



TCL ELECTRONICS HOLDINGS LIMITED

TCL 電子控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 01070)

Human Rights Policy

Version: 1.0

1 Objective

TCL Electronics Holdings Limited and its subsidiaries (the “Group”) respects the UN Guiding Principles for Business and Human Rights and adheres to the ten principles of the UN Global Compact, committing to respecting human rights in its business operations and value chain. The Group undertakes its responsibility to respect human rights, encompassing internationally recognized human rights as stipulated in the International Charter of Human Rights and core labor rights as outlined in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and formulates this Human Rights Policy (the “Policy”) accordingly.

2 Scope of Application

This Policy applies to the Group and its employees, suppliers and business partners and other stakeholders.

3 Commitment to Human Rights

3.1 Prohibition of Forced Labor

The Group guarantees its employees' right to voluntary and free work, and prohibits all forms of forced labor, the use of prison labor, and the employment of forced, bound (including as security), or contractual laborers, slaves, or human traffickers. The Group does not require applicants to pay recruitment fees or recruit or accept personnel through violence, threats, fraud, withholding of documents, or collection of deposits or guarantees. The Group does not impose unreasonable restrictions on employees' freedom of movement within the workplace or their ability to leave the Group. Employees have the right to terminate their employment freely after fulfilling the statutory notice period.

3.2 Prohibition of Child Labor and Protection of Underage Workers

The Group prohibits the use of child labor at any stage of production. "Child labor" refers to anyone under the age of 15, below the age of completion of compulsory education, or below the minimum employment age of the country/region (whichever requirement is the strictest). In China, child labor refers to any worker under the age of 16. The Group strictly implements special labor protections for underage workers in accordance with local laws and regulations, and does not assign underage workers to jobs involving exposure to occupational hazards or work prohibited by national regulations.

3.3 Working Hours and Compensation and Benefits

The Group guarantees its employees' rights to rest and vacation in accordance with the law and promises to comply with local laws and regulations regarding working hours. All overtime work must be voluntary and compensated in accordance with local laws. Employee compensation shall comply with all applicable laws, including those concerning minimum wage, overtime hours, and statutory benefits.

3.4 Discrimination/Harassment/Inhumane Treatment Prohibited

The Group fully respects individual dignity, privacy, and rights, and has zero tolerance for any inhumane treatment of its employees, including violence, gender-based violence, sexual harassment, corporal punishment, abuse, psychological or physical coercion, or verbal insults. Discrimination based on race, nationality, ethnicity, religious belief, skin color, age, physical disability, marital status, gender, sexual orientation, gender identity, or reproductive status is prohibited.

3.5 Diversity, Equity, and Inclusion

The Group is committed to building a diverse, fair, and inclusive work environment, considering it an important part of respecting human rights. It is dedicated to ensuring equal opportunities, with all hiring decisions based on objective and impartial standards; embracing diversity and valuing differences in employees' backgrounds, experiences, and perspectives to stimulate innovation and dynamism; and fostering an inclusive culture where every employee feels respected, heard, and free to express themselves and participate.

3.6 Freedom of Association and Collective Bargaining

The Group respects its employees' rights to freedom of assembly, association, union membership, and collective bargaining in accordance with local laws. The Group recognizes that freedom of speech and association is an important cornerstone of continuous progress and encourages employees to publicly express their views, concerns, and suggestions without retaliation.

3.7 Occupational Health and Safety

The Group is committed to providing all employees with a safe and healthy work environment, safeguarding them from work-related hazards. The Group proactively identifies, assesses, and controls workplace hazards, delivering safety training, personal protective equipment, and operational procedures to employees while establishing and maintaining a robust health and safety management system. The Group requires its employees, suppliers and business partners and other stakeholders to adhere to equivalent health and safety standards in their operations, collectively advancing workplace safety across the value chain.

4 Information Disclosure and Communication Mechanism

The Group will regularly and proactively disclose its human rights performance and progress, maintain transparent communication with the public through its annual ESG report, and accept public oversight. The Group is committed to handling all environmental inquiries, suggestions, and complaints in an open and transparent manner. Any stakeholder can provide feedback through our ESG-related compliance consultation / policy advice mailbox (esgcommittee@tcl.com) or the Group's whistleblowing platform (tmtjubao@tcl.com).

All feedback will be kept strictly confidential and will be investigated and handled by a dedicated team based on the principles of fairness and objectivity. The results will be promptly reported back to the relevant parties.

5 Policy Oversight, Evaluation, and Updates

The Group will conduct a comprehensive review of this policy periodically, revise and optimize it in a timely manner based on changes in laws and regulations, technological advancements, corporate strategic adjustments, and stakeholder expectations, to ensure its continued applicability and effectiveness.