

TZE Human Rights Policy

1. Introduction

TCL Zhonghuan Renewable Energy Technology Co., Ltd. and its subsidiaries (referred to as "TZE", "we" and "the company") adhere to the corporate vision of "Conserve Nature, Celebrate Employees, Cherish Communities and Champion Customer". We firmly believe that respecting and protecting human rights is the core of corporate social responsibility. We support international norms and principles such as the *Universal Declaration of Human Rights*, the *International Bill of Human Rights*, the *ILO Declaration on Fundamental Principles and Rights at Work*, the *ILO Convention on the Elimination of Violence and Harassment in the World of Work No. 190*, the *UN Guiding Principles on Business and Human Rights*, and other relevant principles and initiatives. Respect and protect human rights through positive actions in our business operations and cooperation with suppliers and other stakeholders.

2. Scope

This Policy is applicable to TZE and its subsidiaries, covering all our own operations (employees, direct activities, products or services). All partners (including our suppliers) are encouraged to comply with this Policy.

3. Commitment

We are committed to providing a safe, healthy and dignified working environment for our employees. We adhere to the principles of equal employment and equal remuneration for equal work, firmly oppose any discrimination and harassment, ensure that employees enjoy freedom of association and the right to collective bargaining in order to safeguard their legitimate rights and interests, and ensure that the products and services provided by the company do not involve human trafficking, forced labor, child labor and other human rights violations.

We incorporate human rights related provisions into the *TZE ESG Code of Conduct for Partners* signed with suppliers, and seriously deal with any human rights violations involved in their business operations. We strengthen cooperation with suppliers and other stakeholders to continuously monitor and improve the supply chain to ensure its compliance

with human rights standards.

4. Strategy

4.1 Prohibition of Forced Labor and Illegal Use of Labor

We are firmly against all forms of human trafficking and forced labor. It is strictly prohibited for the company and its employees to participate in any form of human trafficking activities, including but not limited to abduction, illegal transportation of human beings, sheltering or exploitation of other people; it is strictly prohibited to use intimidation, threats, violence and other forms of coercion to force other people to work, and forced labor is eliminated.

We continue to strengthen our review and management of supplier labor practices and take all reasonable steps to ensure that our suppliers are labor compliant and that our supply chain is free of human trafficking and forced labor.

4.2 Prohibition of Child Labor

TZE's *Recruitment Management Procedure* clearly prohibits the employment of child workers who are not at the legal minimum age for employment in the place where they operate, prohibits the use of child labor, and effectively protects the rights and interests of minors. We ensure that the age of employees is legally verified to eliminate child labor. The prohibition of child labor will be included in the *TZE ESG Code of Conduct for Partners*, and suppliers who use child labor will be seriously dealt with and eliminated.

4.3 Freedom of Association and Collective Bargaining

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

We protect employees' right to collective bargaining, open up communication channels for employees, encourage employees to actively participate in labor union organizations, speak out for the legitimate rights and interests of employees, and ensure that employees' salaries, benefits and other legitimate rights and interests are reasonably protected.

4.4 Anti-harassment and discrimination

We oppose all forms of harassment and discrimination, take a zero-tolerance approach to harassment and discrimination in the workplace and in the course of our operations, take corrective action and disciplinary action in response to harassment and discrimination, and provide anti-discrimination and anti-harassment training in the workplace to all employees.

We are committed to providing our employees with a friendly and dignified work environment and to ensuring that they are free from all forms of harassment, including sexual harassment as well as non-sexual harassment such as verbal harassment, hostile insults, and psychological oppression.

We are committed to adhering to the principle of fairness and equity in recruitment, employment, training, promotion and remuneration, ensuring equal opportunities for all employees, resolutely implementing equal pay for work of equal value, not discriminating against employees on the basis of their ethnicity, race, gender, sexual orientation, religious beliefs, etc., and zero tolerance for discrimination on the basis of disability and discrimination during pregnancy or after childbirth.

4.5 Health and Safety

We attach great importance to the occupational health and safety of our employees, and firmly believe that guarding the health of our employees is an important part of our company's "people-oriented" philosophy.

See the *TZE Occupational Health and Safety Policy* for more occupational health and safety commitments and strategies.

4.6 Reporting and Complaints

We continue to improve our existing internal reporting and communication mechanisms and channels for employees to report human rights-related issues, and establish an effective monitoring mechanism to regularly review and improve our human rights practices. We encourage our employees, suppliers, partners and other related parties to report any human rights violations to us, either directly to their supervisors, to the Compliance Management Department, or through the following telephone numbers and E-mail addresses.

Tel: 022-23789766-8022

Email: jubao@tzeco.com

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

We will strictly keep the personal information of the whistleblower confidential, effectively protect the legal rights of the whistleblower, and prohibit TZE from directly or indirectly discriminating, creating difficulties, suppressing or retaliating against the whistleblower.

4.7 Education and Training

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

5. Policy Review

This policy was approved by the company's General Manager in April 2024. This Human Rights Policy shall be updated and revised in a timely manner or at least every three years.

This policy is published on the official website of TZE for all stakeholders to review, and the implementation of the policy and related key performance indicators will be disclosed annually in the company's Sustainability Report.

TCL Zhonghuan Renewable Energy Technology Co., Ltd.

General Manager SHEN Haoping

April 2024