



TCL ELECTRONICS HOLDINGS LIMITED

TCL 電子控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 01070)

Diversity, Equity, and Inclusion Policy

Version: 1.0

1 Objective

For the purpose of systematically building a sustainable foundation for global operations of TCL Electronics Holdings Limited and its subsidiaries (hereinafter referred to as the "Group"), this Diversity, Equity, and Inclusion Policy (the "Policy") is established to promote practices in Diversity, Equity, and Inclusion (DEI) and aims to fully unleash employees' innovation and vitality, unlock talent potential, and shape a responsible brand, while upholding compliance with both international standards and relevant local regulations.

2 Scope of application

This policy applies to all employees of the Group.

3 Terms and definitions

- 1) Diversity: refers to the variety in Group's employee composition, including but not limited to differences in personal traits (e.g., gender, age, sexual orientation, race, ethnic groups, color, religion/belief, and other legally recognized traits in business locations) and professional characteristics (e.g., educational background, skills, work experience, thinking styles).
- 2) Equity: refers to impartial treatment for all employees of the Group by identifying and eliminating barriers to guarantee equal access to resources, fair treatment, and equitable development opportunities.
- 3) Inclusion: refers to a cultural environment where employees of the Group freely express themselves, engage deeply, and feel a sense of belonging while adhering to the Group's policies and, with fair opportunities and rewards.

4 Core principles and commitments

1) Equal opportunity and non-discrimination

Discrimination, harassment, or bias based on nationality, race, ethnic groups, color, gender (including gender identity and expression), sexual orientation, age, religion, physical or mental disability, health status, marital status, family status, pregnancy, veteran status, socioeconomic background, or other legally protected characteristics is strictly prohibited. All employment decisions (employment, recruitment, compensation, benefits, training, promotion, transfer, dismissal, etc.) must be based on qualifications, competence, performance, potential, business needs, and company performance, following fair, transparent processes and objective criteria.

2) Embracing the value of diversity

The Group values and actively seeks diversity in backgrounds, experiences, skills, perspectives, cultural views, and generational mindsets. Diverse teams drive broader vision, more creative solutions, stronger adaptability, and better business outcomes. Business units and teams are encouraged to leverage diversity in their composition and operations.

3) Cultivating an inclusive culture

The Group strives to create an environment where all employees feel safe, respected, heard, and empowered to express themselves freely. Open communication, mutual understanding, and active listening are promoted and diverse viewpoints and work styles are respected. Systemic barriers and unconscious biases hindering employees' potential are identified and eliminated. Reasonable support (e.g., accessible facility, adaptive technology, flexible work schedule, cultural/religious support) ensures equal participation and contribution.

4) Empowering full career cycle development

All employees receive equitable opportunities for learning, development, and growth to achieve career aspirations. Managers are encouraged to identify and nurture high-potential talent, especially focusing on career paths for underrepresented groups.

5) Transparency and Accountability

Employees may raise concerns through safe and confidential channels, all complaints will be investigated promptly and fairly, and retaliation against anyone raising concerns is strictly prohibited.

6) Data Protection

All data collection complies with data protection regulations including but not limited to General Data Protection Regulation (GDPR) and relevant local laws.

5 Reporting channels

Employees who experience or witness violations of this policy (e.g., discrimination, harassment, unfair treatment) or non-compliance with DEI principles are encouraged to report confidentially to his/her direct manager or higher-level management, HR Department or the Group's reporting platform tmtjubao@tcl.com. All reports will be investigated promptly, fairly, and thoroughly, with privacy protected to the greatest extent possible.

6 Policy oversight, evaluation, and updates

The HR Department manages routine operations and evaluations of this policy, which will be reviewed and updated regularly based on assessments, regulation changes, business needs, societal expectations, and industry best practices to ensure relevance, effectiveness, and foresight.