

TZE Occupational Health and Safety Policy

1. Introduction

TCL Zhonghuan Renewable Energy Technology Co., Ltd. and its subsidiaries (referred to as "TZE", "we" and "the company") attach great importance to employee occupational health and safety, and firmly believe that safeguarding employee health and safety is an important part of the company's "people-oriented" philosophy. Our vision is to become the leader of occupational health and safety in renewable energy industry, and create a safe, healthy and environmentally friendly workplace for stakeholders, including employees.

2. Scope

We will ensure that the occupational health and safety policy is effectively implemented in TZE and its subsidiaries. This policy applies to all operations and employees of TZE, as well as any contractors and individuals under the company's supervision, and encourage more partners to comply with this policy.

3. Commitment

TZE promises to fully implement the main responsibilities of the enterprise, strengthen the awareness of "red line" and "bottom line", follow the policy of "safety, prevention first and comprehensive governance", and provide various necessary guarantees that meet occupational health and safety standards for stakeholders including employees, customers, suppliers, communities, etc. Commit to continually improve the performance of the occupational health and safety (OHS) management system and set up prioritization and action plans to improve relevant performance, and commit to achieving the management objective of "zero production safety accident" to reduce health and safety risks in business operations.

4. Strategy

4.1 Strictly comply with the *Work Safety Law*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Labor Law* of the People's Republic of China, and other laws, guidelines, rules and regulations on health and safety in the countries and regions where we operate. Timely revision and strict implementation of

internal occupational health and safety systems, such as the "Regulations on the Management of Production Safety Accidents" and "Regulations on the Management of Occupational Hygiene", in order to continuously strengthen the foundation of occupational health and safety management.

- 4.2 Establish the TZE Safety Production Committee (hereinafter referred to as the "Safety Committee") as the highest leading body for safety production management; The Safety Committee is led by the general manager of the company and composed of the persons in charge of safety production of all functional departments and subordinate companies. It studies and responds to major safety problems in the company's production, operation and daily management, holds regular meetings to analyze the internal and external safety production situation, deploys special safety work tasks, and promotes the overall improvement of safety production management. All subsidiaries are required to set up work safety management departments, and allocate sufficient full-time and part-time safety management personnel according to the laws and regulations of the countries and regions where they operate, so as to strengthen work safety standards.
- 4.3 Establish the company's occupational health and safety management system based on ISO 45001 and obtain the system certification. Subordinate companies are required to actively obtain the ISO 45001 occupational health and safety management system certification, do a good job in the management of the occupational health and safety system PDCA, ensure the effective input of resources in the whole process, and strive for 100% coverage of the occupational health and safety management system certification.
- 4.4 Define key performance indicators for occupational health and safety, and set quantitative targets to improve performance in this regard. Establish a sound reward and punishment mechanism for assessing occupational health and safety management, regularly evaluate the progress of reducing and preventing problems and risks related to employee health and safety, and evaluate the achievement of occupational health and safety targets for further improvement. These initiatives are aimed to effectively reduce work safety accidents.
- 4.5 Provide a safe and healthy working environment and protection, apply for work injury insurance for employees in accordance with the law, actively prevent work accidents,

regularly carry out testing of occupational hazards and health checkups for occupational diseases of employees, effectively protect the health of employees, and realize the goal of zero number of occupational diseases.

- 4.6 Strengthen the staff's safety education and training, improve the staff's safety awareness and operational skills. Establish staff consultation mechanism, encourage staff to actively participate in occupational health and safety management, put forward rationalization proposals in a timely manner, and give positive incentives; a person is responsible for sorting out, supervising and rectifying the results of feedback, forming a good atmosphere of full attention and full participation.
- 4.7 Strengthen the occupational health and safety management of suppliers. When signing the procurement contract, sign the work safety management agreement as an annex to the contract to specify the criteria terms for occupational health and safety management. Integrate occupational health and safety requirements into supplier access, daily management and performance evaluation. We organize and carry out occupational health and safety education and training according to plan, publicize the company's policies and system requirements to suppliers, and regularly organize and carry out occupational health and safety inspections, audits, guidance and empowerment to promote suppliers to continuously improve the level of occupational health and safety management. At the same time, the company strengthens the whole-process management of all stakeholders in the industrial park, conducts periodic performance evaluation of OHS work, guides the rectification and implementation of hidden problems, and assists in the enhancement of management capacity.
- 4.8 Regularly organize and carry out safety inspections and assessments, implement the dual prevention mechanism of safety risk classification and control and hidden trouble investigation and management, strengthen source management, timely detection and rectification of hidden safety hazards, carry out real-time safety supervision and hidden danger data trend analysis through Health & Safety management platform, and strengthen the ability of big data analysis and risk prediction.
- 4.9 Continuously improve the emergency plan system, clarify the responsibilities of the relevant functional departments in emergency response requirements, in strict

accordance with the implementation of the annual emergency drill program to improve the ability to respond to emergencies, to protect the lives of employees and the company's property safety.

4.10 Strengthen the investigation and handling procedures for work-related injuries, occupational health, diseases and accidents. In case of work-related injuries, occupational diseases or work safety accidents, report in a promptly and truthfully manner in strict accordance with the company's accident reporting process, launch the corresponding emergency rescue plan for the accidents, and implement emergency response and rescue as soon as possible to prevent the deterioration of the accidents and reduce losses. Investigate and handle the accidents in accordance with the principle of "scientific, rigorous, legitimate, truthful and efficient", identify the cause of the accidents, and formulate and implement accident rectification measures and precautions to prevent the occurrence of similar accidents, thereby protecting the life safety of employees and the property safety of the company.

5. Policy Review

This policy was approved by the company's General Manager in April 2024. This Occupational Health and Safety 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

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