights violations to us. Anonymous reporting is supported, and whistleblowers may choose not to disclose their identity. Relevant issues may be reported directly to a supervisor or to the Company's Compliance Management Department, or raised through the telephone number or email address below.

Tel: 022-23789766-8022

Email: jubao@tzeco.com

Address: No. 10 Haitai South Road, Huayuan Industrial Park, Xiqing District, Tianjin

We will keep whistleblowers' personal information strictly confidential and effectively safeguard their lawful rights. TCL Zhonghuan strictly prohibits any direct or indirect discrimination, obstruction, suppression or retaliation against whistleblowers.

4.9 Education and Training

We provide our employees, suppliers and other stakeholders with education and training on our human rights policy and practices to ensure that they fully understand our human rights commitments.

4.10 Remediation Procedures

Where an infringement involving labor or human rights occurs or is identified, the Company will promptly initiate fair, transparent and accessible remediation procedures to provide effective remedy to the individuals or groups affected. Remedial measures include but are not limited to: ceasing and correcting the infringement; restoring the lawful rights and interests of those affected (for example, through back pay, reinstatement, or the provision of medical or psychological support);

imposing disciplinary sanctions on the personnel responsible in accordance with the Company's rules; and, where necessary, providing legal assistance or financial compensation to the injured party.

5. Policy Review and Revision

The Board of Directors is the highest decision-making and supervisory body for the Company's labor and human rights management. The issuance of this Policy and the commitments contained herein has been endorsed by the Company's senior management. The Company shall formally review this Policy at least once a year. The review shall take into account changes in applicable laws, regulations and regulatory requirements; updates to international standards and industry guidelines; changes in customer requirements; and adjustments to the Company's relevant internal policies. Based on the review results and actual needs, the Company shall revise this Policy as appropriate to ensure that it remains current and applicable.

This Policy is published on TCL Zhonghuan's official website for reference by all stakeholders. Its implementation and the related key performance indicators are disclosed annually in the Company's sustainability report.