TCL Zhonghuan Renewable Energy Technology Co., Ltd.

Occupational Health and Safety Policy

1. Introduction

TCL Zhonghuan Renewable Energy Technology Co., Ltd. and its subsidiaries (hereinafter referred to as “TCL Zhonghuan”, “we” or “the Company”) attach great importance to the occupational health and safety of their employees and firmly believe that safeguarding employees’ health and safety is an important part of the Company’s people-oriented philosophy. Our vision is to become a leader in occupational health and safety standards in the new energy photovoltaic industry, creating a safe, healthy and environmentally friendly working environment for stakeholders, including our employees.

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.

3. Commitments

TCL Zhonghuan commits to fully implementing its responsibilities as a corporate entity, strengthening its awareness of the “red lines” and its “bottom-line” thinking, and following the guiding principle of “safety first, prevention foremost, and comprehensive management”. We commit to providing stakeholders—including employees, customers, suppliers and communities—with all the necessary safeguards that meet occupational health and safety standards. We commit to continuously improving our occupational health and safety management performance and to formulating priorities and action plans for improving the related performance, working towards the management goal of “zero work safety accidents” so as to reduce health and safety risks in our business operations.

4. Strategies

4.1 Strictly comply with the laws, guidelines and regulations on occupational health and safety of the countries and regions where we operate, including the Work Safety Law of the People’s Republic of China, the Law of the People’s Republic of China on the Prevention and Control of Occupational Diseases and the Labor Law of the People’s Republic of China. Promptly revise and strictly implement

the Company's internal occupational health and safety systems, such as the Administrative Regulations on Work Safety Accidents and the Administrative Regulations on Occupational Health, so as to continuously consolidate the foundations of occupational health and safety management.

4.2 Establish the TCL Zhonghuan Work Safety Committee (hereinafter referred to as the "Safety Committee") as the highest leadership body for work safety management. The Safety Committee is led by the Company's General Manager and comprises the work safety officers of each functional department and subsidiary. It studies and responds to major safety issues in the Company's production, operations and day-to-day management, holds regular meetings to analyze the internal and external work safety situation, deploys dedicated safety tasks, and drives a comprehensive improvement in the level of work safety management. Subsidiaries are required to set up work safety management departments and, in accordance with the laws and regulations of the countries and regions where they operate, to deploy sufficient full-time and part-time safety management personnel, so as to strengthen work safety standardization.

4.3 Establish the Company's occupational health and safety management system based on ISO 45001 and obtain system certification, and require subsidiaries to actively obtain ISO 45001 occupational health and safety management system certification. Carry out sound PDCA management of the occupational health and safety system, ensure the effective allocation of resources throughout the whole process, and strive for 100% coverage of occupational health and safety management system certification.

4.4 Formulate key performance indicators for occupational health and safety and set quantitative targets for improving occupational health and safety performance. Establish and improve an appraisal, reward and penalty mechanism for occupational health and safety management, regularly assess progress in reducing and preventing employee health and safety issues and risks, appraise the achievement of occupational health and safety targets, and continuously enhance and improve performance so as to effectively reduce the work safety accident rate. Using 2023 as the base year, we have set a target of reducing the work-related injury rate per million hours worked by 8% by 2030 compared with 2023.

4.5 Provide a safe and healthy working environment and safeguards, arrange work-related injury insurance for employees in accordance with the law, actively prevent work-related injury accidents, and regularly carry out occupational hazard factor testing and occupational disease health examinations for employees in their positions, so as to effectively safeguard employees' health and achieve the goal of zero occupational disease cases.

4.6 Strengthen employees' safety education and training to raise their safety awareness and operational skills. Establish an employee communication mechanism, encourage employees to actively participate in occupational health and safety management and to put forward reasonable suggestions in a timely manner, and provide positive incentives; assign dedicated personnel to review, drive rectification and provide feedback on results, so as to foster a positive atmosphere of company-wide attention and participation.

4.7 Strengthen suppliers' occupational health and safety management. When signing procurement contracts, also sign a work safety management agreement as an annex to the contract, specifying detailed occupational health and safety standard clauses; and integrate occupational health and safety requirements into supplier admission, day-to-day management and performance evaluation. Organize occupational health and safety education and training as planned, communicate the Company's policies and system requirements to suppliers, and regularly organize occupational health and safety inspections, audits, guidance and empowerment, so as to drive suppliers to continuously improve their occupational health and safety management. At the same time, the Company strengthens whole-process management of the various stakeholders within its parks, periodically conducts performance evaluations of occupational health and safety work, provides guidance on the rectification of hazards, and helps to enhance management capabilities.

4.8 Regularly organize safety inspections and assessments, implement the dual prevention mechanism of graded safety risk control and hidden hazard identification and treatment, strengthen source management, and identify and rectify safety hazards in a timely manner; conduct real-time safety supervision and trend analysis of hazard data through the "Zhi'an Cloud" work safety information management platform, so as to strengthen big-data analysis and risk anticipation capabilities.

4.9 Continuously improve the emergency response plan system, clearly define the responsibilities of the relevant functional departments for emergency response and the requirements for emergency response, and strictly implement the annual emergency drill plan, so as to enhance the capacity to respond to emergencies.

4.10 Strengthen and improve the procedures for investigating and handling work-related injuries, occupational health, illnesses and accidents. In the event of a work-related injury, occupational disease or other work safety accident, report it promptly and provide truthful feedback in strict accordance with the Company's accident reporting process, activate the corresponding work safety accident emergency rescue plan, and immediately implement emergency response and rescue to prevent the accident from escalating and to reduce losses. Adhering to the principles of being "scientific and rigorous, law-abiding

and compliant, fact-based, and focused on effectiveness", carry out accident investigation and handling, ascertain the causes of the accident, and formulate and implement rectification and preventive measures to eliminate the recurrence of similar accidents, so as to safeguard employees' lives and the Company's property.

5. Policy Review and Revision

The Board of Directors is the highest decision-making and supervisory body for the Company's occupational health and safety 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.