



**TCL ELECTRONICS HOLDINGS LIMITED**

**TCL 電子控股有限公司**

*(Incorporated in the Cayman Islands with limited liability)*

(Stock Code: 01070)

## **Occupational Health & Safety Policy**

Version: 1.0

## 1 Objective

TCL Electronics Holdings Limited and its subsidiaries (the "Group") believes that occupational health and safety is an important part of the Group's sustainable development, which helps to regulate employee behavior, prevent physical and mental harm, and promote employee health. Therefore, this Occupational Health & Safety Policy (the "Policy") is formulated.

## 2 Scope of Application

This Policy applies to all business and employees of the Group, as well as any contractors and individuals under the Group's control.

## 3 Commitment

The Group is committed to fully implementing its corporate responsibility, strengthening its awareness of "red lines" and "bottom lines", and adhering to the safety policy of "putting life and safety first, prioritizing prevention, and taking a comprehensive approach", and provides all necessary protection that meets occupational health and safety standards for stakeholders, including employees, customers, suppliers, and the community. The Group is committed to continuously improving its occupational health and safety management performance and developing priorities and action plans for improving related performance in order to reduce health and safety risks in its business operations.

## 4 Strategy

4.1 Strictly abide by the laws and regulations of the operating location, revise and implement internal systems such as the "Regulations on the Management of Production Safety Accidents" and the "Regulations on the Management of Occupational Health" in a timely manner, and continuously strengthen the foundation of occupational health and safety management.

4.2 Establish and implement an occupational health and safety management system that conforms to ISO 45001 standards, establish a hazard identification and assessment procedure, comprehensively and continuously identify, assess, control and manage occupational health and safety risks related to the operation process, formulate relevant prevention and control measures, and conduct regular inspections and reviews; promote the gradual increase of occupational health and safety management system certification coverage to 100%.

4.3 Develop key performance indicators and quantitative targets for occupational health and safety, establish and improve assessment and reward/punishment mechanisms, regularly evaluate the progress of risk prevention and control and the achievement of assessment targets, promote continuous improvement, and effectively reduce the accident rate in the workplace.

4.4 Establish an occupational health protection mechanism for employees, provide work injury insurance for employees in accordance with the law, conduct regular occupational hazard factor testing and occupational disease checkups, effectively protect the health of employees, and pursue the goal of zero occupational diseases.

4.5 Regularly conduct safety education, specialized training, and safety month activities to guide employees in the correct use of personal protective equipment, enhance their safety awareness, and reduce occupational hazards. Establish an employee communication mechanism, encourage employee participation in occupational health and safety management and provide positive incentives, designate specific personnel to be responsible for tracking and providing feedback on suggestions, and create a safety culture of full employee participation.

## **5 Information Disclosure and Communication Mechanism**

The Group will regularly and proactively disclose occupational health and safety performance information, 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 mailbox ([esgcommittee@tcl.com](mailto: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.

## **6 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.