

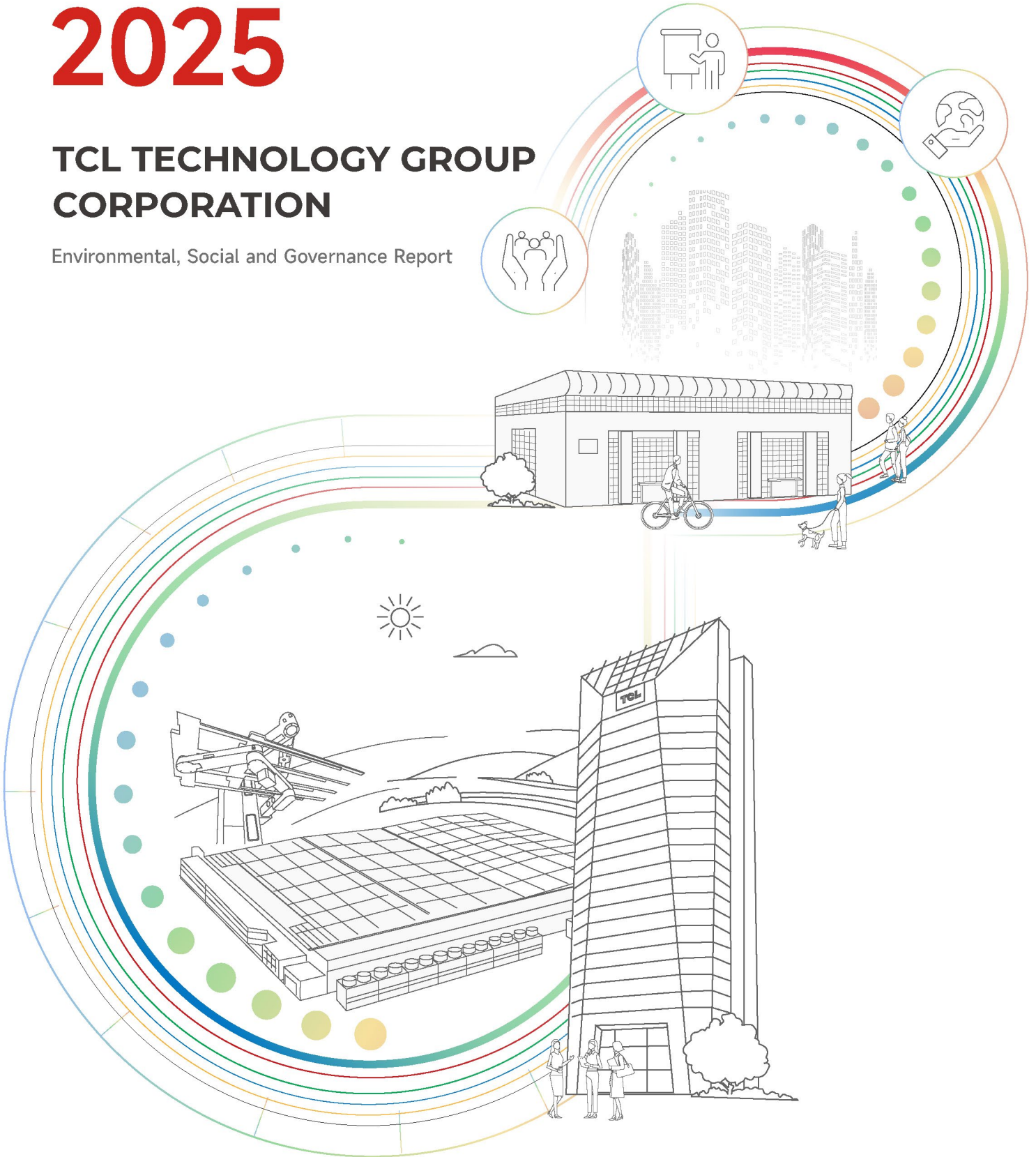


Worldwide Olympic Partner

2025

TCL TECHNOLOGY GROUP CORPORATION

Environmental, Social and Governance Report



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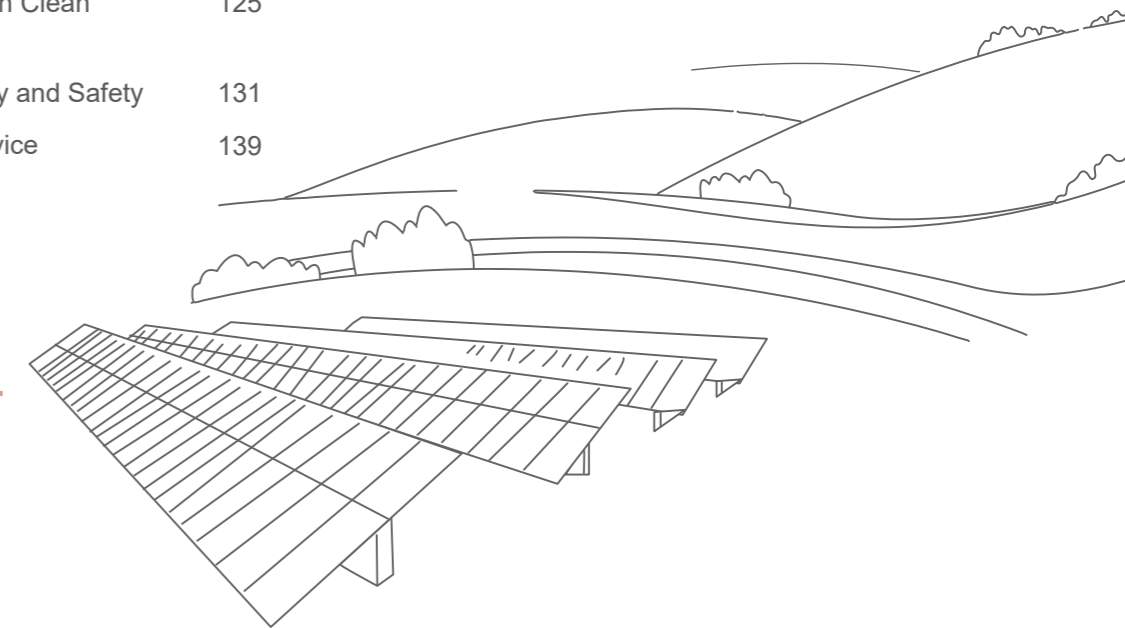
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About the Report

Reporting Period

TCL Technology Group Corporation's 2025 Environmental, Social and Governance Report (hereinafter referred to as the "Report") is an annual report covering the period from January 1, 2025 to December 31, 2025 (hereinafter referred to as the "reporting period"). To enhance the completeness of the Report, some of the information and data might exceed the above range.

Organizational Scope

Unless otherwise stated, the scope of disclosure in this Report is consistent with the TCL Technology Group Corporation 2025 Annual Report.

Entity Abbreviation

This report takes TCL CSOT, TCL Zhonghuan, and MOKA as its core disclosure entities. For the current year, the reporting boundary of TCL CSOT has been expanded to include Guangzhou China Star Optoelectronics Technology Co., Ltd. and Guangzhou China Star Optoelectronics Display Co., Ltd. Other subsidiaries and companies will be dynamically assessed and selectively presented based on their actual highlights during the year.

The full names of the Organizational entities corresponding to the abbreviations appearing in the Report are listed below:

Term	Definition
TCL Tech., TCL Technology Group, the Company, We	TCL Technology Group Corporation and its subsidiaries
TCL CSOT	TCL China Star Optoelectronics Technology Co., Ltd. and its subsidiaries
Guangzhou CSOT Technology	Guangzhou China Star Optoelectronics Technology Co., Ltd.
Guangzhou CSOT	Guangzhou China Star Optoelectronics Display Co., Ltd.
Shenzhen CSOT	Shenzhen China Star Optoelectronics Semiconductor Display Technology Co., Ltd.
Wuhan CSOT	Wuhan China Star Optoelectronics Technology Co., Ltd.
Wuhan China Star Optoelectronics Semiconductor	Wuhan China Star Optoelectronics Semiconductor Display Technology Co., Ltd.
Suzhou CSOT	Suzhou China Star Optoelectronics Technology Co., Ltd.
Huizhou CSOT	Huizhou China Star Optoelectronics Display Co., Ltd.
Guangzhou CSOT	Guangzhou China Star Optoelectronics Semiconductor Display Technology Co., Ltd.
TCL CDOT	China Display Optoelectronics Technology (Huizhou) Co., Ltd.
TCL CSOT Vietnam	TCL CSOT Vietnam Co., Ltd
TCL CSOT India	Panel Optodisplay Techonology Private Limited
TCL Zhonghuan	TCL Zhonghuan Renewable Energy Technology Co., Ltd. and its subsidiaries
Highly	Highly Information Industry Co., Ltd.
MOKA	MOKA Technology (Guangdong) Co., Ltd.
TPC	Tianjin Printronics Circuit Co., Ltd.
TCL Finance	TCL Technology Group Finance Co., Ltd
TCL Financial Technology	TCL Financial Technology (Shenzhen) Co., Ltd.

Reporting Cycle

This Report is published annually in conjunction with the annual report of TCL Technology Group Corporation. TCL Tech. has previously published CSR/ESG reports for 17 consecutive years to comprehensively and systematically disclose the Company's environmental, social and governance performance in response to the concerns of capital markets, regulators and other stakeholders.

Data Description

The data used in the Report are derived from relevant internal statistics, public reports, and third-party surveys or interviews etc.

Standards of Reference for the Report

- Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)
- Self-Regulatory Guidance No. 3 for Companies Listed on Shenzhen Stock Exchange—Preparation of Sustainability Report
- Appendix C2 Environmental, Social and Governance Reporting Code issued by Hong Kong Exchanges and Clearing Limited (HKEX)
- Global Reporting Initiative (GRI) Sustainability Reporting Standards
- Sustainability Accounting Standards Board (SASB) Standards
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- UN Sustainable Development Goals (SDGs)
- The Ten Principles of the United Nations Global Compact (UNGC)

This report adopts a framework of management, strategy, risk control, metrics and targets, and key actions to disclose issues with a high level of financial materiality.

Report Reliability Assurance

The Company guarantees that the contents of this Report do not contain any false statements or misleading information. SGS provides assurance for the Report.

Where to Access the Report

This Report is available in both English and Chinese. You may visit the Company's official website at www.tcltech.com to download an electronic version of the Report and obtain more information on the Company's ESG and sustainable development.

Revision of Information in Previous Reports

To ensure the accuracy of the data disclosed in this report, following recalculation, the total air emissions for 2024 have been revised to 350.61 tonnes; the total recycled packaging in 2024 has been revised to 17,818 tonnes; and the number of participants in supplier training in 2024 has been revised to 4,578.

Contact Us

Thank you for reading this Report. If you have any interest in the content or any feedback or suggestions, please don't hesitate to contact us.

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Letter from the Chairman

Dear readers:

In 2025, the world was undergoing a period of profound transformation driven by both technological revolution and geopolitical restructuring. The wave of artificial intelligence is sweeping across every industry, while global industrial chains are being reshaped at an accelerated pace. In the face of such a momentous era, TCL Technology Group Corporation remains focused on its strategic goal of “becoming a world-leading technology-industry group”, seizing opportunities amid change and building resilience in the face of challenges, as it unwaveringly pursues a path that prioritizes both high-quality development and sustainability.

Over the past year, TCL Tech. has deeply integrated sustainable development into its business philosophy of “strategic guidance, innovation-driven development, advanced manufacturing, and global operations”. We recognize that strong performance in environmental (E), Social (S), and Governance (G) aspects is not only a “stabilizing force” enabling the Company to navigate complex environments, but also a core engine driving long-term value creation and realizing the vision of “Building a Sustainable & Connected Future with Advanced Technology”. This strategic intent was precisely what led TCL to join the United Nations Global Compact (UNGC) in this new phase of global development, proactively aligning its growth with mainstream global sustainability agenda and committing to uphold the Ten Principles of UNGC alongside corporate partners from nearly 170 countries. In addressing the dual challenges of global climate change and industrial transformation, TCL has embedded sustainability into every aspect of its strategic decision-making and business operations, contributing solid strength to sustainable global development while achieving business success. In 2025, the Company’s revenue reached RMB 184.1 billion, representing a year-on-year increase of 11.7%; overseas market revenue amounted to RMB 67.7 billion, up 22.6% year-on-year.

Innovation, especially original breakthroughs from “zero to one”, is the foundation for standing out in industry competition. We continue to increase R&D investment, deepen the “AI for Real Economy” strategy, and drive deep synergy between large AI models, manufacturing, and R&D, significantly improving efficiency

and performance. We are actively building a closer “industry chain collaboration and innovation system”, pooling resources through national-level innovation platforms to jointly explore cutting-edge technologies. We firmly believe that only by relying on sustained “independent R&D, talent development, and long-term investment” can we gain an edge in future competition.

The green and intelligent transformation of the manufacturing industry is the essential path to achieving high-quality development. We are fully committed to the strategy of “accelerating the development of advanced manufacturing and promoting new industrialization”, integrating green and low-carbon principles throughout our entire operations. By incorporating large AI models, we have achieved significant energy savings and emission reductions in our production processes. As a globally leading manufacturer of photovoltaic crystals and wafers, TCL Tech. is dedicated to continuously contributing to the global clean energy industry chain. This is not only a fulfillment of our global “carbon neutrality” commitments, but also a strategic choice for building long-term value and strengthening our core competitiveness.

In the face of the restructuring of the global industrial landscape, corporate globalization must also enter a new phase. TCL is actively implementing Globalization 3.0, shifting from “exporting products to building industrial capabilities alongside local communities and taking root in overseas development”. In 2025, TCL became a Worldwide Olympic Partner. From this new starting point, TCL’s globalization has ushered in a new chapter of connecting the world through brand and culture. We consistently uphold the highest standards of compliance and business ethics, establishing a robust governance and risk management system globally, and maintaining a record of “no corruption, no environmental pollution, and zero violations of local business ethics” in our global operations. We integrate the philosophy of “Building a Sustainable & Connected Future with Advanced Technology” into every location where we operate, creating long-term shared value for communities through signature programs such as the Photovoltaic Low-Carbon Campus Plan.

李东生

TCL Technology Group Corporation
Chairman



An organization’s core capabilities are built on the foundation of its organization and talent. We are committed to the philosophy of “People First for Global Leadership”, and are dedicated to building a safe, healthy, diverse, and inclusive development platform. Through comprehensive training systems and robust protection of rights and interests, we empower every employee to grow and have achieved our management goal of “zero major safety incidents”. A team with global competitiveness, a strong sense of identity, and a deep feeling of belonging is TCL’s most reliable guarantee for navigating cycles and sustaining leadership.

Currently, TCL is advancing toward becoming a truly world-leading company. True global leadership means building decisive advantages in both technological innovation and sustainable development. With stronger strategic resolve, TCL will embed green principles into its innovation practices and ensure that its global operations embody the vision of shared success. We aim not only to be a driver of industrial progress, but also a pioneer in building a sustainable future. As we committed to within the UNGC, TCL is ready to “uniting business for a better world”. Together with global partners, through sustainable innovation and action, we will work to create a smarter future that is more resilient and dynamic.

Letter from the Vice President and Director of ESG Office

Dear readers:

In 2025, the global sustainability agenda is being integrated into the core strategy and operations of enterprises with unprecedented depth and breadth. As practitioners and drivers of TCL Tech.'s ESG strategy, our responsibility is to translate the Chairman's ambitious blueprint of "becoming a world-leading technology-industry group" and "Building a Sustainable & Connected Future with Advanced Technology" into clearly actionable pathways, measurable outcomes, and tangible value. Over the past year, under the leadership of the Strategy and Sustainability Committee at Board level, we have been committed to building a sustainable development ecosystem that integrates environmental, social, governance, and financial considerations, ensuring that ESG is no longer a standalone report chapter, but rather a systemic capability that drives the Company's steady progress and secures its future success.

We leverage technological innovation to drive green transformation, translating the philosophy that "green development is the defining feature of TCL's high-quality growth" into tangible annual progress. This is reflected not only in the continuous reduction of our own carbon intensity, but also in our systematic efforts to extend low-carbon management deeper into the industrial chain. We recognize that true green transformation cannot be achieved without the collaborative efforts of the supply chain. In 2025, through a closed-loop management process of onboarding, auditing, enabling, and exiting, we have deeply embedded environmental and social responsibility requirements into value creation.

Our rigorous management of environmental and supply chain matters has earned TCL Tech. a "green trust vote" from the capital market, opening new pathways to drive financial performance through sustainable results. In 2025, we achieved a milestone breakthrough in the domestic display panel industry, successfully arranging the first sustainability-linked syndicated loan of USD 200 million. This financing, involving over 70 top global financial institutions, directly links its interest rate to our ESG key performance indicators, creating an incentive loop where excellence at headquarters benefits subsidiaries as well. Additionally, we plan to launch an offshore green bond of up to RMB 2 billion or equivalent to provide solid financial support for our future global investments in clean energy, green factory

upgrades, and social impact projects. Green finance is no longer just a financing tool; it has become a strategic lever for us to honor our commitments and accelerate transformation.

Solid financial foundations and a green industrial chain ultimately serve one purpose: to empower the growth of "people" and the long-term prosperity of communities. We firmly believe that the value of all investments in technology and capital ultimately lies in the dignified growth of our employees and the harmonious well-being of society. Internally, we have built a comprehensive support and development system, achieving the goal of zero major safety incidents. Externally, we have transformed our industrial strengths into social benefits. The "TCL Photovoltaic Low-Carbon Campus" project has now brought clean electricity and low-carbon education to a total of 35 schools, a powerful example of how we fulfill our responsibilities as a corporate citizen through the power of technology.

Our investment in communities is rooted in long-term trust, and the foundation of that trust lies in the robust governance and business ethics embedded in every corner of our global operations. Over the past year, while contributing to strengthening our business ethics and integrity systems, we have proactively focused on risk governance in emerging areas, taking the lead in issuing the Third-Party AI Compliance Use Specifications, and ensuring that no major data security incidents occur throughout the year. These initiatives reflect our deep understanding of governance capabilities as a core competitive advantage in globalization, and also provide a solid foundation of trust for TCL's global image as a World Olympic Partner. Strong governance safeguards innovation, and innovation is the fundamental driving force behind our efforts to address complex environmental, social, and governance challenges. We continue to advance the "AI for Real Economy" strategy, applying artificial intelligence not only to enhance production efficiency and R&D productivity, but also to expand its use into management areas such as supply chain carbon emission monitoring and supplier risk alert systems. Technology and finance are now working together in powerful synergy: green capital accelerates technological innovation, while the outcomes of innovation continue to improve our ESG performance, further strengthening our leading position in responsible investment.

Looking back on 2025, every concrete and incremental action, from the percentage points of carbon reduction in production processes, to the number of supply chain audits conducted, to the innovative application of green finance, represents a solid mark of TCL's commitment to translating its sustainability strategy from grand vision into meticulous execution. We firmly believe that "true globalization is not merely about expanding our footprint, but about connecting with people". This connection is reflected in the growth pathways we have paved for every employee, the positive energy we have infused into every community, and the solemn commitments we have made to the global environment. Standing at a new starting point, with the

vision and resolve of a century-old enterprise, TCL will transform the fundamental requirements of ESG into measurable, comparable, and tangible progress year after year. We are ready to work alongside all our partners, investors, and community members, with long-term patience, professional action, and open collaboration, to collectively build a future ecosystem where business thrives, society progresses, and the environment flourishes. We firmly believe that when a company's long-term strategy beats in sync with the world's sustainable development pulse, we will reach the shores of "Building a Sustainable & Connected Future with Advanced Technology".



TCL Technology Group Corporation
Vice President and Director of ESG Office

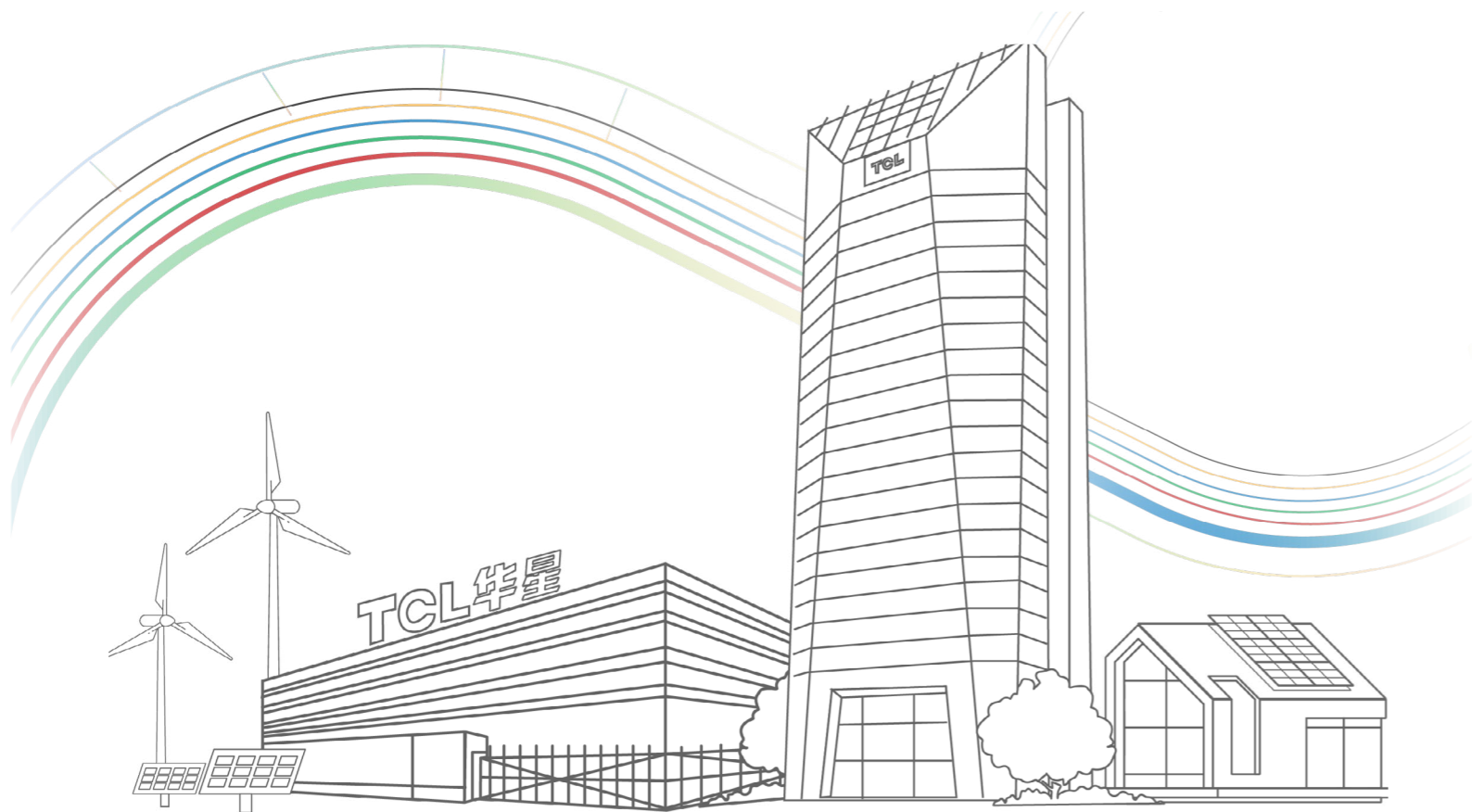
About TCL Tech.

Corporate Overview

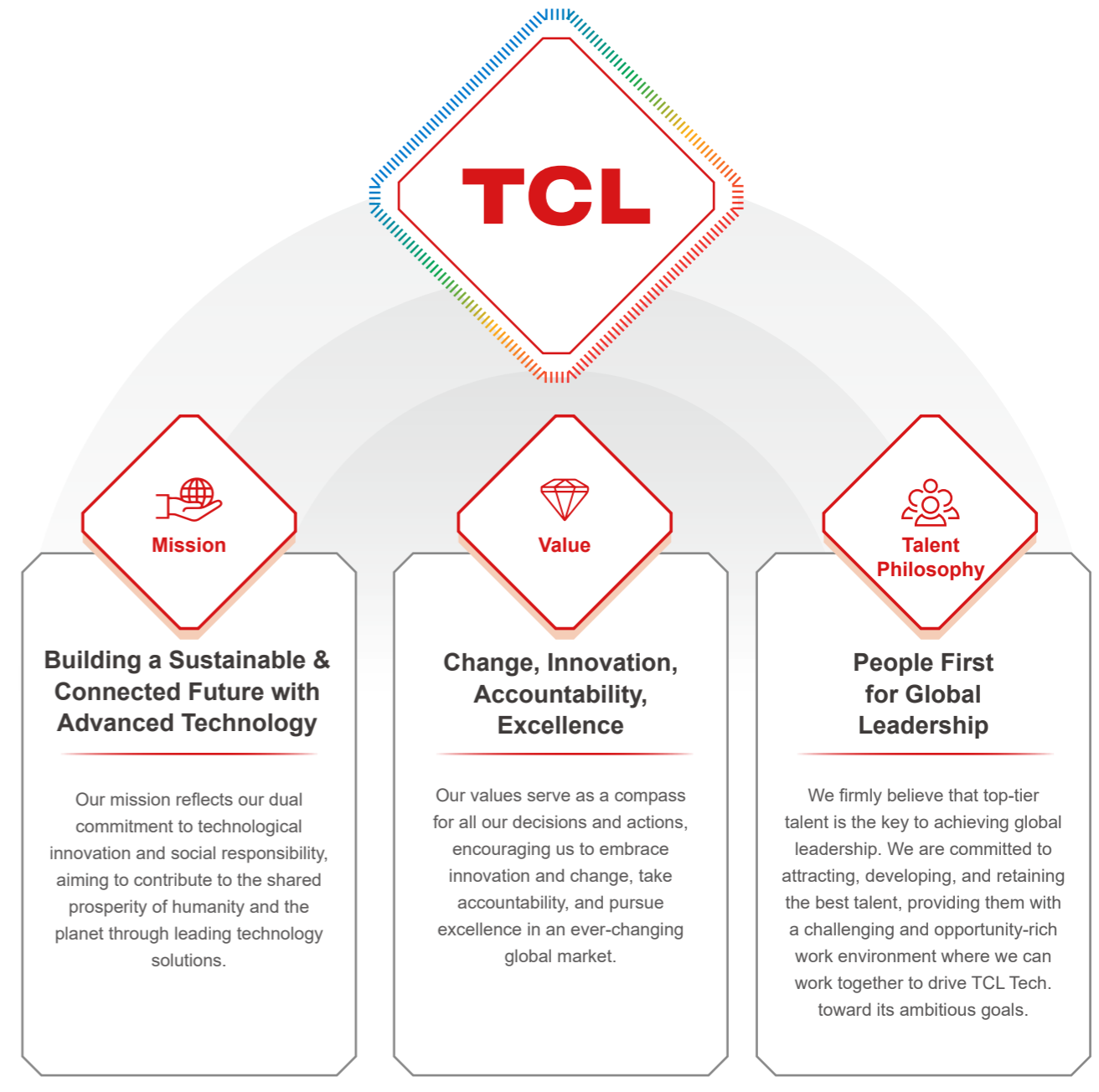
Founded in 1981, TCL was formerly known as TTK Home Appliances Co., Ltd, one of the first joint ventures in China, specialized in the manufacture of audio cassettes. In 1999, TCL took the lead in venturing into the Vietnamese market, taking an important step for Chinese enterprises to “go global”. In 2019, TCL completed its asset restructuring, with a clear focus on semiconductor display, new energy photovoltaic and semi-conductor materials industries. We enhance our core business development with the support of our industrial finance and investment platform. Firmly seizing the historic opportunity of the transformation of economic and energy structures, we accelerated our transformation into a technology- and capital-intensive high-tech industrial corporation.

Guided by our corporate mission of “Building a sustainable & connected future with advanced technology”, we grasp opportunities, maintain strategic stability, build up the bottom line of operation. We are guided by science and technology, driven by innovation to strengthen the competitive advantages of the manufacturing industry and focus on the development of high-tech strategic emerging industries; empower industries through industrial finance to support industrial operations and expansion; and leverage on our industrial strengths to invest in eco-enterprises to enhance our comprehensive competitiveness and establish a global leading edge.

In 2025, amid rapid market shifts and intensifying competition, TCL Tech., guided by its forward-looking strategy, accelerated the global expansion of its industrial chain, enhanced its global perspective and management efficiency, and advanced further toward sustainable development.



Corporate Culture

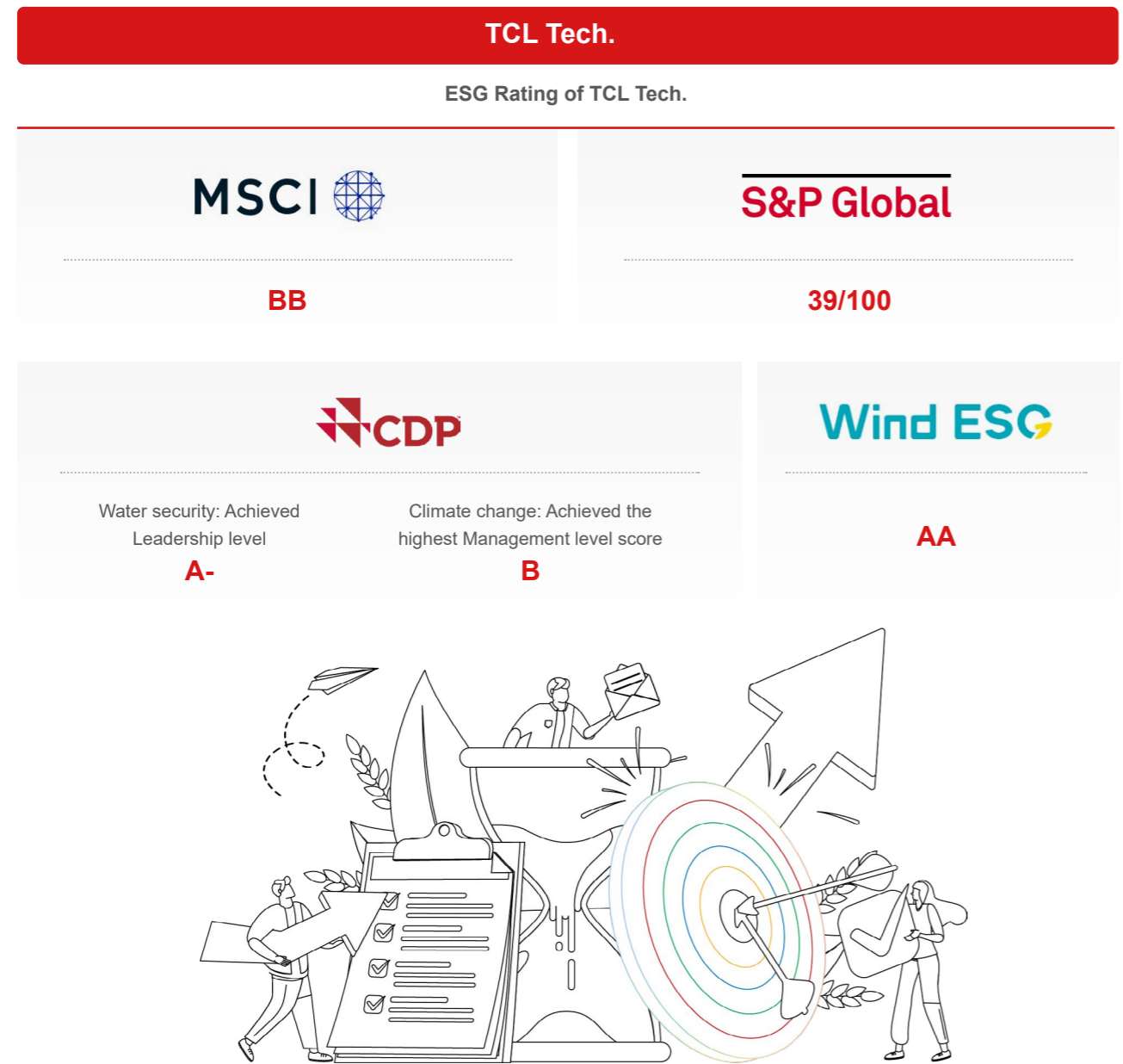


TCL Tech. is committed to aligning its strong corporate culture and values with its ESG strategy and management practices. This integration supports long-term value creation for all stakeholders amid a complex and rapidly changing global environment, while contributing to a more sustainable and prosperous future for the next generation.

Our 2025

ESG Goals and Performance¹

To fulfill its commitment to sustainable development, TCL Tech. has established clear ESG goals. In the environmental area, the Company is dedicated to reducing greenhouse gas emissions and water consumption intensity, and has set a dual-carbon roadmap of “achieving peak carbon by 2030 and carbon neutrality in our operations by 2050”. On the social responsibility front, the Company actively participates in public welfare initiatives, focusing on rural revitalization and supporting areas such as technology, education, culture, and sports, thereby continuously promoting social equity and expanding its corporate influence.



¹Other subsidiaries have limited ESG impact and are not presented here. Only TCL CSOT and TCL Zhonghuan are shown.

TCL CSOT

Issue	Indicator	Goal in 2025	Situation in 2025
Climate Change Response and Energy Management	Carbon peaking and carbon neutrality goals	Reducing unit-area carbon emissions (Scope 1 and 2) by 6% compared with 2023	Reduced by 17.1%
		Comprehensive energy consumption per unit of production capacity decreased by 6.5% compared with 2023	Reduced by 6.6%
		Proportion of renewable energy consumption achieved 10%	13.8%
Water Resources Management	Water-saving and water consumption goals	Average water consumption per unit area across all bases decreased by 10% compared to 2023	Reduced by 16%
		Water-recycling rate reached 97.5%	97.29%
Responsible Supply Chain	Supplier ESG management	Core customer audit compliance rate reached 100%	100% achieved
		The percentage of key suppliers that have signed the Supplier Corporate Social Responsibility Statement reached 60%	Above 60%
Labor and Human Rights	Human resources	Average training hours per employee reached 14 hours	16.89 hours
		Compliant employment	Zero major labor and human rights incidents
Employee Rights and Interests	Information security incidents	Zero major information-security incidents	100% achieved
		95% of employee information security training coverage	98.2%
Data Security and Privacy Protection	Business ethics training	The proportion of key suppliers participating in ESG performance assessments is 100%	100% achieved
		Case closure rate for whistleblowing reports reached 60%	65%
Business Ethics		100% of integrity-training coverage	100% achieved

TCL Zhonghuan

Issue	Indicator	Goal in 2025	Situation in 2025
Climate Change Response and Energy Management	Carbon peaking and carbon neutrality goals	Growth rate of absolute carbon emissions from own operations (Scope 1 and 2) not exceeding 10%	Reduced by 32%
	Energy goals	Reducing the electricity consumption per unit of new-energy PV products by 8%	Reduced by 35.72%
Opportunities in Clean Technology	Accumulated number of intellectual property patents	Increased by 9.7%	4,763 cases, increased by 9.7%
Responsible Supply Chain	Supplier ESG management	100% achieved through desk or on-site audits 100% of ESG assessment coverage rate for key suppliers	100% achieved
Occupational Health and Safety	Occupational health and safety goals	Reducing the lost-time injury rate per million working hours by 5% ; zero work-related fatalities; zero major safety incidents	100% achieved
Talent Development	Employee training	Average annual training hours per employee increased by 10%	Increased by 15.27%
Data Security and Privacy Protection	Information security management system certification	Information security management system certifications of all companies remain valid	The Headquarters and major business units along the industrial chain have obtained ISO 27001 certification
Customer Service Management	Customer satisfaction	Domestic customer retention rate maintained above 95%	Crystal wafer and cell business: 90.80% Cell and module business: 93.60% Semiconductor business: 92.23%
Business Ethics	Business ethics training	Achieving employee ethics-training coverage of 100%	100% achieved

Annual ESG Honors

TCL Tech. Listed for the Third Time on the *Fortune China ESG Influence List*

TCL Tech.'s sustainable development case was selected as **2025 "ESG Practice Pioneer Enterprise Typical Case" of Shenzhen**

TCL Tech.'s sustainable development case was selected as **2025 Best Practice Case for Sustainable Development by the China Association for Public Companies**

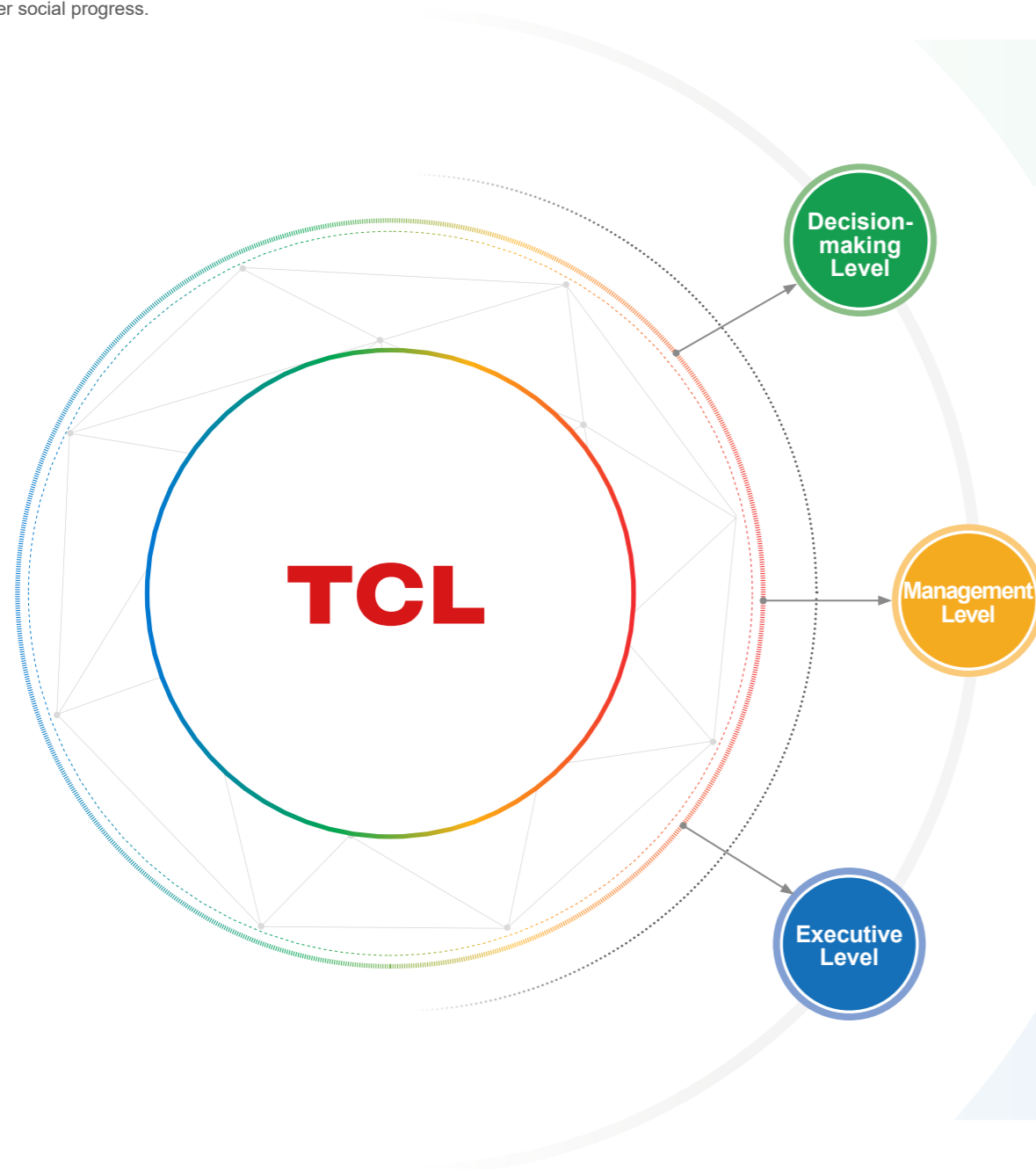
TCL Tech.'s sustainable development case was selected as **"Top Ten Cases Enterprises" of China Times 2025 Outstanding ESG Practice Cases**

TCL Tech.'s sustainable development case was selected as **"Energy Conservation and Consumption Reduction Case" of China Times in 2025**

Sustainable Development Governance

Sustainable Development Management

Guided by its noble mission of "Building a Sustainable & Connected Future with Advanced Technology", TCL Tech. is committed to fostering a harmonious and symbiotic relationship among people, nature, society, and business. We firmly believe that technological innovation is not only the core driver of corporate growth, but also a key enabler of social progress and sustainable development. TCL Tech. continues to deepen its presence in cutting-edge fields such as smart technology, health, low-carbon solutions, and energy efficiency. With high-quality development as its strategic cornerstone, the Company actively fulfills its corporate social responsibilities. We advocate change, innovation, accountability, and excellence, working together with stakeholders to build a mutually beneficial ecosystem. Through the power of technology, we aim to enhance human well-being, support long-term business growth, and contribute to broader social progress.



Governance

In order to deepen the implementation of our sustainability strategic plan, TCL Tech. have constructed a comprehensive ESG governance framework to ensure that ESG practices are closely aligned with the Company's operational management and business activities, thereby continuously improving TCL Tech.'s performance in the area of sustainability. TCL Tech.'s ESG governance structure is guided by the Board of Directors, with the establishment of the Strategy and Sustainability Committee, ensuring effective implementation and oversight of ESG principles from a strategic to operational level. To continuously enhance the Company's environmental, social and governance (ESG) management level and improve its ESG management system, TCL Technology has established an ESG Work Committee under the Strategic and Sustainable Development Committee of the Board of Directors as a permanent institution to be responsible for the implementation of relevant ESG resolutions and the identification of ESG risks. The Committee is also responsible for specifying the Company's ESG strategy, goals, plans and promoting their implementation to further implement TCL Technology Group's high-quality development, deepen the implementation of sustainable development strategies, and enhance the Company's ESG international image and market competitiveness.

Board of Directors

- Integrate sustainable development principles into the Company's strategic planning and decision-making.

Strategy and Sustainability Committee

- Implement sustainable development principles, research and propose recommendations on ESG-related matters;
- Review and approve sustainability strategies, goals, and performance, and continuously track improvements, including water resource management.

ESG Working Committee

- Monitor domestic and international ESG trends to ensure the Company's stance and performance on ESG issues comply with legal, regulatory, and international standards;
- Assess and manage material issues, provide analysis and recommendations for decision-making level discussions and Board oversight;
- Research and develop ESG key performance indicator systems, conduct related risk identification, assessment, and control;
- Provide ESG system knowledge training and empowerment, promote and implement innovative ESG practices;
- Collect, analyze, and disclose ESG information, foster ESG culture building and communication;
- Maintain and expand communication channels with stakeholders;
- Handle other related matters authorized by the Executive Committee.

ESG Office, various functional departments and industries

- Develop stakeholder engagement plans and organize related communication activities;
- Support sustainability reporting;
- Provide regular updates to management;
- Implement initiatives aligned with ESG targets and ensure performance outcomes are met.

Strategy

We have come to recognize that our business spans multiple sectors, including semiconductor display, new energy photovoltaics, and smart manufacturing. Faced with the challenges of diversification, cross-industry operations, and significantly different stakeholder concerns, we understand that a one-size-fits-all approach to ESG strategy is not feasible. Instead, we must adapt to local and industry-specific circumstances. We have therefore adopted a two-tier promotion strategy of “central coordination at the Group level and collaborative in-depth efforts by business units.” This approach ensures that the top-level strategy is implemented, the direction remains aligned, and key priorities are highlighted, while also granting each business unit the autonomy to develop its own internal drivers and optimize its performance.

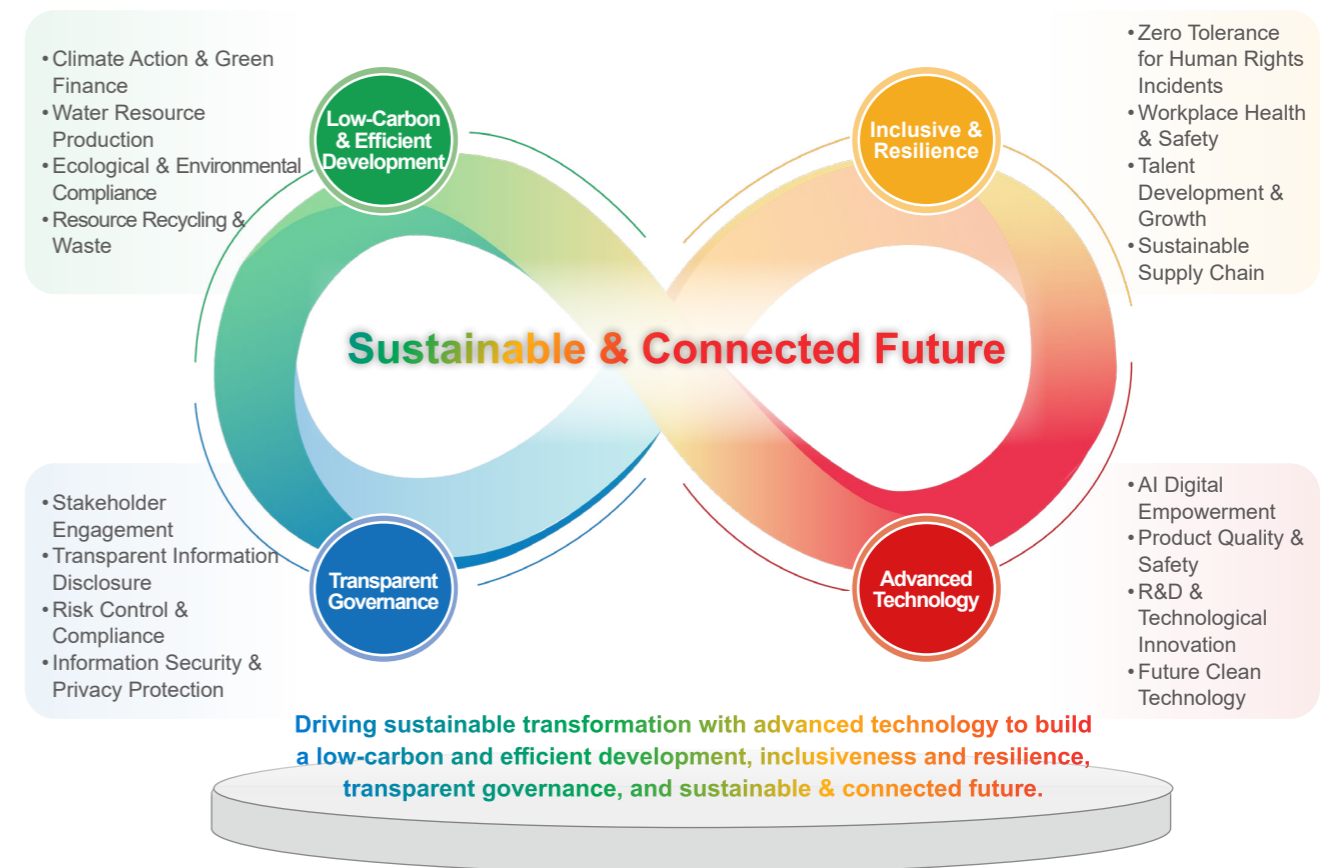
At the strategic level

We have established an ESG strategic vision of “driving sustainable transformation with advanced technology to build a low-carbon and efficient development, inclusiveness and resilience, transparent governance, and sustainable & connected future.” Centered around the four main pillars of “low-carbon and efficient development, inclusive and resilient, transparent governance, and sustainable & connected,” we have built a strategic framework covering core issues such as climate action and green finance, zero tolerance for human rights incidents, stakeholder engagement, and AI-powered digital empowerment. This framework functions like a sustainable “mobius band”, symbolizing infinite circulation and value regeneration, continuously driving the deep integration and enduring development of technological innovation, social well-being, environmental responsibility, and other dimensions.

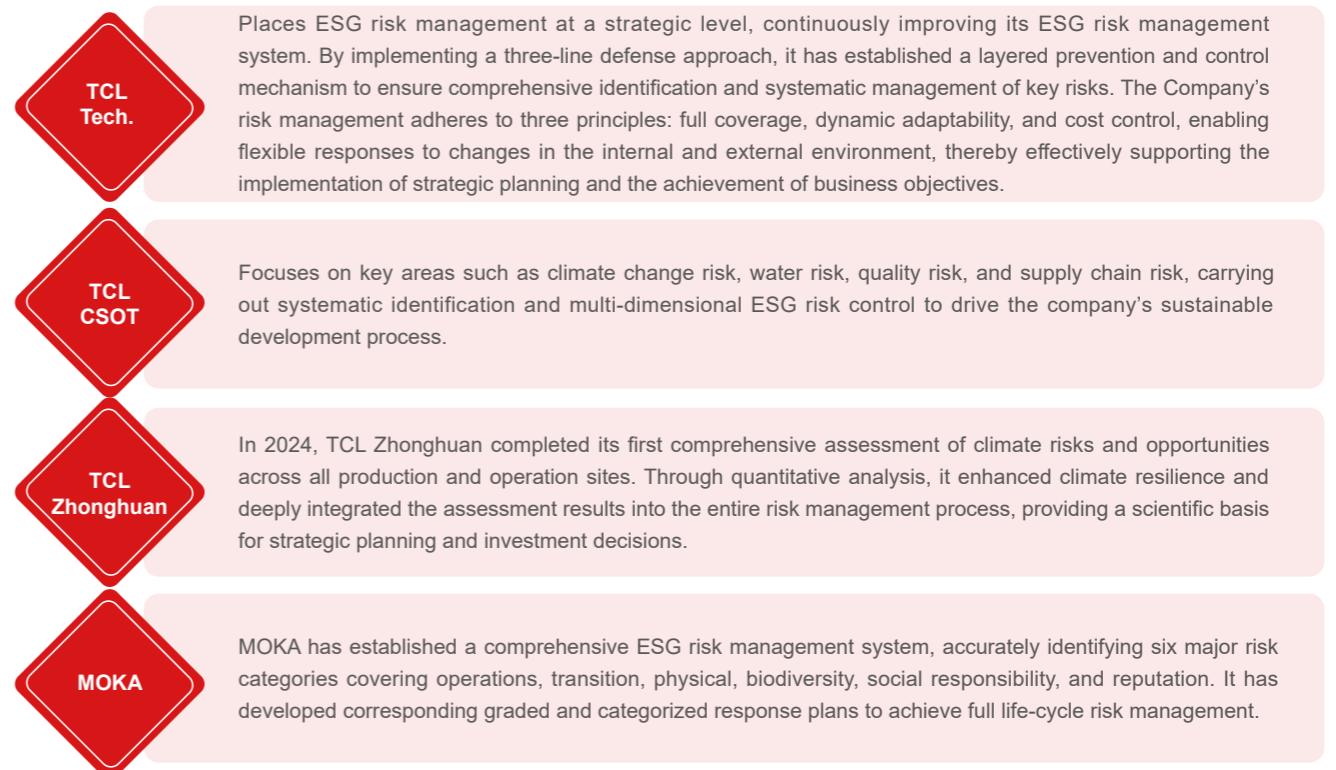
At the operational level

We implement differentiated key controls based on the operational characteristics and material issues of each industry in which our business units operate. In the semiconductor display sector, given its high energy consumption, high water consumption, and long supply chain, we focus on improving energy efficiency, promoting resource recycling, and advancing clean technology R&D, striving to build green products. In the new energy sector, in response to industry concerns such as carbon footprint management and sustainable sourcing of key materials, we concentrate on controlling carbon emissions across the full life cycle, responsible mineral procurement, and recycling of decommissioned components, with the goal of establishing a closed-loop green circular energy system. In the smart manufacturing sector, recognizing its labor-intensive nature and strong focus on customer brands, we place special emphasis on protecting labor rights and interests, building sustainable supply chains, and leveraging smart manufacturing to enable green production, thereby driving collaborative carbon reduction across the industrial chain.

Through the above strategies, we strive to ensure that each key ESG issue is addressed with clear strategic direction and tangible operational levers, enabling our ESG strategy to be precisely embedded and efficiently executed across diverse business areas, thereby realizing the sustainable development philosophy of “Sustainable & Connected Future”.



Risk Management



● Indicators and Targets



Driving sustainable transformation with advanced technology to build a low-carbon and efficient development, inclusiveness and resilience, transparent governance, and sustainable & connected future.



To implement its sustainable development strategy, TCL Tech. coordinates and guides its various business units in setting corresponding management targets around key ESG issues, and integrates relevant metrics into daily operations and performance management systems. These targets cover key areas such as environment, society, and governance, including greenhouse gas emission reduction, water resource management, resource recycling, workplace safety, and compliance management. For detailed information on each ESG target and annual progress, please refer to the "ESG Goals and Performance" section.

● Key Actions

To continuously improve its sustainable development governance system, TCL Tech. has integrated ESG principles into corporate governance and business operations by strengthening international cooperation and strategic communication. During the reporting period, the Company carried out a number of key actions on sustainable development governance to continuously enhance its ESG management capabilities.

Case TCL Founder and Chairman Li Dongsheng Shares Sustainable Development Insights in UNGC Interview

In December 2025, TCL Founder and Chairman Li Dongsheng was invited to participate in the United Nations Global Compact (UNGC) "ESG+20 Sustainable Development Leadership Series" interview, where he shared in-depth insights into the Company's ESG strategy and practices amid its global expansion.

During the interview, Mr. Li systematically articulated TCL Tech.'s overarching approach of integrating sustainable development into its "strategic guidance, innovation-driven development, advanced manufacturing, and global operations". In terms of green and low-carbon transition, TCL Tech. has reduced energy consumption in manufacturing processes by optimizing production techniques and applying energy-saving technologies. On the product front, the Company has strengthened green design and energy efficiency improvements. On the industrial front, leveraging businesses such as photovoltaics, TCL Tech. has promoted the development of clean energy, forming multi-level, synergistic carbon reduction practices. As a leading player in the industrial chain, TCL Tech. continues to drive upstream and downstream partners to implement ESG requirements while upholding high-standard compliance management in its global operations, embedding sustainable development principles into all regional business activities.

By continuously increasing investment in technological R&D and promoting the application of digital and smart manufacturing, TCL Tech. has steadily improved resource efficiency and green development capabilities, and has integrated ESG requirements into the strategies and annual plans of all business segments. Driven by technological innovation, the Company is accelerating its green transformation and industrial synergy, thereby strengthening its competitiveness and influence in global sustainable development.



Case UNGC Representative in China Attends TCL CSOT Global Display Ecosystem Conference

In November 2025, Liu Meng, Representative of the United Nations Global Compact (UNGC) in China, was invited to attend the TCL CSOT Global Display Ecosystem Conference (DTC2025) and conducted exchanges and visits at TCL CSOT's Suzhou Base. During the conference, Ms. Liu shared the critical role of business innovation in driving sustainable development and encouraged enterprises to promote the implementation of sustainable development concepts across the industrial chain through technological innovation and industrial collaboration.





As a UNGC member, TCL Tech. continues to improve its sustainable development governance system, having elevated ESG management to the board decision-making level. The Company joined the UNGC in 2024, committing to follow the *Ten Principles*, and issued its *Global Code of Conduct* in 2025, further integrating the relevant principles into its global operations and business management.



A delegation of UNGC representatives visited the TCL CSOT Suzhou base

Stakeholder Engagement

TCL Tech. has always placed strategic priority on communication and collaboration with its stakeholders, adhering to the business philosophy of open collaboration and mutual benefit. The Company is committed to building long-term, stable, and regular communication mechanisms to promote the harmonious integration of corporate development and social progress. In 2025, we continued to engage and communicate with a diverse range of stakeholders, including investors, customers, suppliers, partners, employees, media, industry associations, academic experts, and government authorities, to systematically understand their core concerns regarding TCL Tech.'s material issues.

Stakeholders	 Shareholders and Investors	 Government and Regulators	 Customers and Consumers	 Suppliers and Partners
Issues of Concern	<ul style="list-style-type: none"> Environmental Compliance and Ecological Protection Product Quality Corporate Governance 	<ul style="list-style-type: none"> Climate Change Response and Energy Management Environmental Compliance and Ecological Protection Responsible Supply Chain 	<ul style="list-style-type: none"> R&D and Technological Innovation Data Security and Privacy Protection Product Quality and Safety 	<ul style="list-style-type: none"> Business Ethics Responsible Supply Chain
Communication Channels	<ul style="list-style-type: none"> General meetings Information disclosure Investor service hotline Stakeholder workshop 	<ul style="list-style-type: none"> Seminars Symposiums Government project negotiations Stakeholder workshop 	<ul style="list-style-type: none"> Daily communication and follow-up Consumer hotline Customer satisfaction survey Stakeholder workshop 	<ul style="list-style-type: none"> Training seminars Ecosystem partner conference Supplier conference Stakeholder workshop
Actions in 2025	<ul style="list-style-type: none"> Hold regular general meetings Organize online performance briefings Develop clean and low-carbon technologies 	<ul style="list-style-type: none"> Cooperate with government regulatory efforts 	<ul style="list-style-type: none"> Conduct customer satisfaction surveys and after-sale services Protect customer privacy 	<ul style="list-style-type: none"> Promote environmental protection, safety, and employment quality among suppliers Conduct business ethics training Advance financing platforms

 Employees	 Communities and NGOs	 Industry Associations	 Academic Experts	 Media
<ul style="list-style-type: none"> Occupational Health and Safety Talent Development and Training Employee Rights and Interests 	<ul style="list-style-type: none"> Community Impact and Social Contribution 	<ul style="list-style-type: none"> Environmental Compliance and Ecological Protection R&D and Technological Innovation 	<ul style="list-style-type: none"> Climate Change Response and Energy Management Responsible Supply Chain Corporate Governance 	<ul style="list-style-type: none"> Responsible Supply Chain Occupational Safety and Health Environmental Compliance
<ul style="list-style-type: none"> Employee mailbox Employee satisfaction survey Internal forum Stakeholder workshop 	<ul style="list-style-type: none"> Charity events Volunteer work Stakeholder workshop 	<ul style="list-style-type: none"> Industry exchanges Stakeholder workshop 	<ul style="list-style-type: none"> Patents, research reports and academic journals Stakeholder workshop 	<ul style="list-style-type: none"> Press releases Carbon neutrality white paper Stakeholder workshop
<ul style="list-style-type: none"> Fair recruitment Establish multi-channel complaint and feedback mechanisms Organize training and culture-building activities 	<ul style="list-style-type: none"> Carry out public welfare projects in the fields of technology, culture and sports, education, and rural revitalization Promote social development 	<ul style="list-style-type: none"> Participate in developing industry standards Organize industry exchange meetings 	<ul style="list-style-type: none"> Collaborate with universities on joint research projects Carry out training Seminars Professional forums 	<ul style="list-style-type: none"> Publish public welfare news and WeChat official account articles Release carbon neutrality white paper

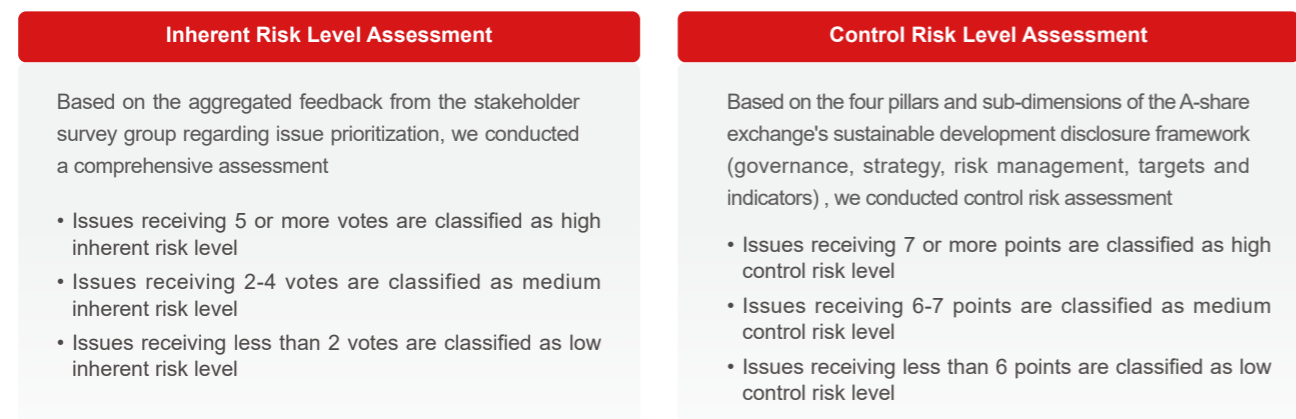
Double Materiality Issues Assessment

TCL Tech. conducts a systematic assessment of its ESG double materiality results every two years, with regular updates in the intervening years to ensure that the identified issues continue to reflect the Company's actual operations, changes in the external environment, and stakeholder priorities, thereby providing a basis for management decisions and information disclosure.

We identify sustainability issues from the perspectives of business activities, business relationships, and the external environment, and develop an initial issue pool by incorporating the key concerns of major stakeholders. Subsequently, we conduct benchmarking analysis based on four dimensions: regulatory compliance requirements, capital market rating criteria, customer expectations, and industry practices. Referring to relevant domestic and international policies, regulations, and the issue frameworks of the International Sustainability Standards Board (ISSB) and the Sustainability Accounting Standards Board (SASB), we have selected and finalized 19 core ESG issues.

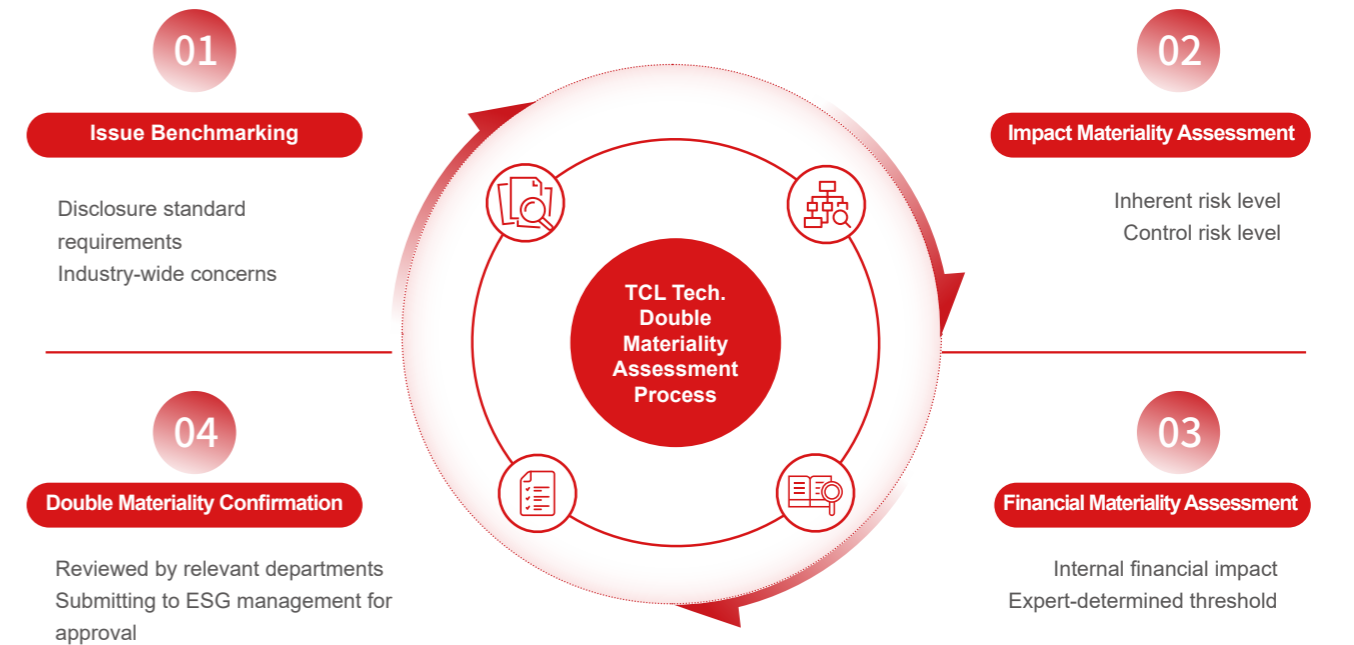


The Company completed a round of double materiality assessment in 2024, with the relevant process described below. In terms of impact materiality determination, we adopt a quantitative model based on two dimensions: "inherent risk level" and "control risk level" to evaluate the potential impact of each issue on the Company's operations and value chain. Specifically, the inherent risk level primarily measures the scope, probability, and severity of potential environmental and social impacts of an issue without considering existing management measures. The control risk level evaluates the mitigation effect of the Company's existing management systems, technical measures, and control capabilities on the relevant risks. By combining the two scores, we determine the impact materiality level of each issue.



In terms of financial materiality, we conduct an analysis of the financial relevance of each issue to business activities. The assessment covers factors such as changes in costs and expenditures, potential asset impairment, compliance investments, impact on operational efficiency, and revenue increases arising from opportunities. Financial impact thresholds are established to quantitatively evaluate potential financial consequences. At the same time, drawing on historical performance data and business development plans, we calculate and compare impacts under short-, medium-, and long-term scenarios, identify key drivers, and assess their effect on profitability, cash flow stability, and capital allocation, ultimately determining the financial materiality level of each issue.

Finally, we integrate and rank the impact materiality and financial materiality results to form a double materiality matrix, which is submitted to management for review and approval. This matrix serves as a key reference for subsequent sustainability management priorities and the scope of information disclosure.



In 2025, based on the existing double materiality assessment process, we recalibrated and validated the previous assessment results by taking into account industry benchmarking, regulatory policy updates, and business developments, and made appropriate adjustments to the names and materiality levels of certain issues.

In terms of impact materiality, we upgraded the materiality level of the "Climate Change and Energy Management" issue from "moderately material" to "highly material". The materiality levels of the remaining issues were reviewed and found to be consistent with the Company's actual situation, with no adjustments made.

In terms of financial materiality, we upgraded the materiality level of the "Product Quality and Safety" issue from "moderately material" to "highly material". At the same time, we adjusted the materiality level of the "Business Ethics" issue from "highly material" to "moderately material", and adjusted the materiality level of the "Community Impact and Social Contribution" issue from "moderately material" to "low material".

The updated double materiality assessment results are as follows.

Impact Materiality Analysis Results of TCL Tech.

R&D and Technological Innovation	▲▲▲	Circular Economy and Waste	▲▲△
Product Quality and Safety	▲▲▲	Pollutant Management and Control	▲▲△
Responsible Supply Chain	▲▲▲	Customer Service Management	▲▲△
Environmental Compliance and Ecological Protection	▲▲▲	Sustainable Water Resource Management	▲▲△
Opportunities in Clean Technology	▲▲▲	Compensation and Benefits	▲▲△
Climate Change Response and Energy Management	▲▲▲	Corporate Governance	▲▲△
Data Security and Privacy Protection	▲▲▲	Stakeholder Engagement	▲▲△
Business Ethics	▲▲△	Employee Rights and Interests	▲△△
Talent Development and Training	▲▲△	Community Impact and Social Contribution	▲△△
Occupational Health and Safety	▲▲△		

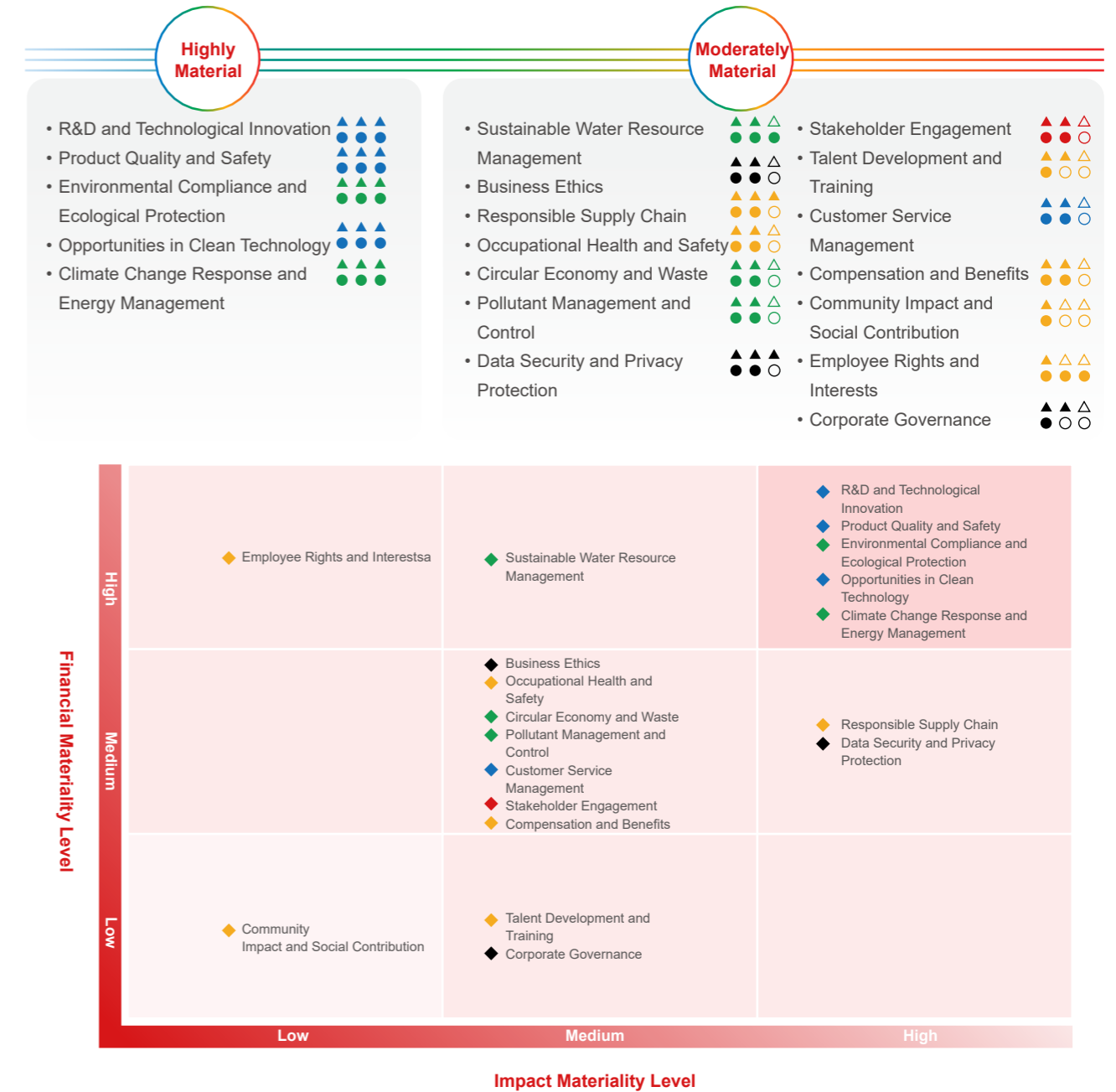
High ▲▲▲ Medium ▲▲△ Low ▲△△

Financial Materiality Analysis Results of TCL Tech.

R&D and Technological Innovation	●●●	Pollutant Management and Control	●●○
Sustainable Water Resource Management	●●●	Stakeholder Engagement	●●○
Climate Change Response and Energy Management	●●●	Circular Economy and Waste Management	●●○
Product Quality and Safety	●●●	Customer Service Management	●●○
Employee Rights and Interests	●●●	Data Security and Privacy Protection	●●○
Opportunities in Clean Technology	●●●	Occupational Health and Safety	●●○
Environmental Compliance and Ecological Protection	●●●	Talent Development and Training	●○○
Business Ethics	●●○	Corporate Governance	●○○
Compensation and Benefits	●●○	Community Impact and Social Contribution	●○○
Responsible Supply Chain	●●○		

High ●●● Medium ●●○ Low ●○○

Double Materiality Analysis Results of TCL Tech.



Based on the assessment results during the reporting period, we have systematically incorporated the issues identified as having high financial materiality (R&D and technological innovation, climate change response and energy management, sustainable water resource management, environmental compliance and ecological protection, opportunities in clean technology, and employee rights and interests) into the four dimensions of governance, strategy, risk management, and metrics and targets. Through clear management actions, we demonstrate the Company's robust risk resilience.

Going forward, we will continue to map the scope of impact of each issue across the entire value chain, including upstream, our own operations, and downstream, while gradually improving management measures and disclosure content to drive deeper integration of ESG efforts into business decision-making. On this basis, we will more proactively respond to the concerns of investors, customers, employees, and the public, thereby enhancing long-term value creation capacity while ensuring stable operations, and together with our stakeholders, move toward a more sustainable future.

01

Low-Carbon and Efficient Development

In response to the escalating challenges of climate change and environmental resource constraints, green and low-carbon transformation has become a critical pathway for enterprises to achieve long-term stable development. TCL Tech. has integrated green development into its strategy and operations, continuously advancing energy structure optimization, efficient utilization of resources, and enhancement of pollution prevention and control, to steadily implement the carbon peaking and carbon neutrality goals; and will further strengthen green technology and management capabilities, reducing environmental impact while promoting high-quality development to create long-term sustainable value.

Material Issues

- Climate Change Response and Energy Management
- Sustainable Water Resources Management
- Pollutant Management and Control
- Environmental Compliance and Ecological Protection
- Circular Economy and Waste

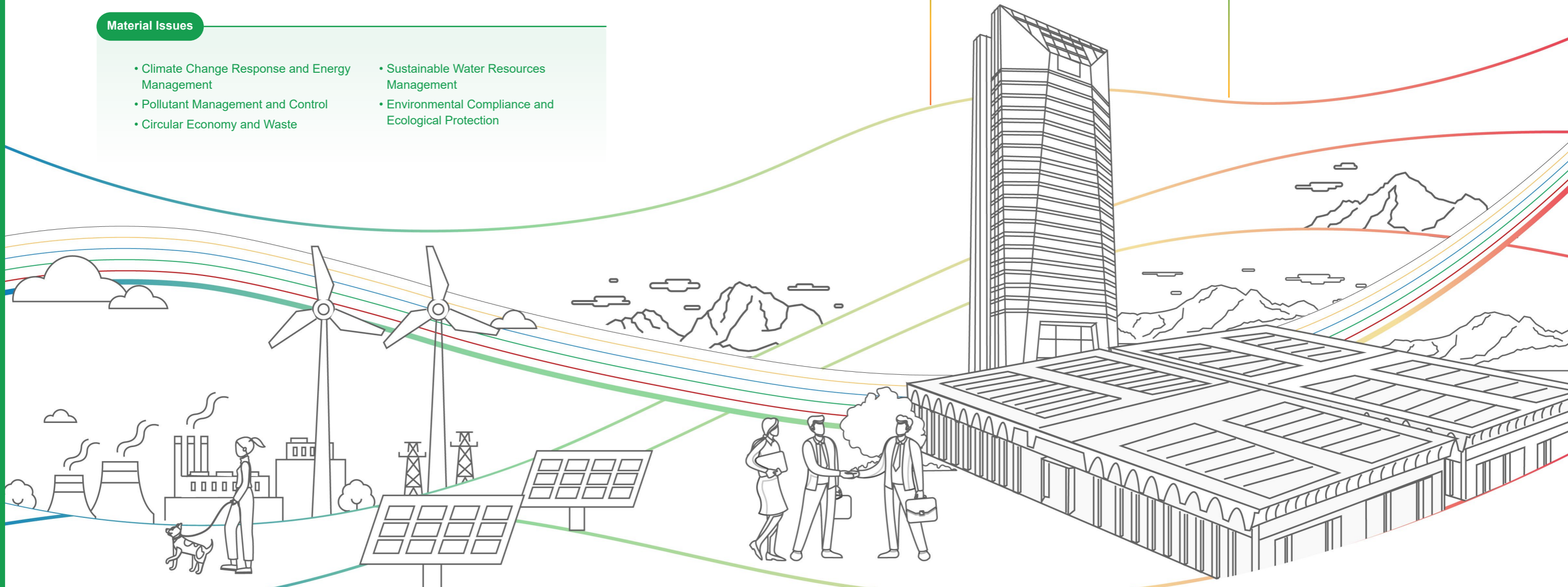
A total of **33** products under TCL Tech. passed verification under ISO 14067 standards and standards and received verification statements, and **17** products obtained Evaluation Carbone Simplifiée (ECS) certification

A total of **34** companies under TCL Tech. passed ISO 14064 verification, with **23** of them obtaining ISO 50001 energy management system certification

TCL Tech. has **34** companies certified under ISO 14001, **13** national-level green factories, and **9** provincial-level green factories

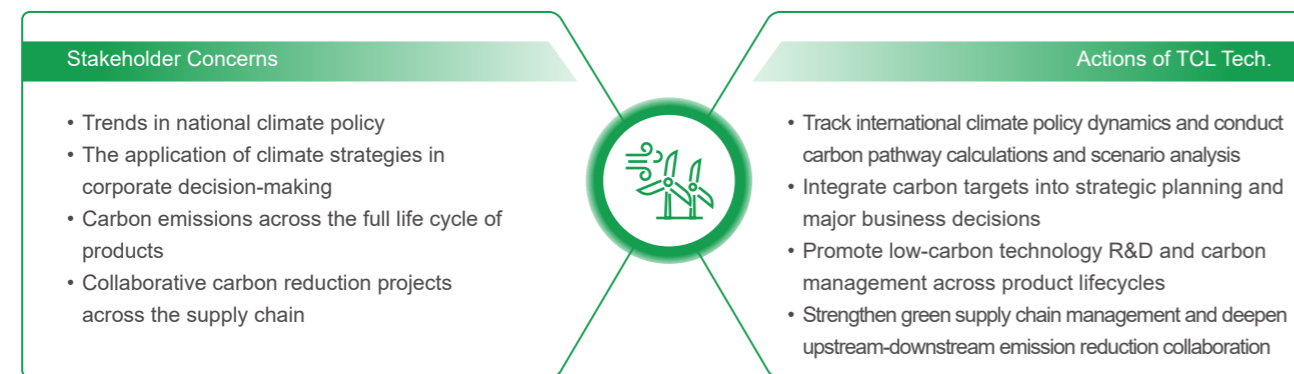
A total of **11** subsidiaries under TCL Tech. obtained UL 2799A Zero Waste to Landfill certification, with **10** of them securing Platinum certification

TCL Tech.'s business units collectively generated **329,249.43** MWh of solar power annually through photovoltaic systems



Climate Change Response and Energy Management

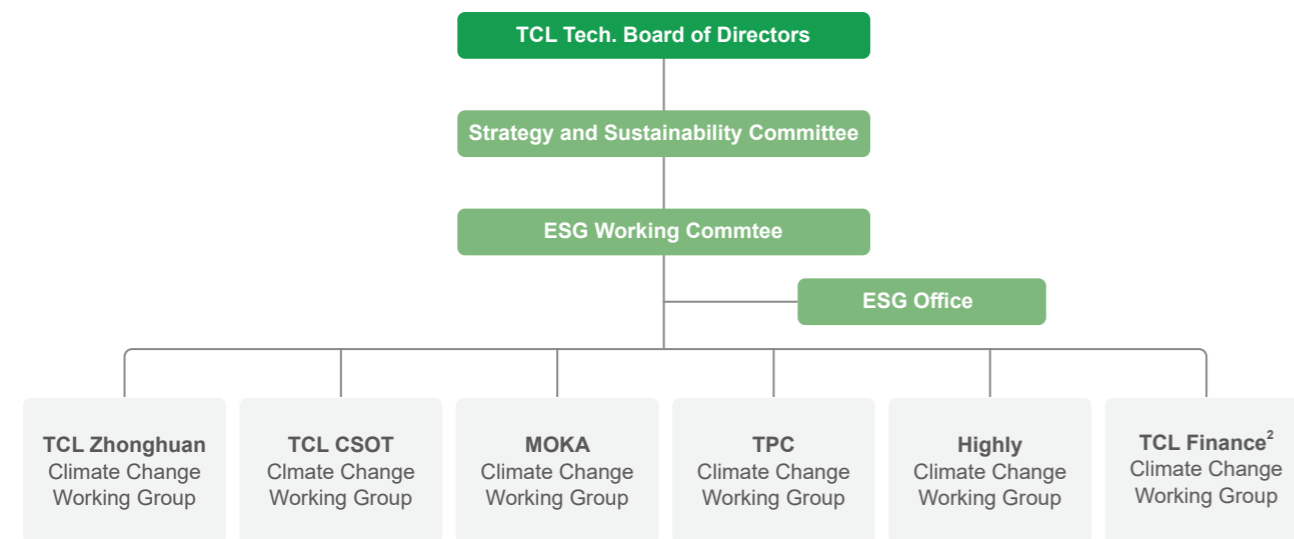
Against the backdrop of escalating global climate change and accelerated restructuring of energy systems, how enterprises can maintain stable development while reducing environmental impact has become a highly concerned issue for stakeholders. TCL Tech. has integrated climate change response and energy management enhancement into its long-term development strategy, continuously optimizing the low-carbon performance of operations and product systems through measures such as strengthening climate risk identification and management, advancing energy conservation and emission reduction as well as green manufacturing, and expanding renewable energy applications. We actively respond to concerns of investors, customers, employees, regulators, and other stakeholders, continuously increasing investments in green technology R&D and clean energy to drive steady reductions in GHG emission intensity, thereby laying a foundation for achieving mid-to-long-term carbon reduction targets and sustainable development.



Management

In response to evolving global and domestic climate policy trends, industry development environments, and the Group's operational realities, TCL Tech. continues to refine its climate change governance framework by integrating relevant issues into unified group-level management and coordinated implementation. Through a top-down governance structure, the Group has clarified responsibilities for decision-making, supervision, and execution, and established dedicated climate change response mechanisms within major business units, to ensure effective implementation of GHG emission target management, oversight, and execution responsibilities across all levels.

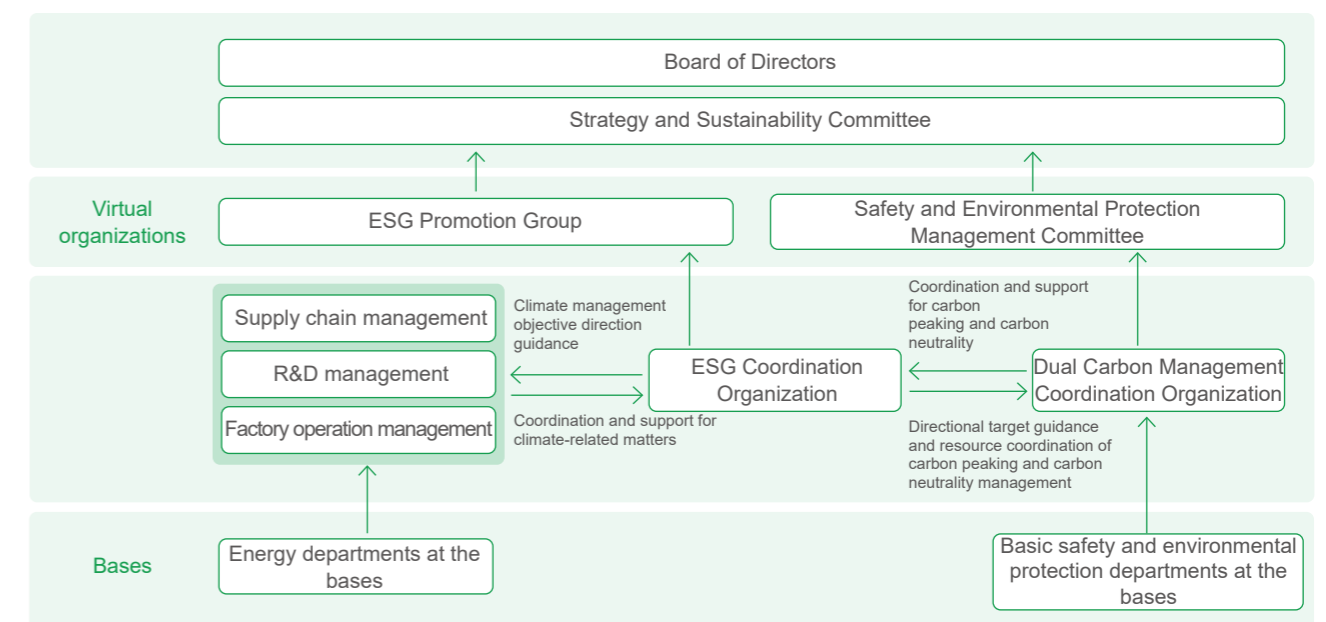
TCL Tech.'s Management Structure for Climate Change Response



²TCL Finance includes TCL Finance and TCL Financial Technology.

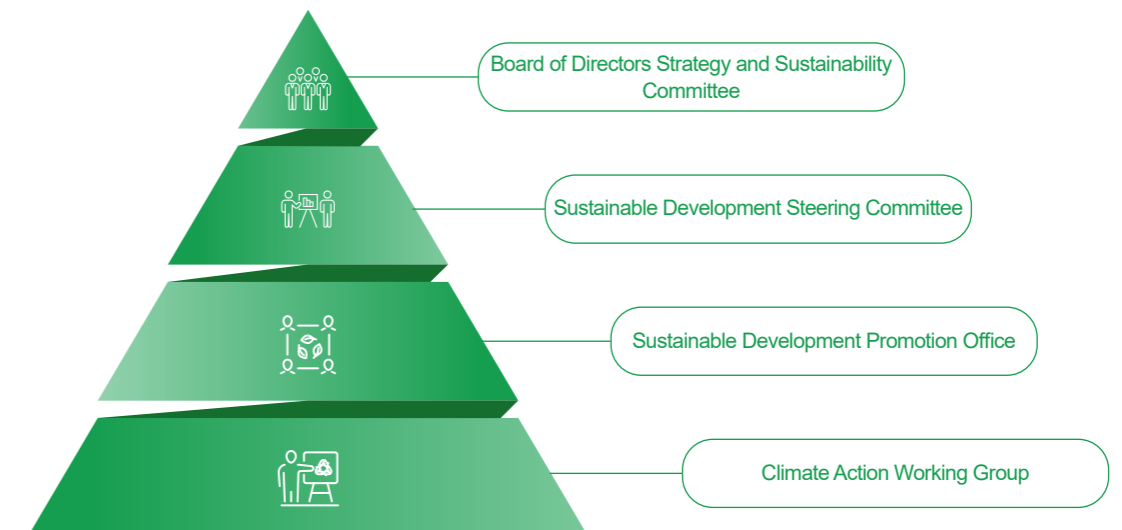
TCL CSOT has developed a climate change governance system led by the Board of Directors, with the Strategy and Sustainability Committee serving as the highest governing body for climate-related matters to comprehensively review policies, objectives, and key work directions. At the planning level, the ESG Promotion Group and the Safety and Environmental Protection Management Committee jointly conduct overall planning for climate change and dual carbon management, providing support in directional objectives, indicator decomposition, and resource allocation. At the execution level, the ESG Coordination Organization and the Dual Carbon Management Coordination Organization are responsible for advancing related work, continuously tracking progress and monitoring anomalies. The Strategy and Sustainability Committee reports regularly to the Board, covering climate policies, target progress, and subsequent key priorities. The ESG Promotion Group and Safety and Environmental Protection Management Committee meet regularly to track and follow up on the execution of carbon peaking and neutrality goals.

TCL CSOT's Management Structure for Climate Change Response



TCL Zhonghuan has implemented a four-tier climate governance structure comprising "decision-making, supervision, management, and execution" aligned with its operational realities. The Board of Directors, together with the Strategy and Sustainability Committee, serves as the highest governing body, responsible for reviewing climate-related matters and defining responsibilities across all levels. Through this clear accountability system and standardized communication reporting mechanisms, TCL Zhonghuan continuously integrates climate change issues into corporate governance and day-to-day operations.

TCL Zhonghuan's Management Structure for Climate Change Response



MOKA has established a dual carbon governance structure in line with its own business development and the requirements of dual carbon management, which is centered on the Board of Directors, coordinated by the Sustainability Committee, and advanced by specialized working groups.

MOKA's Management Structure for Climate Change Response



Strategy

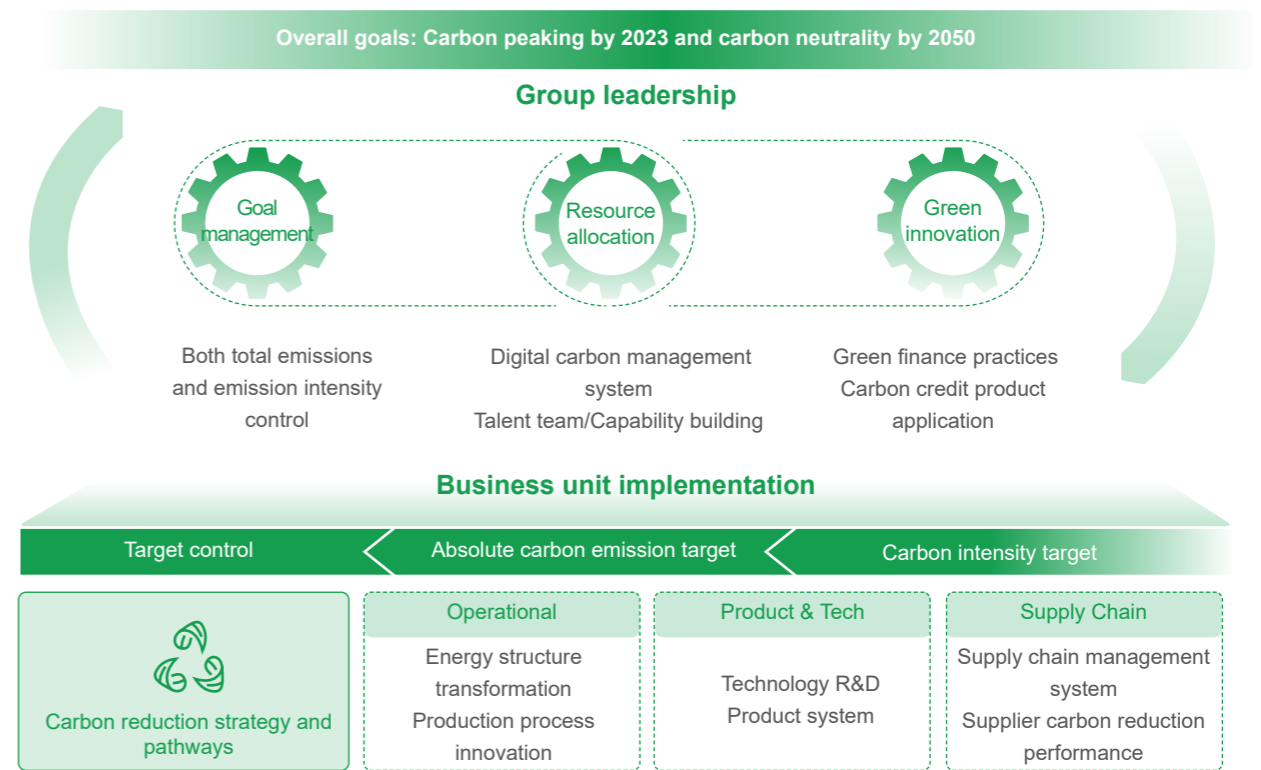
We actively embrace the *Paris Agreement* initiative and thoroughly implement the national strategy of working prudently toward the goals of reaching peak carbon emissions and carbon neutrality. In 2023, TCL Tech. released the *TCL Tech. Carbon Neutrality White Paper*, committing to peak carbon dioxide emissions by 2030 and achieve carbon neutrality by 2050. Furthermore, TCL Tech. is committed to promoting carbon neutrality throughout its supply chain and contributing to broader societal goals.

By analyzing potential climate-related risks and impacts on business development, we have anchored the overall "30-50" goals and constructed a dual-drive system featuring group-level leadership and industrial synergy to ensure systematic, orderly, and efficient carbon reduction. The Group employs dual-control targets (total volume & intensity) with differentiated management models, clearly defining requirements for both total emissions and emission intensity control, while decomposing and implementing these indicators at all organizational levels to ensure clear accountability and effective execution. We continuously optimize resource allocation, advance digital management system construction, and enhance visualization and precision management capabilities for carbon emissions. The Group emphasizes talent development and professional capacity building in carbon management, encourages green innovation practices across all units, and actively promotes deep integration of green finance with financial operations.

Various business units under TCL Tech. are forming a full-chain carbon reduction strategy across three dimensions: operational carbon reduction, product & tech carbon reduction, and supply chain carbon reduction, and implementing carbon reduction pathways including energy structure transformation, clean technology R&D, and supply chain carbon performance management. In 2025, our industries continued to improve carbon planning implementation schemes, actively advanced special energy-saving technology upgrading projects, built an ESG digital management system featuring "data-driven insights, full-chain collaboration, and AI empowerment", explored green supply chain management pathways and conducted proactive explorations in SBTi factory pilot programs and internal carbon pricing mechanisms to accumulate rich practical experience for systematic carbon reduction.

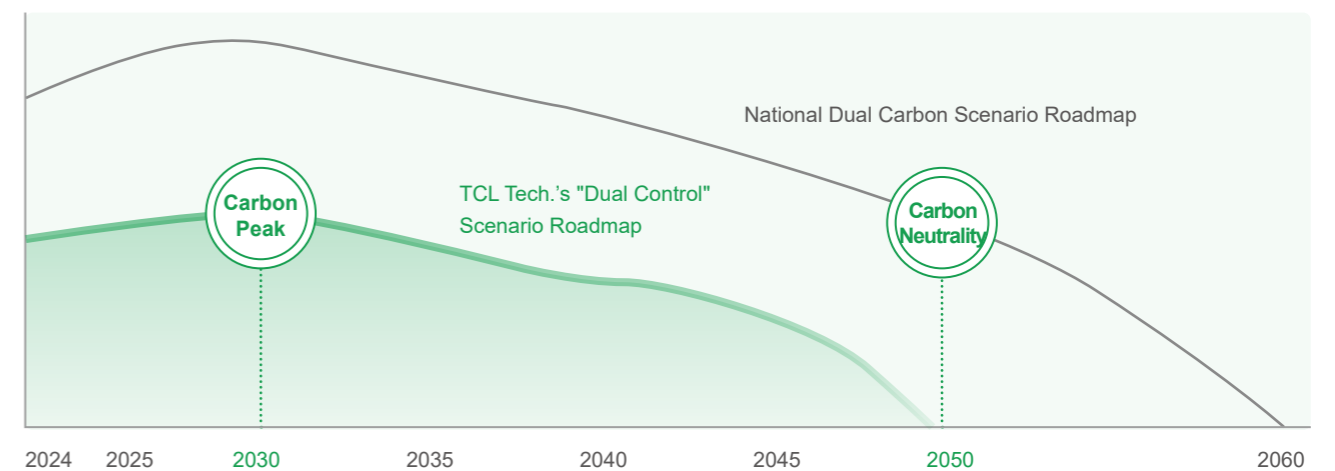
Under this strategic framework, we are steadily advancing toward carbon peaking and carbon neutrality goals, and committed to achieving green transformation in high-quality development to contribute to global climate change mitigation efforts.

TCL Tech.'s Climate Actions and Strategies



Guided by the International Sustainability Standards Board (ISSB) framework and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and based on TCL Tech.'s dual carbon strategic plan, we modeled a scientific roadmap for achieving carbon peaking and carbon neutrality goals in 2024 (see Figure - TCL Tech.'s "Dual Carbon" Strategic Planning Roadmap). Building on this foundation, in 2025 we further refined the dual-control model, quantified total goals, and set targets to ensure carbon emission growth rate does not exceed 10% by 2030 (aspirational target: 5.5%), while carbon intensity will decrease by at least 3.2% annually (aspirational target: 8%).

TCL Tech.'s "Dual Carbon" Strategic Planning Roadmap

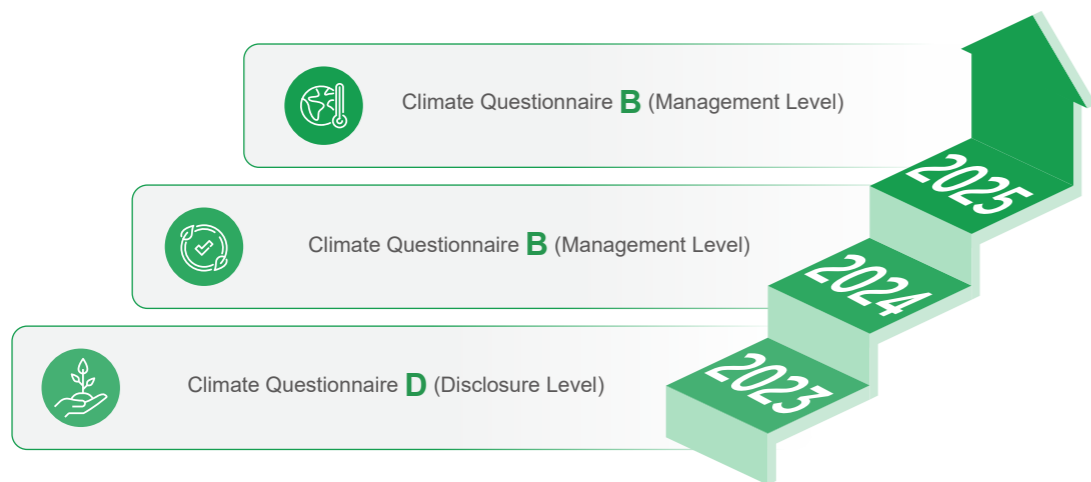


TCL Tech.'s "Dual Carbon" Strategic Planning Roadmap



*Simulation Scenario 1: Total carbon emissions and carbon intensity trends under full guarantee of carbon reduction targets
 *Simulation Scenario 2: Total carbon emissions and carbon intensity trends under aggressive pursuit of carbon reduction targets

TCL Tech.'s CDP Performance Ladder over the Last Three Years



Case TCL Tech. Participated in the UN Global Compact Climate Just Transition Roundtable discussion

In July 2025, TCL Tech. was invited to participate in the "Climate Just Transition Roundtable" hosted by the UN Global Compact (UNGC) in Shanghai, where the Company shared its practices in climate governance and low-carbon transition. Mr. Liu Lei, Executive Director of TCL Tech.'s ESG Office, delivered a keynote speech as the corporate representative, introducing the Company's practical pathways for integrating low-carbon development concepts into the entire process of product innovation and operational management.

In climate action, TCL Tech. continuously improves its climate governance system by advancing investments in clean technologies, carbon footprint management, and application of green finance tools to support low-carbon transformation. Meanwhile, the Company independently developed the ESG digital management platform "Carbon Footprint Ledger", enabling systematic collection and analysis of carbon emission data, and promoted collaborative carbon reduction across its industrial chain through product carbon footprint certification and supply chain ESG management. By participating in international sustainable development exchanges and cooperation, TCL Tech. has continuously enhanced its climate governance capabilities and driven green, low-carbon development.

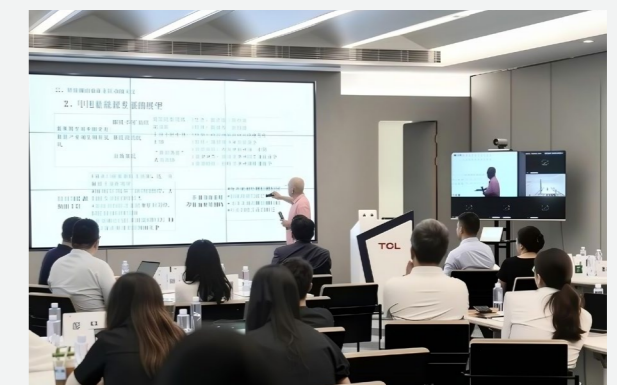


Mr. Liu Lei, Executive Director of TCL Tech.'s ESG Office, attends UNGC's "Climate Just Transition Roundtable" Meeting

Case TCL Tech. Conducted Thematic ESG Seminar on New Energy Industry and Low-carbon Transition

In July 2025, TCL Tech.'s ESG Office co-hosted an ESG thematic seminar titled "New Energy Enterprises in Basic Industrial Systems" with TCL University. Over 120 employees from TCL Zhonghuan, TCL CSOT, and other business units participated in the learning exchange. The Company specially invited Professor Wu Jiang, member of the Energy System Expert Committee of the Chinese Society for Electrical Engineering and professor at the School of Economics, Renmin University of China, as the keynote speaker. TCL Tech.'s CEO Wang Cheng presented Professor Wu with the ESG Expert Advisor certificate.

The seminar focused on topics including the impact of new energy development on the power industry system and the development pathways of new energy enterprises. It systematically interpreted the techno-economic characteristics, policy environment, and low-carbon transition trends of the new energy industry. Taking into consideration enterprise development practices, the seminar provided professional references for the Company's strategic deployment and ESG practices in the new energy sector.



TCL Tech. conducts thematic ESG seminar titled "New Energy Enterprises in Basic Industrial Systems"

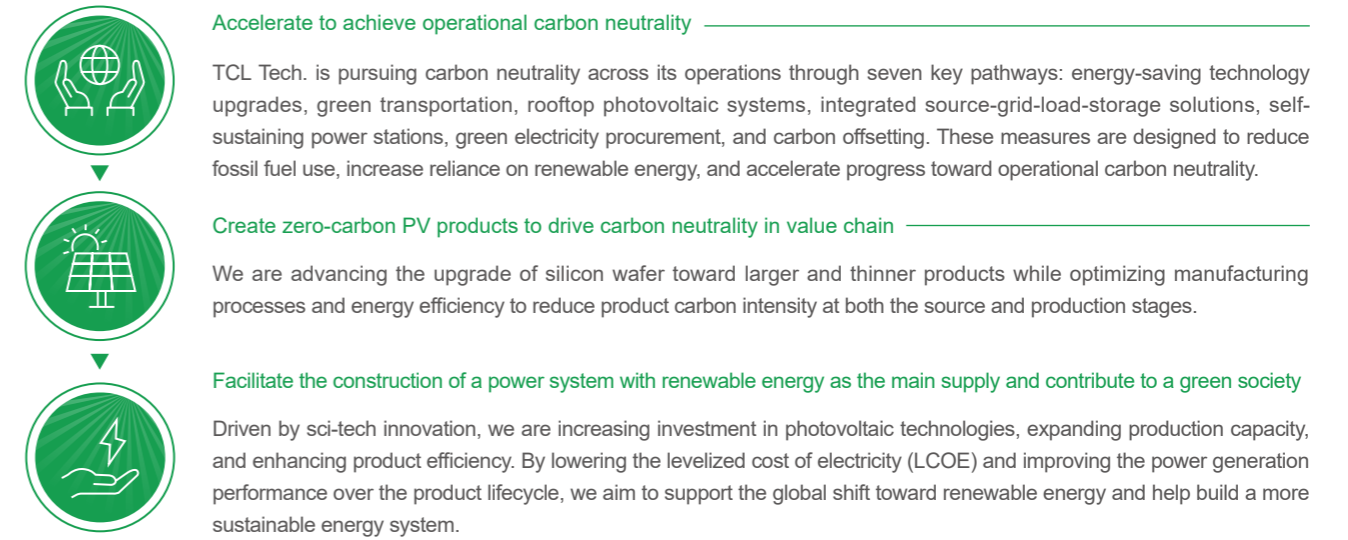
TCL CSOT has established a carbon reduction strategy centered on energy management, built upon its "One Center & Eight Initiatives" energy and carbon management system.

TCL CSOT Carbon Neutrality Strategy

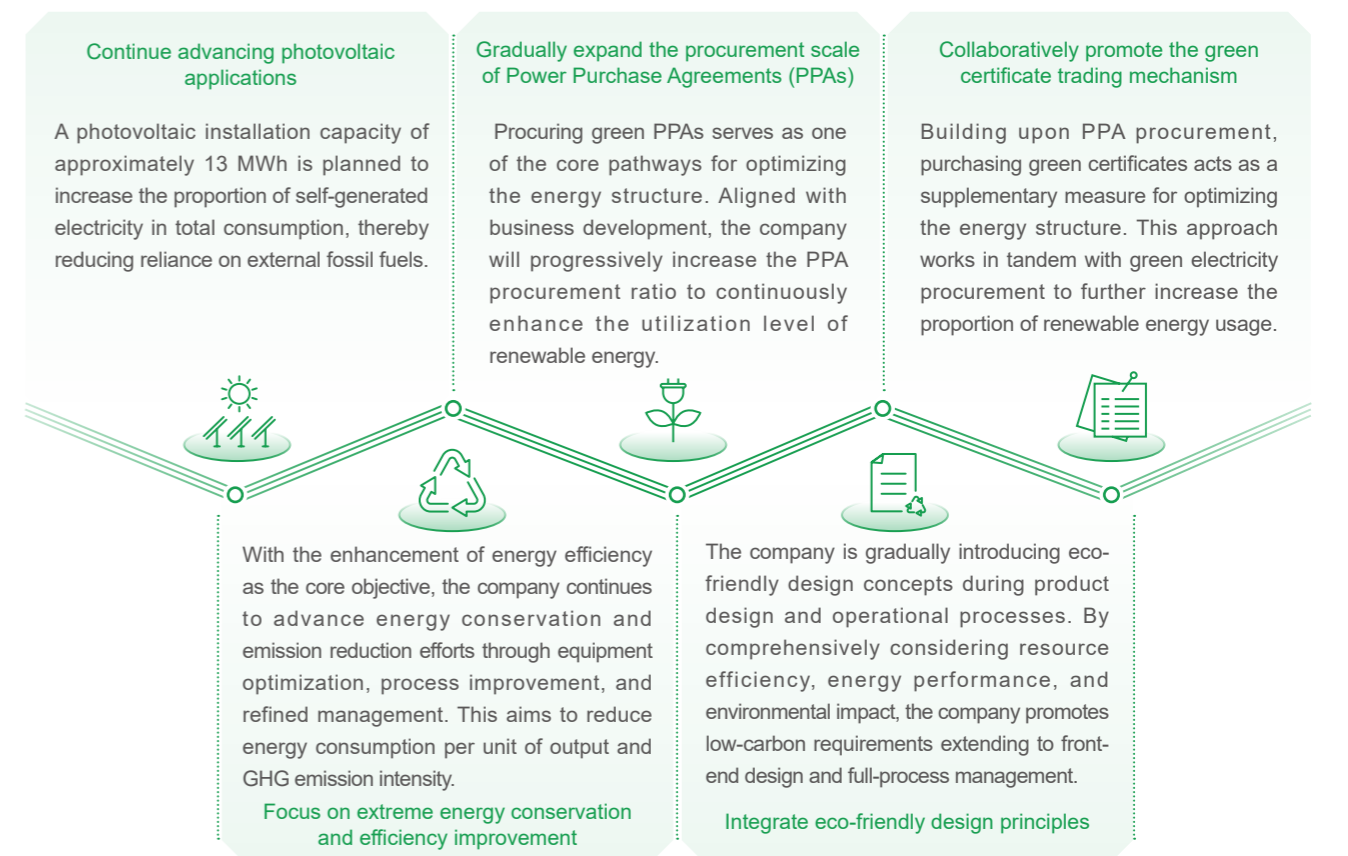


TCL Zhonghuan has divided its carbon reduction strategy into two pathways: "emission reductions in the company's own operations" and "emission reduction contribution from products". Through technological upgrades and scaled applications, the company further strengthens its capability to contribute to carbon reduction in the global energy transition.

TCL Zhonghuan Carbon Neutrality Strategy



MOKA has systematically integrated the "dual carbon" goals into its enterprise development planning by aligning with its business model and energy consumption characteristics. Focusing on optimizing the energy structure and enhancing energy efficiency, the company is gradually developing a climate change response strategy with distinct characteristics, prioritizing the following areas:



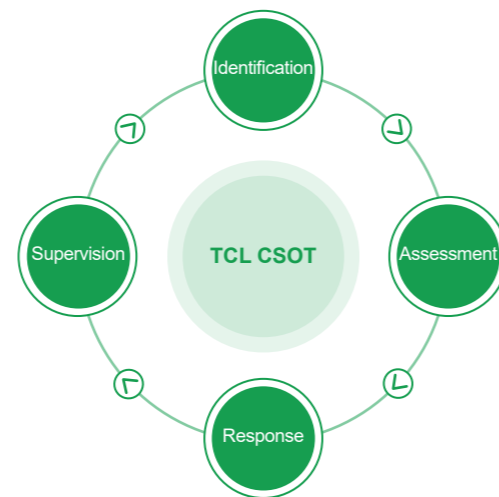
Risk Management and Control

TCL Tech. views climate change as both a risk and an opportunity, and its response as one of the key management issues for corporate sustainable development. At the group level, we continuously monitor the potential impacts of climate change on business operations and long-term development. Through unified management requirements and mechanisms, we guide our business units to systematically identify and assess climate-related risks and opportunities in their operations and supply chains. We are gradually integrating these findings into enterprise risk management and operational decision-making processes to continuously enhance overall climate risk management capabilities and operational resilience. Under the Group's coordination, each major business unit conducts differentiated climate risk identification and management work tailored to its specific business characteristics and development stage.

TCL CSOT has incorporated scenario analysis methods such as IPCC and NGFS to systematically identify climate-related risks impacting its operations. A total of six physical risks and four transition risks were identified. The company conducted financial impact analyses on key risks to enhance the measurability and assessability of climate risks. Building on this foundation, the company has integrated climate risk and opportunity management into its enterprise risk management framework, and established a relatively independent climate risk management procedure to implement identification, assessment, response, and tracking for relevant risks and opportunities.

TCL Zhonghuan continues to deepen the systematic assessment of climate-related risks and opportunities. The company draws on climate scenario models such as IPCC AR6 and IEA roadmaps to build a climate scenario analysis methodology tailored to its business development. This methodology facilitates both qualitative and quantitative assessments of climate risks and opportunities at production operational sites. From short-, medium-, and long-term perspectives, the company systematically analyzes the potential impacts of various scenarios on its operations and financial performance, thereby continuously enhancing its adaptive capacity and resilience in the context of climate change.

TCL CSOT Climate-Related Risk and Opportunity Management System



Case

TCL Zhonghuan Tuquan Photovoltaic Power Station Implemented Flood Control Measures to Mitigate Risks from Extreme Rainfall

In March 2025, the poverty alleviation project of 40MWp photovoltaic power generation operated by Tuquan Guanghuan New Energy Co., Ltd. under TCL Zhonghuan, was affected by heavy rainfall, with damage to roads surrounding the site disrupting daily operations and maintenance of the power station. The power station is located in a river channel area, and the surrounding terrain is higher than the site, causing surface runoff during the rainy season to easily flow into the facility, creating a risk of flooding.

To mitigate the impacts of extreme weather, the power station engaged a third party to implement flood control project. The project included constructing approximately 830 meters of stone retaining walls for drainage ditches, excavating two discharge channels each approximately 100 meters in length, and conducting dredging operations within these channels. Following the completion of the project, normal operations and maintenance were resumed in the photovoltaic area, effectively enhancing the power station's operational stability and climate adaptability under extreme rainfall scenarios.



Power Station Flood Control Project

MOKA has established a climate risk and opportunity management procedure covering identification, assessment, response, and monitoring and supervision, tailored to its business operations and production characteristics. Based on the enterprise risk assessment results, the company has identified multiple climate-related risks that may impact its business activities. For instance, regarding physical risks, extreme weather events such as severe heatwaves and cold snaps may impact production continuity and the safe operation of equipment. Regarding transition risks, as low-carbon transformation advances, uncertainties such as high capital investment requirements and performance falling short of expectations may arise during the application of new technologies. In response to the aforementioned risks, MOKA continues to refine its mitigation measures and integrates climate risk management into daily operations and decision-making processes.

Indicators and Targets

TCL Tech. has clearly defined its "dual carbon" action goals:

We implement dual-dimensional target management for both total carbon emissions and carbon emission intensity, and continuously refine our GHG accounting and monitoring mechanisms to provide data support and management assurance for achieving these targets.

GHG Key Environmental Performance of TCL Tech. in 2025

Key Performance Indicators	Unit	2024	2025
Total Greenhouse Gas Emissions	tCO ₂ e	65,208,109.19	71,918,169.38
Scope 1 Emissions	tCO ₂ e	751,872.07	412,228.50
Scope 2 Emissions	tCO ₂ e	8,891,692.29	7,655,319.38
Greenhouse Gas Emissions Within Operational Scope (Scope 1 + Scope 2)	tCO ₂ e	9,643,564.36	8,067,547.89
Greenhouse Gas Emissions Intensity Within Operational Scope (Scope 1 + Scope 2)	tCO ₂ e /RMB million in revenue	58.51	43.82
Scope 3 Emissions - Total	tCO ₂ e	55,564,544.83	63,850,621.49

Details of Scope 3 GHG Categories of TCL Tech. in 2025

Key Performance Indicators	Unit	2024	2025
Scope 3-Category 1 Purchased goods and services	tCO ₂ e	/	32,288,900.74
Scope 3-Category 2 Capital goods	tCO ₂ e	/	575,539.91
Scope 3-Category 3 Fuel- and energy-related activities	tCO ₂ e	/	1,777,973.93
Scope 3-Category 4 Upstream transportation and distribution	tCO ₂ e	/	107,686.55
Scope 3-Category 5 Waste generated in operations	tCO ₂ e	77,317.49	33,247.54
Scope 3-Category 6 Business travel	tCO ₂ e	7,724.66	10,414.12
Scope 3-Category 7 Employee commuting	tCO ₂ e	/	14,326.58
Scope 3-Category 8 Upstream leased assets	tCO ₂ e	/	3,800.50
Scope 3-Category 9 Downstream transportation and distribution	tCO ₂ e	80,486.89	175,225.51
Scope 3-Category 10 Processing of sold products	tCO ₂ e	1,618,676.33	1,883,794.24
Scope 3-Category 11 Use of sold products	tCO ₂ e	/	16,879,313.58
Scope 3-Category 12 End-of-life treatment of sold products	tCO ₂ e	161,156.94	143,697.88
Scope 3-Category 13 Downstream leased assets	tCO ₂ e	/	172,932.79
Scope 3-Category 14 Franchises	tCO ₂ e	/	0.00
Scope 3-Category 15 Emissions associated with investments	tCO ₂ e	/	0.00

Key Actions


● Energy Management

TCL Tech. continues to focus on green and intelligent manufacturing in its factories. By promoting the optimization of energy structures and synergizing efforts in energy conservation and consumption reduction, it deepens practices in circular production, comprehensive resource utilization, and the application of low-emission and zero-emission technologies. This approach reduces carbon emission intensity from both the production source and process control dimensions.

TCL Tech. strictly complies with the *Energy Conservation Law of the People's Republic of China*, the *Measures for the Administration of Industrial Energy Conservation* and other relevant laws, regulations, and standards. Considering the business characteristics and management requirements of different business units, we have promoted the continuous improvement and effective operation of our energy management systems at both the enterprise and business unit levels. TCL CSOT has formulated and implemented policy documents such as the *Energy Management System Manual and the Energy Measurement Management Code*, clarifying requirements for energy usage, measuring, monitoring, and continuous improvement, while establishing the energy management policy and implementation pathways. TCL Zhonghuan systematically incorporates energy management requirements into its policies, covering energy procurement and usage, measuring and monitoring, energy efficiency improvement targets, internal audits, and continuous improvement. These provisions serve as a unified guideline for all factories to advance energy conservation and consumption reduction efforts. MOKA has formulated and implemented management documents such as the *Energy Management Manual and the Energy Monitoring, Measurement, and Control Procedures*. Aligning with actual production and operations, the company continuously develops, inspects, and reviews energy management plans to ensure that energy management requirements are effectively implemented across all factories.

In terms of system operation and capability building, TCL Tech. continues to advance the construction of systems related to GHG emissions and energy management, and actively pursues certifications, including ISO 14064, ISO 14067, and ISO 50001. Through regularly organized training on energy conservation and carbon reduction, TCL Tech. continuously enhances the professionalism and standardization of its energy and carbon emission management.

 TCL Tech. has **34** production bases that have obtained ISO 14064 verification statements

 **23** companies that have achieved ISO 50001 energy management system certification

● Use of Clean Energy

TCL Tech. continues to advance the development and utilization of renewable energy. By increasing self-generated green power usage, and expanding green power procurement and supporting energy storage applications, TCL Tech. is gradually optimizing its energy structure to reduce reliance on fossil fuels and increase the proportion of clean energy used in production and operations, contributing to the enterprise's low-carbon transformation goals.

 In 2025, the total renewable energy consumption across all subsidiaries of TCL Tech. amounted to **3,772,411.40^{MWh}**

TCL CSOT has continued to advance the application of photovoltaic power generation, energy storage configuration, and green electricity, tailored to the characteristics of its production operations. During the reporting period, the company advanced rooftop photovoltaic projects, achieving a cumulative installed capacity of **145 MW** and an annual power generation of approximately **155 million kWh**. These initiatives have further increased the proportion of green electricity in production energy consumption. Simultaneously, the company has commissioned a **25.3 MW / 51.245 MWh** energy storage power station to enhance grid regulation capabilities, facilitate the absorption of clean energy, and strengthen system operational stability. Some bases have also explored unified management and response mechanisms for controllable on-site resources to further enhance the flexibility of energy utilization.

TCL Zhonghuan continues to promote the application of clean energy in production and operations, enhancing photovoltaic technologies and advancing the industrialization of advanced manufacturing methods, to gradually expand the scale of renewable energy utilization. During the reporting period, the company procured renewable electricity through market-based mechanisms, and gradually established a diversified green energy structure based on its own clean energy applications, continuously increasing the proportion of clean energy used in production and operations.



MOKA continues to expand clean energy application. During the reporting period, the company advanced the construction of distributed photovoltaic projects, establishing a stable capacity for green power supply. Simultaneously, the company has established new energy charging facilities within the park to support green travel modes and further reduce operational carbon emissions.

Case TCL CSOT Enhances Synergistic Application of Clean Energy

TCL CSOT has continued to advance the synergistic application of photovoltaics and energy storage systems to enhance its capacity for self-supplying green power and improve energy usage flexibility. Through large-scale rooftop photovoltaic construction and the coordinated operation of energy storage power stations, the company charges its storage systems during off-peak and mid-peak electricity periods and discharges stored energy during peak hours. This approach has effectively reduced comprehensive electricity costs. The project adopts lithium iron phosphate batteries, featuring a cycle life exceeding 5,000 cycles. This has enhanced energy utilization efficiency and strengthened power supply stability within the park, providing a replicable practical approach for the large-scale application of clean energy.

By continuously expanding clean energy application, improving supporting infrastructure construction, and optimizing energy consumption structure, TCL Tech. has consistently enhanced its energy management capabilities and green power utilization capacity. In the future, the Company will steadily advance the application of renewable energy in alignment with its business characteristics and development stage. It remains committed to continuously reducing energy consumption and carbon emissions throughout its production and operations, thereby playing an active role in addressing climate change and driving the energy transition.



● Green Intelligent Manufacturing

TCL Tech. regards green intelligent manufacturing as a key driver for advancing low-carbon transformation and enhancing operational efficiency. Focusing on process optimization, equipment upgrades, and system modifications, the Company continuously promotes the transition of production processes toward high efficiency, low carbon emissions, and resource intensification. While ensuring product quality and operational stability, TCL Tech. consistently reduces energy consumption and environmental impact.

TCL CSOT continues to advance green optimization in key manufacturing processes against established emission reduction targets, integrating low-carbon principles into equipment operations and process improvement practices. In high-emission process stages, the company optimized the cleaning process for chemical vapor deposition (CVD) equipment and improved the remote plasma source cleaning (RPSC CLN) scheme. These measures effectively reduced the consumption of fluorinated greenhouse gas NF by approximately 31 tonnes annually, achieving an overall reduction rate of about 7%. While ensuring process stability and product yield, these initiatives further decreased indirect carbon emissions during production, driving manufacturing processes toward higher energy efficiency and lower emission levels. Concurrently, the company optimized its utility power system by updating the compressed air system and refrigeration units and adjusting operating parameters to enhance efficiency. Additionally, it replaced natural gas boiler steam generation with centralized steam supply from the power plant in the foaming production process to further reduce combustion emissions, continuously improving its low-carbon manufacturing model.

Case **TCL CSOT Conducted Training on Shadow Carbon Pricing Mechanism**

While continuing to advance process-based emission reductions, TCL CSOT also focuses on enhancing the organization's systematic understanding of carbon costs and the value of emission reduction. The company conducted specialized training on the shadow carbon pricing mechanism, introducing internal carbon pricing concepts and project emission reduction cost calculation methods, to assist relevant management and technical personnel in comprehensively evaluating both carbon reduction benefits and economic viability when assessing energy conservation and emission reduction projects. Based on industry practices and the company's actual operations, this training demonstrated how to incorporate shadow carbon pricing into investment decision-making and alternative scheme selection processes, focusing on key emission sources and typical energy-saving projects. It aimed to progressively strengthen management awareness of "carbon emissions have value", providing methodological support for subsequent investments in low-carbon technologies and green manufacturing decisions.

TCL Zhonghuan continues to advance system energy conservation and efficient resource utilization throughout the production process to support its goals of green manufacturing and low-carbon transformation. Through measures such as reclaimed water utilization, cooling water system optimization, integration of refrigeration systems, and optimization of equipment operation modes, the company consistently reduces energy consumption per unit and carbon emission intensity. Relevant energy conservation and carbon reduction projects calculate energy savings and emission reductions in accordance with national standards, providing support for green manufacturing and the construction of "zero-carbon factories".

At the implementation level, the company carried out refined upgrades tailored to the process characteristics of each base. For example, by implementing variable frequency control for heat exhaust fans, raising the setpoint for process water temperature, and recovering waste heat from the lamination process for curing and warming stages, the company improved the efficiency of cascaded energy utilization and reduced emissions generated during production. In particular, Inner Mongolia Zhonghuan continued to advance energy conservation and emission reduction as well as green manufacturing. By optimizing its energy structure and enhancing energy management capabilities, it successfully obtained Zero Carbon Factory certification, demonstrating the company's positive progress in low-carbon transformation.

MOKA aims to improve the energy efficiency of production support systems by implementing an energy-saving improvement project for its high-efficiency air conditioning system. By introducing intelligent control strategies and high-efficiency variable frequency technology, the system's operating status is dynamically adjusted according to production load. Trial operation results indicate that the air conditioning system is expected to achieve an energy saving rate of 20%, with annual electricity savings of approximately 3,400 MWh and a reduction in carbon dioxide emissions of approximately 2,700 tonnes.

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● Green Office

TCL Tech. continues to advance the concept of green office management in daily operations, integrating low-carbon requirements into employee work practices and office scenarios. The Company fosters a resource-saving, efficient, and green office environment by combining policy guidance with daily communication, while continuously enhancing employees' awareness of and participation in green office practices.



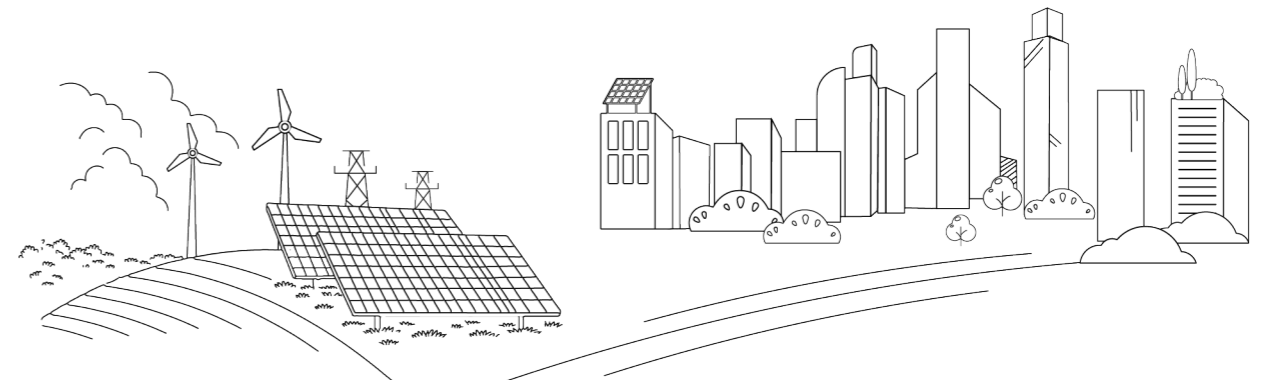
TCL CSOT continues to advance initiatives for optimizing office energy consumption and conserving resources. The company reduces lighting energy usage by gradually replacing high-energy-consuming lighting equipment in office areas with efficient LED fixtures, and, through internal communication campaigns, actively guides employees to develop energy-saving habits, such as turning off lights when leaving, thereby minimizing unnecessary energy waste. In addition, the company has fully promoted electronic invoicing and paperless reimbursement processes. By conducting training on paperless reimbursement operations, the company guides employees to adopt online submission and approval workflows. This digital transformation reduces paper consumption and drives a shift toward low-carbon and efficient office operations.



TCL Zhonghuan has optimized energy usage and office organization in non-production areas by implementing an energy control mechanism in office zones that requires lights to be turned off and air conditioning to be switched off when personnel leave. The company has strengthened daily supervision and guided employees to fully utilize natural lighting while reasonably controlling the duration of artificial lighting and air conditioning usage. In addition, by optimizing office space layouts and advancing centralized working models to consolidate scattered work areas, the company has reduced the coverage of air conditioning and lighting equipment. This approach lowers energy consumption while enhancing collaborative efficiency in the workplace, gradually fostering a low-carbon and efficient office environment.

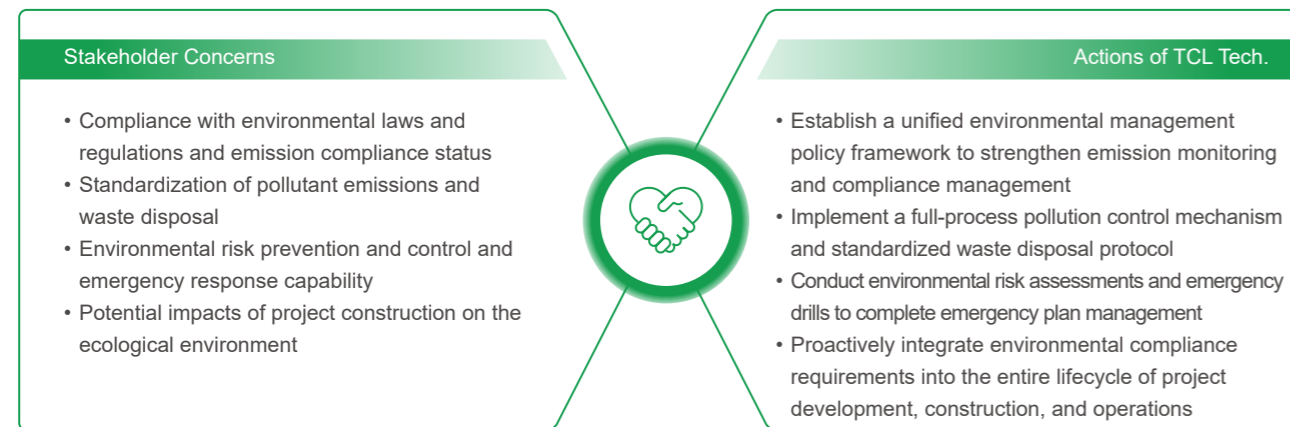


MOKA continues to integrate green office practices with lean management based on its actual management conditions. The company optimized waste classification and disposal methods in office areas to reduce resource waste and environmental impact. It also introduced the TPM paperless inspection system and integrated spare parts management functions. Through digital means, the company standardized and visualized processes for equipment inspection, maintenance, repair, and material management. This initiative reduced reliance on paper records, enhanced equipment management efficiency, and laid the foundation for advancing intelligent and lean management.



Environmental Compliance and Ecological Protection

Against the backdrop of increasingly stringent regulations and rising ecological protection requirements, environmental compliance and ecological risk management have become a critical foundation for enterprises' stable operations. TCL Tech. continues to refine its environmental management system by integrating pollution prevention and ecological protection requirements into all aspects of production and operations. Through policy development and risk control, the Company enhances its environmental governance capabilities while actively addressing stakeholders' concerns regarding compliant operations and ecological responsibilities.



Management

For environmental compliance and ecological protection, TCL Tech. carries out coordinated management based on its existing ESG governance framework. The Board of Directors oversees significant matters, and the Strategy and Sustainability Committee reviews environmental management policies and objectives, focusing on key issues such as pollution prevention and ecological protection. The ESG Working Committee at the management level organizes environmental risk identification, compliance assessment, and performance monitoring, while coordinating various business units to implement environmental management requirements. Functional departments and business units bear the responsibilities for specific implementation at the execution level to ensure compliance with environmental laws and regulations and the effective implementation of ecological protection measures. This has formed a systematic governance mechanism that covers decision-making, management, and execution levels.

Strategy

TCL Tech. has integrated environmental compliance and ecological protection into the core component of its corporate sustainability strategy, establishing an environmental management approach centered on "compliance with laws and regulations, prevention at the source, full-process control, and continuous improvement". Focusing on key areas such as compliant operations, pollution prevention and control, and ecological protection, the Company has established a unified environmental management policy framework at the group level, and developed tailored implementation plans to address distinct business unit characteristics, ensuring that environmental management requirements are integrated throughout business decision-making and production operations. By strengthening risk identification and pre-control measures, TCL Tech. continuously enhances its environmental compliance standards and ecological protection capabilities, reduces the impact of production activities on the environment, and promotes the implementation of resource efficiency and circular development principles across all business segments.

Risk Management and Control

TCL Tech. integrates environmental compliance and ecological protection into its group governance and operational management systems. It requires all production subsidiaries to strictly adhere to applicable environmental laws, regulations, and regulatory requirements in their respective locations of operation. Focusing on key issues such as pollution prevention and control, waste management, and ecological conservation, the Company has established an environmental management system covering risk identification, process control, and emergency response to ensure standardized and institutionalized operations.

Management Policies on Environmental Compliance and Ecological Protection for Each Business Unit of TCL Tech.

Category	TCL CSOT	TCL Zhonghuan	MOKA
 <p>Environmental Compliance and Risk Response</p>	<p>Focusing on safety and environmental management, the company has formulated and implemented the <i>CSOT Safety and Environmental Incident Management Procedures</i> and the <i>Emergency Plans for Sudden Environmental Incidents</i>. These documents clarify the graded response mechanisms and disposal procedures for environmental incidents, and require the conduction of environmental risk identification and assessment during the project development and construction phases to strengthen front-end risk control. Through policy-based management and routine emergency drills, the company continuously enhances its capabilities in environmental risk prevention and emergency response.</p>	<p>Guided by the Group's <i>Environmental Management Policy</i>, the company has implemented supporting measures including the <i>Environmental Factors Identification and Evaluation Management System</i> and the <i>Emergency Procedures for Sudden Environmental Events</i>. By systematically identifying environmental risks and standardizing emergency management processes, the company continuously enhances its environmental compliance management capabilities.</p>	<p>Aligned with its operational characteristics, the company has established and implemented the <i>Risk and Opportunity Analysis Management Procedures</i>, the <i>Accident and Incident Control Procedure</i>, and the <i>Environmental Aspects, Hazard Identification and Evaluation Control Procedure</i>. Environmental risk identification, assessment, and response have been integrated into management reviews and daily operations to ensure the continuous fulfillment of environmental compliance requirements.</p>
 <p>Pollutant and Waste Management</p>	<p>The company has formulated and implemented the <i>Waste Gas Management Policy</i>, <i>CSOT Environmental Pollutant Control Management Policy</i>, <i>CSOT Waste Management Process</i>, and <i>Hazardous Waste Handling Standard</i>. These measures establish classified management and full-process control over pollutants and waste generated during production, while strengthening compliance and risk prevention in hazardous waste disposal.</p>	<p>Based on policy documents such as the <i>Environmental Pollutant Management System</i> and the <i>Hazardous Waste Management Regulations</i>, the company implements classified management and full-process control over wastewater, waste gas, and solid waste generated during production and operations. This framework establishes clear requirements for compliant discharge, monitoring, and disposal.</p>	<p>In accordance with the <i>Regulations on Waste Gas Control, Monitoring, Measurement, Analysis and Evaluation Control Procedure</i>, <i>Waste Management Regulations</i>, and <i>Safe Operating Procedures for Hazardous Waste Disposal</i>, waste gas, noise, and various types of waste generated during production are classified and managed in a standardized manner. Regular testing and compliance control requirements are implemented to continuously reduce the impact of production operations on the surrounding environment.</p>
 <p>Ecological Protection</p>	<p>TCL CSOT has integrated ecological protection into its environmental management system, with a focus on the potential impacts of production and operations on the surrounding ecological environment and has formulated relevant management plans. Through ecological restoration and environmental management measures, TCL CSOT aims to minimize interference with ecosystems while continuously promoting the coordinated development of corporate operations and ecological conservation.</p>	<p>The company has established the <i>Biodiversity Protection Policy</i> to address the impact of production activities on ecosystems, committed to achieving Net Positive Impact (NPI) and supporting the long-term goal of "Harmonious Coexistence between Humanity and Nature".</p>	<p>The company has established the <i>Biodiversity Commitment</i> to integrate ecological protection concepts into corporate environmental management and risk response processes, promoting coordinated development between corporate operations and the ecological environment.</p>

TCL Tech. has integrated environmental risk management throughout its entire production and operation process. Focusing on key issues such as environmental compliance, pollutant emissions, waste management, and ecological protection, it promotes the establishment of closed-loop management mechanisms across all business units that cover risk identification, process control, and emergency response. The Company continues to refine its compliance system by integrating online monitoring with third-party testing, strengthens emergency management for sudden environmental incidents, and continuously enhances its capabilities in preventing and controlling environmental risks.

During the reporting period, TCL Tech. organized its various business units to identify environmental risks and significant environmental factors. The Company conducted a systematic assessment of potential environmental impacts throughout the production and operation processes, implemented hierarchical control measures and emergency drills, and continuously strengthened its capabilities for preventing and controlling environmental risks. During the reporting period, no significant environmental incidents occurred among the business units.




In practice, TCL CSOT conducts environmental incident risk assessments and executes emergency drills. TCL Zhonghuan has established a systematic risk assessment and emergency plan management mechanism. MOKA continuously optimizes risk control measures through its environmental factor identification and evaluation mechanisms, thereby enhancing the standardization of environmental management.

Indicators and Targets

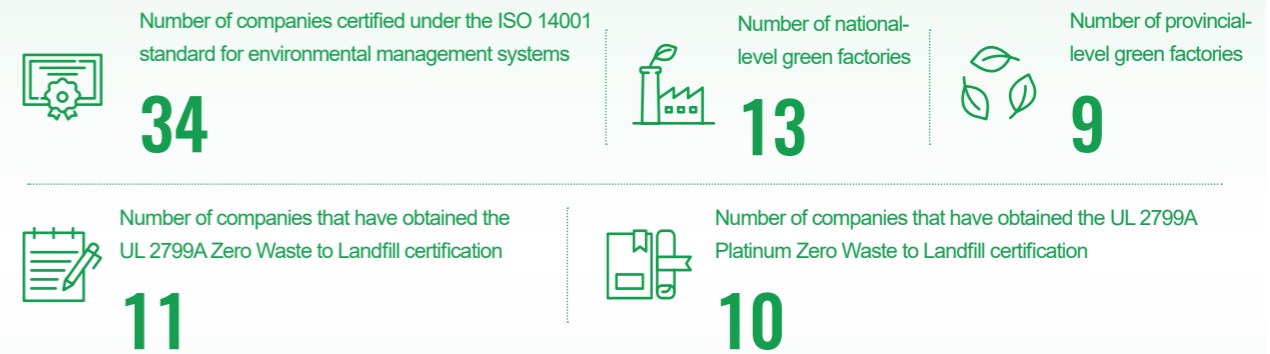
To systematically measure the effectiveness of environmental management and continuously drive improvement, TCL Tech. has actively established an indicator system covering the construction of the environmental management system, enhancement of green manufacturing capabilities, and waste reduction and resource utilization. The Company continuously strengthens its environmental management foundation by tracking and disclosing key certifications and honors, and promotes synergistic improvements across all business units in compliant operations, green production, and circular economy practices.

Waste Management Targets

Aligned with China's "30·60" dual carbon strategy, TCL Tech. treats waste management as a critical pathway for implementing green and low-carbon development in the industrial sector. The Company is systematically advancing source reduction, resource utilization, and safe disposal of industrial waste. We aim to establish a demonstration model for industrial waste management within large enterprise groups. We are continuously refining our comprehensive waste management system throughout the entire process, enhancing resource utilization efficiency, and mitigating environmental risks.

Initiatives	Objectives
 Promote industrial waste source reduction	<ul style="list-style-type: none"> Minimize the increase in industrial-waste generation intensity, trending toward zero The percentage of enterprises implementing clean production reach 100% The percentage of enterprises undertaking green factory construction reach 100%
 Promote resource utilization of industrial waste	<ul style="list-style-type: none"> Comprehensive utilization rate for general industrial waste reach 90% Comprehensive utilization rate for hazardous waste reach 70% Achieve the target of recycling 8 million used household appliances
 Enhance safe disposal of industrial waste	<ul style="list-style-type: none"> Significant reduction in landfill rates for hazardous and general industrial waste, reaching industry-leading levels 100% compliance in the storage and disposal of industrial waste requiring incineration or landfill
Optimize hazardous-waste utilization and disposal capacity	
Strengthen supervision capacity for industrial waste	

Key Environmental Certifications



Key Actions

Pollutant Management

TCL Tech. places high importance on the standardized management of various pollutants throughout its production and operations. Focusing on key issues such as waste, wastewater, and noise, it continuously improves its management systems and control measures. The Company strictly adheres to applicable environmental laws and regulations as well as emission standards. Through enhanced process monitoring, classified disposal, and compliance management, the Company reduces the impact of pollutants on the environment and surrounding areas while continuously improving its environmental performance in production and operations.

Waste Gas Treatment and Compliance with Emission Standards

TCL Tech. promotes its various business units to continuously strengthen the collection, classified treatment, and emission monitoring of waste gases, focusing on key factors such as VOCs, dust, and process exhaust.

TCL CSOT collaboratively advances source reduction, process improvement, and end-of-pipe classification and disposal. The production department promotes source reduction in usage; the power department provides system improvements and facility maintenance; the basic safety and environmental protection department conducts monitoring, supervision, and equipment inspections to drive closed-loop rectification of identified issues.

TCL Zhonghuan continues to improve the configuration and operational management of waste gas treatment facilities. By comprehensively adopting a combination of governance technologies such as activated carbon adsorption, catalytic combustion, and RTO, we strengthen process collection and end-of-pipe purification, and monitor concentrations after treatment to ensure that all atmospheric pollutants meet emission standards.

MOKA implements activated carbon adsorption for waste gas treatment and conducts regular testing to ensure compliance with local emission standards.

Case TCL CSOT Reduced NF₃ Consumption through Process Parameter Optimization

TCL CSOT reduced the consumption of fluorinated greenhouse gases in CVD-related processes by optimizing equipment flow parameters. Guided by the principle of "process stability + source reduction", this initiative achieved a 41,538 kg reduction in NF₃ consumption without compromising production operations. It also advanced end-of-pipe collaborative projects, such as dust resource utilization, providing a replicable approach for refined emission management at the process level.

Wastewater Treatment

TCL Tech. optimizes wastewater management across its business units by following the path of “source reduction - classified collection - compliant treatment - reuse enhancement”, while promoting parallel implementation of online monitoring and third-party testing to improve compliance and traceability.

TCL CSOT has installed online monitoring devices at discharge points and conducts regular external testing to ensure that wastewater meets emission standards. In addition, by implementing graded treatment and reuse for wastewater of varying water quality, the level of water resource recycling is gradually enhanced.

TCL Zhonghuan strictly constructs and operates its wastewater treatment system in accordance with design specifications and environmental impact assessment requirements. The facility is equipped with online monitoring systems to track effluent water quality in real time. Wastewater containing acids or dust is treated using chemical precipitation, sand filtration, and pressure filtration to ensure compliance with discharge standards. TCL Zhonghuan continues to advance the application of technologies for reuse and “near-zero discharge” to reduce the external discharge load.

Wastewater discharged by MOKA consists primarily of domestic sewage. In compliance with local requirements, the company engages third-party institutions to conduct regular monitoring, ensuring that wastewater discharge meets all applicable standards.

Case TCL CSOT Established a Multi-source Reclaimed Water Reuse System

TCL CSOT has established a reclaimed water collection and reuse system to recover multiple water sources, including reverse osmosis concentrate and air conditioning condensate. The recovered water is reused in processes such as waste gas scrubbing towers, cooling towers, and pure water preparation. Additionally, a portion of the reclaimed water is directly applied to CVD and DRY equipment. This initiative effectively reduced the intensity of fresh water withdrawal and promoted the extension of water recycling to more production processes.



TCL CSOT Reclaimed Water Recycling System

Noise Management and Control

TCL Tech. continues to implement local noise emission standards and monitoring requirements, controlling noise impact through equipment selection, operational maintenance, and third-party testing. TCL Zhonghuan manages boundary noise in accordance with requirements such as the *Emission Standard for Industrial Enterprises Noise at Boundary*, prioritizing low-noise equipment and maintaining protective facilities, while regularly commissioning third-party testing to ensure compliance. MOKA complies with the relevant limits specified in GB12348-2008 and engages third parties annually for monitoring to maintain compliance.

Ecological Protection and Biodiversity

TCL Tech. conducts environmental impact assessments in accordance with the law during project construction and daily operations, treating ecological environment protection as a critical constraint to minimize adverse impacts on surrounding ecosystems.

TCL CSOT implements environmental impact assessments and ecological protection requirements during project construction and daily operations. Ecological factors are integrated into decision-making processes for site selection, construction, and operational management to regulate the impact of production activities on the surrounding environment. No nature reserves, ecological red lines, or other biodiversity-sensitive areas are located around the company’s production bases. Overall, ecological risks remain manageable. By continuously advancing green production, energy conservation and emission reduction, and standardized pollutant management, the company reduces potential disturbances to ecosystems and promotes harmonious coexistence between corporate development and the natural environment.

TCL Zhonghuan attaches great importance to the impact of production and operations on the ecological environment and biodiversity. The company actively responds to the United Nations SDGs, the Convention on Biological Diversity, and the Kunming Declaration, strictly complies with relevant laws and regulations such as the *Law of the People's Republic of China on Environmental Impact Assessment*, and integrates ecological protection requirements into the full-process management of project planning, construction, and operations. Prior to project implementation, the company conducts ecological impact assessments, optimizes site selection to avoid sensitive areas, and implements ecological restoration measures to minimize disturbance to the natural environment. In addition, the company integrates biodiversity concepts into daily operations and supply chain management by advancing green manufacturing, developing environmentally friendly power stations, and constructing garden-style factories, thereby promoting coordinated development between production activities and the natural environment.



Case TCL CSOT Shenzhen Base Established Artificial Wetlands for Ecological Restoration

TCL CSOT invested in and constructed an artificial wetland covering approximately 45,000 square meters at its Shenzhen base in Guangming District. By establishing a natural wetland ecosystem, the project implements ecological purification of production wastewater, reducing pollutant emissions and minimizing impacts on the surrounding water environment. The wetland system effectively reduced the pollutant load entering the Maozhou River, promoting the restoration of the regional aquatic ecological environment. The treated water was recycled for landscaping and municipal use, achieving synergistic advancement in ecological restoration and resource circular utilization.

Case MOKA Conducted Identification and Assessment of Biodiversity Impacts at Production and Operation Bases

MOKA assessed the current ecological environment surrounding its industrial park through on-site surveys to identify key elements such as vegetation, wildlife, and soil. The company evaluated potential short-term disturbances and long-term impacts resulting from construction and operational activities. Measures including greening initiatives and soil and water conservation were integrated into management arrangements. Furthermore, an ESG performance evaluation mechanism was implemented to monitor and assess the implementation performance across relevant production parks, thereby reducing the risk of disruption to the surrounding ecosystem.

● Waste Management and Circular Economy

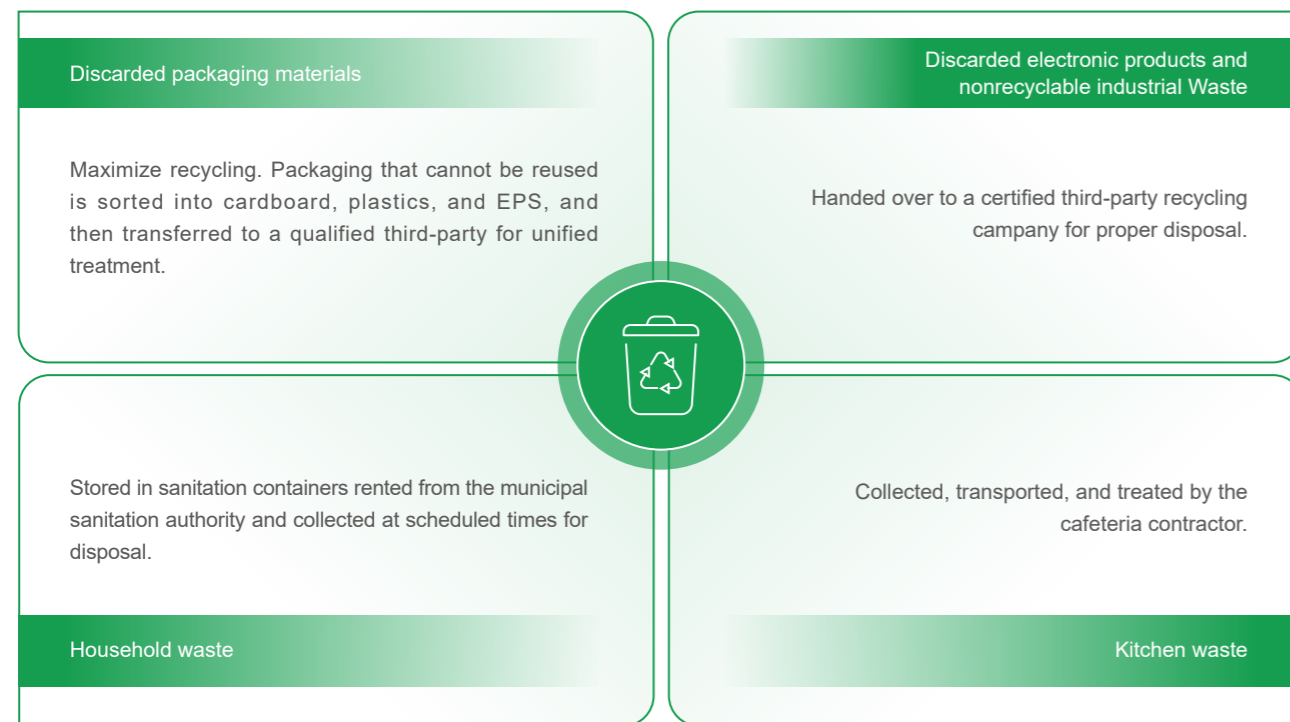
TCL Tech. promotes the transformation of waste management from compliant disposal to efficient recycling by strengthening source reduction, process control, and resource utilization, thereby contributing to the development of a more sustainable production and operation model.

● Waste Disposal and Full-Process Management

TCL Tech. adheres to the principles of reduction, resource utilization, and harmless treatment, promoting standardized management throughout the entire process of waste generation, classification, temporary storage, transfer, and disposal to ensure compliance and traceability.

TCL CSOT leverages a waste management process that covers key stages including waste generation, warehousing, temporary storage, removal and disposal, as well as ledger maintenance and settlement. The company conducts targeted training and online learning based on the latest regulations to continuously strengthen employees' awareness of waste classification and emission reduction.

General Waste Disposal Process at TCL CSOT



TCL Zhonghuan implements full-process control over general solid waste and hazardous waste, entrusting qualified third parties for legal and compliant disposal while enhancing disposal standardization through a tiered management mechanism.

MOKA strengthens on-site management through a combination of manual sorting, classified storage, and recycling disposal. The company also leverages its internal OA waste management system to automatically capture weighing data and streamline approval processes, thereby enhancing transparency and execution efficiency in waste management.

● Hazardous Waste Management and Control

TCL Tech. continues to enhance the standardized management of hazardous waste by improving classification control, ledger management, and emergency response mechanisms, thereby strengthening the foundation for full-process hazardous waste management.

TCL CSOT strengthened the management of hazardous waste classification, standardized temporary storage and compliant disposal based on actual production operations. By combining personnel training with on-site control measures, the company continues to reduce environmental and safety risks in operational processes.

TCL Zhonghuan strictly implements the hazardous waste transfer manifest system and disposal qualification verification requirements. It has established a closed-loop management mechanism covering all stages of generation, transfer, and disposal to ensure that hazardous waste is disposed of in full compliance with laws and regulations and remains fully traceable throughout the entire process.

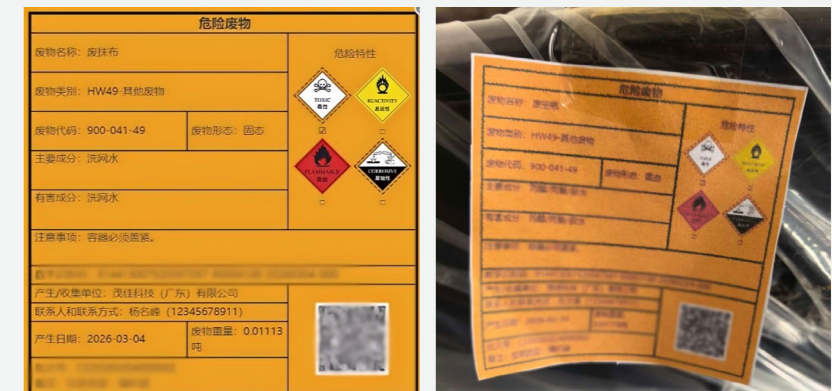
Case TCL Zhonghuan Huansheng Tianjin Strengthened Frontline Environmental Protection and Hazardous Waste Disposal Capabilities

To strengthen frontline personnel's understanding of environmental protection and the standard management requirements for hazardous waste, TCL Zhonghuan's subsidiary Huansheng Tianjin organized a special online training program on environmental protection and hazardous waste disposal in July 2025. The training covered frontline staff and team leaders from departments including production, equipment automation, process quality, and comprehensive planning.

The training focused on key aspects of hazardous waste generation, classification, temporary storage, and disposal. Aligned with on-site operations, it provided a systematic overview of internal management requirements to further enhance employees' awareness of compliant operations and risk prevention capabilities, thereby promoting the effective implementation of hazardous waste management protocols at the production base.

Case MOKA Implemented Digital Management of Hazardous Waste under "One Item, One Code" System

MOKA leveraged the Guangdong Provincial Solid Waste Environmental Supervision and Management Information Platform to implement real-time registration for hazardous waste receiving, warehousing, and outbound processes. Exclusive labels are affixed to hazardous waste containers, enabling full-process traceability management under a "one item, one code" system. Through digital means, the company effectively reduced blind spots in hazardous waste management and improved on-site control and compliance management.



MOKA's "One Item, One Code" Management Label for Hazardous Waste

Waste Recycling and Resource Utilization

TCL Tech. continues to advance the synergy of source reduction, resource utilization, and end-of-pipe treatment, extending the concept of the circular economy into production and supply chains. In 2025, the annual volume of recycled packaging materials across TCL Tech.'s subsidiaries reached 9,998.81 tonnes.

TCL CSOT is advancing the Zero Landfill Certification project to continuously strengthen waste lifecycle management and enhance resource conversion and reduction. The company has implemented multiple waste resource utilization projects at select bases, including the recovery of copper etching solutions, the advancement of process lifespan extension for emission reduction, and the promotion of resource-based treatment for CVD dust. These initiatives further reduce the volume of final waste disposal. Meanwhile, TCL CSOT continues to advance the circular reuse of packaging materials, covering internal circulation, customer-side recovery and reuse, as well as supply chain-side recovery and reuse.

TCL Zhonghuan adheres to a resource-oriented priority, promoting both the optimization of treatment methods and the advancement of recycling and reuse. The company explores pathways such as waste oil reutilization and waste activated carbon activation. Additionally, it advances training on recycling of foam boxes, circular use of packaging materials, and standardized recovery actions in certain business segments, thereby enhancing the number of packaging circulation cycles and recovery efficiency.



Case **TCL CSOT Achieved Mass Production of Green Packaging Materials Made from 100% PCR EPS**

To mitigate the environmental impact of packaging materials, TCL CSOT initiated research on the application of PCR EPS (Post-Consumer Recycled Expanded Polystyrene) in panel packaging in 2024. By optimizing raw material selection, material formulation, and molding processes, the company achieved stable adaptation between material performance and production processes. In 2025, the company was the first to complete the development and mass production of 100% PCR EPS packaging materials. According to calculations by the third-party agency SGS, PCR EPS material reduces carbon emissions by approximately 70% compared to traditional EPS. This effectively decreases the use of virgin plastics and promotes the transformation of packaging materials in the panel industry toward green and low-carbon development.

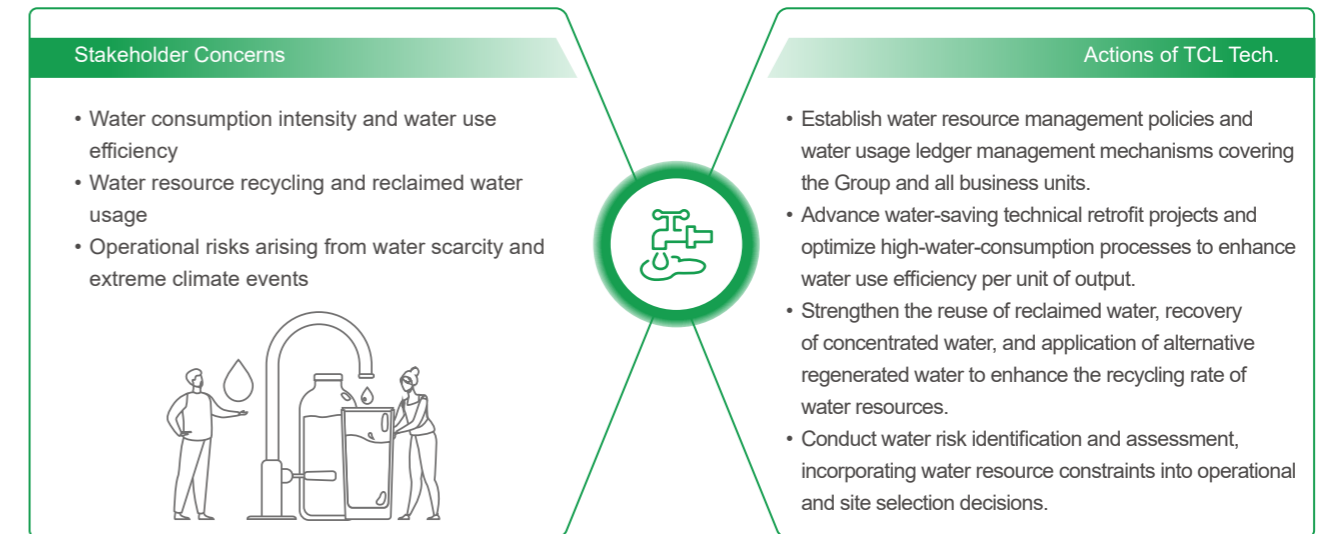
Case **MOKA Promoted the Substitution of Plastic With Paper-based Alternatives and the Adoption of FSC-Certified Cartons**

MOKA promoted material substitution and structural optimization in packaging design. By expanding the application of paper-based alternatives to replace plastic, advancing FSC-certified carton procurement, and implementing supplier certification management, the company achieved approximately 5 million sets of paper-plastic alternative packaging, reduced plastic usage by about 220 tonnes, and advanced the procurement of approximately 1.65 million FSC-certified cartons. These initiatives strengthened the green compliance and traceability of packaging raw materials.

- 5 million sets of paper-plastic alternative packaging
- 220 tonnes reduced plastic usage by about
- 1.65 million FSC-certified cartons advanced the procurement of approximately

Sustainable Water Resource Management

TCL Tech. attaches great importance to the sustainable use of water resources and incorporates water resource management as a key component of its environmental management system and daily operational management. The Company continuously improves water use efficiency, reduces the impact of production and operations on the water environment, and enhances operational resilience under water constraints by refining management policies, strengthening water conservation measures, promoting recycling, and identifying water resource risks.



Management

TCL Tech. has integrated water resource management into its ESG governance framework for coordinated advancement. Under the supervision and guidance of the Board of Directors and the Strategy and Sustainability Committee, the Group's ESG Working Committee and business unit management teams are responsible for implementing relevant management requirements, identifying water-related risks and opportunities, and driving the implementation of water conservation and water recycling initiatives. By continuously refining its governance structure and management systems, TCL Tech. guides its business units to integrate water resource management requirements into daily operations, thereby continuously enhancing water utilization efficiency and risk prevention capabilities.

Under the Group's unified requirements, TCL CSOT continues to refine its water resource management system. The head of the Manufacturing Middle Platform serves as the highest accountable officer for water resource management, overseeing the formulation and supervision of related policies while reporting progress regularly to the Executive Committee. The Factory Operations Center is responsible for implementing regulatory requirements across all production bases. Each base develops standard operating procedures tailored to its specific conditions to ensure the effective execution of water conservation, reuse, and compliance management measures.

TCL Zhonghuan has integrated water resource management into its overall corporate environmental governance framework. The Board's Strategy and Sustainability Committee, along with its subordinate Sustainable Development Steering Committee, is responsible for coordinating the implementation of water resource management strategies and performance outcomes. Relevant indicators have been incorporated into ESG governance assessments at all organizational levels and into the performance evaluations of factory heads to strengthen accountability.

MOKA has formulated and implemented the *Water Resource Management Policy* and established a Water Conservation Office, appointing dedicated personnel to oversee water management initiatives. Through these institutional arrangements, the foundation for water resource management is solidified, providing organizational support for subsequent risk identification and water-saving improvements.



Strategy


In response to the increasingly constrained external environment regarding water resources, TCL Tech. systematically advanced water conservation and water reuse initiatives through two dimensions: optimization of production processes and adjustment of water usage structures. The Company guides business units to leverage their specific business characteristics by implementing technical upgrades for water saving in factory operations, expanding unconventional water sources, and increasing the proportion of recycled water. These measures aim to continuously reduce reliance on fresh water resources and shift water resource management from a sole compliance focus to a dual emphasis on efficiency enhancement and resilience strengthening.

Risk Management

TCL CSOT, TCL Zhonghuan, and MOKA continue to identify and address water risks. Using the Water Risk Assessment Tool developed by the World Resources Institute (WRI), they systematically evaluate water stress levels and risk exposure in the regions where their factories are located. Based on the assessment results, the business units have formulated their respective targeted water risk management strategies taking into account total factory water consumption, water usage structure, and production characteristics, and implemented management measures including water withdrawal control, water conservation improvements, and water resource reuse, to continuously enhance operational adaptability under water resource constraints.

The results of the water risk identification and response assessment conducted by TCL CSOT this year are as follows.

TCL CSOT Water Risk Identification and Assessment Results



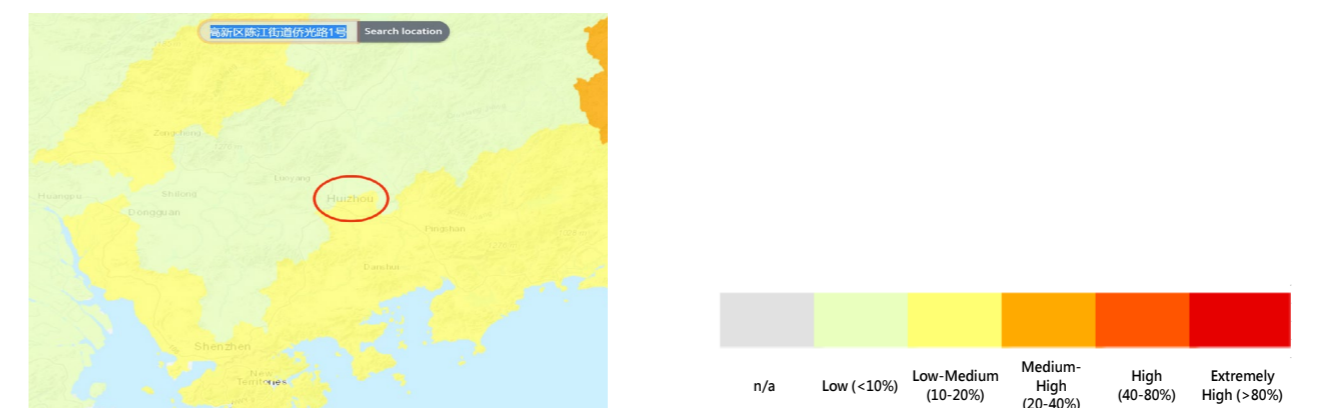
Water Stress		Water Depletion	
Low <10%	Guangzhou Base Wuhan Base Huizhou Base	Low <5%	Shenzhen Base Wuhan Base Guangzhou Base Huizhou Base
Low-Medium 10-20%	Shenzhen Base Vietnam Base	Low-Medium 5-25%	Suzhou Base Vietnam Base
Medium-High 20-40%		Medium-High 25-50%	
High 40-80%		High 50-75%	India Base
Extremely High >80%	Suzhou Base India Base	Extremely High >75%	

The results of the water risk identification and response assessment conducted by TCL Zhonghuan this year are as follows:

TCL Zhonghuan Water Risk Identification and Response

Water Risk Response Measures		Investment in TCL Zhonghuan Factory Bases ³		
		Extremely High Risk (6 Bases)	High Risk (8 Bases)	
Management Measures	Risk Identification	★★	★★	
	Target Planning	★★	★★	
	Emergency Management	★★	★★	
	Awareness and Incentives	★★	★★	
Technical Measures	Diversifying Water Sources	★★★★	★★★★	
	Improving Water Efficiency	Enhanced the production efficiency of pure water systems to reduce total water withdrawal.	★★★★	★★★★
		Optimized process flows to reduce water waste at the point of use.	★★★★	★★★★
	Water Pollution Prevention	Increased reclaimed water volume to improve water utilization rates.	★★★★	★★★★
Upgraded wastewater treatment processes and enforced strict discharge standards.		★★★★	★★★★	
	Raised wastewater reuse rates to minimize total discharge.	★★★★	★★★★	

The results of the water risk identification and response assessment conducted by MOKA this year are as follows⁴:



³The rating is categorized based on the level of resource input required—including manpower, materials, and financial investment—for extremely-high- and high-water-risk scenarios. The highest rating is ★★★★★.

⁴Water risk data and assessment results are derived from the WWF Water Risk Filter online mapping tool (<https://riskfilter.org/water/explore/map>).

Indicators and Targets

TCL Tech.'s subsidiaries have established water resource management targets and achieved notable water-saving results in 2025:

	Targets	2025 Performance Highlights
TCL CSOT	Set a water usage target for 2030: to reduce the average water consumption per unit area across all bases by 15% compared to 2023 levels of TCL CSOT, TCL Zhonghuan, and MOKA, and achieve a water recycling rate of 97.5%.	Implemented 14 water-saving projects across all bases with a total investment of approximately RMB 5.97 million. Average water consumption per base dropped by 16% compared to the 2023 baseline. In 2025, the water recycling rate was 97.29%.
TCL Zhonghuan	Set a target to achieve 70% use of alternative water sources and a 60% water reuse rate by 2030.	The proportion of alternative water used was 52.71%.
MOKA	/	Planned water consumption was 230 m ³ per 10,000 units.

Key Actions

Water Conservation

TCL Tech. attaches great importance to water conservation and continuously promotes water-saving management and technical improvements throughout the entire production and operation process. The Company has gradually reduced the intensity of fresh water consumption in production and operations by optimizing production processes, improving equipment operating efficiency, and strengthening water usage process control, and guided business units to continuously explore water-saving potential while ensuring stable production operations, thereby enhancing water resource utilization efficiency.

Water Conservation Highlights of the Year

TCL CSOT	Enhancement of cooling tower operating parameters	Wuhan Base increased the concentration cycles of cooling towers from 2.5–3.5 to 9–11, effectively reducing makeup water and blowdown volumes. This initiative is estimated to save approximately 387,000 cubic meters of water annually.
	In-depth optimization of pure water system	Wuhan Base optimized its water system processes by redirecting high-organic reverse osmosis (RO) concentrate from direct discharge to a recycling pathway, with an estimated recovery rate of 80%.
MOKA	Enhanced control over water usage process	The Huizhou Park strengthened the inspection of water supply facilities, monitoring of key water-using equipment, and management of water usage ledgers to mitigate risks of leaks and spills, thereby enhancing the precision of water management.

Water Recycling

TCL Tech. actively promotes water reuse and the application of alternative water sources. Its production subsidiaries, considering process characteristics and regional water conditions, have introduced diversified wastewater treatment and reuse technologies to establish a water resource recycling system covering source reduction, in-process reuse, and end-of-pipe control. Building on this foundation, the Company continues to expand applications for unconventional water sources, including reclaimed water, recycled water, rainwater, and condensate. These efforts aim to increase the proportion of reused water and further reduce reliance on fresh water resources.

Introduction of municipal reclaimed water

Shenzhen Base is advancing the application of municipal reclaimed water in production processes. It plans to gradually replace a portion of tap water supply with reclaimed water, with an estimated usage of approximately 30,000 cubic meters per day. Concurrently, the Company will implement process optimization for the pure water system to ensure that the quality of regenerated water meets production requirements.



Coordinated use of reclaimed water and recycled water

Ningxia Zhonghuan Base recycles effluent from its wastewater treatment station and blends it with purchased reclaimed water for production processes. The total volume of recycled water used throughout the year was approximately 4,639,844 cubic meters.

Construction of a multi-path reclaimed water system

Ningxia Huanou Base recycles rainwater for landscaping and utilizes a 1:1 blend of reclaimed water and tap water to replenish cooling towers. Additionally, effluent from the wastewater treatment station is reused in production support processes. These measures save approximately 20,100 tonnes of tap water monthly and increase the utilization rate of reclaimed water by approximately 11%.

Case TCL CSOT Suzhou Factory Advanced Cascading Water Reuse

TCL CSOT Suzhou Factory is committed to enhancing water use efficiency by advancing water reuse and alternative water practices. Through optimizing the water structure, the factory reduced its reliance on municipal tap water. During production operations, the plant optimized its cooling water system by recovering blower cooling water to the intermediate water pool for recycling, thereby reducing cooling water consumption. Simultaneously, while ensuring safety and compliance, reclaimed water was gradually substituted for municipal tap water in processes such as fire-fighting water replenishment, plate-and-frame washing, and solid chemical preparation.

Building on this foundation, Suzhou Factory further expanded pathways for efficient reclaimed water utilization by using reclaimed water as feedwater for the factory's pure water system and recycling it into the primary reverse osmosis (RO) product water tank, thereby achieving cascaded utilization of reclaimed water in the process water stage. Through the aforementioned measures, the factory has progressively established an internal water circulation system centered on reclaimed water reuse. This initiative ensures stable production operations while effectively reducing the intensity of fresh water withdrawal and enhancing water resource utilization in the manufacturing process.



TCL CSOT Water Reuse Equipment

Inclusiveness and Resilience

Inclusiveness and resilience are the heart of TCL Tech.'s sustainable development. We believe that an enterprise's long-term resilience stems from empowering employees, supply chains, and communities together. To that end, we go all out to protect employee rights and interests internally, drive supply chain accountability across the value chain, and actively give back to society. By systematically enhancing the resilience and growth capacity of both the organization and the ecosystem, we lay a solid foundation for long-term development.

Material Issues

- Employee Rights and Interests
- Compensation and Benefits
- Responsible Supply Chain
- Talent Development and Training
- Talent Development and Training
- Occupational Health and Safety
- Community Impact and Social Contribution



TCL Tech. was named to the Forbes 2025 World's Best Employers list, won the 2025 TIME Asia's Best Companies award, recognized as one of the 2025 China Best Employers (Top 100 nationwide), and received the 2025 Liepin Extraordinary Employer award



TCL Tech. recorded **0** major safety incidents



TCL Tech. had **no overdue** accounts payable



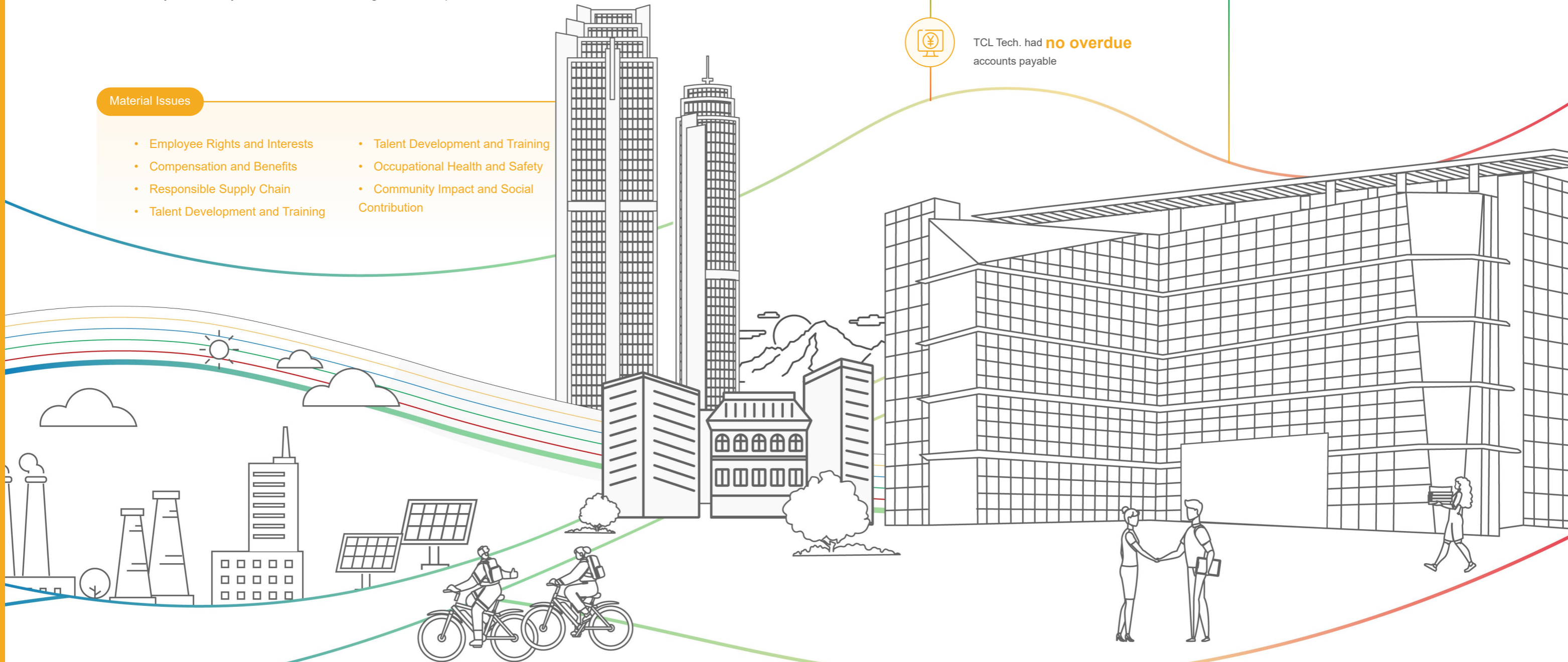
TCL Tech. had **36** factories certified to ISO 45001 Occupational Health and Safety Management System



Achieved an employee satisfaction rate of **77%** and an employee engagement rate of **75%**



TCL Tech.'s public-interest and charitable spent totaled RMB **59.7178** million



Employee Rights and Interests ▲▲▲

Employees are TCL Tech.'s most valued partners and co-creators of value. We have always regarded protecting the legitimate rights and interests of our employees as a fundamental responsibility in the Company's development. By implementing fair and transparent recruitment mechanisms, a robust rights protection system, and open and accessible communication platforms, we are committed to fostering an organizational environment that respects each individual and embraces equality and inclusiveness, supporting every employee in growing through their work and realizing their personal value through dedicated effort.



Management

Leveraging its group-level governance structure, TCL Tech. continuously strengthens employee rights management at the Group level, requiring all business entities to strictly comply with the *Labor Law of the People's Republic of China* and other local regulations, as well as the relevant conventions of the International Labor Organization (ILO). The Company formulates and dynamically updates internal management systems covering the entire employee lifecycle, from recruitment and employment through development to offboarding. Through systematic policy guidance and oversight, TCL Tech. drives each business unit to continuously improve the precision of its policy development and the standardization of its implementation, ensuring that the rights and interests of every employee are effectively protected at every management stage. TCL Tech. strictly prohibits the employment of minors. In full compliance with the Law of the People's Republic of China on the *Protection of Minors* and relevant international regulations, the Company does not employ anyone under the age of 16, safeguarding minors' rights and well-being. In 2025, the Company was included on the Forbes World's Best Employers list for the third consecutive year.

All business units under TCL Tech. have established comprehensive employee management frameworks to continuously maintain the Company's attractiveness and competitiveness.

TCL CSOT

In 2025, TCL CSOT comprehensively updated its system standards, including the annual HR planning and allocation management processes, demand management processes, talent selection processes, and offer management processes. It also revised documents such as the social recruitment management policy, campus recruitment management policy, cross-business unit transfer management guidelines, and internal rotation management guidelines, continuously improving recruitment efficiency and quality.

TCL Zhonghuan

TCL Zhonghuan leads employee rights management through top-level policies, respecting human rights and opposing workplace bullying across areas such as compliance measures, oversight mechanisms, and communication and training, thereby safeguarding basic labor rights. In 2025, TCL Zhonghuan received the Tianjin Extraordinary Employer of the Year award.



TCL Zhonghuan received the Tianjin Extraordinary Employer of the Year award.

Strategy

A clear employee rights strategy serves as a key guide for an enterprise to achieve sustainable talent development and enhance organizational competitiveness. For employees, a well-defined strategic direction translates into fair development opportunities, an inclusive workplace environment, and transparent career growth paths.

We are committed to translating internationally recognized labor standards and national laws and regulations into clear, actionable internal policies and processes, ensuring that every stage from recruitment and onboarding to offboarding and retirement is governed by compliant and well-documented procedures, systematically reducing employment risks.

We firmly oppose any form of discrimination or harassment based on gender, age, race, religion, disability, or any other status. Through continuous policy communication, training, and culture building, we actively foster a diverse, fair, respectful, and safe working environment.

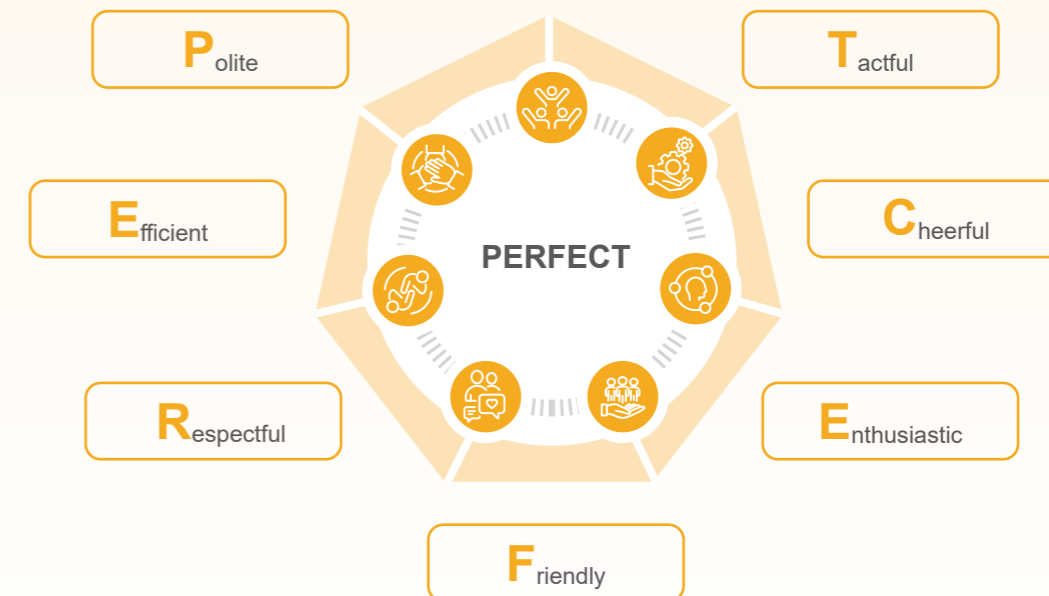
We view employees as key stakeholders and are dedicated to establishing and maintaining multiple secure and confidential communication channels, ensuring that employee opinions and concerns are heard in a timely manner, investigated fairly, and addressed properly, thereby preventing and resolving potential labor disputes and reinforcing harmonious employment relations.

Risk Management

Effectively identifying, assessing, and responding to employee rights-related risks is a critical line of defense for ensuring business continuity, safeguarding brand reputation, and fulfilling social responsibilities.

TCL Tech. integrates employee rights risks into the Group's enterprise-wide risk management system, guiding its business units to establish forward-looking risk identification mechanisms, process monitoring measures, and emergency response plans. This ensures timely mitigation of potential risks in a rapidly changing market environment, protecting the dignity and rights of every employee.

We strictly comply with local laws and regulations in our operating locations and the standards of the International Labor Organization (ILO). Our policies explicitly respect employees' right to voluntary labor, eliminating the risk of forced labor at its source. During recruitment, we follow the PERFECT principle—P-Polite, E-Efficient, R-Respectful, F-Friendly, E-Enthusiastic, C-Cheerful, and T-Tactful—to ensure every candidate has a positive interview experience.



TCL Tech. manages risks through a robust institutional system and provides solid, multi-dimensional benefits and safeguards for female employees:



Leave and Health Protection

- Provide comprehensive leave entitlements including maternity leave, pre-childbirth leave, prenatal check-up leave, and breastfeeding leave, along with the right to time off on International Women's Day
- Include exclusive health check-up items for female employees in onboarding medical examinations



Workplace Safety and Special Protection

- Enact the Regulations on the *Prevention of Sexual Harassment in the Workplace* in Vietnam to prevent workplace sexual harassment, and strictly implement protective requirements for female employees during pregnancy, childbirth, and nursing periods
- Set up on-site medical rooms and lactation rooms in overseas workplaces in compliance with local laws such as Vietnam's Labor Code



Work Environment and Care



- Provide mother and baby rooms in the workplace, offer caring gifts to female employees on designated festivals, and deliver human-centric support to facilitate their work

TCL CSOT explicitly stipulates that no job applicant shall be treated differently on the grounds of gender, age, race, religious belief, disability, or any other status. It has also formulated the *CSOT Corporate Social Responsibility Employee Feedback and Participation Management Policy* and the *CSOT Employee Complaint Handling Management Policy* to establish diverse grievance channels.

TCL Zhonghuan ensures that its talent recruitment and deployment processes comply with applicable domestic and international laws and regulations, preventing forced labor, workplace bullying, and other violations, thereby mitigating compliance risks at the source. The Company places building an inclusive workplace at the core of its risk management efforts, clearly articulating anti-discrimination policies and proactively preventing systemic discrimination risks in a diverse workplace. For employees from ethnic minorities, TCL Zhonghuan provides canteen counters featuring ethnic cuisine and respects their customs and traditions. For persons with disabilities, TCL Zhonghuan actively expands employment channels and participates in policy research, promoting industry-wide sharing and collaboration. Through differentiated support measures, the Company effectively manages the risks of cultural conflict and discriminatory incidents.

MOKA has established a proactive and rapid-response risk prevention and control system for talent management. It clearly defines the responsibilities of each department and standardizes the entire process to ensure that recruitment is efficient, transparent, and compliant, thereby reducing employment risks arising from irregular procedures. The Company has also formulated the *Regulations on the Management of Religious Beliefs* to respect employees' freedom of religious belief and prevent the risk of workplace conflicts caused by religious discrimination.


Policy system for employee rights protection across business units

Category	TCL CSOT	TCL Zhonghuan	MOKA
 <p>Recruitment Management</p>	TCL CSOT has issued the <i>CSOT Skilled-Talent Recruitment Management Policy</i> , which prohibits discrimination based on gender, age, race, religion, or disability. All applicants are evaluated against consistent criteria to ensure equal opportunity for qualified, motivated individuals.	TCL Zhonghuan has updated the <i>Recruitment Management Policy</i> , respecting human rights and safeguarding basic labor rights through compliance measures, oversight mechanisms, and communication and training.	MOKA has optimized the <i>Recruitment Management Policy</i> to systematically standardize recruitment processes, clarify responsibilities, and establish mechanisms for internal recruitment, job bidding, and personnel transfer. It has also updated the <i>Labor Contract Management Policy</i> to regulate the signing, renewal, termination, and dissolution of contracts, ensuring employment compliance.
 <p>Diversity and Anti-Discrimination</p>	TCL CSOT continues to implement the <i>CSOT Management Regulations on Labor Protection for Female Employees</i> , which explicitly prohibits discrimination against female employees. In addition, the company has formulated the <i>CSOT Management Regulations on the Placement of Employees with Disabilities</i> , which clearly requires the employment of persons with disabilities at a statutory ratio.	TCL Zhonghuan has established clear anti-discrimination policies in the <i>Employee Handbook</i> , covering all stages including recruitment, training, promotion, and compensation, ensuring equal treatment for all employees irrespective of gender, age, ethnicity, race, religious belief, marital status, physical disability, geographic origin, household registration, or other protected characteristics.	MOKA has formulated the <i>Regulations on the Prohibition of Discrimination</i> and the <i>Procedures for Freedom of Association and the Right to Collective Bargaining</i> , ensuring that employees are not discriminated against during recruitment, promotion, or termination, while respecting their rights to freedom of association and collective bargaining; It has also issued the <i>Leave Management Regulations (for Managerial and Clerical Staff)</i> and the <i>Leave Management Regulations (for Manual Workers)</i> , and introduced a third-child birth gift policy to further improve the employee welfare system. In addition, MOKA has formulated the <i>Regulations on the Management of Religious Beliefs</i> to respect freedom of religious belief and prevent religious discrimination.
 <p>Employee Communication and Complaints</p>	TCL CSOT has formulated the <i>CSOT Corporate Social Responsibility Employee Feedback and Participation Management Policy</i> and the <i>CSOT Employee Complaint Handling Management Policy</i> , establishing diversified grievance channels.	TCL Zhonghuan has appointed labor relations coordinators to foster a harmonious corporate atmosphere centered on employee needs. TCL Zhonghuan also plans to establish diversified communication channels and a robust complaint procedure, hold regular communication meetings, and conduct investigations, processing, feedback, and follow-up on complaints, continuously improving the effectiveness of the mechanism.	MOKA has optimized its complaint feedback mechanism, established diversified grievance channels, committed to timely handling and confidentiality of complainants' information, and formed a closed-loop management process through satisfaction ratings.

Indicators and Targets

Setting clear, measurable indicators and targets is key to driving continuous improvement in employee rights and addressing stakeholder concerns. These metrics help us quantify progress, identify gaps, and optimize resource allocation, ensuring that employee rights protection moves steadily in the intended direction. In 2025, TCL Tech.'s employee turnover rate was 14.7%, and neither TCL Tech. nor any of its subsidiaries or business units experienced any legal litigation arising from labor disputes.

Diversity and Inclusion Targets:



TCL CSOT

Target for female employee ratio: **30%** by 2030

Core Indicators of Employee Experience:



TCL CSOT

TCL CSOT conducted a survey covering over **33,000** employees, achieving an engagement score of **77%** and a satisfaction score of **79%**, both showing steady improvement.



TCL Zhonghuan

TCL Zhonghuan's annual survey showed an employee engagement rate of **75%**, with scores above the industry average in multiple dimensions such as strategy execution and digitalization.



MOKA

MOKA achieved a survey coverage rate of **95%**, with an engagement rate of **80%** among managerial/clerical staff and **71%** among manual workers.

Key Actions

To translate the strategic vision and institutional requirements of employee rights management into tangible results, TCL Tech. has carried out a series of specific and in-depth key actions focused on critical areas such as talent attraction and retention, workplace environment development, and employee relations maintenance, ensuring that employee rights are respected and protected at every operational stage.

● Building Excellent Teams

Building excellent teams lies at the core of talent competitiveness. Effectively managing risks across the entire process of talent selection, development, utilization, and retention is crucial for preventing the loss of key talent, leadership succession gaps, and employment compliance risks. TCL Tech. has made full-life-cycle talent risk management a strategic priority, reinforcing the Company's talent security defense through institutional frameworks, dynamic assessments, and forward-looking reserves.

In 2025, TCL Tech.'s recruitment management closely revolved around its three core strategies of "hard technology, globalization, and human-centric employer". By focusing on recruitment planning and channels, the Company effectively enhanced its employer brand influence, achieving a significant improvement in its ratings on overseas employer evaluation platforms.

Recruitment Plan

Implementing a dual-track mechanism covering both domestic and overseas recruitment. The short-term focus is on building employer brand awareness and strengthening university engagement; the medium-term goal is to improve the rate of resume submissions and conversion at target universities; the long-term objective is to establish a highly sticky and sustainable talent reserve system.



Recruitment Channels

Adopting an integrated online-offline, platform-community approach to achieve multi-channel outreach. Online channels include global content distribution via platforms such as LinkedIn, creating tech-themed hashtags on Xiaohongshu, and hosting bilingual online presentations in partnership with video streaming platforms and job boards. Offline efforts continue to expand the campus ambassador network at key domestic and international universities, while leveraging vertical communities for targeted engagement.

Case

TCL Tech. Hosted an Online Presentation for 2025 Campus Recruitment

During the 2025 campus recruitment season, TCL Tech. launched a flagship global online presentation, streamed simultaneously on two channels, "Video Account" and "51Jobs Platform" with bilingual commentary in Chinese and English, open to university students worldwide. The presentation focused on career development paths, global business layout, and the hard technology strategy, with insights from the Group's HR executives, global recruitment officers, and representatives from various business units, interspersed with real employee stories and business scenario showcases. The event accumulated over 4,000 views, with a peak online audience exceeding 7,000, and total platform traffic reached 202,000, effectively enhancing the Group's brand influence among global students and laying a solid foundation for subsequent talent conversion.

In 2025, TCL Tech. carried out a series of diverse recruitment activities centered on employer brand building, establishing an interactive system that spans the entire talent attraction lifecycle.

Campus Activities

The ongoing "TCL Extraordinary Growth Salon" visited top-tier institutions such as Tsinghua University, Peking University, and the University of Hong Kong, using roundtable interactions to effectively shape the image of hard-tech employer.

Content Innovation


Through a series of features such as "Eagle Trainee Theme Song & Street Interviews" and "TCL Global Talent Portrait", the Company showcased its corporate warmth and global work scenarios from the perspective of real employees, generating tens of thousands of interactions on related content.

Talent Engagement and Onboarding Connection

Through the "Global Campus Ambassador" program, TCL Tech. expanded its reach to localized talent. For candidates who had already accepted offers, the Company organized warm "stay-in-touch activities" such as offer parties and esports carnivals, strengthening emotional connection and cultural identification, thereby systematically improving talent retention rates.

Case **TCL Tech. Extraordinary Growth Salon Creates a New Model for Early-Stage University-Industry Talent Development**

In May 2025, the Company hosted the Extraordinary Growth Salon at the University of Hong Kong, targeting non-graduating undergraduate and master's students for early talent pooling. The event broke away from the traditional campus recruitment model by featuring customized content and inviting alumni to share their experiences. It reached 32 students majoring in economics, management, engineering, and other fields, marking a strategic shift in university-industry collaboration from one-way information sessions to two-way co-development.



Extraordinary Growth Salon at the University of Hong Kong

In 2025, TCL Tech. was recognized with an award in the field of overseas human resource management for its innovative practices in global talent management, and received the "Most Loved Employer of 2025" and the "2025 CIWEI Youth-Friendly Employer Brand" awards in campus recruitment and youth talent development.

TCL CSOT continues to optimize the structure and training system for skilled talent, reducing the impact of talent loss in core roles on business continuity by increasing the proportion and retention rate of in-house employees. The Company is strengthening its strategy to enhance leadership effectiveness, empowering mid-and senior-level managers through intensive training and hands-on experience to maintain leadership vitality, ensuring a robust talent pipeline for key management positions and mitigating the risk of leadership succession gaps.

Case **TCL CSOT 2026 Fall Overseas Campus Recruitment**

In the second half of 2025, to expand its global talent pool, TCL CSOT launched its 2026 fall overseas recruitment campaign across three key regions: Singapore, Japan, and South Korea, precisely targeting local top-tier university talent to attract overseas candidates. The campaign successfully attracted local undergraduate, master, and doctoral graduates, resulting in over 80 signings. The positions covered technical, management, product, sales, and functional roles, with work locations spanning China and overseas regions.




TCL CSOT Overseas Talent Recruitment

In the face of profound industry transformation and strategic upgrades, TCL Zhonghuan has precisely identified critical roles and core talent, and has implemented dynamic risk assessments during periods of organizational change. Through a "one-on-one conversation" mechanism, it has carried out targeted retention efforts, effectively reducing the risk of key talent loss. The company has deepened the development of the "Zhonghuan Academy", focusing on the business pain points of its "three major centers" to build a "training-combat integration" development program, thereby strengthening its strategic talent reserve.

Case **TCL Zhonghuan Implements the "Chip Light Program" to Attract Talent from Domestic Universities**

To continuously attract and develop core talent in the field of intelligent manufacturing, TCL Zhonghuan launched the "Chip Light Program" targeting recent graduates from domestic universities. The Company provides customized career development plans for program participants, along with systematic professional training and on-the-job practice, to comprehensively enhance their skills and overall competence. In 2025, the program successfully attracted over 100 fresh graduates to join the Company.



Chip Light Program Training Camp

MOKA continued to attract talent for key roles including technology R&D, intelligent manufacturing, marketing, IT, and financial management, successfully fulfilling its recruitment plan through mainstream job platforms and internal referrals. MOKA has adopted a dual-wheel drive strategy consisting of the "Eagle Trainee Program" and the "Global Talent Development System", implementing tiered and categorized training for different employee groups, strengthening the reserve of high-potential expatriate talent, and comprehensively enhancing its global intelligent manufacturing capabilities.

Building an Inclusive Workplace

Fostering an inclusive, diverse, and non-discriminatory workplace environment is a critical safeguard against risks such as workplace harassment, gender discrimination, and violations of the rights of special groups. Through zero-tolerance policies, dedicated regulations, and differentiated care measures, TCL Tech. proactively manages potential conflicts and compliance risks within a diverse workplace.

TCL Tech. continues to deepen employee care, launching a series of warm and innovative initiatives to support female employees and build an inclusive workplace culture. These efforts range from strengthening institutional safeguards to extending into cultural experiences and value advocacy. Through creative holiday experiences and the cultivation of an inclusive culture, the Company has jointly shaped a systemic environment that supports women's career development and personal growth.

Innovative Holiday Experiences	Moving beyond traditional benefit formats, the Company delivers deep human-centric care through thoughtfully designed cultural experience activities.
Shaping an Inclusive Culture	Elevating concrete practices to the level of corporate culture and employer brand. Through initiatives such as the "She Defines Her Era" campaign, the Company consistently communicates values that break gender stereotypes and support diverse development, both internally and externally.

Case **"TCL Women's Day" Spring Cultural Tour at Nantou Ancient Town**

In 2025, during the "TCL Women's Day" celebrations, TCL Tech. specially organized a spring cultural tour at Nantou Ancient Town in Shenzhen for its female executives and employees. The event featured carefully designed activities such as intangible cultural heritage lacquer fan crafting and enamel jewelry design, with female executives taking the lead in participation, encouraging women to reconnect with themselves and unleash their creativity in a historical and cultural atmosphere.



"TCL Women's Day" Spring Cultural Tour at Nantou Ancient Town

In 2025, we were named to Forbes' list of the World's Best Companies for Women to Work For, and received the 2025 Diversity, Equity & Inclusion Award, the 2025 Happy Workplace Award, and the 2025 Best Employer Brand Practice Award from the Employer Branding Institute, collectively building a workplace environment that encourages every employee to boldly define themselves.

 Named to Forbes' list of the World's Best Companies for Women to Work For	 Diversity, Equity & Inclusion Award
 Happy Workplace Award	 Best Employer Brand Practice Award


TCL CSOT is committed to fostering an inclusive workplace environment with zero tolerance for discrimination. In 2025, the Company further advanced its ESG thematic training, newly developing the *ESG Thematic Training – Building a Sustainable & Connected Future with Inclusiveness and Diversity* course, while also updating its *ESG Thematic Training – Anti-Workplace Bullying and Sexual Harassment* course, effectively enhancing employees' ability to identify and respond to risks related to workplace discrimination, bullying, and sexual harassment.

In 2025, TCL CSOT systematically expanded its support and care system for female employee rights protection beyond institutional safeguards:

Physical and Mental Health Support Organized health lectures, free clinics, yoga therapy, workplace stress relief EAP (Employee Assistance Program), and other activities to genuinely care for the physical and mental well-being of female employees;	Career Growth Empowerment Through columns such as "Skilled Talent Growth Stories" and "Praise for Outstanding Women Around Us", established internal role models to strengthen female employees' professional identity and development confidence;
Support During Special Life Stages Launched an online "Three Stages of Motherhood" care process, continuously improved mother and baby room services, providing convenient, considerate, and personalized support for women during pregnancy and lactation;	Inclusive Culture Building Organized themed activities including Mother's Day specials and women-friendly environment initiatives, fostering a workplace culture that respects, supports, and includes women.

Case **TCL CSOT Q&A on Female Employee Health Check-up Programs and Health Knowledge Promotion**

In November 2025, to enhance female employees' awareness of health risk prevention, TCL CSOT invited specialized doctors to conduct a thematic event titled "Q&A on Health Check-up Programs and Health Knowledge Promotion". The event provided professional interpretations and scientific guidance on common health issues faced by women, helping employees effectively identify health risks and strengthen their ability to manage personal health.



Women's Health Care Special – Q&A Session on Health Check-up Programs and Health Knowledge Promotion

In terms of safeguarding the rights and interests of employees with disabilities, TCL CSOT employs persons with disabilities at the statutory ratio, provides accessible facilities such as elevator convenience buttons and accessible passageways, and opens up promotion channels. It also offers wellness visits during major festivals, enhancing the sense of belonging and value recognition of disabled employees while mitigating the risk of employment discrimination against vulnerable groups.

TCL Zhonghuan values the protection of employee rights through democratic means, ensuring employee participation via channels such as staff representative assemblies. During the reporting period, the Company and its subsidiaries convened a total of 35 staff representative assemblies (or staff congresses) in compliance with relevant laws and regulations, with participation from 1,480 employee representatives and staff members, ensuring that employee opinions are fully heard and responded to in major decision-making and management processes.

 The Company and its subsidiaries convened a total of 35 staff representative assemblies	 Participation from 1,480 employee representatives
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TCL Zhonghuan systematically supports the development of female employees, safeguards their health and well-being, and continues to strengthen an inclusive workplace culture through the following multi-dimensional concrete measures:

Career Development Support Focus on female employee's performance in areas such as teamwork and innovation contribution, supporting their career growth through more inclusive metrics.	Health Risk Management Provide special health insurance benefits through the labor union, and offer health checkups that include exclusive screening items for women, building a preventive health protection system.	Support During Special Life Stages For female employees at the childbearing stage, provide job adaptability adjustments and flexible breastfeeding hours, effectively alleviating work pressure during this period and reducing the risk of talent loss.	Cultural Atmosphere Building Organize special care activities on occasions such as International Women's Day and Mother's Day, continuously fostering a respectful and supportive workplace atmosphere and strengthening an inclusive culture.
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Case **TCL Zhonghuan Harnesses the Power of Mutual Care to Enhance Quality and Efficiency**

TCL Zhonghuan's labor union was honored as a National Advanced Enterprise Labor Union in the "Double Love, Double Evaluation" initiative. By fully implementing labor contracts and social insurance, and establishing regular communication and consultation mechanisms, the union continuously improves the protection of employee rights and interests. The union facilitates an average annual enterprise investment of over RMB 18 million in comprehensive employee welfare care and growth support systems, effectively promoting the shared development of employees and the Company.



Zhonghuan Labor Union Recognized as a "National Advanced Enterprise Labor Union in the Double Love, Double Evaluation"

To translate the values of diversity, inclusion, and anti-discrimination into a company-wide behavioral consensus, TCL Zhonghuan has systematically integrated them into core training scenarios, forming a closed loop from awareness to practice.

TCL Zhonghuan Diversity, Inclusion and Anti-Discrimination Training

New Employee Onboarding Training: Embedding Cultural DNA from the Source

At the very beginning of onboarding, equal rights and anti-discrimination principles are incorporated into foundational professional ethics training. By communicating the explicit provisions in the Employee Handbook that prohibit any form of discrimination based on race, gender, religion, disability, or other status, every new member deeply understands and embraces the Company's diverse cultural values from day one, starting with intuitional awareness.

The Cross-Cultural Management Specialized Training: Deepening Awareness to Guide Behavior

This training guides employees to gain insight into cultural differences and understand the essence of diversity. By systematically breaking down approaches to communication and handling of cultural differences, "respects" and "inclusion" are clearly established as fundamental behavioral norms for cross-cultural interactions, solidifying the cognitive foundation for anti-discrimination and driving internalization of these principles.

The Overseas Base Construction Business Training: Aligning with Compliance to Strengthen Practical Implementation

Cultural diversity and anti-discrimination requirements are deeply integrated into the practical aspects of overseas compliance and base construction. It is explicitly required that in all overseas work scenarios, any use of discriminatory language or behavior be strictly prohibited, ensuring that the principles of diversity and inclusion are rigidly implemented at the front end of global operations.

TCL Zhonghuan actively responds to the national call for nationwide fitness, advocating a philosophy of "happy work" and "joyful physical activities". The Company provides diverse welfare benefits and cultural-sports programs, regularly organizes mental health and wellness initiatives, and fosters a vibrant and healthy workplace atmosphere to mitigate risks related to employees' rights and well-being caused by work stress and mental health challenges. The Company continues to invest resources to enhance employees' sense of belonging through material care such as festival benefits.



Case TCL Zhonghuan Traditional Chinese Medicine Free Clinic

In July 2025, to care for employees' physical and mental health and convey humanistic concern, TCL Zhonghuan invited professional TCM physicians to conduct a two-day TCM free clinic. The event offered employees professional TCM diagnostic services such as pulse diagnosis, acupuncture, and cupping therapy, attracting nearly 50 employees. By providing convenient access to professional healthcare during work hours, the initiative enabled employees to genuinely experience the Company's warm care and support.



MOKA Mother and Baby Room

Regarding the protection of female employee rights and interests, MOKA reduces the workload of or reassigns duties for women during pregnancy and lactation, and has established a "mother and baby room" to provide a private and comfortable resting environment, effectively mitigating compliance risks in labor protection.

Listening to Employees

Open communication and a transparent feedback culture are essential to enhancing the employee experience. We continue to enhance our engagement mechanisms to support constructive, respectful dialogue that fosters strong labor relations and improves overall satisfaction.



The Company respects employees' freedom of association as stipulated by law, and employees have the right to freely choose to join a union. We continuously expand channels for employee communication, regularly organize employee forums, establish employee suggestion boxes, and provide platforms such as "T Community", "T Headlines", "T Matters", and "T Square" on the T-Xin APP for employee exchanges. Company leaders at all levels and union organizations regularly conduct visits to frontline employees to understand the challenges they face at work and in life, and to provide timely care and support.



Since 2021, we have partnered with third-party firms to conduct annual anonymous engagement surveys on a regular basis. These surveys collect feedback on workplace conditions, management, and employee rights without gathering personal data, ensuring honest and reliable responses.

Open, secure and confidential communication and complaint channels are essential for detecting and addressing employee rights-related risks in a timely manner, as well as preventing loss of trust and escalation of conflicts. TCL Tech. ensures that employee concerns are listened to effectively and handled properly through diversified channels, anonymous protection mechanisms, and rapid response procedures.

TCL Tech. Complaint Channels and Handling Procedures

Channels for Complaints	Handling Procedure
 <p>TCL Audit and Supervision Department Email: jubao@tcl.com (anonymous reporting supported)</p>	<p>Monitored by the Vice President of TCL Tech. and Head of the Audit Department</p>
 <p>T-Trust App – T Community (anonymous reporting supported)</p>	<p>TCL Tech.'s Organization Department assigns the case to the head of the business unit in question, who must respond within 48 hours and continue until the complainant is satisfied</p>
 <p>TCL Trade Union</p>	<p>Monitored by the Vice President of TCL Tech./ Chair of the Trade Union Committee/Deputy chair of the Trade Union Committee/ Secretary of the Commission for Discipline Inspection</p>
 <p>Direct Supervisor or Human Resources Department</p>	<p>Complaints submitted directly to a supervisor or the HR Department are investigated and handled by the relevant department</p>

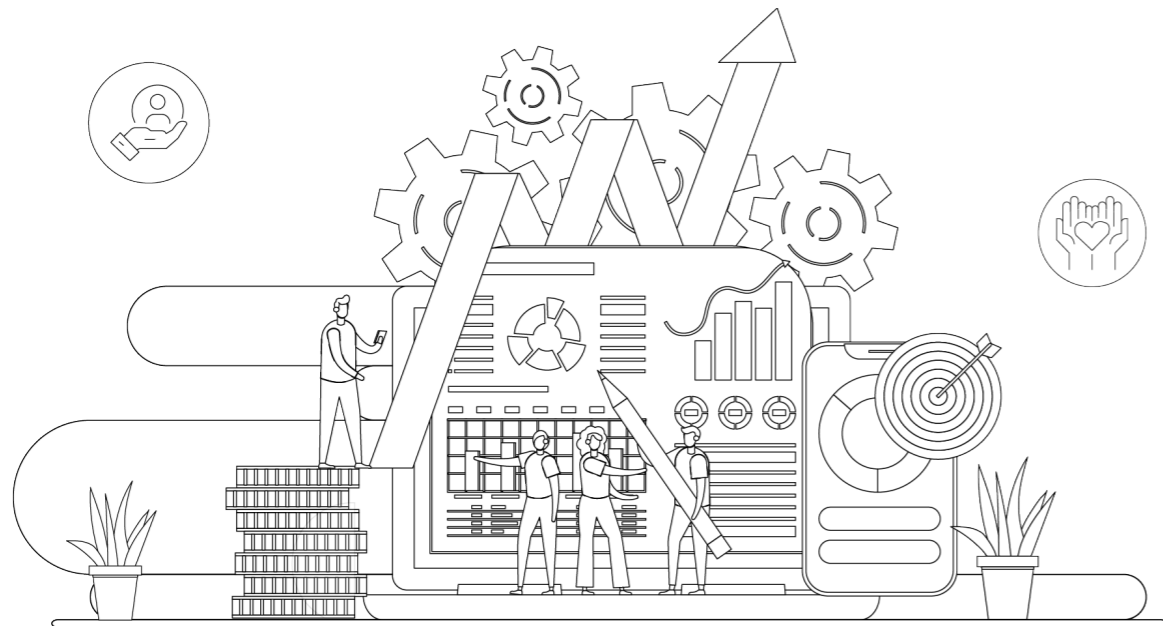
Talent Development and Training

A robust talent development and training system serves as the core engine for unlocking employee potential and driving corporate strategy. For employees, structured development programs translate into clear career growth paths, continuously enhanced professional skills, and the steady appreciation of their personal value. For investors and regulators, this reflects the Company's strategic foresight in human capital investment, helping to build a stable, high-quality workforce and mitigate the risk of talent gaps. For customers and partners, a team of skilled and well-rounded professionals is the fundamental guarantee of product and service quality.

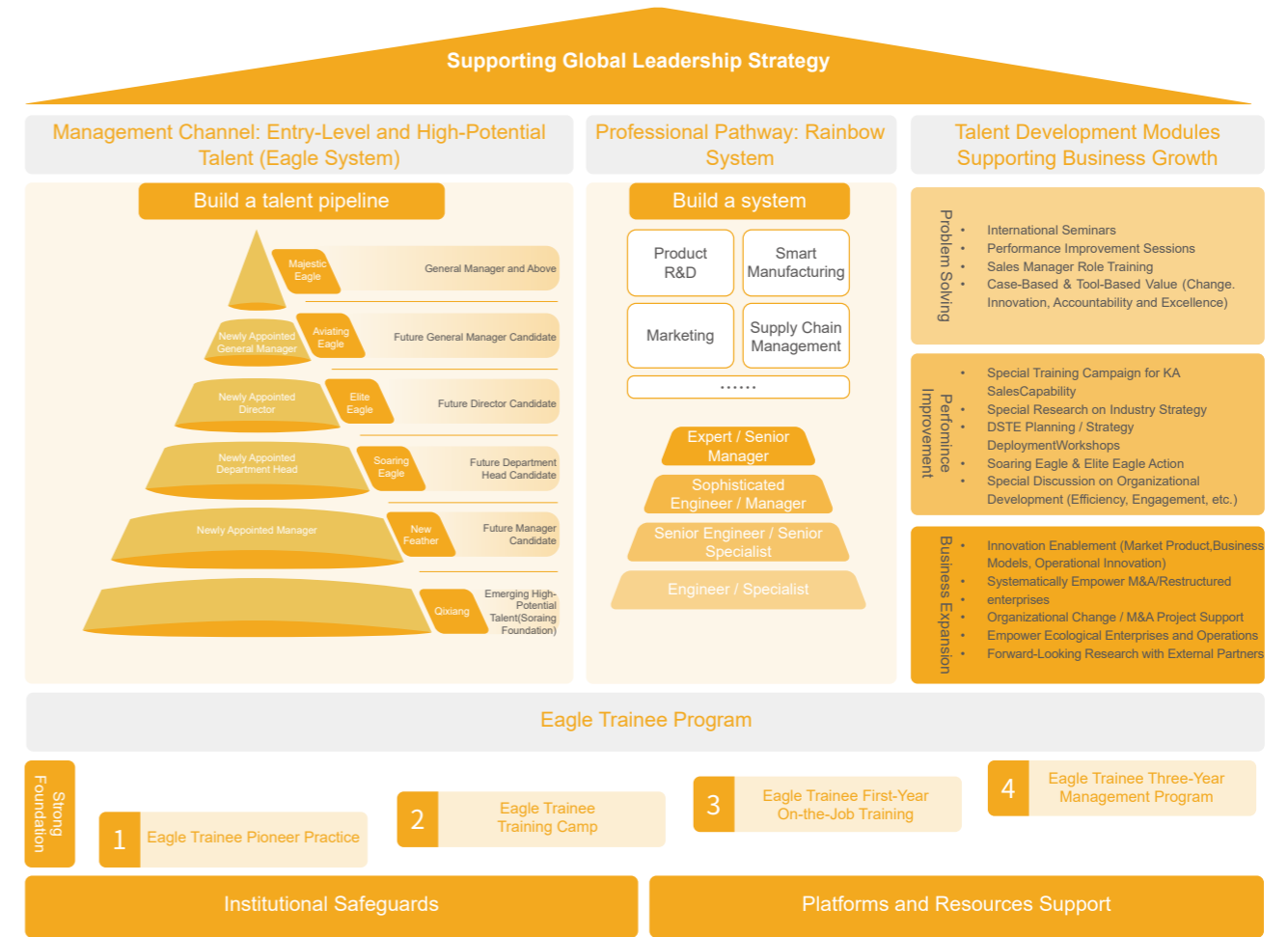


Empowering Employee Growth

We support both professional and managerial development through a dual-track talent system that aligns with the Company's long-term goals. Grounded in the Eagle Trainee Program and supported by targeted leadership and technical training, the system is designed to meet evolving business needs and strengthen global competitiveness. Through resource system platforms and digital intelligence platforms, we provide employees with diverse career development paths. Since 2006, starting with the Elite Eagle Trainee Program, TCL Tech. has progressively built a comprehensive Eagle leadership development system, giving rise to a number of flagship initiatives.



TCL Talent Development System



TCL Tech. focuses on cultivating high-end management talent and building a global pool of high-potential employees. The Company has deepened industry-university-research collaboration and talent development partnerships with leading domestic and international universities and benchmark institutions, launching a series of high-end talent development programs.

Case TCL Tech. Aviating Phase 6 Program Deepens High-End Leadership Development

In March 2025, TCL Tech. partnered with a renowned university and a consulting firm to roll out its most advanced leadership development program, Aviating Phase 6, targeting 34 future heads of various business units. Participants traveled overseas for innovation-focused study tours, visiting top universities to engage in seminars on AI applications, innovation commercialization, and global operations. By absorbing cutting-edge concepts, the program strengthened the global business and innovation capabilities of key management talent.



Tech Innovation Study Tour

Case TCL Tech. Elite Eagle Phase 17 Program Develops High-Potential General Management Cadres

From July 2024 to July 2025, the Company launched the Elite Eagle Phase 17 program for 127 high-potential director-level/senior manager-level backbone employees. Centered on five key tasks at the director level, the program adopted a "training plus practice" approach, featuring seven learning modules totaling 177 class hours, and organized study tours to nine benchmark companies (both internal and external). The program effectively enhanced the capabilities of director-level cadres.



Elite Eagle Phase 17 Program

Case TCL Tech. OD Advanced Bootcamp Empower HR Professionals

The Company launched a one-year OD Advanced Bootcamp for 60 mid-to-senior level OD managers. Combining online courses, in-person workshops, and action learning, the program strengthened participants' core competencies in strategic alignment, organizational diagnostics, and other key areas. A rigorous selection, assessment, and elimination mechanism was put in place to cultivate expert-level OD talent for the organization.

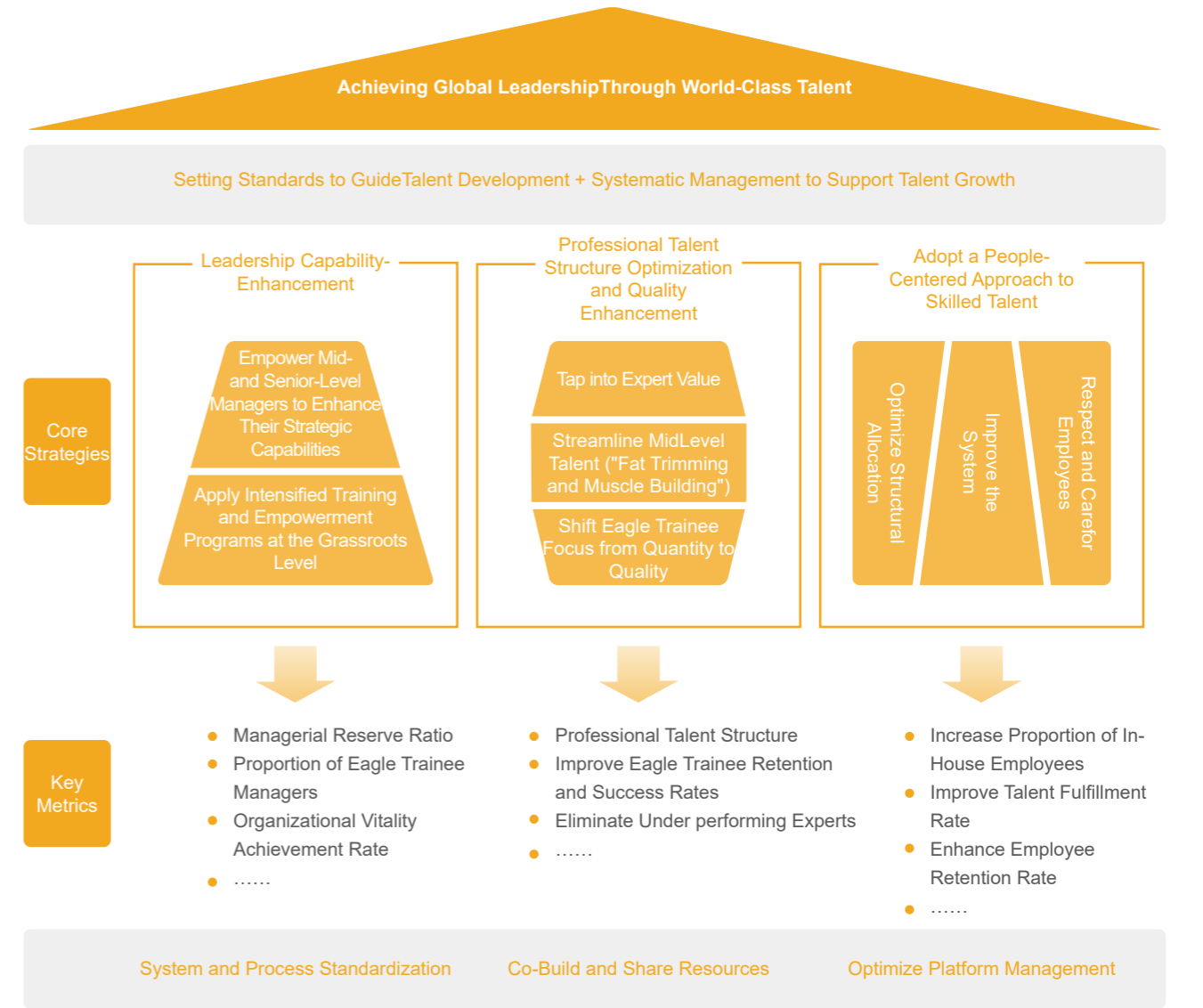


TCL Tech. OD Advanced Bootcamp

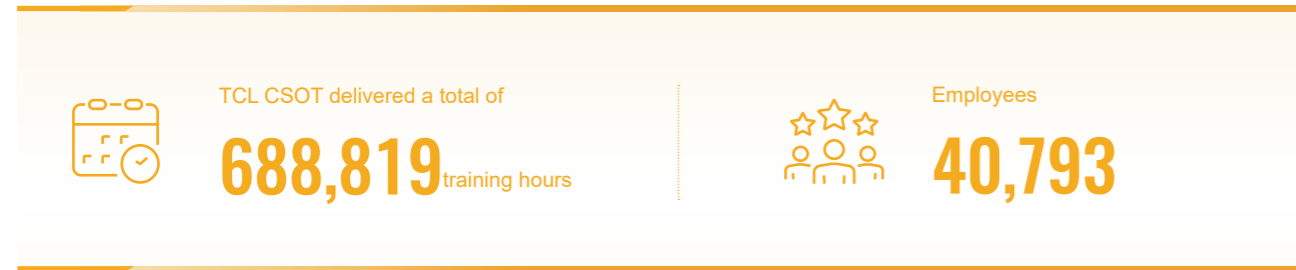
To continuously support the strategic goal of achieving global leadership in its businesses, TCL University has officially developed a five-year development plan (2026–2030). The plan focuses on strengthening the cultivation of business-oriented leaders and systematically empowering the development of core organizational capabilities to support the Company's AI strategy implementation. TCL University is also committed to iterating and upgrading its digital learning platform and building a learning resource system tailored to business needs, thereby providing solid talent support for the Company's long-term talent development.

TCL CSOT has systematically advanced its talent pipeline development by establishing internal policies such as the *CSOT Training Management Guidelines*, focusing on three key areas: strengthening leadership effectiveness, optimizing the structure of professional talent, and promoting the comprehensive development of skilled talent.

TCL CSOT Talent Development Framework



In 2025, TCL CSOT delivered a total of 688,819 training hours to 40,793⁵ employees. For employees in special positions, TCL CSOT rolled out targeted training programs covering occupational diseases and job-specific protection measures, raising awareness and ensuring safety. In 2025, over 17,000 employees in special positions received such training.



Case TCL CSOT "Soaring Eagle Bootcamp"

In 2025, TCL CSOT continued to strengthen its leadership development system by launching the "Soaring Eagle Bootcamp", a specialized program for high-potential candidates for director roles. The bootcamp was designed with the core goal of improving the overall reserve ratio, equipping participants with the skills and experience needed for key positions through a blend of structured courses, hands-on exercises, and benchmarking. Using a mix of in-person workshops, case-based discussions, and team co-creation sessions, the program sharpened participants' strategic thinking, team management, and business execution capabilities.

TCL CSOT "Soaring Eagle Bootcamp"

Case TCL CSOT Launches "Foundation Strengthening Program 2.0"

In 2025, TCL CSOT continued to deepen its "Foundation Strengthening Program 2.0". By systematically reviewing job roles and adjusting compensation structures, optimizing end-to-end management processes for team leaders, and improving learning maps and competency standards for technicians and operational staff, the Company also organized initiatives such as a master craftsman competition and lean training for team leads. As a result, employee turnover declined significantly, and the number of in-house employees in key roles steadily increased. TCL CSOT also continued its "Dream Support Program", reimbursing skilled talent a total of RMB 225,300 in tuition subsidies over the year, helping employees advance their careers and enhance their capabilities.

⁵Covering former employees.

Case TCL CSOT Accelerated Growth Program for Newly Appointed Department/Section Managers

In 2025, TCL CSOT launched the "Accelerated Growth Program for Newly Appointed Managers", targeting those who are newly appointed, have undergone cross-level transfers, or still need to strengthen their management capabilities. The program provides targeted training focused on problem-solving, team management, and business process optimization. Through blended learning, mentorship, and hands-on assignments, it helps managers quickly adapt to their roles and make the transition from "newly appointed" to "fully competent".

TCL CSOT Accelerated Growth Program for Newly Appointed Department/Section Managers

To continuously build a future-oriented talent development system, we support employees in upgrading both their academic qualifications and professional capabilities through institutionalized learning support mechanisms. Under the *TCL Managerial Staff MBA/EMBA Learning Policy*, the Company provides tuition assistance for directly managed managers with outstanding performance and strong development potential. This policy has already helped several managers successfully complete external degree programs, effectively strengthening the pool of mid-to-senior level talent and the leadership pipeline. In 2025, TCL Tech. established a long-term university-industry partnership with Southern University of Science and Technology (SUSTech). To systematically cultivate business-oriented managers, TCL Tech. funded the creation of the "SUSTech Sci-Tech Innovation MBA Scholarship", encouraging and supporting high-potential mid-level managers to enroll in SUSTech's MBA program, thereby helping TCL Tech. build a first-class talent team.

TCL CSOT's union has also promoted external union-sponsored tuition subsidies alongside the internal Dream Support Program, facilitating applications for the Guangdong Provincial Trade Union's "Pursuing Studies, Realizing Dreams" initiative and the Shenzhen Trade Union's "Dream Project". In parallel, through the "Dream Support Program", TCL CSOT encourages employees to apply for EMBA programs independently and seek financial assistance after admission. In 2025, 168 employees successfully received support through this program, reflecting a multi-dimensional commitment to helping employees enhance their academic qualifications and pursue personal growth.

TCL Zhonghuan continues to refine its employee learning support system by implementing the *Employee Continuing Education Policy*, providing dedicated subsidies for higher education and vocational certification programs. TCL Zhonghuan operates a tiered tuition reimbursement mechanism: job-relevant degree courses are reimbursed on a proportional basis, while employees who obtain recognized professional certifications receive full reimbursement or additional benefits. These efforts effectively enhance employees' overall competence and job readiness, building a pipeline of versatile talent to support the Company's high-quality development.



Case **TCL Zhonghuan Empowers Talent Development Through Continuing Education**

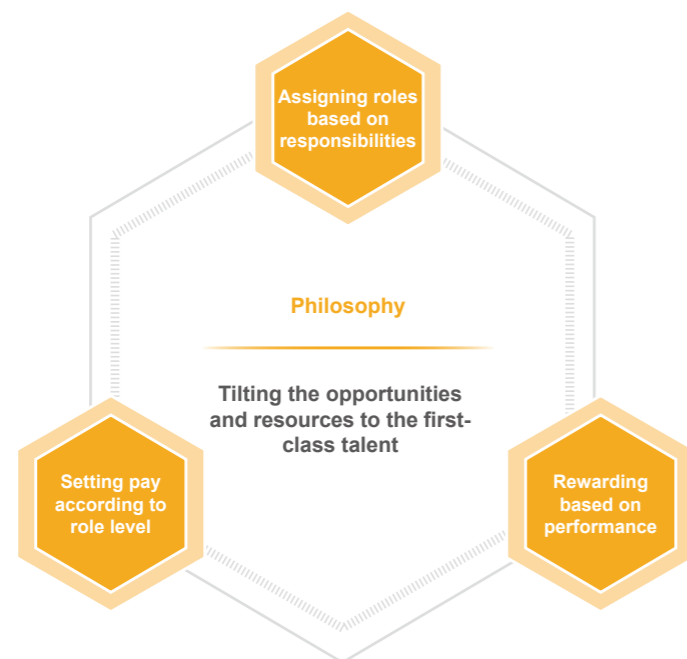
By implementing the *Employee Continuing Education Policy*, TCL Zhonghuan provides employees with tiered tuition subsidies and certification support, while continuously strengthening partnerships with educational institutions. In 2025, the Company added or renewed cooperation agreements with two institutions, establishing an academic advancement system centered on public universities and "Project 211" institutions. As of the end of the year, over 650 employees were enrolled in continuing education programs, with more than 180 newly admitted. In addition, over 60 employees received subsidies for professional certifications totaling more than RMB 230,000. These efforts have effectively enhanced employees' overall competence and job alignment, building a reserve of versatile talent to support industrial upgrading.

Sharing Achievements with Employees

Competitive compensation and comprehensive benefits are essential foundations for unlocking employee potential and enhancing their sense of belonging and well-being. We continuously refine our compensation and benefits system to ensure that incentives are fair, transparent, and attractive, enabling employees to be appropriately rewarded for their contributions and closely linked to the Company's development achievements.

● Compensation and Incentives

In the area of compensation and incentives, TCL Tech. adheres to the philosophy of "tilting the opportunities and resources to the first-class talent". We have established a total compensation management system based on the principles of "assigning roles based on responsibilities, setting pay according to role level, and rewarding based on performance". The Company provides employees with a comprehensive package that includes fixed salaries, performance bonuses, and long-term incentives, with resources tilted toward strategic talent and key contributors. Our performance management model combines corporate performance, team performance, and individual performance. Through regular goal reviews and performance dialogues, strategic objectives are effectively cascaded and continuously improved. Evaluation results are applied to incentive payouts, compensation adjustments, and development planning, creating a virtuous cycle.



Our performance management model combines corporate performance, team performance, and individual performance. Strategic and operational goals are cascaded from the organizational level down to departments and individuals. Through regular performance reviews and open communication, we continuously improve the evaluation process. Results are used to guide incentives, and career development—encouraging employees to grow and improve alongside the Company.

TCL CSOT revised the *CSOT Individual Performance Management Policy* in 2025, adjusting the management cycle to an annual basis and strengthening the impact of organizational performance on managerial performance. TCL CSOT also updated its performance management policy for frontline employees, refining evaluation dimensions and adding manufacturing team responsibilities, providing clearer criteria for skilled talent performance assessment.



In 2025, TCL CSOT amended the *CSOT Compensation Management Policy* to enhance long-term incentive mechanisms. TCL CSOT continued to optimize its reward distribution, further tilting resources toward strategic core talent and high contributors, and for the first time extended coverage to outstanding skilled personnel, aiming to incentivize and retain the key force driving manufacturing upgrades. Bonus allocation is strictly based on performance and current contributions, with additional recognition for cross-organizational contributions such as job rotations and international assignments, and resource preferences for employees taking on extra responsibilities. Furthermore, by strengthening the link between mid-to-senior management incentives and TCL CSOT's overall performance, the returns of core teams are better aligned with the Company's long-term development. TCL CSOT's long-term incentive distribution considers both current contributions and future potential, not only favoring core professional talent such as appointed experts but also covering high-performing, high-potential mid- and junior-level core employees.

TCL Zhonghuan has established a company-wide performance management system featuring a closed loop of "goal setting – process coaching – evaluation feedback – application and improvement", while ensuring employees' right to appeal evaluation results, thereby guaranteeing fairness and developmental orientation in assessments.

MOKA updated the *Staff Performance Management Policy* in 2025, adjusting the document's scope of application according to the latest organizational structure, refining performance evaluation dimensions and rating distribution ratios, and adding the *Employee Performance Appeal Form* to further improve performance feedback and grievance mechanisms.

Employee Benefits

We are committed to building a comprehensive care system that goes beyond statutory requirements. TCL Tech. provides employees with a diverse range of benefits, including statutory social insurance and housing funds, comprehensive commercial insurance, various allowances, health checkups, holiday gifts, and a variety of cultural and sports activities. The Company also proactively supports employees in need, enhancing overall employee well-being.

TCL Tech.

While establishing the Group's overall employee benefits framework, TCL Tech. continues to refine its diverse, people-oriented care initiatives, aiming to strengthen employees' sense of belonging and organizational cohesion. For holiday care, the Company distributes holiday gifts or organizes special themed events on key occasions such as International Women's Day, Children's Day, the Dragon Boat Festival, the Mid-Autumn Festival, and the Lunar New Year. The Company also offers customized anniversary gift boxes for employees based on their length of service, in recognition of their long-term contributions and dedication. In terms of cultural activities, TCL Tech. regularly holds annual galas and various recreational events, and organizes team-building and outdoor training sessions from time to time, enriching employees' after-work lives and fostering a corporate culture that values innovation, harmony, and camaraderie.



TCL Tech. Headquarters Hiking & Fun Sports Day in 2025

TCL CSOT

In addition to statutory benefits such as social insurance and housing fund contributions, TCL CSOT has established a multi-tiered benefits and care system that includes holiday gifts, commercial insurance, and psychological counseling services. TCL CSOT also provides special support such as relocation allowances for new graduates, ensuring employees receive comprehensive support throughout their journey at the Company.

TCL Zhonghuan

TCL Zhonghuan, while fully providing statutory benefits, has built a supplementary benefits system centered on employee care. The implementation and distribution of this system strictly follow the relevant fund management regulations of the Company and its trade unions, ensuring that benefits resources are used in a compliant, efficient, and orderly manner. Through its trade unions, TCL Zhonghuan offers a wide range of benefits covering holiday greetings, hardship assistance, wedding and childbirth congratulations, retirement recognition, and bereavement support. Standardized application, approval, and distribution processes are in place to ensure that each employee receives fair and timely benefits.

Case TCL Zhonghuan Union System

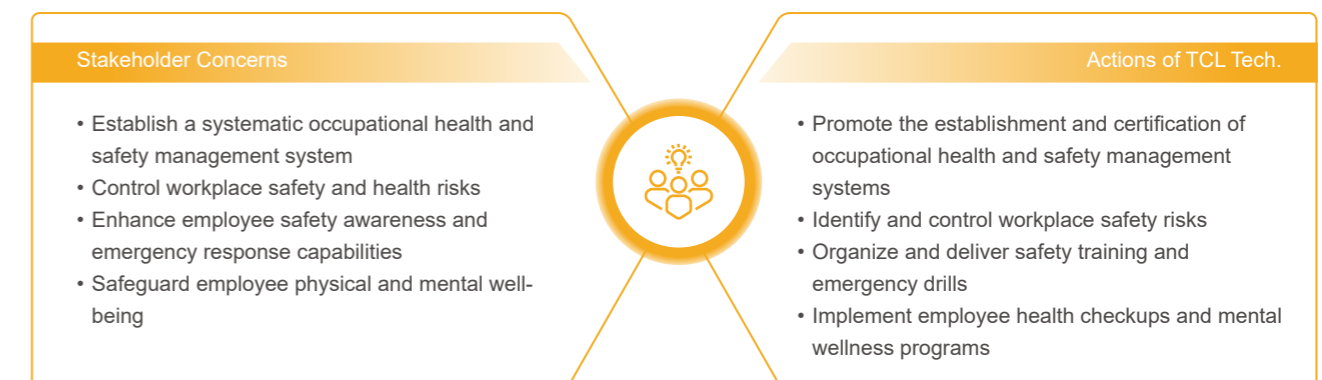
Through its union system, TCL Zhonghuan implemented a series of inclusive employee care initiatives in 2025. TCL Zhonghuan's "Warm Winter · Cool Summer" project delivered targeted wellness visits and support to frontline and outdoor workers during winter and summer, benefiting thousands of employees. The "Moments That Matter" companion plan provided targeted wellness visits and support and monetary gifts to employees during critical life milestones such as marriage, childbirth, and retirement, with hundreds of employees supported annually. Simultaneously, TCL Zhonghuan established the "Targeted Assistance for Difficult Circumstances" safeguard program, offering specialized financial aid and support to employees facing severe illnesses or life hardships, effectively alleviating their challenges. Throughout the year, the Company distributed festival gifts to all employees via the "Universal Festival Care" initiative and organized over 170 cultural and sports events. With substantial annual investment, TCL Zhonghuan established a solid employee care network.

MOKA

MOKA announced its three-child birth allowance policy to convey care for employees' families and strictly enforces high-temperature allowance standards to protect the rights and interests of outdoor workers. MOKA actively supports female employees by establishing lactation rooms and optimizing leave management policies.

Occupational Health and Safety

We always place employees' health and safety at work as our highest priority. By establishing a robust safety management system, implementing risk control measures, and conducting in-depth safety training, we continuously create a safe and healthy working environment for all employees. In 2025, TCL Tech. recorded zero major safety incidents.



Protection of Employee Health and Safety

At the Group level, TCL Tech. continues to strengthen the coordination and management of occupational health and safety, guiding its subsidiaries to integrate health and safety management into every aspect of daily operations, thereby forming a top-down, multi-layered accountability system.

TCL CSOT

TCL CSOT strictly complies with relevant laws and regulations such as the *Work Safety Law of the People's Republic of China* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, translating legal requirements into a range of internal management procedures, including the *CSOT EHS System Management Manual*, the *CSOT Occupational Health Monitoring Management Procedure*, and the *CSOT Fire Safety Management Policy*. A robust organizational structure has been established, with the CEO serving as Chair of the Safety Committee and an SVP as Vice Chair, while various responsible units and employee representatives jointly participate in the HSE Management Committee. In 2025, the addition of the IPS branch further refined management coverage. All 14 TCL CSOT bases, including those in Shenzhen, Guangzhou, Wuhan, Suzhou, and Huizhou, have obtained ISO 45001 certification for occupational health and safety management systems. The certification scope covers core production and operations, effectively ensuring a safe working environment.

TCL CSOT has established a routine health monitoring mechanism, regularly conducts safety culture initiatives and occupational health checkups, and has set up an EAP psychological care mechanism with six counseling rooms. TCL CSOT organizes annual company-wide mental health assessments, holds quarterly mental health lectures, and provides public health education during Mental Health Month, taking a comprehensive approach to safeguarding employee physical and mental well-being.

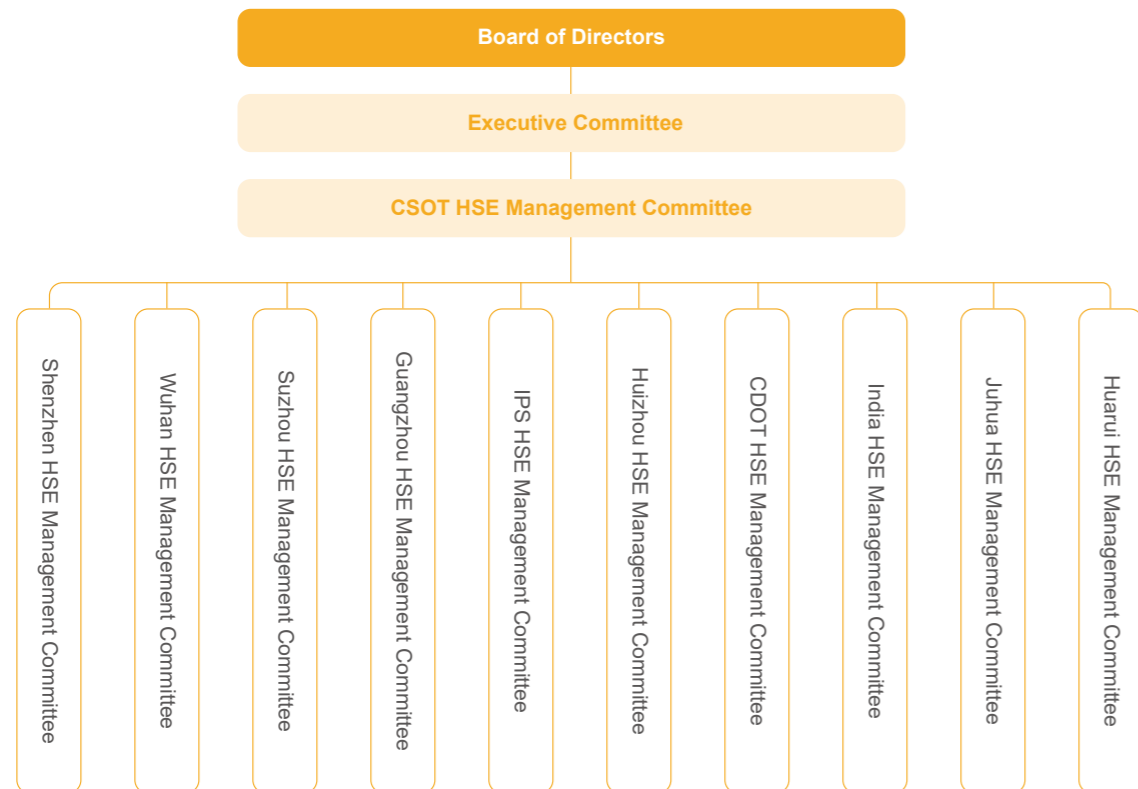
TCL CSOT bases ISO 45001 certified

14

Counseling rooms

6

CSOT HSE Management Committee Structure



TCL Zhonghuan

TCL Zhonghuan links the achievement of occupational health and safety targets to the performance evaluations of relevant senior management. It has formulated and issued the *Occupational Health and Safety Policy*, continuously strengthening accountability and resource allocation mechanisms. Each subsidiary has developed its own policy documents, such as the *Compendium of Occupational Health Management Systems and the Environmental and Occupational Health and Safety Management Manual*, tailored to its specific business characteristics.

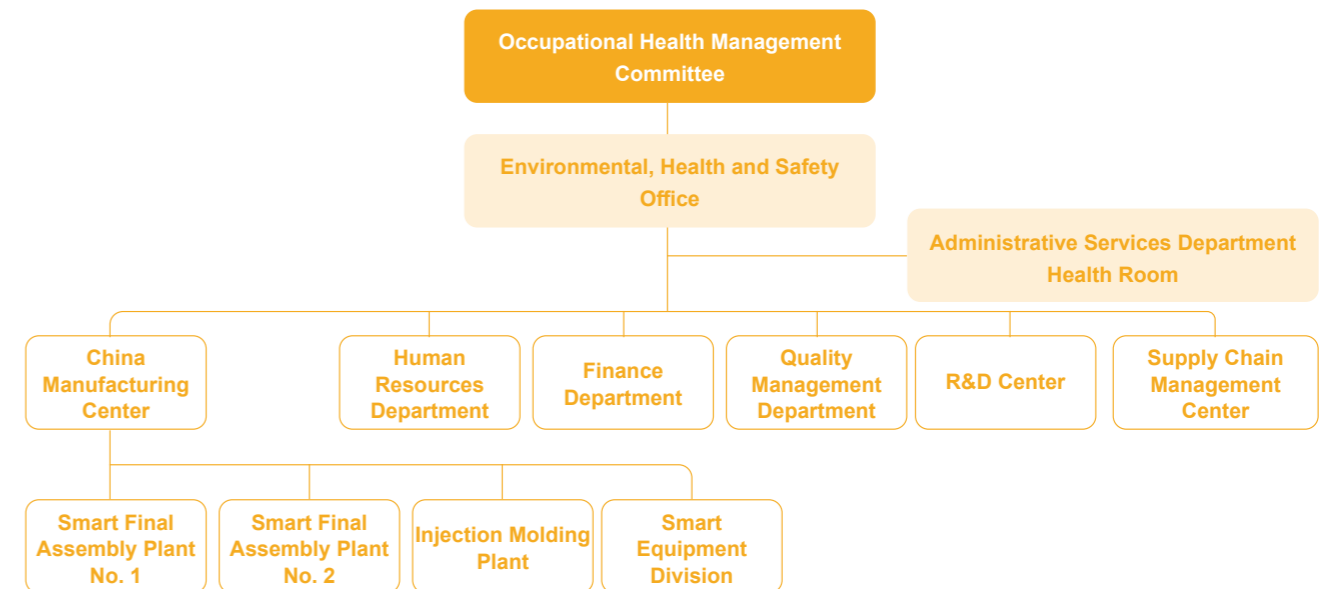
All TCL Zhonghuan subsidiaries have established a Work Safety Committee led by the primary responsible person or CEO to coordinate strategic deployment and daily management, supported by an adequate number of full-time and part-time safety management personnel. Some subsidiaries have also obtained occupational health management professional certifications for relevant staff. A total of 17 companies under TCL Zhonghuan have passed ISO 45001 system certification audits. In addition, all TCL Zhonghuan subsidiaries provide occupational injury and work-related injury insurance for employees in accordance with the law, conduct regular occupational hazard monitoring and occupational health checkups. In 2025, TCL Zhonghuan achieved 100% coverage for both occupational health checkups and general health checkups, with zero occupational disease cases for the year.

MOKA

MOKA has established an Occupational Health Management Committee to comprehensively oversee occupational health efforts. The committee, along with its various sub-departments, works in a coordinated manner to form a closed-loop management process covering occupational health supervision, hazard monitoring, employee health management, regulatory compliance, safety training and job adjustments, and funding and protective equipment supply. This ensures that management requirements are integrated into every aspect of daily operations. MOKA has developed policies such as the *Occupational Health Management Regulations* and the *Occupational Safety and Health Education Policy* to provide institutional support for employee health and safety. MOKA has obtained ISO 45001 certification for its occupational health and safety management system, strengthening the foundation for operational safety.

MOKA actively provides AED⁶ usage training, promotes the government's free five-cancer screening program, organizes company-wide health checkups for all employees, and offers free interpretation services for medical reports, safeguarding employee physical health across multiple dimensions.

MOKA Occupational Health Management Committee



⁶AED (Automated External Defibrillator) is a portable medical device that can automatically identify life-threatening cardiac arrhythmias such as ventricular fibrillation and deliver an electric shock to help restore the heart's normal rhythm. It is designed for use by non-medical personnel to save victims of sudden cardiac arrest.

Enhancing Employees' Awareness of Safety Risks

Raising employee awareness of safety risks is a critical step in preventing safety incidents and reducing operational risks. It directly affects employee safety, the stability of the Company's operations, and the trust and support of stakeholders. TCL Tech. drives its subsidiaries to establish robust risk management systems, carry out comprehensive safety training and regular emergency drills, and continuously strengthen employee safety awareness and emergency response capabilities, building a solid safety defense at the source.

● Safety Risk Management

All of our manufacturing subsidiaries follow a people-oriented approach and place great importance on identifying and managing OHS-related risks. Each subsidiary sets clear occupational health and safety targets, systematically carries out risk identification, and conducts hazard inspections to ensure that all types of safety risks are effectively controlled.

📄
TCL CSOT

TCL CSOT adopts the "PDCA" closed-loop management principle, systematically and regularly identifying risk factors, quantifying risk levels, implementing targeted controls, and driving continuous improvement. This approach covers all types of risks across key areas such as production operations and equipment, ensuring workplace safety. In 2025, TCL CSOT recorded 42 work-related injuries, with zero work-related fatalities. The case closure rate for work-related injury investigations reached 100%, and lessons learned from incident reviews were used to further optimize risk control measures.

👤
TCL Zhonghuan

TCL Zhonghuan has systematically established a robust occupational health and safety management framework, with its subsidiaries and manufacturing facilities implementing comprehensive measures to effectively manage and mitigate risks. Key systems developed by subsidiaries include the *Occupational Health Management System Compilation*, *Graded Risk Control System for Safety*, the *Integrated Safety, Environmental Protection, and Occupational Health "Three Simultaneities" and Emergency Response Plan*, the *Hazard Identification, Risk Assessment, and Control Measures Management System*, the *Workplace Safety Training, Education, and Evaluation System for All Employees*, and the *Workplace Accident Reporting and Investigation Handling System*. These policies comprehensively cover all stages of risk governance, including risk identification, training assessments, and incident management, ensuring a structured and proactive approach to occupational safety.

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MOKA

MOKA engaged a professional third-party testing firm to carry out occupational safety risk identification and assessment. The assessment was conducted in accordance with standardized procedures, comprehensively covering key areas such as production operations, equipment and facilities, and environmental management. Physical, chemical, and other types of risk sources were systematically identified and quantified by risk level. By pinpointing key risk control areas and weak links, MOKA developed targeted improvement measures, including optimizing safety management systems, upgrading protective equipment, and strengthening specialized training. Through closed-loop management, the Company continuously eliminates and reduces safety risks.

● Safety Training and Emergency Drills

We continuously strengthen employees' safety awareness and self-protection capabilities by developing emergency response plans, publishing rescue manuals, and organizing regular safety education, specialized training, and emergency drills, ensuring that employees can work safely and live healthy lives.

TCL CSOT Shenzhen Base has established a systematic "one employee, one file" training system, achieving 100% of key safety training indicators. Training covers all active employees, including new hires and those in special operations roles. In 2025, 896 new employees received training, with a 100% pass rate; 136 employees received initial special operations training, and 125 received refresher training, all achieving 100% certification for working on duty. Six online specialized training sessions were conducted, with 31,374 participant attendances. Eight off-site specialized training sessions covered 815 employees, achieving a training satisfaction rate of 97%.

Case
TCL CSOT Special Training on AI Technology-Enabled Safety Management

With the rapid development of AI technology, its great potential in the field of safety management is becoming increasingly evident. To improve the efficiency and precision of safety management and help TCL CSOT adapt to digital transformation and move toward intelligent operations, the CSOT HSE Management Committee organized a specialized training on AI technology-enabled safety management in May 2025. The training targeted full-time and part-time safety management personnel from the manufacturing hubs in Shenzhen, Wuhan, Suzhou, Guangzhou, and Huizhou.




Special Training on AI Technology-Enabled Safety Management

TCL CSOT has established a dedicated ERC emergency response team (full-time) and an ERT team (part-time), operating on a 7×24 on-duty system. TCL CSOT has developed a robust emergency management framework, classifying and managing emergencies by type and severity, and regularly organizes safety drills to maintain a well-functioning emergency response system.

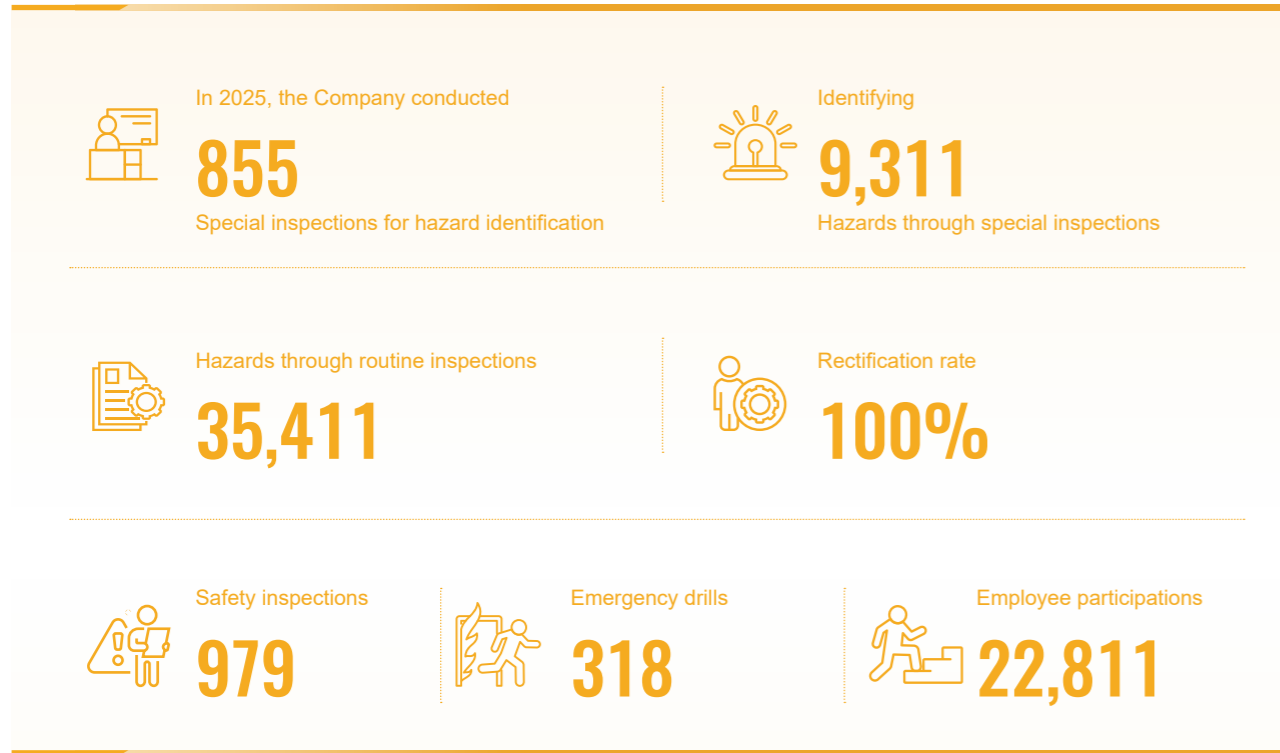
Case
TCL CSOT Joint Ammonia Leak Emergency Drill

In 2025, Wuhan CSOT, in collaboration with the East Lake High-tech Zone Intelligent Manufacturing Park, Zuoling Fire Brigade, Traffic Management Squadron, Zuoling Health Center, and other relevant units, conducted a joint emergency drill simulating a major ammonia leak at the t5 specialty gas station. During the exercise, 27 enterprises within the Intelligent Manufacturing Park were invited as observers. The overall drill process, response actions, and emergency professionalism received high recognition from government experts and leaders, demonstrating the readiness, capability, and speed of a professional emergency team.



Ammonia Leak Drill

TCL Zhonghuan subsidiaries have developed annual safety training plans and conducted precise training for different levels and positions to achieve full coverage. Through diversified training methods, they have enhanced employees' safety knowledge and skills.



Case TCL Zhonghuan Emergency Drills Strengthen Work Safety Assurance

TCL Zhonghuan attaches great importance to operational safety and emergency response capabilities. Through its production bases, TCL Zhonghuan strictly implements annual emergency drill plans to continuously strengthen its risk prevention and control system.

Huansheng Inner Mongolia strictly implemented the *Annual Emergency Drill Plan*, conducting 9 drills throughout the year with 310 participant instances. Huansheng Jiangsu organized 9 emergency drills throughout the year, covering 2,013 person-times. Huansheng Tianjin conducted 12 emergency drills with 1,210 employees participating. Regularized drills at all bases have effectively enhanced employees' emergency response capabilities and risk prevention awareness, jointly reinforcing the Company's solid defense line for safe production.



TCL Zhonghuan Emergency Drill

MOKA has established a comprehensive training system covering all active employees, including new hires, transferred staff, and temporary workers. New employees must complete a three-level safety education and training program (factory, workshop, and team) totaling no less than 24 hours before assuming their duties. Regular refresher training is provided for incumbent employees, achieving 100% training coverage across the workforce.

Case MOKA Invites External Experts to Conduct Safety Training

To further strengthen the Company's workplace safety foundation and uphold the principle of "stay safe even when production is busy", in conjunction with the "Tighten Safety Strings, Escort Production Path", MOKA specially invited external safety experts in November 2025 to conduct a work safety management training session for frontline management across all departments. The training aimed to enhance frontline managers' safety awareness, compliance mindset, and understanding of how to properly manage on-site safety, thereby ensuring the orderly implementation of the Company's workplace safety efforts.



MOKA Work Safety Management Training

In 2025, MOKA conducted a total of 25 drills, including 12 fire-specific drills and 2 comprehensive emergency drills, achieving 100% employee coverage. The average duration per drill was 45 minutes, with total drill time exceeding 9 hours. In the fourth quarter fire drill, full safety evacuation was completed within 3 minutes, and the success rate for initial fire response increased by 50%, forming a closed-loop management process of "drill – assessment – improvement".



TCL Tech. will continue to optimize its risk identification and control mechanisms, enrich the content and formats of safety training, enhance the relevance and effectiveness of training, and conduct regular emergency drills while strengthening post-drill reviews and improvements. The Company will continue to raise all employees' safety awareness and emergency response capabilities, fostering a culture where everyone values safety, prioritizes safety in every task, thinks about safety at all times, and ensures safety in every place, thereby providing solid support for the Company's sustained and healthy development.

Responsible Supply Chain 🌱🌱🌱

The supply chain has moved beyond traditional resource allocation to become a core link in extending corporate value and fulfilling social responsibilities. From raw material sourcing to product delivery, we uphold our commitment to sustainable development. Guided by the principles of win-win cooperation, transparency, and regulatory compliance, we work with partners to build a stable, efficient, and sustainable supply network. By strengthening risk management and policy enforcement, we lay a foundation of trust for global markets and diverse customers. Stakeholders' concerns about supply chain stability, compliance, and risk mitigation drive us to continuously improve our systems, implement robust management practices, and proactively address their expectations, thereby systematically enhancing our governance performance. In key areas such as labor rights, environmental responsibility, low-carbon transition, and controversial sourcing, we have launched initiatives to make our supply chain management more professional and systematic.



Supply Chain Management

We fully recognize that a stable and well-ordered supply ecosystem is fundamental to creating enterprise value. The Company has always made supply chain management an integral part of its sustainable development strategy, focusing on key areas such as policy development, supplier onboarding, dynamic assessment, and exit mechanisms. By strengthening the foundation of compliance, we promoted coordinated, long-term growth with our supply partners.

TCL CSOT is committed to continuously improving its sustainable supply chain governance structure, with clearly defined roles and responsibilities at each level to enable efficient and professional collaboration. In 2025, TCL CSOT's supply chain management entered a new era, Supply Chain 3.0, guided by three core values: "customer orientation", "value orientation", and "ecosystem leadership". The goal is to build a healthy, sustainable, value-creating, and globally leading supply chain system. TCL CSOT has developed the *TCL CSOT Supplier Social Responsibility Code of Conduct and the Supplier Corporate Social Responsibility Management Policy*, and has further refined the *CSOT Supplier Performance Management Process* to incorporate ESG performance into supplier evaluations with associated incentive tiers. The Company has also enhanced its supplier CSR risk assessment and audit criteria, improving management precision. In addition, in 2025, TCL CSOT issued the *CSOT Hazardous Substance Management Policy for Products and Materials*, strengthening its technical control documentation system.

Based on the ISO 20400:2017 framework, TCL CSOT officially obtained sustainable procurement certification in September 2025, marking full life cycle coverage of ESG management across its supply chain. In 2025, 100% of procurement staff received sustainable procurement training, ensuring professionalism and consistency in policy implementation.

In 2025, procurement staff received sustainable procurement training, ensuring professionalism and consistency in policy implementation

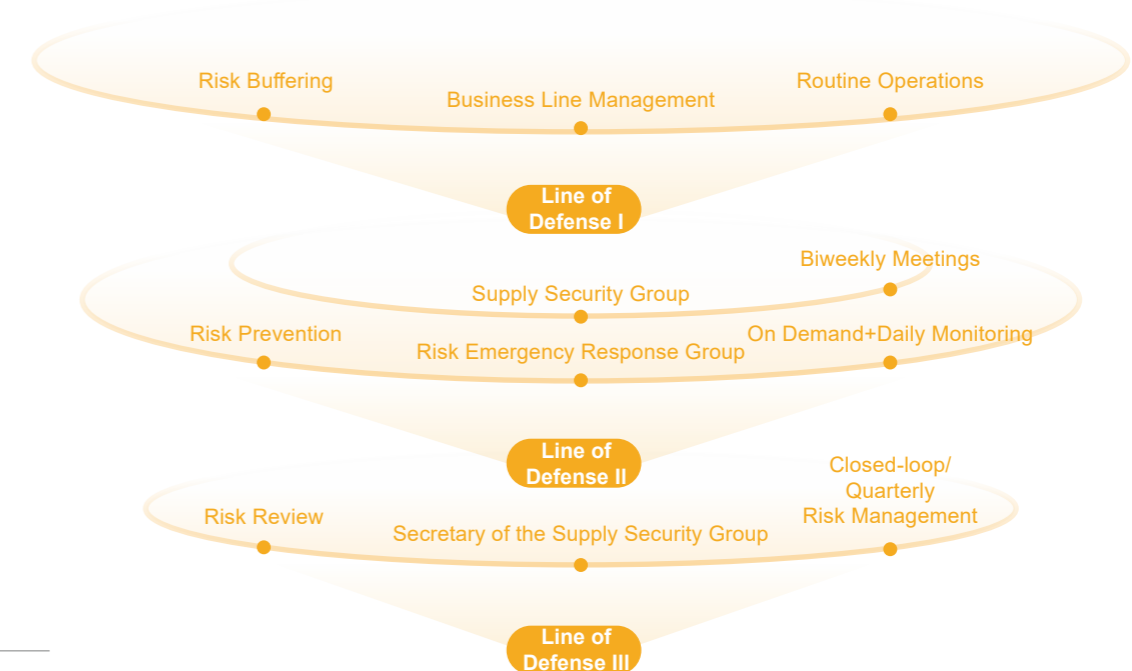
100%

TCL CSOT Supplier Full Life Cycle Management



To effectively mitigate and respond to supply chain risks, TCL CSOT continues to strengthen its supplier risk management systems, building a proactive and responsive framework guided by the principles of "prevention first, timely response, and end-to-end control". TCL CSOT has established a comprehensive control structure that covers supplier onboarding, process monitoring, and risk response. Through a "three lines of defense" model, TCL CSOT has enhanced its capacity for risk identification and resolution. A cross-functional risk group leads the coordinated implementation, with regular reviews and continuous process optimization to ensure closed-loop risk management.

TCL CSOT's Three Lines of Defense in Supply Chain Risk Management



⁷ Green Product.

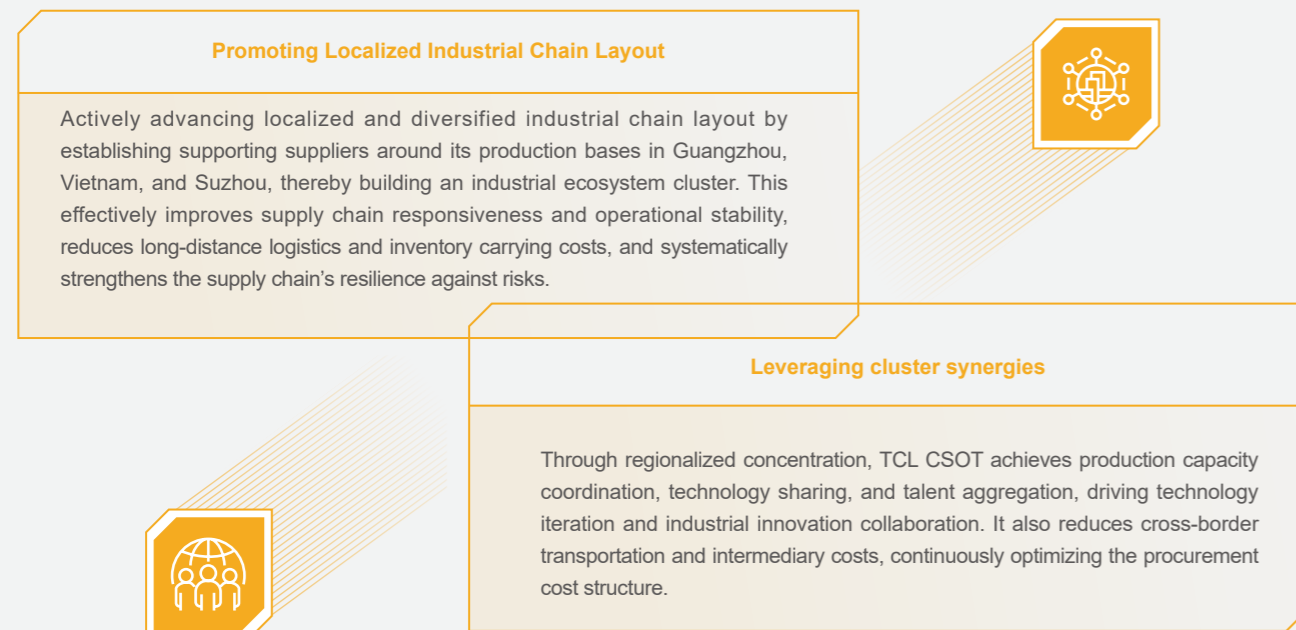
TCL CSOT has established a multi-dimensional supplier risk identification and assessment mechanism. By maintaining a dynamically updated supplier risk map, the Company comprehensively monitors potential risks in key areas such as supply stability, financial health, and compliance, and has developed a tiered response mechanism that combines short-term emergency response with long-term risk management.

In terms of digital capability building, TCL CSOT leverages tools such as third-party enterprise information platforms, the GP management system, and the supplier management system to actively monitor and assess potential supplier risks, ensuring continuous improvement in management effectiveness. When risks are identified, they are promptly escalated to the Risk Emergency Response Group, which formulates and implements targeted measures to ensure closed-loop rectification. TCL CSOT has established an institutionalized, standardized, and digitalized management framework, continuously improving supply chain transparency, compliance, and sustainability through training, collaborative innovation, and certification mechanisms. In 2025, TCL CSOT received the "VD Best Supplier Award" for the second consecutive year.

TCL CSOT Supply Chain Risk Audit Process



Building on a robust supplier risk management system, TCL CSOT continues to enhance the overall resilience, efficiency, and cost competitiveness of its supply chain through strategic supply chain positioning and operational optimization:



Case Innovation Proposal Competition – TCL CSOT Joins Hands with Supply Chain Partners to Map Out a New ESG Blueprint

To stimulate innovation and foster deep cross-departmental and cross-enterprise collaboration and explore feasible innovation paths from multiple dimensions, TCL CSOT held its second Innovation Proposal Competition from September to November 2025 under the theme "Integrated Innovation · Linking the Future". The competition brought together upstream partners, R&D, digital, manufacturing, and supply chain teams, with 170 participants presenting 43 proposals. Among them, 17 inspiring ESG-focused proposals emerged, ranging from green production process optimization to material recycling and green material application. Each proposal shines with the light of sustainable development, demonstrating how technological innovation drives environmental practices and how social responsibility is integrated into business decisions.



"Integrated Innovation · Linking the Future" The Second Innovation Proposal Competition

TCL Zhonghuan continues to advance the institutionalization and standardization of its supply chain management by establishing policies such as the *Procurement Management Policy* and the *Supplier Management Policy*. In 2025, the Company successfully obtained ISO 20400 sustainable procurement certification, while maintaining ISO 37301 compliance management system certification, ISO 9001 quality management system certification, and GB 33635 green supply chain management certification for manufacturing enterprises, ensuring the integrity and effectiveness of its management system.

TCL Zhonghuan Supplier Full Life Cycle Management



MOKA manages its suppliers according to the *TCL Code of Conduct for Partners* and the *Integrity Agreement*, requiring all partners to commit to anti-corruption practices. New suppliers must also sign the *Supplier Corporate Social Responsibility Statement* to ensure supply chain operations remain compliant with ethical and regulatory standards. In 2025, MOKA added 32 new suppliers, conducted routine reviews on 82 suppliers, achieving an audit coverage rate of 28.6%, thereby continuously strengthening supplier quality and compliance fundamentals.

Supplier ESG Management

As global attention to supply chain social responsibility continues to grow, labor rights protection, environmental responsibility, and business ethics have become key indicators of a company's ability to operate sustainably. Countries are tightening human rights due diligence requirements across supply chains. Investors, customers, NGOs, and other stakeholders increasingly expect companies to have robust mechanisms in place to ensure that supply chain workers operate in safe, fair, and respectful environments. We are strengthening our own ESG protection systems while actively guiding supply chain partners to meet their social responsibilities. Focusing on issues such as labor rights, health and safety, environmental protection, and business ethics, we have built a systematic mechanism covering assessment, agreement signing, training support, and certification tracking. During the reporting period, TCL Tech. had no overdue accounts payable.



TCL CSOT is committed to building a labor-friendly supply chain. All suppliers are required to sign the *Supplier Corporate Social Responsibility Statement* as the basis for systematically implementing supplier CSR management. In 2025, TCL CSOT issued the *TCL CSOT Supplier Code of Conduct on Social Responsibility*, establishing higher-level responsibility requirements regarding respect for human rights, prohibition of child labor and forced labor, working hour management, minimum wage guarantees, anti-discrimination, freedom of association, and provision of a safe and healthy work environment.

To effectively manage the ESG performance of its supply chain, TCL CSOT strengthens labor rights management within the supply chain through supplier certification, annual audits, and corrective action mechanisms. These efforts support the compliant and stable operation of the supply chain. Based on CSR risk assessments, TCL CSOT prepares an annual audit plan. Suppliers are required to complete a self-assessment in advance, which determines the audit approach. Audits are scored against predefined standards, with non-conformities and improvement suggestions documented in formal reports. Furthermore, TCL CSOT has established red lines for supplier CSR management. Suppliers triggering these red-line provisions will be directly deemed to have failed the audit, ensuring that the bottom line is not crossed. In 2025, TCL CSOT conducted CSR audits for 105 suppliers, accounting for 55.6% of those participating in the CSR risk assessment. No raw material suppliers with significant actual or potential negative social impacts were identified. Among them, 11 suppliers required rectification. TCL CSOT supported these suppliers through corrective actions, achieving a 100% rectification rate, with no disqualifications due to CSR-related issues.

TCL CSOT supports its suppliers in enhancing ESG management through a range of enabling measures, including "ESG thematic empowerment", "supplier ESG due diligence", and coaching during "CSR audits". These initiatives comprehensively strengthen the ESG governance foundation of the supply chain. Training topics cover hazardous substance control, carbon emission management, and supply chain ESG management.

In July 2025, TCL University, together with the Corporate HR Department, organized and executed an overseas supply chain management training program for TCL CSOT to promote TCL CSOT's globalization and ESG construction. The program focused on two major areas: global delivery and localized procurement in Vietnam. In September 2025, the Talent Development Department of TCL CSOT, in coordination with the Business Operations Center, launched a study tour program titled *Building the Overseas Supply Chain Management System*. Participants deeply explored supply chain layout in Vietnam, visited TCL's internal benchmark sites in Vietnam, and toured other benchmark companies. Through roundtable exchanges, action strategy discussions, and review sessions, the program advanced TCL's "Pilot Program" with high efficiency and quality.

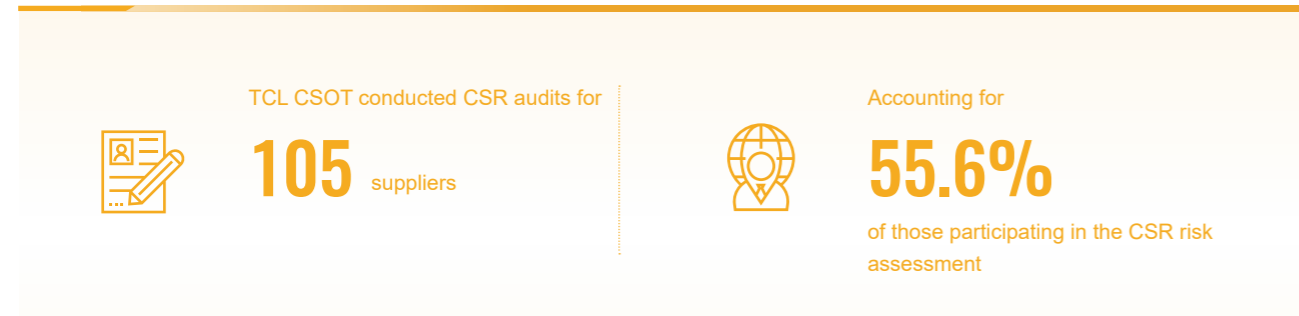
Case "Integrated Innovation – ESG – Building a Sustainable and Responsible Supply Chain Ecosystem"

To enhance supply chain ESG risk management capabilities, TCL CSOT organized a thematic empowerment training session at its Shenzhen Base in June 2025 under the theme "Integrated Innovation – ESG – Building a Sustainable and Responsible Supply Chain Ecosystem". The training lasted 3.5 hours and covered 70 suppliers, focusing on key topics such as carbon emission management, responsible supply chain system development, ESG risk management, and sustainable water management. The session systematically supported partners in improving their environmental and social governance capabilities and collaborated to prevent sustainability risks across the supply chain.



"Integrated Innovation – ESG – Building a Sustainable and Responsible Supply Chain Ecosystem"

TCL Zhonghuan has established a supplier evaluation mechanism based on the Responsible Business Alliance (RBA) international standards, requiring supply chain partners to provide safe, healthy, and equitable working environments for their employees and ensure full protection of labor rights. The Company has developed and implemented the *ESG Code of Conduct for Partners*, which covers environmental protection, human and labor rights, prohibition of child and forced labor, occupational health and safety, business ethics, privacy and information security, prohibition of conflict minerals, and community inclusion. It applies to all partners. New suppliers must pass environmental and social responsibility screenings and sign the above code; those involving conflict minerals must also sign the *Letter of Commitment for Non-Use of Conflict Minerals*. In 2025, TCL Zhonghuan conducted ESG desk audits for 82 newly registered suppliers and on-site audits for 19 newly onboarded suppliers, ensuring supply chain ESG risks are controlled at the source.



MOKA continues to raise ESG standards across its supply chain. All suppliers are required to sign the *Supplier Social Responsibility Commitment* to ensure safe working conditions and regulatory compliance. In 2025, MOKA conducted safety training for 1,359 employees from 143 suppliers, ensuring external personnel followed proper safety protocols while working on-site. In addition, 100% of newly onboarded suppliers obtained ISO 9001 and ISO 14001 certifications, strengthening environmental and quality management at the entry point.



TPC has established the *Supplier EHS Management Policy* and the *Supplier CSR Promotion Letter* to promote compliance with environmental protection, occupational health, and safety in the supply chain. The Company is committed to improving suppliers' sustainability performance by combining policy guidance, compliance requirements, and practical implementation to systematically strengthen supply chain social responsibility.

Controversial Procurement Management

The origin of raw materials not only defines the start of a product's lifecycle but also reflects a company's values and sense of responsibility. In today's global environment, where human rights, business ethics, and resource transparency are under increasing scrutiny, ensuring legitimate and compliant sourcing has become a key measure of a company's sustainability performance. For customers, investors, and the public, avoiding controversial sourcing is now a baseline expectation. At TCL CSOT, responsible sourcing is not a one-time decision but an ongoing, system-wide commitment. In managing high-risk materials such as conflict minerals, the Company continues to strengthen its due diligence and source verification processes to meet rising stakeholder expectations for fair, traceable procurement practices.

TCL CSOT

TCL CSOT remains firmly committed to responsible sourcing principles, actively managing risks tied to controversial materials. TCL CSOT has issued the *Declaration of Conflict Minerals-Free*. These requirements have also been integrated into the *Basic Agreement*, supporting early-stage adoption of responsible sourcing standards.

To strengthen upstream management, TCL CSOT has established a closed-loop management system encompassing origin investigation, risk assessment, corrective mechanisms, and process monitoring. The Company regularly conducts traceability checks and due diligence on raw materials, requiring suppliers to submit conflict mineral investigation reports and risk questionnaires, including CMRT⁸ / EMRT⁹. Through these efforts, high-risk materials are identified and managed through tiered control and rectification measures. In 2024, TCL CSOT joined the Responsible Minerals Initiative (RMI¹⁰), committing to work closely with supply chain partners to avoid the direct or indirect use of minerals from high-risk regions. TCL CSOT continues to advance the standardization of conflict mineral management, leveraging the RMI platform to enhance supply chain risk identification and data verification mechanisms. Suppliers that fail to meet requirements are subject to restrictions or replacement based on assessment results, ensuring the compliance and traceability of procurement sources. In 2025, a total of 122 suppliers completed conflict mineral investigations, and the supplier response rate for due diligence using the Conflict Minerals Reporting Templates (CMRT and EMRT) reached 100%.

⁸ The Conflict Minerals Reporting Template (CMRT) is a standard reporting template established by the Responsible Minerals Initiative (RMI) to trace the source of four minerals—tin, tantalum, tungsten, and gold (3TG)—ensuring they do not originate from conflict-affected or high-risk areas.

⁹ The EMRT (Extended Minerals Reporting Template) is a supply chain due diligence template developed by RMI for cobalt, mica, and additional minerals.

¹⁰ The Responsible Minerals Initiative (RMI) is an international initiative aimed at promoting responsible sourcing and traceability in global mineral supply chains by establishing standardized frameworks and tools.

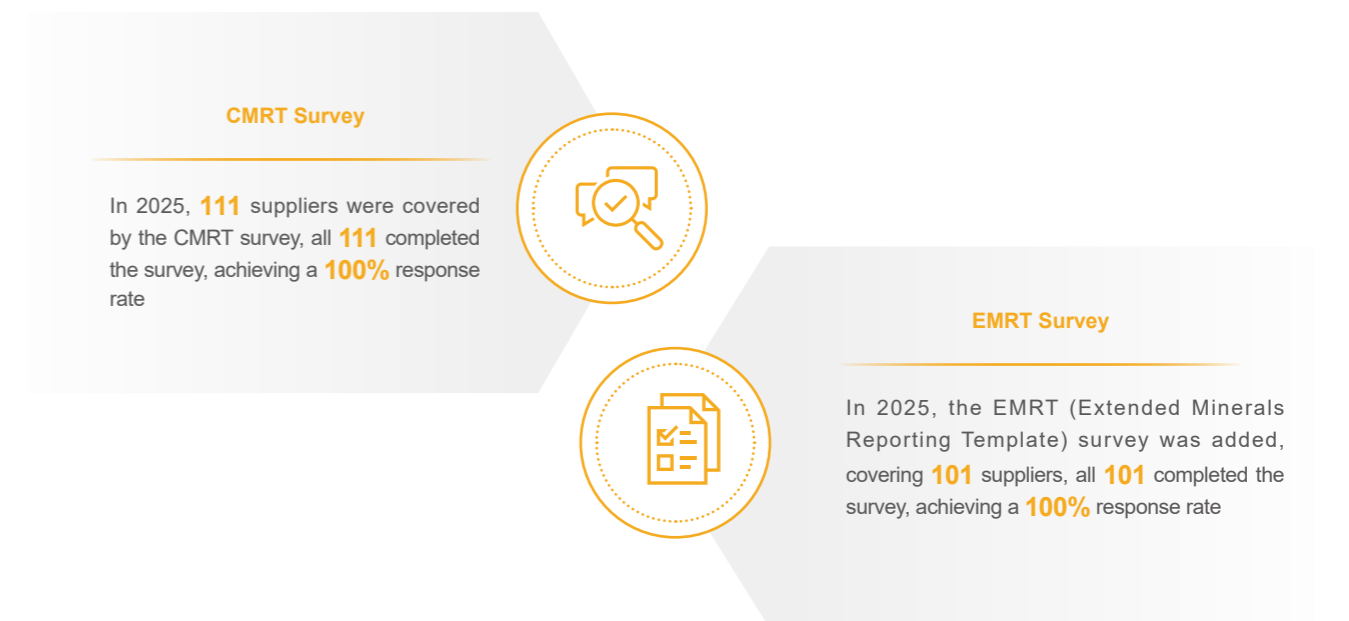
TCL Zhonghuan

TCL Zhonghuan advances the institutionalization, process standardization, and digitalization of controversial sourcing management. It has issued the *TCL Zhonghuan New Energy Conflict Minerals Policy* and requires suppliers to sign the *Letter of Commitment for Non-Use of Conflict Minerals*. Leveraging IT technology, TCL Zhonghuan monitors geographic locations in real time, reviews and records material origin attributes, and ensures supply chain traceability to avoid sourcing raw materials linked to conflict minerals. In 2025, TCL Zhonghuan continued to conduct CMRT/EMRT conflict mineral investigations, tracing the legality and compliance of other mineral sources, and further broadened the scope of risk identification.

MOKA

MOKA is actively advancing responsible procurement by formulating the *Responsible Conflict Mineral Procurement Policy* to eliminate controversial procurement practices. In 2025, MOKA achieved a 100% response rate for supplier conflict mineral surveys. The scope of conflict mineral assessment covered all qualified suppliers. Suppliers are required to provide compliance certifications when signing cooperation agreements, ensuring that procurement processes align with international responsible sourcing standards.

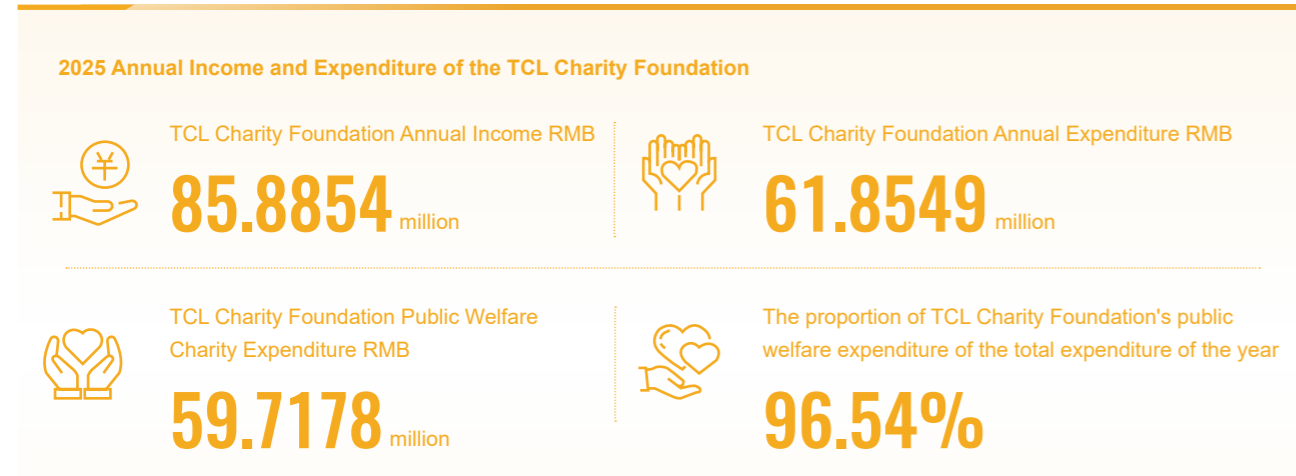
MOKA 2025 Conflict Mineral Survey Results



We believe that responsible controversial sourcing management is not only a fundamental baseline for compliant corporate operations but also a proactive response to stakeholder concerns regarding supply chain transparency, human rights protection, and business ethics. Going forward, we will continue to strengthen the digital capabilities of controversial sourcing management, expand the scope of investigation coverage, deepen supplier compliance audits, and enhance the efficiency of risk early warning and handling. In doing so, we will systematically ensure compliance and transparency across all supply chain links, delivering truly trustworthy and responsible products to global customers and the public.

Community Impact and Social Contribution

TCL Tech. recognizes that its growth is closely tied to the progress of society and the strength of local communities. Through the deep integration of technology and public welfare, we aim to continuously contribute to economic progress, educational equity, and ecological sustainability. In 2025, the TCL Charity Foundation continued to focus on key areas such as rural revitalization, and public welfare efforts in science and technology and education, deepening targeted support mechanisms and implementing diverse projects including the TCL Public Welfare Ecological Forest and the Photovoltaic Low-Carbon Campus. Total charitable contributions reached RMB 59.7178 million in 2025.



Rural Revitalization

Rural revitalization is a critical pathway to achieving common prosperity and a key area where corporations fulfill their social responsibilities. Through initiatives such as supporting rural infrastructure development, promoting the adoption of clean energy, and protecting ecological environments, the TCL Charity Foundation helps drive sustainable economic growth in rural areas and creates long-term value for community stakeholders.

Case Targeted Assistance for Caijia Village, Pinghai Town, Huidong County

To support the development of Caijia Village and increase its economic income, the TCL Charity Foundation donated dual-gun charging piles to Caijia Village in Pinghai Town, Huidong County, Huizhou City, helping integrate rural communities into the green transportation network. The project is expected to generate 73,000 kWh of charging capacity in its first year, with annual service fee income estimated at RMB 51,100. This will provide a steady stream of electricity revenue for the village collective, contributing to local income growth.

Case Launch of the "TCL Public Welfare Ecological Forest" Project

In April 2025, the inauguration ceremony and tree-planting event for the "TCL Public Welfare Ecological Forest" project took place along the Tongtian River, a mainstream section of the Sanjiangyuan region in Qinghai Province. Liu Lei, Secretary-General of the TCL Charity Foundation, joined local herders, volunteers, and philanthropic partners in planting trees, contributing to rural revitalization and playing a part in tackling climate change.

Inauguration Ceremony and Tree-Planting Event for the "TCL Public Welfare Ecological Forest" Project

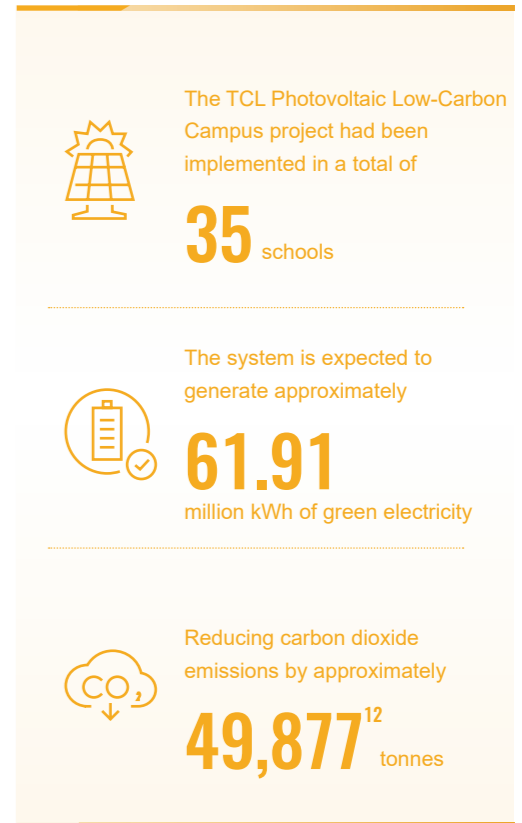
Sci-tech-Based Public Welfare

Sci-tech-based public welfare is a key area where we leverage our core corporate strengths. The TCL Charity Foundation combines technological innovation with social needs to leverage technology in addressing societal challenges such as educational disparities and environmental awareness cultivation, thereby creating more development opportunities for adolescents and rural communities.

● **TCL Photovoltaic Low-Carbon Campus**

Through the implementation of the photovoltaic low-carbon campus project, the TCL Charity Foundation has transformed technological capabilities into green public welfare power, providing schools with sustainable energy solutions while cultivating environmental awareness among adolescents.

The project donates rooftop photovoltaic power generation systems and the full amount of electricity revenue to rural schools, providing them with long-term, stable green power income and effectively reducing operating costs. It also includes a real-time data monitoring platform for the PV low-carbon campus, along with PV science and environmental protection courses to continuously nurture young students' awareness of low-carbon concepts and green development. By the end of 2025, the TCL Photovoltaic Low-Carbon Campus project had been implemented in a total of 35 schools, with a total installed capacity of 2,054.65 kW. Over its lifecycle, the system is expected to generate approximately 61.91 million kWh of green electricity, equivalent to saving about 20,109 tonnes¹¹ of standard coal, reducing carbon dioxide emissions by approximately 49,877 tonnes¹², and planting 2.76 million trees¹³.



Case "TCL Hope Project Photovoltaic Low-Carbon Campus" Launched at Eight Schools in Hanzhong, Shaanxi

In December 2025, the inauguration ceremony for eight "TCL Hope Project Photovoltaic Low-Carbon Campus" schools in Hanzhong, Shaanxi, together with the launch of the "TCL Carry a Backpack, Power the Future" initiative, took place in Xixiang County, Hanzhong City, Shaanxi Province. The projects use high-efficiency PV modules with a total installed capacity of 440 kW. Over the full lifecycle of the PV power stations, total electricity generation is expected to reach 11.1392 million kWh, enabling a reduction in carbon dioxide emissions of 9,094 tonnes¹¹, equivalent to planting 520,000 trees¹³.



Inauguration Ceremony

Backpack Distribution Ceremony

TCL Smart Classroom

To help bridge the urban-rural education gap, the TCL Charity Foundation continued to expand its Smart Classroom initiative, promoting equal access to quality learning resources. The project is built around a "1+N" smart classroom network as its core architecture, equipped with smart blackboards, all-in-one teaching machines, eye-protection lights, and other smart educational devices along with supporting teaching software, creating an immersive and intelligent teaching environment.

Case "TCL Smart Classroom" Enabled Interdisciplinary Integrated Lessons Across Four Schools

In March 2025, the TCL Charity Foundation launched interdisciplinary integrated lessons under the TCL Smart Classroom project across four schools: Haide School (part of the Nanshan Second Foreign Language School Group in Shenzhen, Guangdong), Chiwan School, Yuanshan Town Primary School in Lianping County of Heyuan City, and No. 18 Primary School. Under the "1+N" smart teaching model, 175 students learned together on the same screen, while nearly 700 urban and rural students participated in the classroom synchronously through real-time audio-video interaction, sharing high-quality course resources.



Lead Teaching Site Haide School

Lead Teaching Site Chiwan School

Lead Teaching Site Yuanshan Town Primary School

Lead Teaching Site No. 18 Primary School

¹¹ Calculation Formula for Standard Coal Savings: 1 kWh = 331.8g.
¹² Formula for Calculating Carbon Dioxide Emission Reductions: 1 kWh = 816.4g.
¹³ Equivalent Tree Planting Calculation Formula: 1 kWh = 0.047 trees.

Education-Focused Public Welfare

Education-focused public welfare serves as the cornerstone for promoting social equity and cultivating talent. Driven by innovation and breakthroughs, and with talent empowerment as its goal, the TCL Charity Foundation continues to promote improvements in education quality and diversified talent development. Through the establishment of the TCL Sci-tech Innovation Fund and the TCL Young Scholars Program, the Foundation actively supports higher education research and talent development, facilitating frontier scientific exploration and the cultivation of young professionals.

In 2025, the TCL Sci-tech Innovation Fund supported 23 research projects, and the TCL Young Scholars Program supported 8 young scholars.

Case The "TCL Sci-tech Innovation Fund" project participated in the 2025 TCL Global Innovation Conference

Under the support of the TCL University Endowment System, the "TCL Sci-tech Innovation Fund" has incubated multiple outstanding research projects. These projects were invited to be showcased at the 2025 TCL Global Innovation Conference (TIC2025), demonstrating the innovative vitality in bridging university research with the Company's actual needs. Furthermore, Professor Li Ning, a "TCL Young Scholar", delivered a keynote speech at the New Energy Photovoltaic Special Forum, sharing his latest achievements and industrialization insights in the research and development of new photovoltaic materials and devices.



TCL founder and Chairman Li Dongsheng and other guests visit the exhibition area

Cultural & Sports Public Welfare

Cultural and sports welfare initiatives serve as a vital pathway to enrich the spiritual and cultural lives of the public and enhance societal cultural literacy. The TCL Charity Foundation bridges resource gaps by supporting music projects, enhancing the accessibility and popularity of art, and promoting balanced cultural development among the general public.

Case TCLArt Charity Music Season

In September 2025, the TCLArt Charity Music season's Teachers' Day Special Performance opened at the Pengrui Yunsong Concert Hall in Shenzhen Bay. The event invited teachers from multiple primary and secondary schools and universities in Shenzhen, as well as TCL instructors, to pay tribute to the educators dedicated to the frontlines of education. For three consecutive years, the TCL Charity Foundation has hosted concerts on Teachers' Day to express its deepest respect to educators through music.



TCLArt Charity Music Season

Transparent Governance

TCL Tech. adheres to a scientific approach to corporate governance, continuously improving its governance structure to ensure the effective performance of shareholder meetings. This system is designed to earnestly safeguard investor rights and interests. The Company upholds the bottom line of business ethics and ensures compliance and data security through robust risk management and internal control mechanisms. These efforts steadily enhance transparency and build trust, thus cementing the foundation for the Company's sustainable development.

Material Issues

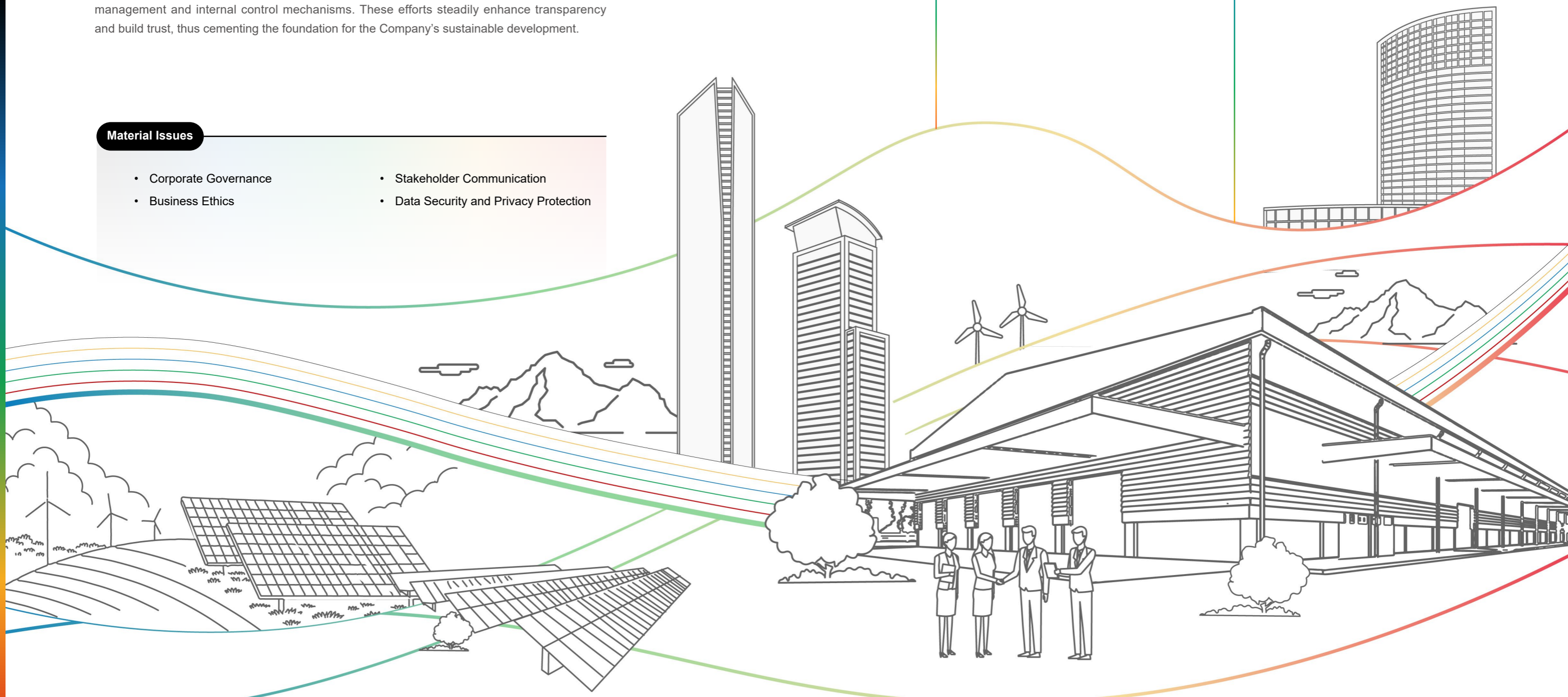
- Corporate Governance
- Stakeholder Communication
- Business Ethics
- Data Security and Privacy Protection



Responded to **704** inquiries via the Shenzhen Stock Exchange Easy Interaction (SSEEI) platform



Faced **no lawsuits** related to corruption throughout the year



Corporate Governance ▲▲△ ●○○



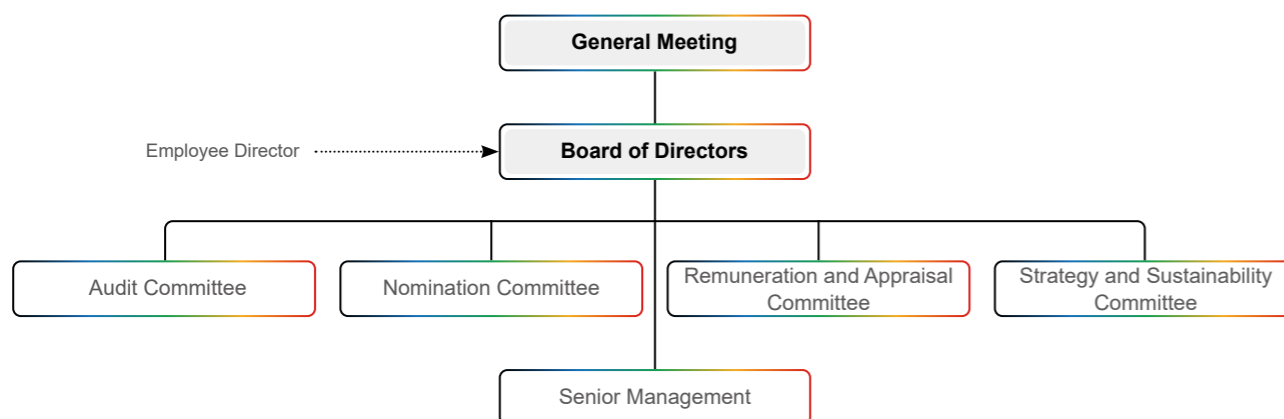
Governance Structure and Board of Directors

As a sci-tech company focused on long-term value creation, TCL Tech. consistently regards sound governance as a core pillar for high-quality development. Guided by our values of “Change, Innovation, Accountability and Excellence”, and with compliance as the cornerstone, we fully implement the requirements of national laws and regulations such as the *Company Law of the People’s Republic of China*, the *Securities Law of the People’s Republic of China*, and the *Code of Corporate Governance for Listed Companies*. TCL Tech. has established a governance framework encompassing the General Meeting, the Board of Directors, and management. We have formulated policies such as the Articles of Association and the Rules of Procedure of the Board of Directors, which clarify the authority and responsibilities of each body, promoting efficient interaction among decision-making, supervision, and execution. This has resulted in a governance mechanism with well-defined authority and responsibilities, smooth operation, and agile responsiveness, safeguarding the advancement of corporate strategy and long-term development.

The Board of Directors deliberates and makes decisions on key matters, including financial reporting, profit distribution, related-party transactions, employee stock ownership plans, share repurchase programs, executive compensation, and ESG disclosures, while extensively soliciting opinions and recommendations from its specialized committees.

In 2025, under the leadership of the Board, TCL Tech. held three meetings of the Strategy and Sustainability Committee of the Board. We reviewed and approved several important proposals, including the *Proposal on the Report on Issuing Shares and Paying Cash for Assets and Raising Supporting Funds (Draft) of TCL Technology Group Corporation and Its Summary*, the *TCL Tech. 2024 Environmental, Social, and Governance Report*, and the *Proposal on Amending the Rules of Procedure for the Strategy and Sustainability Committee of the Board*. Through careful study and deliberation of the Company’s major investment and financing decisions, ESG reports, and policies, the Board is committed to deeply integrating ESG principles into corporate strategy, risk management, and daily operations. This enhances the Company’s social responsibility and sustainable development capabilities, further solidifying the foundation of ESG management and providing robust support for the Company’s steady, long-term, and high-quality development.

TCL Tech. Governance Structure



The Company places strong emphasis on board diversity and building a leadership group with a wide range of expertise and perspectives. In 2025, leveraging the opportunity of adjustments to corporate governance structure, we further optimized the composition of the Board of Directors and its specialized committees. We introduced an Employee Director and experts in the optoelectronic field to ensure that, under the new governance system, the Board and its specialized committees can fully leverage their governance expertise in areas such as audits, compensation and incentives, nomination and selection, and strategic planning. This has established a new governance architecture wherein the Board “sets strategy, makes decisions, and mitigates risks”, while management “plans operations, implements execution, and reinforces management”, thereby enhancing corporate governance efficacy. Furthermore, the Company insists on having a majority of independent directors on the Board and its key committees, thereby strengthening internal checks and balances within the Board and its committees. This fosters a corporate governance mechanism characterized by statutory authority and responsibilities, transparent operations, coordinated functioning, and effective checks and balances. This year, 100% of Board members received training.

As of the date of this report, the Company’s Board of Directors comprises 10 members, aged between 40 and 71, with an average age of 55. Specifically, there are four independent directors, accounting for 40%; two female directors, accounting for 20%. Their educational and professional backgrounds span semiconductor displays, optoelectronics, finance, accounting, law, and strategic management, ensuring well-rounded and forward-thinking governance.

Board Members, Professional Backgrounds, and Representation on Dedicated Committees

Name	Gender	Director Type	Finance and Accounting	Experience in Electronics and Related Industries	Audit Committee	Nomination Committee	Remuneration and Appraisal Committee	Strategy and Sustainability Committee
Li Dongsheng	Male	Chairman		●				●
Yan Xiaolin	Male	Director, CTO, Senior Vice President		●				●
Liao Qian	Male	Director, Secretary of the Board, Senior Vice President	●			●		●
Zhao Jun	Male	Executive Director, Senior Vice President		●			●	●
Lin Feng	Male	Non-executive Director	●					
Jin Li	Male	Independent Director	●		●	●		●
Wang Lixiang	Male	Independent Director		●	●	●	●	
Wan Liangyong	Male	Independent Director	●		●		●	
Liu Jimei	Female	Independent Director		●				
Zhu Wei	Female	Employee Representative Director		●				

General Meeting

We strictly adhere to the requirements of relevant laws, regulations, and governing documents, including the *Company Law*, *Securities Law*, *Articles of Association*, and *Rules of Procedure of the General Meetings*, to ensure proper procedures for convening, conducting, and voting at shareholder meetings. In 2025, all meeting resolutions were disclosed in full compliance with stock exchange requirements.

Investor Rights

TCL Tech. consistently places a high priority on protecting investor rights. Through lean operation and management, and systematic profit distribution mechanisms, the Company effectively enhances shareholder returns and long-term corporate value. We strictly adhere to an investor-centric guiding principle, systematically enhancing our disclosure practices and investor relations management systems through improved governance and communication. These efforts have effectively deepened investor understanding and built constructive relationships and mutual trust between the Company and its investors.



In 2025, TCL Tech. made notable progress in investor engagement, and responded to **704** inquiries through the Shenzhen Stock Exchange Easy Interaction platform

Business Ethics

Business ethics are not merely a code of conduct but an indispensable cornerstone of trust for a company's long-term development. Facing the complex environment brought by global operations, we continuously advance our vision of compliance operations covering all positions, embedding anti-corruption mechanisms into business processes. We reinforce employee code of conduct and sense of responsibility, promoting an integrity culture that evolves from institutional constraints to voluntary practice by employees. By conducting regular compliance training, establishing multiple reporting channels, and implementing accountability mechanisms, we have built a transparent and accountable anti-corruption framework.



We proactively maintain open dialogue with media, industry associations, regulators, and the public, listening to external voices and paying attention to social expectations regarding business ethics, fair competition, and corporate responsibility. Based on the feedback received, we continue to invest in areas such as governance structure optimization, policy implementation, and cultural atmosphere cultivation, ensuring that the concept of business ethics is genuinely integrated into the organization's DNA. In market competition, we consistently adhere to lawful and compliant operations, strictly comply with anti-monopoly and anti-unfair competition laws and regulations, resolutely oppose any form of market manipulation or improper benefits transfer, and are committed to maintaining a healthy and orderly industry ecosystem.

To fully integrate these commitments into organizational conduct and decision-making processes, we have systematically formulated and implemented the *TCL Tech. Global Code of Conduct* as the unified business ethics and compliance framework for the Group worldwide. Based on the principles under the UN Global Compact, international industry standards, laws of operating jurisdictions, and stakeholder expectations, this Code explicitly prohibits bribery, corruption, forced labor, child labor, and discrimination. It also covers critical areas such as fair competition, tax transparency, environmental protection, information security, and intellectual property protection. The Code applies to all employees and management personnel globally and encourages supply chain partners to collaboratively uphold it, so as to effectively embed ethics, integrity, and legal compliance into every business activity and decision, forming a solid foundation for sustainable governance.

Through the implementation of this Code, we further translate business ethics from conceptual advocacy into an executable, monitorable, and accountable management system. This continuously strengthens internal and external trust, fosters a culture of responsibility that becomes part of the organizational fabric, and supports the Company in achieving long-term, stable, and sustainable development.

TCL 科技全球行为准则
GLOBAL CODE OF CONDUCT OF TCL TECHNOLOGY

我们承诺:
We Promise:

- 诚信经营: 零容忍贿赂、腐败和利益冲突
Integrity in business operations: Adopting a zero-tolerance policy toward bribery, corruption, and conflicts of interest.
- 合规守法: 遵守各国法律、税务、环保与反垄断规定
Compliance with laws and regulations: Adhering to laws of different countries and regulations regarding taxation, environmental protection, and anti-monopoly.
- 尊重人权: 禁止童工、强迫劳动, 倡导多元与反歧视
Respect for human rights: Prohibiting child labor and forced labor; advocating diversity and anti-discrimination.
- 保障员工: 公平薪酬、合理加班、安全健康的工作环境
Employee protection: Ensuring fair wages, reasonable overtime, and a safe and healthy work environment.
- 保护环境: 推动绿色生产, 践行循环经济与可持续发展
Environmental protection: Promoting green production; practicing circular economy and sustainable development.
- 信息安全: 保护客户、员工及合作伙伴的数据与隐私
Information security: Protecting data and privacy of customers, employees, and business partners.
- 责任采购: 拒绝冲突矿产, 推动供应链透明与合规
Responsible sourcing: Refusing conflict minerals; advancing supply chain transparency and compliance.
- 知识产权: 尊重并保护公司与第三方的专利、版权、商标等权益
Intellectual property rights: Respecting and protecting corporate and third-party rights, including patents, copyrights, and trademarks.

每一位员工、合作伙伴都是准则的践行者与监督者。
Not only is every employee and business partner a practitioner of the Code of Conduct, but they are also a supervisor.

如发现违规行为, 请通过以下渠道举报:
Should you discover any violations, please report the events through the following channels:

jubao@tcl.com
0752-2288466

Anti-corruption

Anti-corruption is not merely a compliance requirement but a lifeline for the sustainable development of a company. We are fully aware that only an upright and honest operating environment can earn the trust of employees, the respect of partners, and the long-term support of investors. Centered on the core behavioral principle of the "TCL Ten Red Lines", we have formulated and refined key policies such as the *TCL Management Measures for Accountability* and the *TCL Supervision System*, clarifying authority and responsibilities, and consequences for violations, thereby embedding integrity requirements into every aspect of organizational operations.

In terms of governance structure, we have established a multi-level supervision mechanism. Specifically, the Board of Directors is responsible for corporate governance, and the Audit Committee leads internal audit oversight and supervisory functions, ensuring that supervision authority is independent, authoritative, and effective. Each subsidiary has correspondingly set up dedicated audit and supervision bodies, forming an integrated and coordinated anti-corruption network that operates seamlessly from top to bottom. We have issued the *TCL Group Practical Guides on Integrity System Construction*, defining the composition, authority, and responsibilities of the anti-fraud organization to ensure the Company establishes an effective integrity system.

In terms of cultural development, we require all employees to sign the *Commitment to Integrity* to ensure ethical conduct is upheld across the organization. Through regular preventive education, thematic publicity, and specialized training, we continuously enhance all personnel's ability to identify corruption risks and their preventive awareness. In 2025, TCL Tech. organized integrity training for approximately 200 group managers and employees. We are committed to establishing an open, safe, and efficient reporting and oversight mechanism. The Company has formulated and implemented the *Regulations on the Management of Whistle-blowing*, comprehensively standardizing the complaint acceptance



process. We have established multiple reporting channels, including a dedicated email address, hotline, and QR codes, for both named and anonymous submissions. A strict confidentiality and non-retaliation policy is in place to protect whistle-blowers. All reports are logged and processed by designated personnel within 24 hours, following clear procedures for verification, follow-up, and case closure. For verified violations, accountability is pursued seriously in accordance with laws and regulations. Additionally, the Company offers rewards for substantiated reports involving economic misconduct according to regulations.

During the reporting period, TCL Tech. rigorously investigated and handled a total of 16 internal cases that violated the "TCL Ten Red Lines". TCL Tech. consistently maintains a "zero-tolerance" attitude towards any fraudulent conduct. Through methods such as improving system and process and strengthening internal supervision, the Company continuously builds a high-standard integrity system and risk prevention and control mechanism. For any identified violations of rules and discipline, TCL Tech. addresses them seriously according to laws and regulations, safeguarding the Company's healthy operating environment and core values.



Report email: jubao@tcl.com

Informants' hotline: 0752-2288846

Report QR code:

TCL CSOT regards business ethics and integrity governance as the pillar of sustainable development, continuously refining its anti-fraud system and advancing the construction of a long-term mechanism to ensure integrity, prevent corruption, and foster a culture of integrity. In 2025, adhering to policies such as the *CSOT Supervision Management Policy* and the *TCL CSOT Accountability Management Measures*, TCL CSOT clarified the "zero-tolerance" principle and a list of prohibited behaviors, and conducted anti-corruption audits throughout the year. Additionally, TCL CSOT carried out integrity promotion initiatives, continuously strengthening the development of an integrity culture through various formats including seminars, lectures, and online courses. In 2025, TCL CSOT developed 2 online courses for the Xingtu Academy, conducted 4 large-scale integrity lectures in Wuhan, Guangzhou, and Suzhou, held 2 integrity seminars for management personnel, and organized 3 prison visit activities for managers in Wuhan and Shenzhen-Huizhou, totaling 11 anti-corruption themed training sessions. TCL CSOT followed up on 45 reported cases, completed verification of 26, all handled according to regulations, with strict protection of whistleblower information security.

TCL Zhonghuan maintains a "zero-tolerance" stance towards corruption. In 2025, it continued to improve its integrity governance system, issuing the *TCL Zhonghuan Accountability Management Measures*, which works in conjunction with policies such as the *Regulations on Anti-Commercial Bribery Management*, the *Employee Gift Acceptance Management Measures*, and the *Regulations on Employee Conflict of Interest Declaration Management* to clarify red lines for employee conduct. Furthermore, TCL Zhonghuan conducted ongoing specialized business

Anti-Monopoly and Anti-Unfair Competition

As a pillar for the healthy functioning of the market economy and a key factor for enterprises to fulfill social responsibility and build long-term trust with stakeholders, fair competition is accorded strategic importance at TCL Tech. and is fully integrated into daily operations. We adhere to fair, lawful, and transparent principles of competition, viewing them as an intrinsic requirement for driving sustainable development.

In business expansion and global deployment, we consistently adhere to lawful operations, strictly complying with laws and regulations such as the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Foreign Trade Law of the People's Republic of China*. We resolutely reject any form of improper conduct, including market monopoly, price manipulation, false advertising, or commercial bribery. In 2025, the Group issued the *TCL Technology Group Corporation Anti-Monopoly Compliance Management Policy*, providing a solid institutional safeguard for the Group's anti-monopoly and anti-unfair competition efforts, and promoting the healthy development of companies.

TCL CSOT conducted multiple information and awareness sessions for all employees on anti-monopoly and export control compliance updates, covering key areas such as export controls, anti-monopoly, and data compliance, thereby promoting the integration of compliance concepts into its daily operations.

ethics audits throughout the year, covering key areas such as procurement, sales, and finance, achieving a 100% rectification rate for identified issues. TCL Zhonghuan continuously deepens its integrity culture development, conducting integrity awareness campaigns during holidays and requiring employees to sign the Commitment to Integrity. TCL Zhonghuan is committed to safeguarding integrity through policies, promoting integrity through supervision, and cultivating integrity through culture, consistently building a credible and transparent business ecosystem.

MOKA continues to deepen the development of its business ethics and anti-corruption management system, formulating the *Employee Complaint (Appeal) Management Measures* and the *Integrity Operations, No Improper Income Control Procedures*, while maintaining equal emphasis on routine supervision and integrity education. In accordance with the *MOKA Code of Business Conduct for Partners*, MOKA clarifies behavioral standards for partners regarding anti-corruption and fair dealing, continuously strengthening supply chain compliance management. MOKA requires all employees to sign the *Commitment to Integrity*, conducts specialized anti-corruption training, and organizes promotional and educational campaigns with themes like "Integrity in Work, Starting with Me". It also carries out preventive education by circulating typical case studies of violations to enhance employees' compliance awareness. Additionally, MOKA promotes the integration of integrity culture into daily operations by sending integrity reminders via its official WeChat account, organizing visits to integrity education bases, offering specialized training courses, and conducting awareness activities at supplier conferences. Throughout the year, MOKA conducted several integrity education activities, covering over 5,000 participants including employees and partners, effectively fortifying the defense line of integrity in work and providing robust support for MOKA's sustainable and stable development.

TCL Zhonghuan formulated the *Employee Manual*, which includes resisting unfair competition as a code of conduct that all employees must follow. Externally, TCL Zhonghuan requires all new suppliers to sign the *TCL Zhonghuan Code of Conduct for Partners*, which clarifies requirements regarding anti-monopoly, fair dealing, and other areas, and reserves TCL Zhonghuan's right for compliance review and supervision to ensure partners' actions align with its integrity and compliance standards. In 2025, a total of 1,314 suppliers signed the Code of Conduct for Suppliers with TCL Zhonghuan, achieving a 100% signing rate.

Moving forward, TCL Tech. will continue to improve its anti-corruption and anti-monopoly management system, leverage digital supervision platforms to enhance risk identification and early warning capabilities, deepen comprehensive employee training and communication mechanisms, and holistically improve the effectiveness of compliance governance.



Risk Management and Internal Control

In the face of an increasingly complex and volatile business environment, the capability for risk management that embodies foresight and systematic thinking has become a crucial indicator of a company's ability to advance steadily and execute its strategy effectively. We integrate risk prevention and control into every aspect of business management, continuously optimizing the internal control system. We are committed to building a governance mechanism that combines compliance, transparency, and rapid responsiveness, striving to ensure operational continuity and establishing a robust line of defense against risks.



Compliance Management

TCL Tech. consistently recognizes investors' expectations for transparent governance, customers' demand for ethical conduct, and employees' need for a fair working environment. By improving policies, strengthening training, and optimizing mechanisms, the Company has collaboratively built a structured, comprehensive compliance management system, laying a solid governance foundation for its sustainable development.

We strictly adhere to the *Basic Internal Control Norms for Enterprises* and relevant guidelines, establishing a clear management structure and internal control system to ensure compliance across all business operations. The Company issued the *Global Code of Conduct for TCL Technology Group Corporation*, requiring the Group and all its subsidiaries to strictly comply with applicable requirements and regulate their actions. We also organized all employees to sign a *Confidentiality Commitment Letter* to further reinforce compliance management requirements and clarify confidentiality responsibilities and obligations. Additionally, in 2025, we issued the *Bidding Management Measures for TCL Technology Group Corporation* for the first time, further strengthening compliance management of bidding activities. Additionally, the Company has established the "Compliance Shared (Competence) Center" to bring together internal specialists and external advisors, thus providing robust compliance support for global operations, effectively enhancing risk identification and prevention capabilities. Over the past year, the Company has organized multiple training sessions for all employees in key areas such as data protection and competition law, continuously improving the overall compliance proficiency of the workforce.

In 2025, TCL CSOT consistently emphasized compliance management, strengthened legal compliance awareness, and promoted its sound development in global operations. TCL CSOT strictly implemented the *CSOT Third-Party AI Compliance Use Specifications*, setting clear standards for AI tool usage, data security, and intellectual property protection, ensuring the lawful and compliant application of AI. Furthermore, TCL CSOT conducted multiple sessions on anti-monopoly and export control compliance updates for employees in key departments, focusing on critical areas such as export controls, anti-monopoly, and data compliance, continuously enhancing employees' compliance awareness.



In 2025, TCL Zhonghuan conducted its compliance management activities based on the *TCL Zhonghuan Compliance Management Manual*, further specifying the overall compliance policy, objectives, and management system. To address patent compliance risks in its international operations, TCL Zhonghuan identified and advanced a specialized "source-tracing compliance" project. This involved mapping out relevant patent compliance obligations and conducting risk identification. TCL Zhonghuan is currently collaborating with external legal counsel to perform due diligence and enhance internal control mechanisms. It has obtained ISO 37301 Compliance Management System certification, elevating its management standardization. TCL Zhonghuan adheres to the principles of truthfulness, accuracy, completeness, timeliness, and fairness in information disclosure, ensuring the fulfillment of compliance disclosure responsibilities and comprehensively cementing the foundation of compliance governance. TCL Zhonghuan organized an internal control maturity self-assessment covering its headquarters and all subsidiaries. At the project initiation stage, the Audit Center conducted online specialized training sessions for key business units to facilitate knowledge exchange for the 2025 internal control self-assessment. Additionally, TCL Zhonghuan regularly distributes internal control culture promotion materials via email to relevant departments and units. The content includes risk case analyses and control requirements for areas such as the "Three Lines of Defense" in internal control management, contracts, and sales. It also organizes internal study sessions, discussions, and targeted self-inspections to continuously strengthen organizational risk prevention awareness and ensure the effective implementation of internal control requirements.

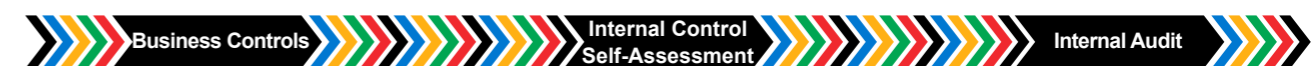
To manage supply chain compliance risks, TCL Zhonghuan requires new suppliers, contractors, and other partners to sign the TCL Zhonghuan Code of Conduct for Partners. This document clarifies their compliance obligations in areas including anti-corruption, anti-monopoly, fair dealing, and confidentiality. It also grants TCL Zhonghuan the right to review and supervise, ensuring all cooperative activities align with its compliance standards.

Risk Management

In the face of a complex and volatile external environment, risk management has become a critical component for ensuring the sustainable development of a company. We continuously press ahead with the systematization of our risk management framework. By cementing the foundation of internal controls and strengthening emergency response capabilities, we comprehensively enhance our resilience amidst uncertainty. As external stakeholders place increasing emphasis on a company's ability to manage risks in strategy, operations, and ESG, we focus on improving our risk identification and response mechanisms to effectively ensure the stability and sustainability of our operations.

TCL CSOT has established a risk management system of "three lines of defense", covering critical business processes and major risks, guided by the principles of comprehensiveness, materiality, adaptability, classification, and cost-effectiveness. In 2025, TCL CSOT correspondingly issued the *CSOT Annual Risk Management Process* and the *CSOT Risk Management Policies* to promote closed-loop management of risk identification, assessment, monitoring, and response.

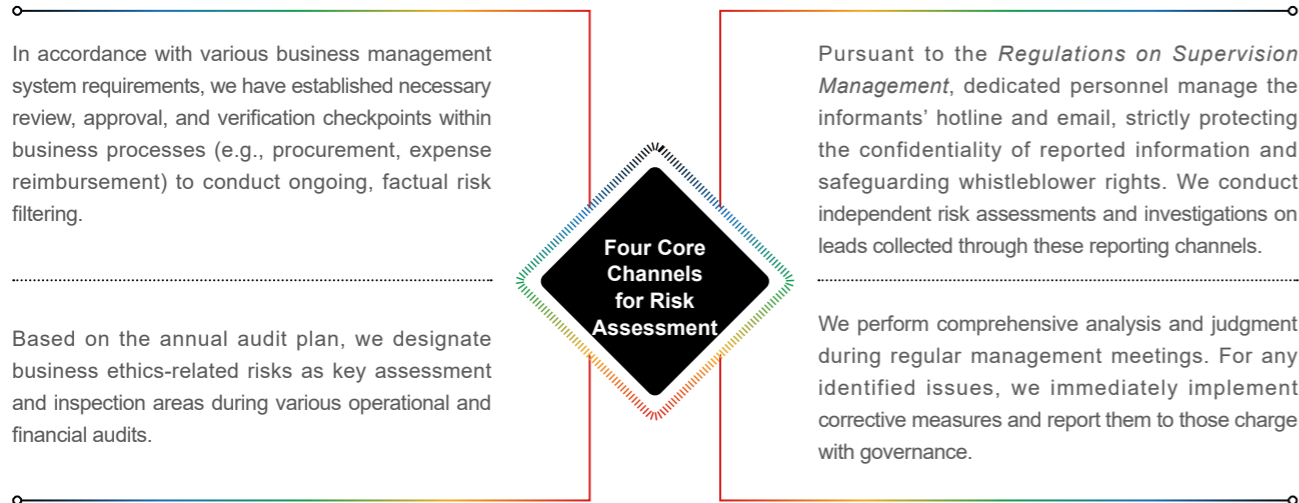
TCL CSOT's Risk Management System of Three Lines of Defense



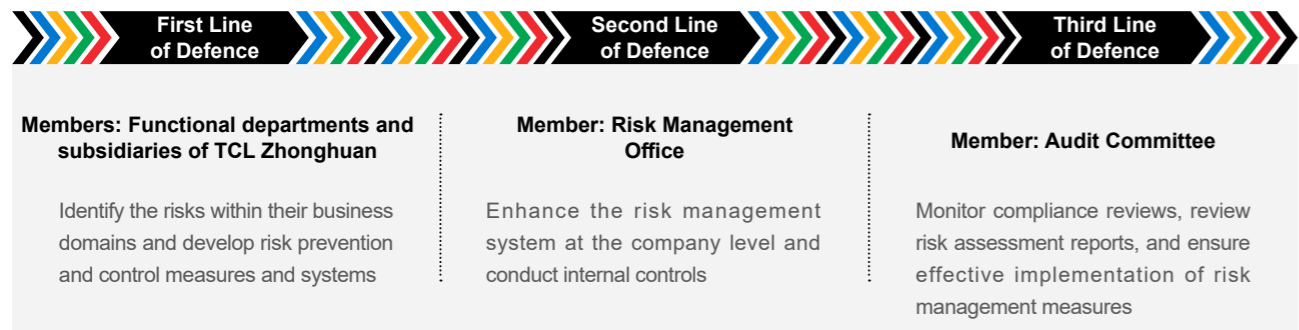
TCL CSOT Risk Control and Management Process



In 2025, TCL Zhonghuan further refined its risk management structure, strengthening its development of the "three lines of defense". In terms of procedures, TCL Zhonghuan formulated and applied the *Operational Guidelines for Dynamic Stakeholder Confirmation*, *Compliance Obligation Analysis*, and *Compliance Risk Identification and Assessment*. Aligned with business development and international regulatory requirements, TCL Zhonghuan conducted compliance risk assessments and initiated specialized work to address identified source-tracing compliance risks. Additionally, TCL Zhonghuan has established a regular, embedded business ethics risk control mechanism, ensuring timely rectification and closed-loop management of identified issues, thereby enhancing its risk prevention capabilities and supporting stable operations.

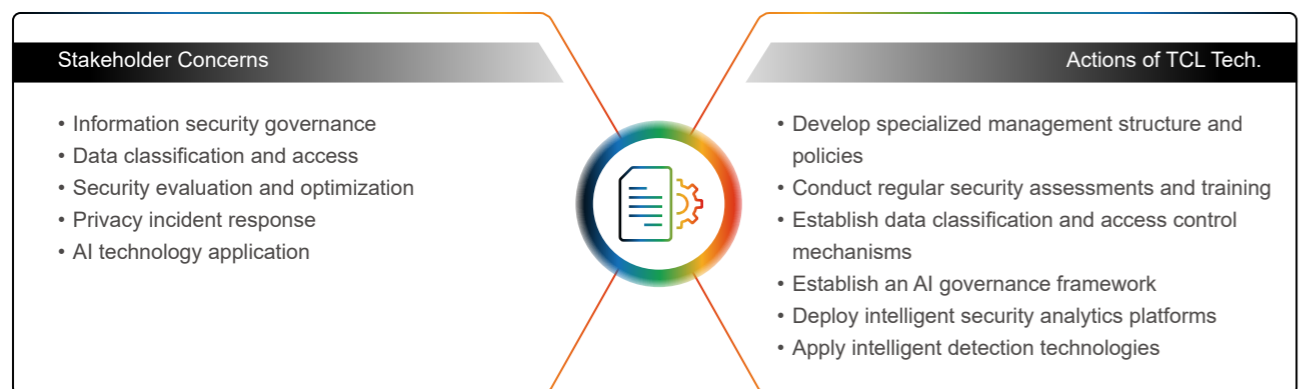


TCL Zhonghuan Three Lines of Defense for Risk Management



Digitalization Development

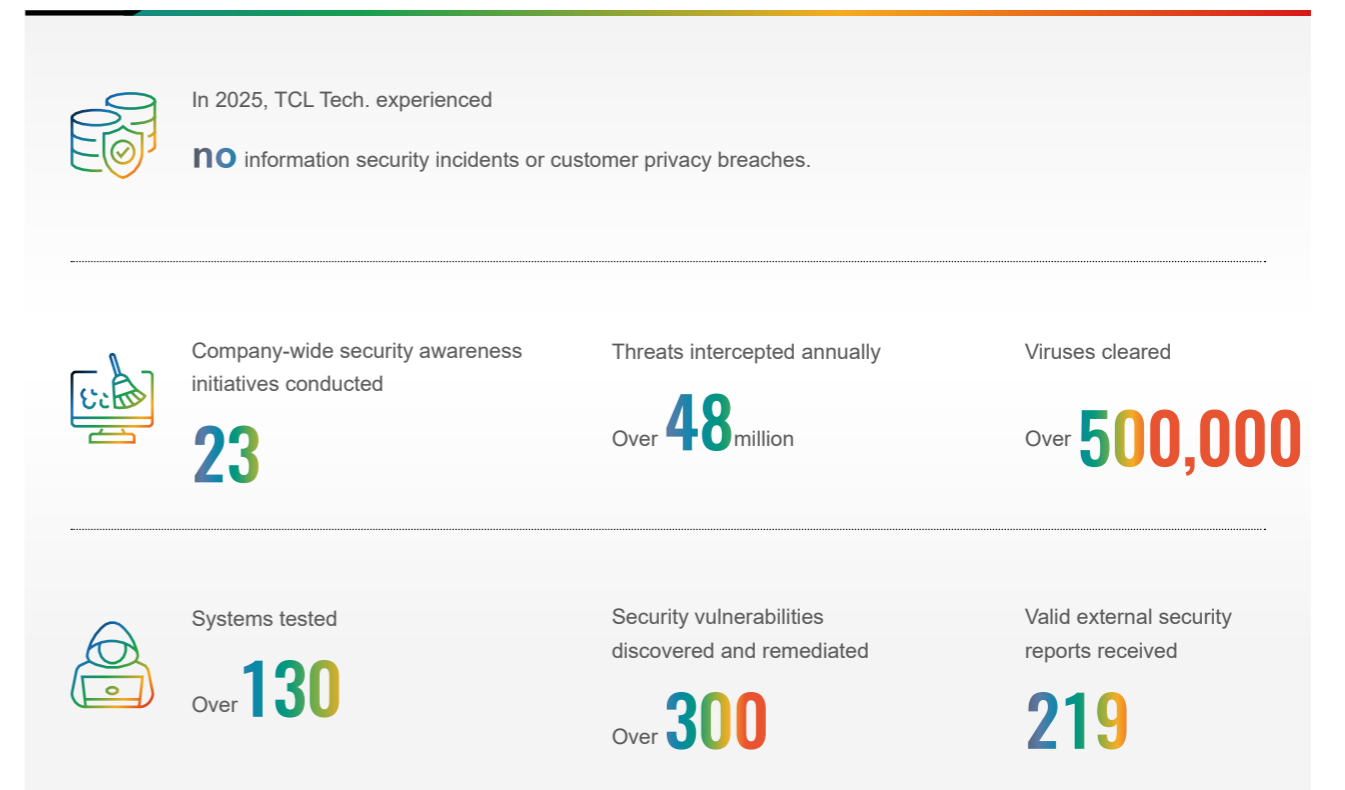
Within TCL Tech.'s ESG strategy, data security and user privacy serve as the cornerstone for safeguarding technological innovation and sustainable operations. We have established a governance system covering the entire data lifecycle. By strengthening technical safeguards and compliance management, we continuously enhance the transparency and controllability of data management, committed to creating reliable, long-term value for all stakeholders in a responsible manner.



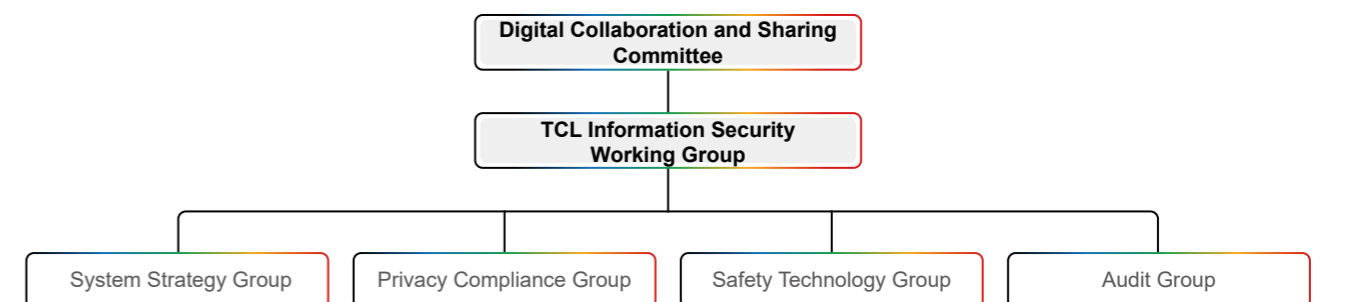
Data Security

The Company has established an information security management structure comprising bodies such as the Digital Collaboration and Sharing Committee and the Information Security Working Group. Through the continuous implementation of policies including the *Information Security Classification Management Code*, the *ISMS Information Security Management System Manual*, the *ISMS Information Asset Risk Management Code*, and the *ISMS Privacy and Personal Identifiable Information (PII) Protection Management Code*, we ensure that management follows established protocols and responsibilities are clearly defined.

By conducting group-wide attack-defense drills, strengthening the control of external file transfers, and upgrading network architecture, we comprehensively enhance security protection capabilities. We have established privacy protection mechanisms to achieve classified data management. Through regular audits, penetration tests, code reviews, and security training, we continuously optimize the data security management system, providing a solid safeguard for data security, customer privacy, and digital transformation.



TCL Tech. Information Security Management Structure



Privacy Protection Measures of Various Industries Under TCL Tech.



- o Strengthened policy implementation by obtaining ISO 27001 and Tisax information security management system certifications.
- o Established an Information Security Committee to guide strategy and review related policies.
- o Rolled out the IPGuard data encryption system to prevent unauthorized data transfers.
- o Formulated the *CSOT ISMS Information Security Incident Management Code* and the *CSOT ISMS Business Continuity Management Code*, identifying 91 critical business systems and conducting related drills.
- o Incorporated mandatory online information security assessments for all employees into performance evaluations.
- o Organized quarterly information security training covering security regulations, phishing, malware protection, and incident reporting.
- o Conducted annual internal audits of the information security system, IT audits, antivirus measures, and R&D practices.

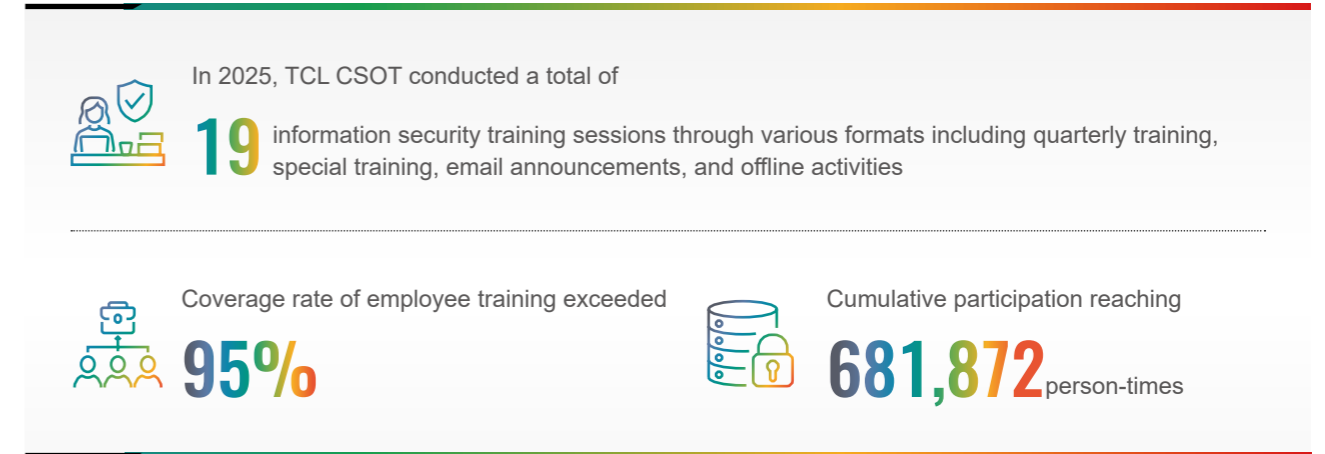


- o Formulated the *Emergency Response Plan for Network and Information System Security Incidents*, regularly testing response procedures.
- o Formulated the *Regulations on Data Leakage Prevention Management* for TCL Zhonghuan.
- o Maintained ISO 27001 certification for 5 subsidiaries, passing annual surveillance audits.
- o Conducted monthly internal information security checks, quarterly system vulnerability scans and industrial control traffic analysis, and bi-annual cybersecurity attack-defense drills.
- o Supported the study of security certifications such as CISSP and promoted the data security talent reserve plan.
- o Held 51 data security-related training sessions for all employees.



- o Formulated the *Regulations on Personal Information and Privacy Protection Management*, refining privacy protection requirements for both employees and external stakeholders.
- o Defined information security policies and objectives, and obtained ISO 27001 Information Security Management System certification.
- o Implemented an information system deployment management process, conducting penetration tests and vulnerability scans on 16 systems to ensure secure deployment.
- o Established a data security emergency response mechanism and conducted regular attack-defense drills to enhance incident handling capabilities.
- o Conducted annual external and internal information security audits to drive issue rectification and system optimization.
- o Provided company-wide information security training to raise awareness of data protection.

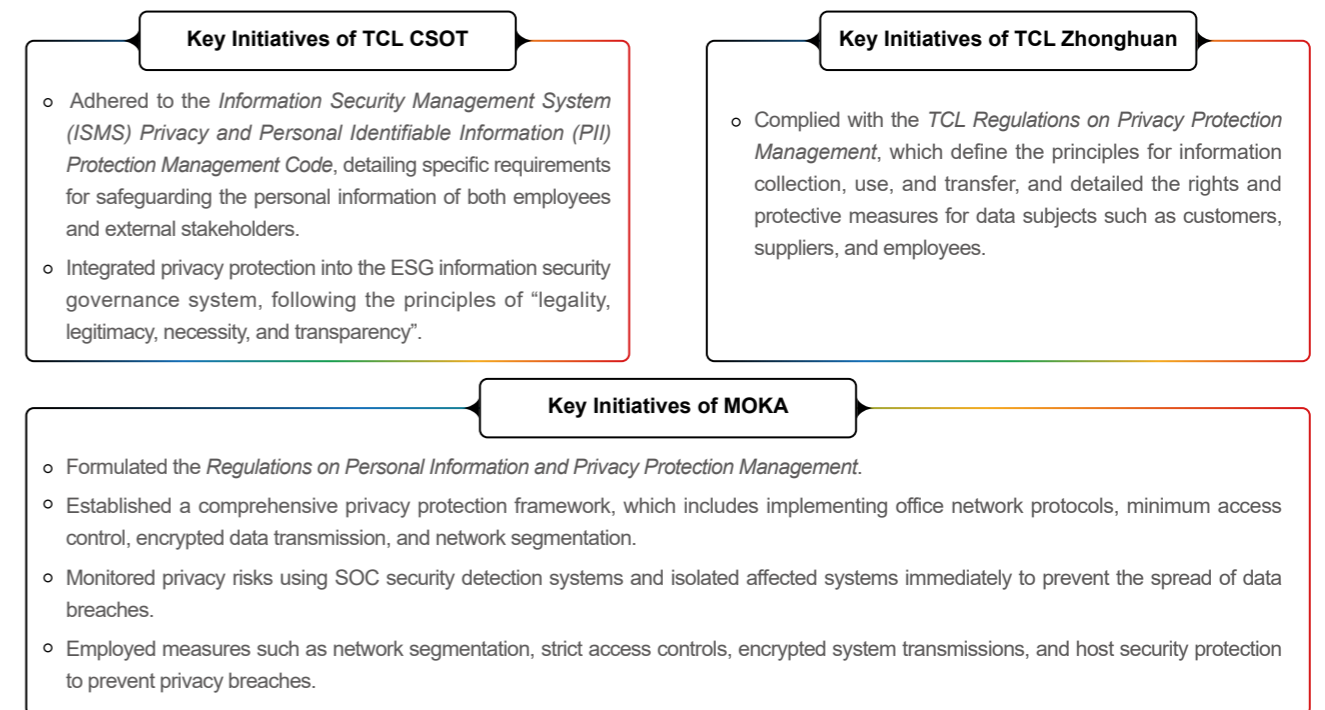
To systematically ensure information security, TCL CSOT, in accordance with regulations such as the *CSOT ISMS Business Continuity Management Code*, has constructed a full-process protection system covering “pre-event, during-event, and post-event” phases. In the pre-event prevention phase, TCL CSOT deploys technical measures such as document encryption and traceable watermarking (IPG), endpoint detection and response (EDR) systems, and a security operations center (SOC), aiming to prevent data leakage, defend against viruses and cyber-attacks, and enable early warning of security threats. During the event response phase, leveraging the SOC, situation awareness platforms, intrusion prevention systems (IPS), and next-generation firewalls, TCL CSOT conducts real-time analysis and coordinated handling of security alerts, swiftly identifying and blocking threats to ensure business continuity and stability. In the post-event remediation phase, TCL CSOT uses tools like watermark tracing technology and situation awareness platforms to conduct comprehensive investigations and root cause analysis of occurred security incidents, accurately reconstructing the event sequence. Based on the findings, TCL CSOT continuously optimizes protection strategies and response procedures, forming a closed-loop security management process.



Privacy Protection

Protecting personal privacy is a core aspect of corporate responsibility in the digital era and a foundation for building customer trust. TCL Tech. has established the *Information Security Management System (ISMS) Privacy and Personal Identifiable Information (PII) Protection Management Code*, clarifying protection requirements for the personal information of employees and external stakeholders, strengthening the management of sensitive data such as employee files, health information, and compensation, and issued group-wide human resources data compliance guidelines to regulate internal data usage.

The Company implements data classification, tiered access controls, supported by strict access approval and monitoring mechanisms, to ensure data security, traceability, and effective risk control. To address the risk of privacy breaches, the Company has also established a comprehensive emergency response mechanism. In the event of incidents such as data leakage, tampering, or loss, we can rapidly assess and take remedial actions. Where required, we report such incidents to regulatory authorities to ensure accountability and minimize harm to affected individuals and conduct timely remediation.



We firmly believe that a sound risk control mechanism, a robust compliance system, and efficient data security management are core safeguards for the sustainable development of a company. Facing an evolving digital environment and increasingly stringent regulatory requirements, we will continuously enhance our risk identification and response capabilities, deepen data asset management, and strengthen data security and privacy protection.


AI Empowerment

In our digital transformation journey, we firmly promote “AI for Real”, focusing on integrating AI into core scenarios such as R&D, manufacturing, and risk control to achieve tangible value creation. The Company has established an AI governance framework encompassing data security, privacy protection, and algorithm governance, ensuring technological innovation operates on a compliant and reliable trajectory, adhering to a responsible development philosophy.

Furthermore, TCL CSOT actively promotes the application of AI in compliance and security training. TCL CSOT strictly implements the Group’s CSOT Third-Party AI Compliance Use Specifications, clarifying the principles for using AI tools. It also conducts specialized training on AI security and data compliance to enhance overall compliance awareness and risk response capabilities.

Case Focusing on “AI for Real” at the 2025 TCL Global Innovation Conference (TIC)

In December 2025, the TCL Global Innovation Conference (TIC) was held in Guangzhou. With the theme “AI for Real”, the conference explored how AI can move towards real-world scenarios for practical application. This includes driving technological inclusivity in the B2B sector by enhancing quality and efficiency, and returning products to “first principles” in the consumer sector, redefining scenarios such as mobility, health, entertainment, and companionship. The conference unveiled ten demonstration achievements of AI application scenarios, launched the TCL Global AI Talent Recruitment Program, and shared forward-looking prospects on various cutting-edge AI applications, including multimodal vertical domain large models, AI-empowered display material development, embodied AI, and digital twins.



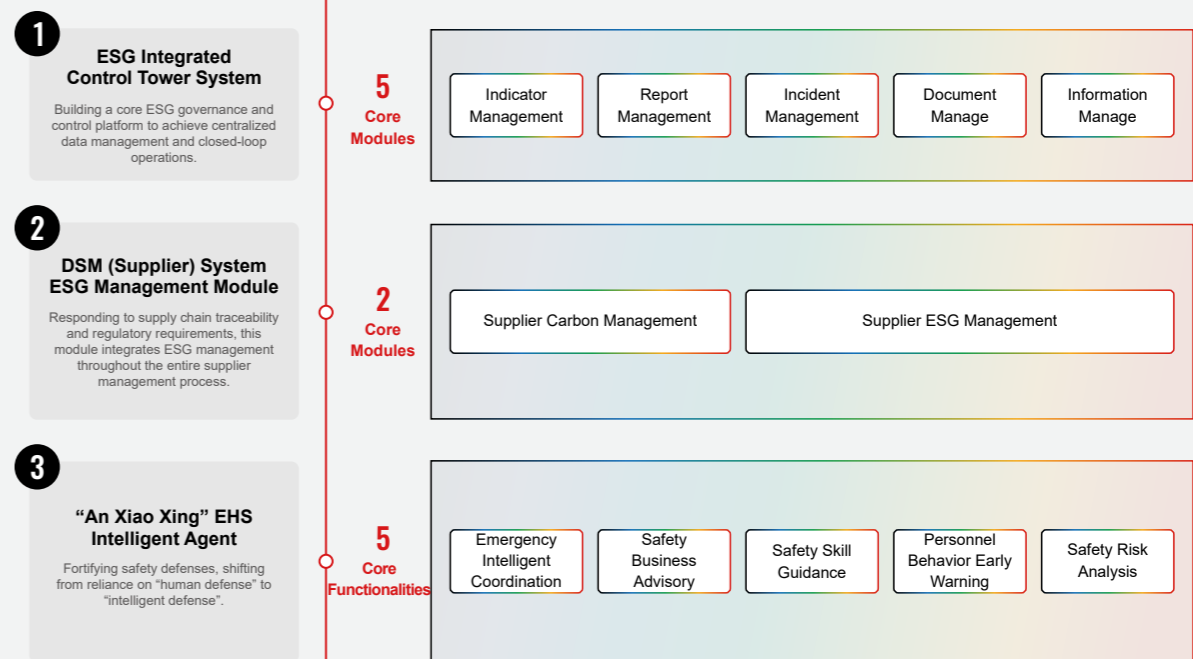
2025 TCL Global Innovation Conference

In the field of security operations, TCL CSOT has deployed advanced AI technologies to address the challenges of massive log analysis and automated response. Specifically, we have built an intelligent analytics and response platform driven by the collaboration of “Rules + Large Language Model (LLM) + Multi-Agent”. By integrating APIs and database logs from cross-regional and cross-business systems, the platform achieves standardized data governance and the accumulation of a vectorized knowledge base. Its technical implementation path is as follows: relying on parallel-working agents to perform deep semantic parsing and risk level determination of logs, combined with automated workflow orchestration, it ultimately achieves a closed-loop process from real-time monitoring and alerting to intelligent response and decision-making. TCL CSOT continuously deepens the application of AI technology in product quality and safety management, driving the upgrade of the quality control system with AI. For product non-conformities, TCL CSOT has introduced intelligent inspection technology. Leveraging AI algorithms, it achieves automatic defect identification and precise classification, significantly improving anomaly detection rates and classification efficiency, thereby strengthening the quality defense at the source.

Case TCL CSOT Builds an ESG Digital Intelligence System Featuring “Hub-Network-Defense Line”

To systematically enhance ESG governance efficacy and risk resilience, TCL CSOT has proactively deployed an intelligent management platform system characterized by “data-driven, full-chain collaboration, and AI-empowered” capabilities. This system innovatively features a three-tier, interconnected architecture: an ESG Integrated Control Tower serves as the group management hub, enabling centralized data monitoring and intelligent decision-making; the Supply Chain ESG Collaboration Module extends a transparent control network across the value chain; and the “An Xiao Xing” EHS Intelligent Agent solidifies an intelligent defense line against on-site risks. By unifying data standards, embedding processes into business workflows, and conducting specialized empowerment initiatives, TCL CSOT ensures the precise execution of management objectives. This initiative is set to significantly improve automated reporting, enhance transparency in supply chain carbon management, and bolster on-site safety risk control capabilities, thereby systematically strengthening operational resilience and building sustainable long-term competitiveness.

ESG Digitalization Strategy: Building a “Data-Driven, Full-Chain Collaborative, AI-Empowered” ESG Digital Intelligence Management System



1 ESG Integrated Control Tower System
Building a core ESG governance and control platform to achieve centralized data management and closed-loop operations.

5 Core Modules

- Indicator Management
- Report Management
- Incident Management
- Document Manage
- Information Manage

2 DSM (Supplier) System ESG Management Module
Responding to supply chain traceability and regulatory requirements, this module integrates ESG management throughout the entire supplier management process.

2 Core Modules

- Supplier Carbon Management
- Supplier ESG Management

3 “An Xiao Xing” EHS Intelligent Agent
Fortifying safety defenses, shifting from reliance on “human defense” to “intelligent defense”.

5 Core Functionalities

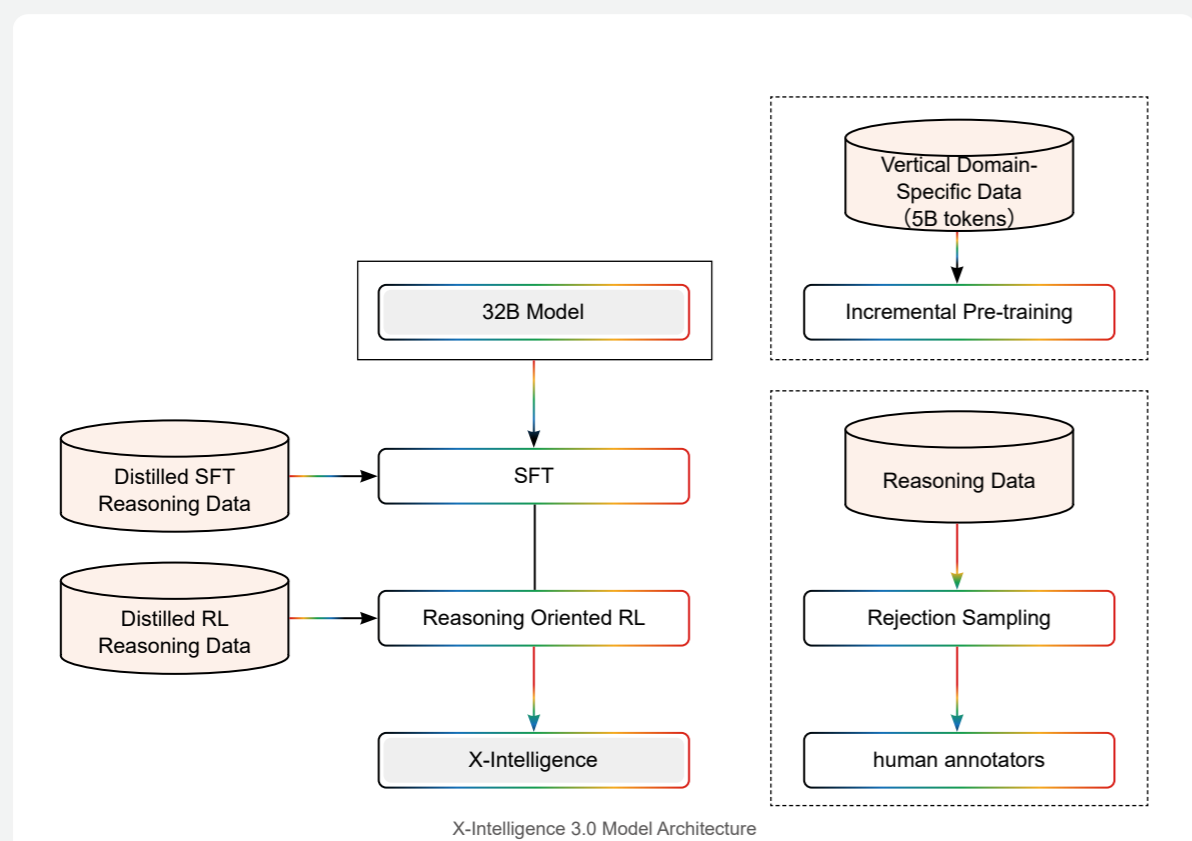
- Emergency Intelligent Coordination
- Safety Business Advisory
- Safety Skill Guidance
- Personnel Behavior Early Warning
- Safety Risk Analysis

TCL CSOT Digital Intelligence Management System

Case TCL CSOT Drives Industrial Value Leap with Vertical Domain Large Models

TCL CSOT has forged AI into a core competitive advantage. Through independent innovation, TCL CSOT has successfully developed and deployed the display industry's first vertical domain large model with strong reasoning capabilities – X-Intelligence 3.0. In 2025, this model ranked first in the display sector among global industrial large models. It is positioned as the "AI Agent Collaboration Center" for R&D and manufacturing, occupying the technological high ground in the integration of "AI+".

TCL CSOT systematically promotes the deep integration of the large model into its core operations. In the intelligent manufacturing process, model-based automatic defect classification (ADC) and automatic defect repair (ADR) technologies achieve end-to-end automation in the "detection-classification-repair" workflow, increasing defect classification accuracy to 95% and generating annual value exceeding RMB 50 million from a single application point. In the field of R&D innovation, the large model directly drives product and material development, enhancing problem-solving and material R&D efficiency by 20%-30%. At the operational service level, the model's capabilities are translated into personalized employee training platforms and remote intelligent diagnostic systems, achieving extended value creation.



TCL Zhonghuan drives product innovation and manufacturing upgrades with AI. By introducing AI to optimize design and process control, TCL Zhonghuan has achieved significant improvements in key performance indicators for its new-generation products, such as the TCL Solar T5 Pro. This advancement propels photovoltaic system efficiency and reliability to new heights, contributing to the global green energy transition. Additionally, TCL Zhonghuan has adjusted its digital organizational structure around scenarios such as operations, finance, marketing, and supply chain. It has integrated information technology resources and systems to address capability gaps, driving towards transparent and online lifecycle management for "one order" and "one product".

Regarding AI governance, TCL Zhonghuan strictly implements Group compliance requirements for AI compliance management. Furthermore, TCL Zhonghuan organizes all employees to participate in the "AI Empowerment Series Courses" on the T Academy platform, focusing on learning AI security risk identification and response strategies. This comprehensively enhances employees' compliance awareness and risk prevention capabilities in AI usage, ensuring AI technology empowers business operations under safe and controllable conditions.

Case TCL Zhonghuan's "One-Click Crystal Pulling" - Intelligent Control Technology Application

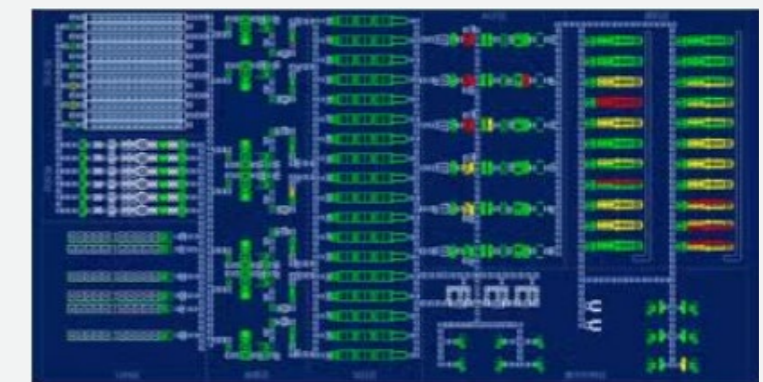
Based on the Industry 4.0 manufacturing model, TCL Zhonghuan has explored intelligent technologies for the monocrystalline silicon crystal pulling process. By integrating process logic and engineer expertise, it has built a fixed-pattern control model for the crystal pulling process, achieving fully automated "one-click crystal pulling" operation with an automation efficiency of 95%. This technology optimizes production operation logic, effectively enhancing process stability, and propelling crystal production towards greater efficiency and intelligence.

Case TCL Zhonghuan's Digital System Empowers Quality and Efficiency in Crystal Manufacturing

In 2025, focusing on core crystal manufacturing processes, TCL Zhonghuan constructed and launched the Zhonghuan Crystal Furnace-to-Furnace Interconnection System, the PCC Process Control System, and the PEC Management System, promoting digital collaboration between the production process and management decision-making. By strengthening the precise control of processes and equipment, TCL Zhonghuan achieved a monthly output increase of over 56 kilograms per unit. Leveraging automated water injection, abnormal monitoring definitions, and AI optimization models, wafer output increased to approximately 8,000 pieces per unit per month. Regarding labor input, through testing equipment upgrades, centralized control system coordination, and packaging line modifications, manual costs were effectively reduced. Additionally, TCL Zhonghuan has cumulatively launched 785 operational and quality reports, improving on-site data statistical efficiency by about 30%. The financial secondary cost accounting system has enhanced related work efficiency by approximately 75%, significantly strengthening capabilities in smart manufacturing and lean operations.

Case TCL Zhonghuan's IoT-based Smart Centralized Control System Enhances Lean Management of Production Lines

Huansheng Tianjin utilizes an IoT-based Smart Centralized Control System for real-time monitoring of equipment status and alarm information. By integrating internal systems and automated programs to connect data flow and material scheduling, it has built a visual control system for the entire production process and a production line leveling management system. This system significantly improves production efficiency, reduces operational costs, and strengthens Huansheng Tianjin's smart manufacturing capabilities and enhances its lean management, facilitating the digital transformation of production lines.



Schematic Diagram of Equipment Operation Status on the IoT Platform Smart Centralized Control System

Looking ahead, TCL Tech. will continue to increase investment in AI technology, driving innovation across the entire chain including R&D, manufacturing, supply chain, and operations, to achieve large-scale value realization.

Advanced Technology

TCL Tech. has always regarded technological innovation and quality management as key pillars. We have established a comprehensive R&D and quality management system, built product quality and safety standards that cover the entire product lifecycle, and driven key breakthroughs in multiple core technologies. The Company continuously strengthens intellectual property protection, creating a robust “moat” for its technology and quality. We have also established a customer feedback service mechanism characterized by rapid response and continuous improvement to maintain sound customer relationships. Looking ahead, we will continue to vigorously advance our clean technology strategy, accelerate the deployment of green products, and leverage advanced technology to drive new momentum for sustainable development.

Material Issues

- R&D and Technological Innovation
- Product Quality and Safety
- Opportunities in Clean Technology
- Customer Service Management



TCL Tech. obtained **3,075** new intellectual property, authorizations and launched **109** innovation research projects throughout the year



The defect rate for toxic and hazardous substances in sampled work-in-progress and finished products at TCL Tech. was **0**



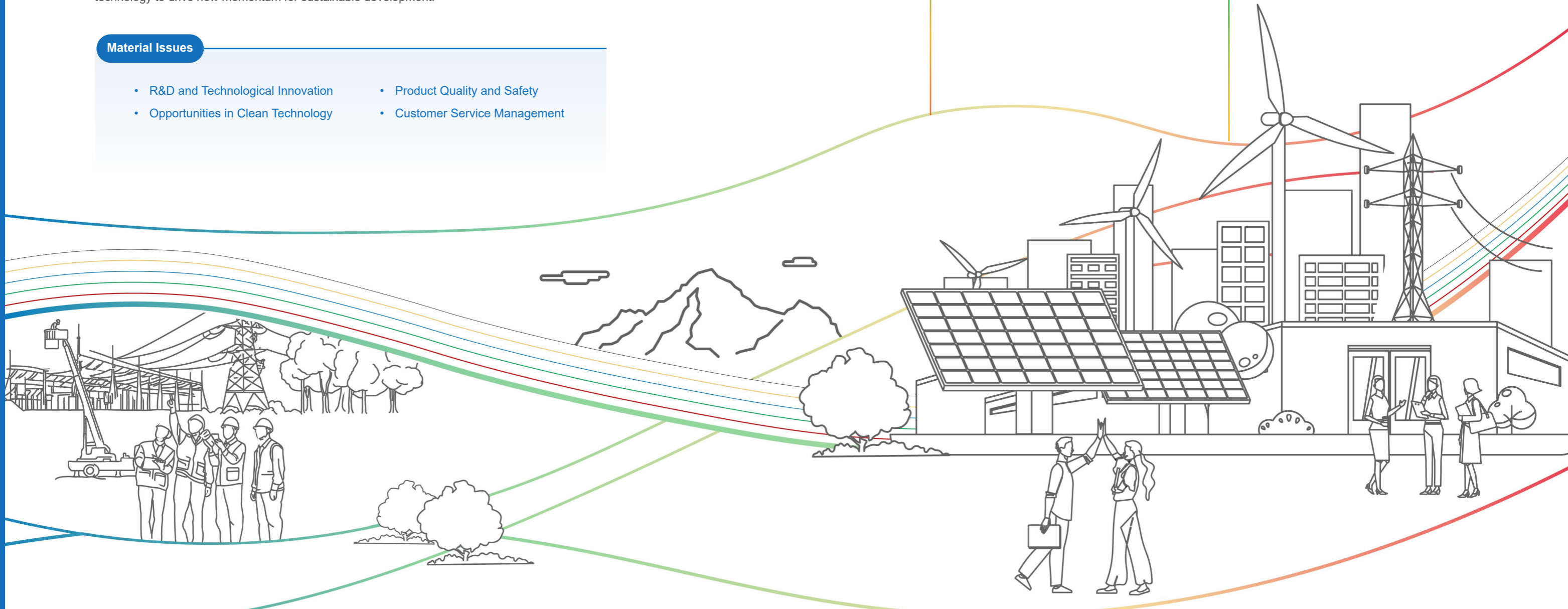
A total of **33** subsidiaries under TCL Tech. obtained ISO 9001 quality management system certification



TCL Tech. conducted **421** quality training sessions during the year, totaling **1,515.5** training hours, and engaging **12,415** employee attendances



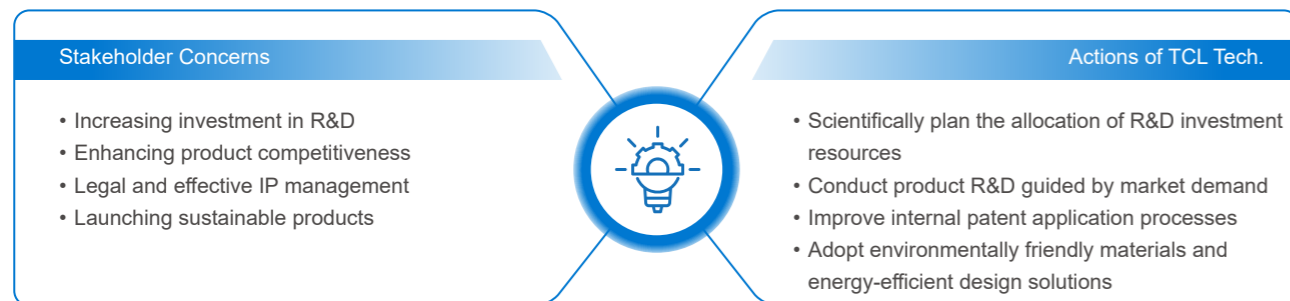
TCL Tech. recorded **no** product recall events throughout the year



R&D and Technological Innovation ▲▲▲

R&D and innovation serve as a key strategic pillar for TCL Tech. in shaping the future. We prioritize the full lifecycle management of R&D and innovation, building an efficient innovation management system that strengthens our core technology capabilities and responds to stakeholder expectations for technological innovation. This enables us to drive innovation in product functionality and consumer experience through technological leadership.

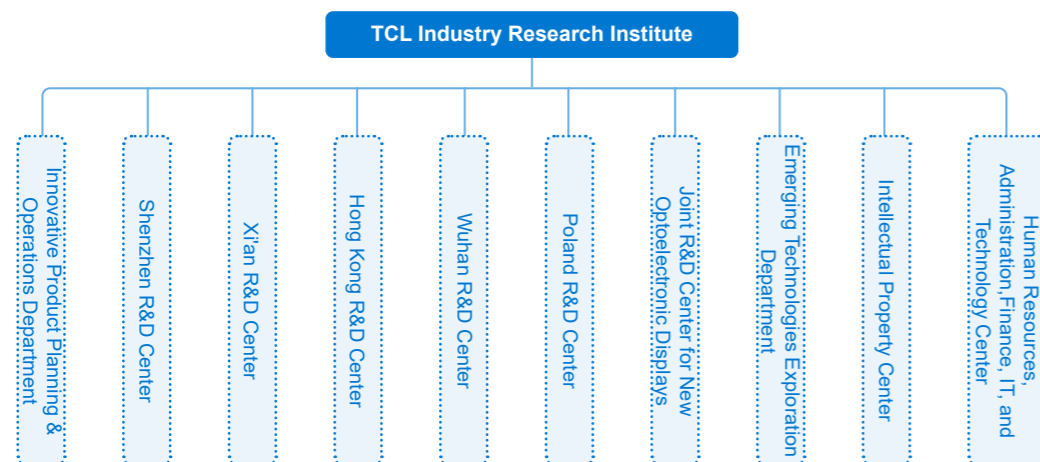
As a fundamental guarantee for navigating economic cycles, corporate R&D and innovation capabilities have become a focal point for stakeholders such as customers, consumers, and industry associations. We are strengthening our innovation processes and governance systems, increasing investment in research, and actively participating in the development of industry standards. We also maintain strict intellectual property management practices to prevent risks of infringing on others' rights, and ensure the Company maintains strong momentum for continuous innovation.



Management

Focusing on AI technology that is continuously empowering technologies and advanced display technologies, TCL Tech. has established the TCL Industry Research Institute as the core leading department for R&D and innovation. With R&D hubs established in Europe, Hong Kong and other regions, the Company has created an international network of R&D talent resources and realized the economies of scale in technology, enabling it to seize the opportunities presented by this era.

Organizational Structure of the TCL Industry Research Institute



TCL CSOT leads the Company's R&D and innovation practices through its R&D mid-office platform. Adhering to an innovation management philosophy, the company strengthens cross-functional collaboration and optimizes workflows to improve R&D management efficiency. Through professional technical teams such as the Integrated Technology Management Team (ITMT)¹⁴, and the Technology Development Team (TDT)¹⁵, the company invests in technology development and participates in decision-making regarding the construction of key technology breakthrough points, effectively enhancing its technology development capabilities.

¹⁴ Integrated Technology Management Team.

¹⁵ Technology Development Team.

TCL Zhonghuan utilizes the Zhonghuan Research Institute as its innovation and R&D platform, focusing on the innovation, R&D, and application of semiconductor-related technologies to serve the company's overall innovation strategy. The Zhonghuan Research Institute coordinates key technology project management and frontier technology research layout, stimulates the innovation enthusiasm of R&D personnel, and deeply embeds technological innovation concepts into the company's development trajectory.

Strategy

TCL Tech. strictly complies with relevant laws and regulations, such as the *Patent Law of the People's Republic of China* and the *Guidelines for Intellectual Property Management of Enterprises*. While improving our own R&D management system, the Company guides product R&D toward a more intelligent and efficient direction. Given the increasingly important role of AI in the R&D and innovation process, TCL Tech. formulated the *Management Measures on Scientific Research Integrity, Work Style Development, and Technology Ethics* during the year, clearly defining issues related to scientific research integrity and ethics involved in the R&D and innovation process to ensure the effective advancement of R&D and innovation work. The Company also actively conducts training related to technology ethics.

In 2025, TCL Tech. adopted "AI for Real" as its core R&D strategy, fully integrating AI into the entire chain of R&D, manufacturing, and product functionality. We deeply root AI in real industry and real user scenarios, truly driving intelligent transformation and creating measurable social and economic value.

TCL Tech. "AI for Real" Strategy

Strategic Direction	Implementation Path	Core Capabilities	Achievements
<p>AI-Empowered Core R&D</p>	<ul style="list-style-type: none"> Developing and applying large models in vertical industries, such as Star Intelligence X-Intelligence 3.0 in the display field; Integrating AI into the R&D process to empower display material development 	R&D efficiency and breakthrough capabilities	<ul style="list-style-type: none"> Product issue analysis efficiency improved by 20%; Material development efficiency improved by 30%
<p>AI-Driven Intelligent Manufacturing</p>	<ul style="list-style-type: none"> Industrial AI quality inspection (ADC¹⁶/ADR¹⁷ systems) to improve yield rates; Intelligent scheduling (RTS¹⁸ system) to optimize production; Applying digital twin and Deep Blue AI models in the photovoltaic field 	Production quality, efficiency, and flexibility	<ul style="list-style-type: none"> Display defect detection accuracy increased from 85% to 95%; Photovoltaic monocrystalline furnace single-operator control reached 384 units

¹⁶ Automatic Defect Classification.

¹⁷ Automatic Defect Repair.

¹⁸ Real-time Scheduling System.

Through "AI for Real" technology and business innovation, TCL Tech. deeply integrates AI into the real industry, comprehensively enhancing product efficiency and corporate competitiveness. The Company builds a global compliance and sustainable development system, setting the course and mitigating risks for technological innovation, ensuring that the Company provides responsible products and innovative experiences while pursuing sustainable development.

Innovation Strategies by Industry



TCL CSOT	TCL Zhonghuan	MOKA
<p>Focusing on key developments in areas such as display experience, green and low-carbon, visual health, and AI; Implementing activities such as the Gold-digging Program, technology innovation competitions, and AI Pioneer programs to continuously stimulate R&D and innovation vitality, precisely implementing the R&D strategy at the frontline.</p>	<p>Zhonghuan Research Institute conducts annual technology innovation award evaluations, rewarding inventors, designers, and participants involved in inventions, patent technologies, and standard development, guiding a wave of independent innovation within the company, establishing a virtuous interactive environment, and accelerating the transformation of technological achievements into real productive forces.</p>	<p>Conducting R&D innovation season series events to continuously stimulate engineers' innovation awareness. Encouraging employees to exchange insights on innovation achievements to enhance technology conversion rates and foster a vibrant innovation ecosystem for the company.</p>

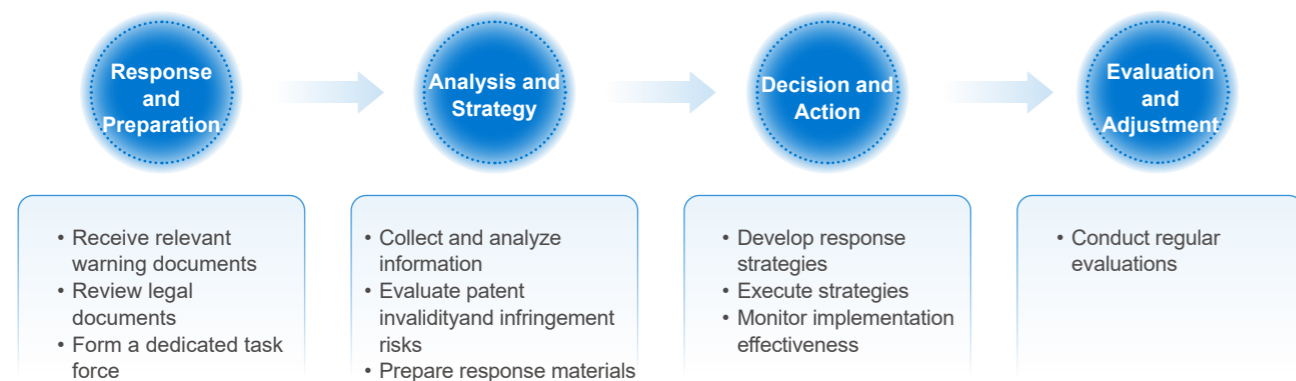
Risk Management and Control

The exploration of each advanced technology is accompanied by risks in areas, including those related to resource allocation. Therefore, TCL Tech., while embracing innovation opportunities, prudently evaluates and proactively manages the core risks arising therefrom, ensuring steady and efficient R&D advancement.

In addition to complying with domestic and international IP laws and regulations, TCL Tech. has formulated the *TCL Group Patent Incentive Measures* to effectively mitigate legal risks while ensuring that the commercial potential of innovative achievements is fully realized. While implementing rigorous protection for existing intellectual property assets, the Company actively avoids infringing upon the intellectual property rights of other entities. Innovation activities are conducted within a compliant legal framework to mitigate various potential risks that could impact technological R&D and innovation process. The Company has launched a series of innovative achievements, enhancing corporate competitiveness.

Subsidiaries of TCL Tech. actively implement risk management processes. TCL CSOT regards intellectual property as a core asset. To effectively prevent and respond to potential infringement risks, the Company has established a systematic and comprehensive risk response process that spans the entire lifecycle of risk early warning, proactive defense, decision-making actions, and dispute resolution, thereby constructing a solid defense line for the Company's technological security.

Patent Risk Response Process of TCL CSOT



TCL Zhonghuan has established a patent risk prevention and control monitoring mechanism, classifying BC battery technology-related patents into categories such as no-risk and suspected-risk, and conducting monitoring to prevent infringement and being infringed upon, thereby safeguarding the company's patent security.

MOKA has established clear management measures for all types of intellectual property use within the company. All employees must legally receive and use only properly authorized intellectual property, and no infringement is permitted. This effectively raises awareness of protecting the company's intellectual property, thereby ensuring that the company's competitive advantages remain uncompromised.



Indicators and Targets

During the year, TCL Tech. launched 109 innovative research projects and conducted 36 intellectual property training sessions, totaling 72.5 training hours.

Intellectual Property Statistics of TCL Tech.



Key Actions

Intellectual Property Protection

Intellectual property is of great significance to the growth of enterprises, and serves as a key criterion by external stakeholders such as upstream suppliers, downstream partners and consumers to evaluate the R&D capabilities of TCL Tech. The Company has established a comprehensive standardized intellectual property management process to ensure that every innovation originating from the frontline is prioritized and eventually converted into intellectual property of the Company.

TCL CSOT issued the *CSOT Management Measures for Intellectual Property Risk*, clearly defining management requirements regarding confidential information. These measures ensure rigorous protection of the company's intellectual property assets, refine the patent confidentiality review process, and further strengthen the intellectual property protection mechanism. In addition, the company conducts a series of intellectual property training courses on its internal online learning platform, covering areas such as fundamental patent knowledge, patent mining, and infringement determination scenarios. These programs have enhanced employees' awareness of intellectual property protection and application. We conduct introductions of classic industry cases in R&D department to enable frontline R&D personnel to understand key points of intellectual property rights protection and risk management, consolidating the professional capabilities of relevant employees.

To foster an innovative culture, TCL CSOT organized a patent innovation competition, selecting and commending outstanding cases, leveraging internal benchmarks to play a leading role, thereby stimulating innovation vitality across the entire workforce, driving new technological breakthroughs at TCL CSOT, and consolidating its leading position in the global display technology industry.

Case TCL CSOT Held a Patent Innovation Competition

In April 2025, TCL CSOT held a patent innovation competition, soliciting outstanding innovation achievements that demonstrate technological breakthroughs and commercial value from all employees. During the event, 2 Gold Awards, 2 Silver Awards, and 11 Excellence Awards were selected and awarded, sparking innovation enthusiasm and vitality, and laying a solid foundation for the continuous generation of high-value patents and for addressing technological challenges.



Poster of TCL CSOT Patent Innovation Competition

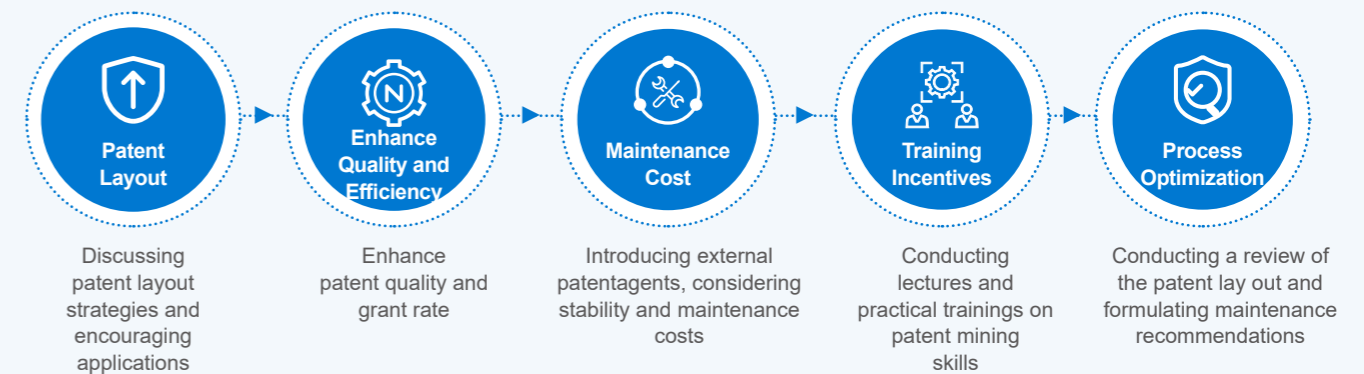
2 Gold Awards | **2** Silver Awards | **11** Excellence Awards

TCL Zhonghuan systematically strengthened its intellectual property protection capabilities. During the year, it issued the *Patent Search Report Standard Template*, further standardizing and optimizing the patent application process. Based on the existing Patsnap patent management system, it integrated software copyright and trademark modules, further improving the full-process management structure of intellectual property.

For the company's core technology industries, TCL Zhonghuan established a patent risk database to provide strong support for intellectual property layout. In addition, the company continuously conducts intellectual property training, strengthening the professional capabilities of relevant personnel and improving the level of international patent management.

MOKA has built a comprehensive intellectual property management mechanism. Through strategic patent layout aligned with the company's technology and product roadmaps, the enterprise ensures the preservation and appreciation of its intangible assets.

MOKA Patent Management Process



R&D and Innovation Achievements

TCL Tech. drives product leadership through R&D, delivers cutting-edge technological experiences to meet consumer needs, and conveys more stable and breakthrough requirements to the supply chain, thereby enhancing partners' confidence. Based on the "AI for Real" strategy of TCL Tech. implemented this year, the Company successfully launched multiple innovation achievements in R&D and innovation, establishing a strong competitive advantage that leads the industry.

TCL CSOT encourages an innovative spirit by regularly organizing initiatives such as the Gold-digging Program and Technical Innovation Competitions to stimulate employee creativity. Furthermore, the company held the AI Pioneer Event this year to reinforce the strategic orientation of "AI for Real". Several industry-leading technologies have been successfully implemented and effective, effectively enhancing technological innovation capabilities.

Case Bionic EDR Enhancement Technology of TCL Tech.

Currently, when playing SDR¹⁹ source content, high-bright televisions commonly exhibit issues such as washed-out images, insufficient contrast, and overexposed highlights, which adversely affect the viewing experience. To address this, TCL Tech. has developed a brightness comfort optimization technology based on 1DLUT²⁰. By dynamically adjusting brightness mapping in segmented areas and combining real-time histogram analysis with AI-based portrait protection, the technology suppresses overexposure while enhancing tonal gradation and detail. This enables SDR content to be rendered on high-bright televisions with an appearance nearly equivalent to HDR²¹, achieving a comfortable and authentic improvement in image quality. The technology currently holds two pending patents, effectively supporting the enhancement of technical competitiveness for related products.



Comparison of images with or without Bionic EDR Enhancement Technology

¹⁹ Standard Dynamic Range.

²⁰ 1-Dimensional Look-Up Table.


²¹ High Dynamic Range.

Case **TCL CSOT Starship AI Platform**

The TCL CSOT Starship AI Platform is an industrial AI open platform centered on a multimodal vision large model. Through one-stop, low-threshold full-lifecycle services, the platform lowers the barrier to AI application in the industrial sector. Integrated modules include a data center, training center, service center, and application center, supporting full-process operations from data annotation and model training to deployment linkage, enabling business personnel to easily complete AI development and implementation. Currently, the platform covers five major bases of TCL CSOT, supports the delivery of over 40 projects, has secured three intellectual property rights, assisted enterprise AI talent development, and enhances R&D efficiency.

In 2025, TCL Zhonghuan launched the TCL Solar T5 Pro multi-slice high-density module. With technologies such as three-slice high-density packaging, the product achieves dual improvements in power output and efficiency, with comprehensive upgrades in reliability, power generation, and system costs. The module products have been applied in photovoltaic projects across more than 60 countries and regions worldwide, not only meeting the electricity needs of tens of millions of people but also providing efficient solutions for global photovoltaic applications, thereby driving green energy transition and the implementation of the carbon peaking and carbon neutrality goals through innovative strength.

MOKA has always been centering on customer needs, continuously innovating guided by industry needs based on deep understanding of customer requirements. Through consistently increasing R&D investment and actively responding to challenges posed by international high standards, MOKA has launched a series of innovative technology products, earning wide trust from global customers and full market recognition.



The module products have been applied in photovoltaic projects across more than

60
countries and regions worldwide

Case **MOKA Held the R&D Technology Conference**

In September 2025, MOKA R&D Center convened a technology conference centered on the core objective of "Review and Planning of Technology Roadmaps", systematically reviewing achievements and clarifying key breakthrough directions. Focusing on new technology coordination in areas such as touch control and image quality, as well as quality systems, the conference addressed critical R&D issues including balancing optical solution reliability with cost optimization. By strengthening the technical foundation from three dimensions—solutions, quality, and capabilities—the conference injected robust momentum into continuous innovation.



MOKA R&D Technology Conference

Industry Collaboration

TCL Tech. places significant emphasis on close industry collaboration and exchange, allowing for innovative inspiration to emerge through the collision of ideas. This year, under the guidance of the "AI for Real" strategy, the Company hosted the 2025 Global Technology Innovation Conference. Centered on showcasing TCL Tech.'s product and technology strategic planning, the event invited industry experts to deliver joint presentations. By integrating conference services with advanced display technologies, a comprehensive industry communication platform was created to showcase TCL Tech.'s R&D capabilities while promoting industry-wide technology upgrading and optimization.

In 2025, TCL CSOT deepened its collaborative relationships with institutions such as the National Engineering Research Center for Ophthalmic Optics and client partners. The company published the *White Paper on Vision Health Technology 2.0*, conducting in-depth analysis of natural light technology and researching and developing underlying technologies to make the optical characteristics of display screens closer to natural light conditions, thereby safeguarding users' visual health levels. During the reporting period, TCL CSOT participated in over 100 industry exchange activities.

TCL Zhonghuan actively collaborated with over 10 universities and research institutions including South China University of Technology and Hohai University in industry-academia-research cooperation. Through joint R&D, the company explores cutting-edge technologies such as semiconductor materials, large-size ultra-thin silicon wafers, N-type solar silicon wafers, and offshore photovoltaic systems. Through the TCL Zhonghuan Postdoctoral Research Station, the company collaborated with universities to undertake multiple national and provincial/ministerial-level key R&D projects, conducted research on cutting-edge technologies, and co-built innovation consortia. The company also delivered reports and engaged in dialogue on platforms such as the China Photovoltaic Industry Association (CIPA) Technology Innovation Conference, connecting the R&D, manufacturing, and application stages. By establishing stable technology cooperation relationships with upstream and downstream entities of the industrial chain, TCL Zhonghuan promoted industry-wide technology exchange and development.



TCL CSOT participated in over

100

industry exchange activities



TCL Zhonghuan actively collaborated with over

10

universities

TCL Zhonghuan Industry Association Participation

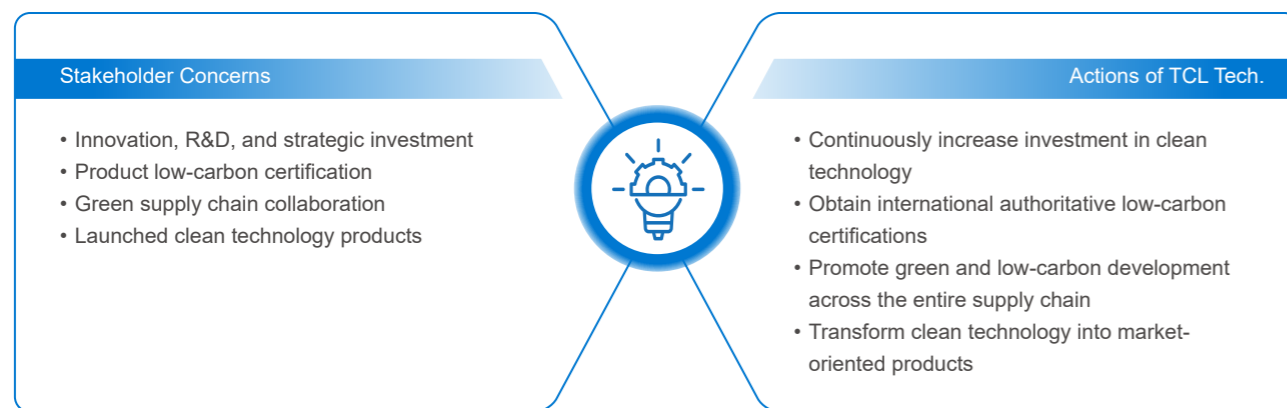
LOGO	NAME
	• China Photovoltaic Industry Association (CPIA)
	• China Electronics Energy Saving Technology Association
	• Semiconductor Equipment and Materials International (SEMI)
	• Member of PV Committee of China Green Supply Chain Alliance (China ECOPV Alliance)
	• China Semiconductor Industry Association (CSIA)

Facing the global market's growing attention to and emphasis on technological innovation, TCL Tech. will always regard innovation as the fundamental driving force for the Company's advancement. Together with industry partners, TCL Tech. will achieve technological breakthroughs while creating more intelligent products, providing solutions for a new future of intelligent development, and maintaining corporate growth vitality.

Opportunities in Clean Technology ▲▲▲

In the journey toward a green future, clean technology serves as both a critical driver for the transition to a low-carbon society and a strategic bridge for enterprises to achieve green development and seize new opportunities. TCL Tech. places high importance on investment in clean technology, designating its research and development as a core component of its overall strategy. Building upon existing achievements in clean technology, we have successfully launched multiple series of environmentally friendly products.

Through in-depth engagement with stakeholders, including investors, customers, partners, government agencies, and industry experts, it has been recognized that there is sustained focus on the innovative application of clean technology, the enhancement of environmental benefits, and market growth opportunities. In response, we have strengthened our technological foundation, increased investment in clean technology, aligned with green trends, and met stakeholder expectations regarding sustainable development and emerging opportunities.



Management

While conducting technology R&D, TCL Tech. places great emphasis on harmonious coexistence with the environment, continuously increasing investment in funds and R&D capabilities to actively support the low-carbon transition of society. We adopt a "combination approach" that integrates fund investment, talent acquisition, technology empowerment, and system cultivation. By positioning AI technology as the core driving force, we not only use it to optimize existing processes but also establish it as the foundational platform for future R&D innovation, enabling the clean technology sector to continuously achieve new breakthroughs.

Strategy

TCL Tech. consistently drives core industry upgrades through cutting-edge green technology. With intelligent terminals as the carrier, the Company promotes green technology and low-carbon products to the consumer market, building a competitive green technology industry ecosystem. The Company focuses on multiple clean technology areas including healthy home appliances, green manufacturing, and intelligent interconnection, actively conducting R&D work. This effort has expanded from innovation in single terminal product functions to a systematic layout covering green manufacturing, circular economy, and even intelligent ecosystems.

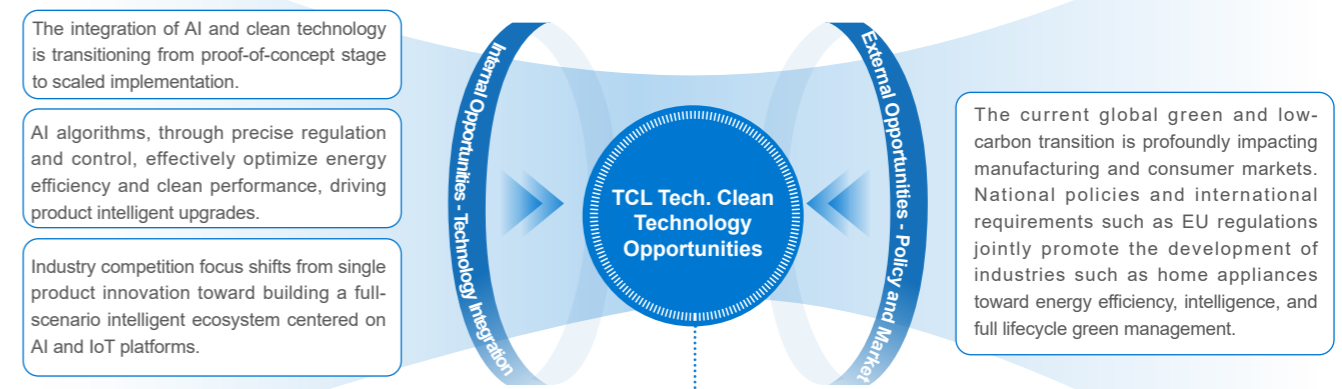
Additionally, to continuously accumulate clean technology R&D capabilities, TCL Tech. has specifically launched the "Global AI Talent Acquisition Initiative", recruiting top-tier talent globally to build professional talent teams and ensure innovation vitality.

Responding to Opportunity

Facing the booming development of clean technology, TCL Tech. is committed to building a cross-brand, cross-category intelligent interconnection ecosystem. Through forward-looking layout in healthy home appliances, green manufacturing, and intelligent interconnection, the Company firmly grasps clean technology development opportunities. Through the "AI for Real" strategy driving innovation in production factors, we deeply integrate AI into R&D and production processes to achieve cost reduction and efficiency enhancement, enabling high-end technology to enter the consumer market faster, thereby driving upgrades across the entire industry chain. Furthermore, through the Company's green practices in the photovoltaic sector, we contribute to energy structure transition and inject green momentum into the Company's sustainable development.



TCL Tech. Clean Technology Opportunities



TCL Tech. has accumulated profound expertise in the fields of healthy home appliances and green manufacturing, achieving significant breakthroughs in specialized technologies across multiple product categories. The opportunity for our clean technology lies in the deep integration of AI and IoT²² ecosystem capabilities with core clean technologies to effectively address ESG compliance challenges within global supply chains.

²² Internet of Things.

Indicators and Targets

TCL Tech. continuously promotes the transformation of all business segments toward clean technology, seizing key green opportunities to build new heights of low-carbon product advantages.



Continuously advancing the development of clean technology products, iterating the application of clean technology, demonstrating our strong confidence in promoting clean technology transformation and exploring the low-carbon market.



TCL Zhonghuan has set a target to reduce energy consumption per unit of new energy photovoltaic products by 15% by 2030, compared to the 2023 baseline.



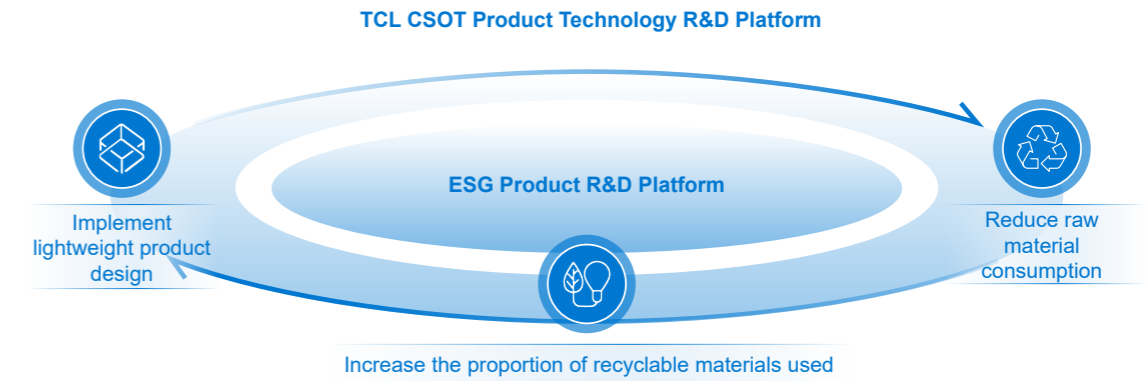
MOKA has achieved an average annual increase of 12% in investment in clean technology and product R&D, with total annual investment reaching RMB 39 million, reflecting MOKA's firm determination in green development and low-carbon product layout.

MOKA Product Certifications

Certification Name	Quantity
EPEAT Certification	81 products (55% of which are EPEAT Gold certified)
TCO10.0 Certification	115 products
China Environmental Labeling (Ten-Ring Certification)	3 products
Taiwan Region Environmental Label Certification	6 products

Key Actions

TCL CSOT attaches great importance to the critical role of clean technologies in the product R&D process. By establishing an ESG product R&D platform, TCL CSOT integrates clean technology concepts throughout the entire product design and development lifecycle. This approach not only brings cleaner technology products to the market but also drives its own products toward a greener and lower-carbon direction.



Through continuous increase in investment in clean technology R&D and innovation, TCL CSOT has achieved a series of substantial breakthroughs and obtained authoritative certifications in key areas such as green manufacturing, resource circulation, and energy efficiency improvement, building product competitiveness that combines environmental benefits and market value.

Case TCL CSOT Receives the World's First Certificate of Quasi-Natural Light Spectrum EX Certification

In June 2025, TCL CSOT's world's first quasi-natural light spectrum thin and light tablet display was awarded the world's first certificate of Quasi-Natural Light Spectrum EX (Quasi-Natural Light Spectrum EX) certification issued by SGS. This recognition was granted due to its outstanding performance in spectral optimization and color gamut, making it the world's first display product to pass this certification.



World's First Quasi-Natural Light Spectrum EX Certification Ceremony

Case TCL CSOT's World's Lowest Power Consumption LTPO Laptop Display

TCL CSOT's LTPO laptop display (14.5") is based on LTPO low-frequency driving for low-power display technology, innovatively achieving the ultimate experience of "zero power consumption during static state, ultra-smooth during dynamic state". Through millisecond-level seamless switching between 0.3Hz-120Hz, visual stuttering is eliminated, enabling smooth and precise image transitions. With the help of overclocked sleep technology, necessary display is maintained at the extreme low frequency of 0.3Hz, achieving the breakthrough of "zero power consumption when the image is static". Compared with traditional screen devices, the entire machine battery life has surged to 24 hours, bringing users the ultimate energy efficiency experience.

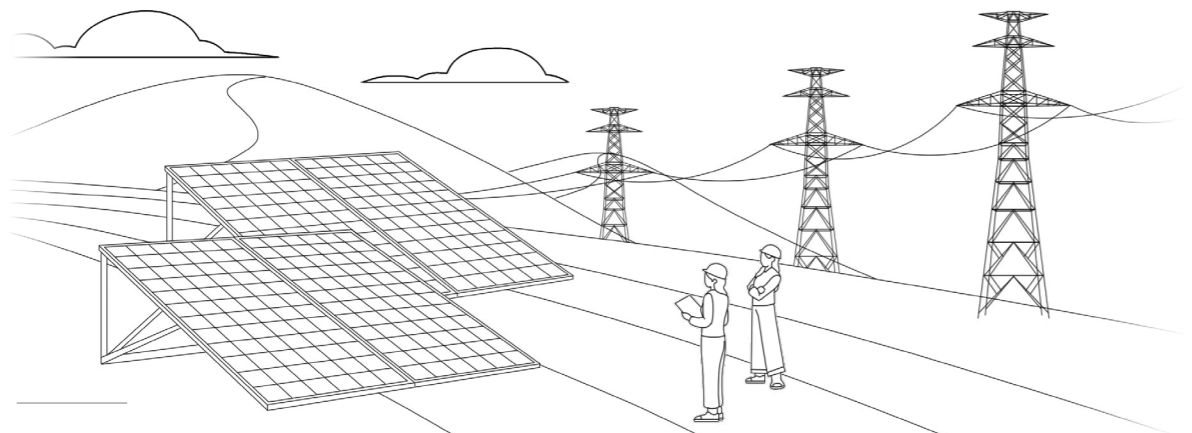


TCL CSOT's World's Lowest Power Consumption LTPO Laptop Display

TCL Zhonghuan has deepened its exploration in the field of low-carbon energy transition, focusing on the Levelized Cost of Energy (LCOE) of photovoltaic power generation systems. Through breakthroughs in photovoltaic crystal wafer and cell technologies, and by empowering green energy with AI, TCL Zhonghuan is advancing the R&D of low-emission photovoltaic products across their entire lifecycle to facilitate the global green transformation of the energy structure.

Case TCL Zhonghuan "Maxeon 3" Green Design

The high-efficiency photovoltaic modules of Maxeon, a subsidiary of TCL Zhonghuan, utilize advanced "Maxeon 3" technology. By optimizing material selection and manufacturing processes, the environmental footprint of the products throughout their entire lifecycle has been significantly reduced. The superior performance is verified using the Energy Payback Time (EPBT)²³ metric, reflecting a design philosophy that reduces energy consumption at the source and highlighting advantages in rapid energy recovery and resource efficiency.



²³ ENERGY PAY-BACK TIME.

Case TCL Zhonghuan Solar T5 Pro High-Performance Modules Empowering Multi-Scenario Photovoltaic Applications

In 2025, TCL Zhonghuan launched the TCL Solar T5 Pro module product. Leveraging its deep technological expertise and large-scale manufacturing capabilities, it achieved a systematic upgrade in multi-cell high-density module design. The product adopts a three-die high-density packaging design. Under the same module format, module power is increased by more than 15W, conversion efficiency is improved by more than 0.5%, and power generation is increased by approximately 17% under complex working conditions such as shading. At the same time, through small-current technology, operating load is effectively reduced, hot spot temperature is decreased by approximately 45°C, and environmental adaptability tests such as salt spray level 8 are passed. T5 Pro helps improve the overall economics and long-term operating returns of photovoltaic projects, providing high-performance and low-carbon solutions for centralized and distributed photovoltaic applications, helping customers achieve low-carbon operations.



TCL Zhonghuan Solar T5 Pro Product

Driven by the clean technology philosophy, MOKA, through systematic technological and management innovation, transforms environmental protection concepts into market competitiveness. By promoting production material conservation and product energy-saving design, MOKA achieves improved resource usage efficiency and reduced production costs, building differentiated product advantages.

MOKA Clean Technology Production and Design Philosophy

Production Material Savings

- Optimizing backplane and rear shell design
- Optimizing diffuser plate material thickness
- Optimizing composite film PET²⁴ substrate

Product Energy-Saving Design

- Using large chips and high-brightness diaphragms to reduce energy consumption
- Using new COPP²⁵ to achieve ATV²⁶ elimination
- Reducing energy consumption through self-developed Mini-LED dynamic backlight algorithms and curve solutions
- Optimizing network standby algorithms to reduce standby energy consumption

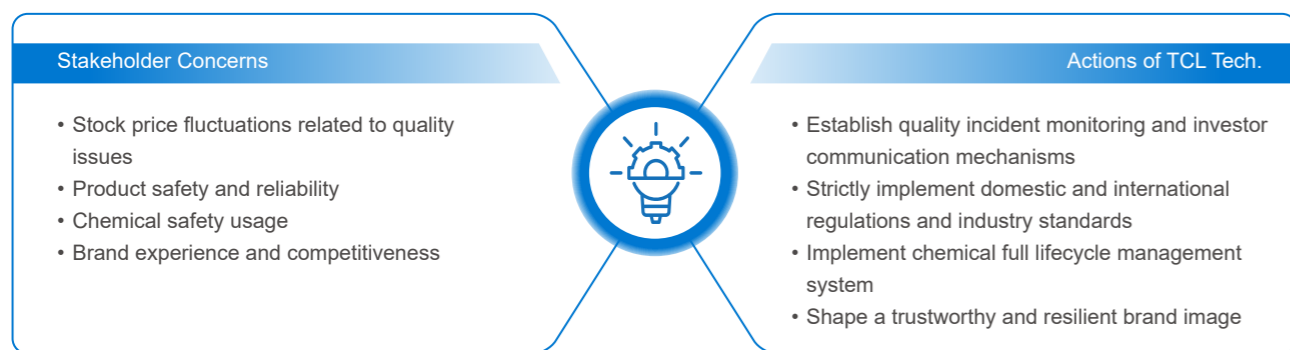
In response to a future market that places increasing emphasis on the green and low-carbon attributes of products, TCL Tech. will continue to invest in clean technologies and actively launch clean technology products to meet the demands of the market and consumers. Simultaneously, leveraging this key opportunity, we will thoroughly explore the market potential of clean products to establish a new growth curve for the company.

²⁴PET: Polyethylene Terephthalate.
²⁵Constrained Optimization via Prior Propagation, an algorithmic framework that utilizes prior knowledge to guide the optimization process.
²⁶Anisotropic Total Variation, a classic image denoising model that effectively removes noise but tends to produce "staircase effects" (i.e., false contours appearing in smooth image areas).

Product Quality and Safety ▲▲▲

As a global high-tech product and service enterprise, TCL Tech. has consistently adhered to high standards in controlling the entire quality process of its products. We have promoted the upgrade of quality management from institutional norms to systematic construction. On the basis of ensuring product compliance, safety, and reliability, we have focused on enhancing user experience, strictly controlling product quality risks, and winning long-term recognition from users.

Through close communication with stakeholders, including investors, customers and consumers, suppliers, media, and industry associations, we learned that all parties attach great importance to product quality and the safe use of chemicals. To this end, we have consolidated our management foundations, refined our capability to manage the entire lifecycle of product production, utilized various technical means such as AI, and advanced the construction of a professional quality management system, responding to stakeholder demands with high standards and strict requirements.



To effectively address the core concerns of all stakeholders regarding product safety, reliability, and experience, we will continue to strengthen product quality and safety management with higher standards. Through strict quality control and system optimization, we will improve the management of the entire product lifecycle and provide higher-quality, more trustworthy products and services.

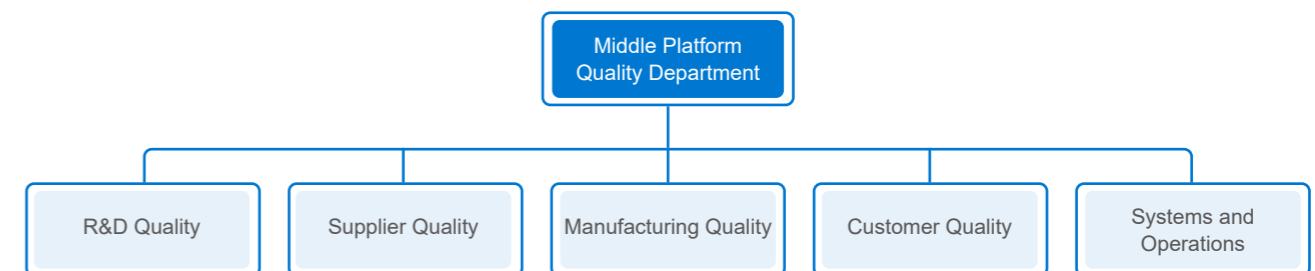
Management

In the current context where global consumers impose increasingly stringent requirements on product quality and consumption standards, TCL Tech. strictly complies with domestic and international product quality regulations and standards. The Company continuously optimizes its corporate quality management system to advance the safety compliance and reliability of various products, ensuring a continuous improvement in product quality.

TCL CSOT has developed a suite of internal policies such as the *CSOT Quality Manual* and the *CSOT Product Quality Planning Process*. Benchmarking against international quality standards such as ISO 9001, IECQ QC 080000, and IATF 16949, CSOT has constructed a quality governance framework wherein the highest-level company executive serves as the primary responsible person and the head of the Quality Center acts as the key manager, ensuring that all work related to product quality receives continuous improvement.

TCL Zhonghuan has developed internal policies, including the *Product and Process Monitoring and Measurement Control Procedure* and the *Outbound Product Quality Management Rules*, establishing explicit requirements for product quality levels and evaluation systems. During this reporting period, by further refining the product quality policies, six quality standards, the "Three Benefits" initiative, and the "Double Zero" quality policies were incorporated into the product quality management system.

TCL Zhonghuan Quality Management Structure



Based on the *Policy, Objectives and Indicators Management Procedure* and the *Company Annual Quality Objectives Process*, MOKA has established the Quality Management Department as a core functional department, responsible for quality supervision, process optimization, and rectification of issues. Through systematic quality supervision, forward-looking process optimization, and an efficient closed-loop issue rectification mechanism, MOKA continuously enhances its product quality reputation and establishes a digitalized and intelligent quality operation management system.

Strategy

Guided by the Excellence, Leadership, and Synergy quality management model, TCL Tech. continuously drives new breakthroughs in product quality levels across all its subsidiaries. We are committed to cultivating a quality culture of "Quality for All" and "Getting It Right the First Time" and establishing the quality philosophy of "Zero Defects". In 2025, TCL Tech. was honored with the Fifth China Quality Award.

TCL Zhonghuan has thoroughly implemented the quality policy of "customer orientation, all-personnel participation, prevention first, innovation-driven, continuous improvement, and win-win cooperation". While providing a solid guarantee for the company's product quality performance through its "quality foundation", it has established a systematic management mechanism and a culture of quality involving all employees to provide strong support for product consistency, reliability, and performance.



TCL Tech. Awarded the Fifth China Quality Award

Guided by the "customer-oriented intelligent quality strategy", MOKA deeply integrates customer needs and expectations into the entire product lifecycle management, achieving precise early warning and in-depth prevention of quality risks across design, procurement, production, and inspection stages. The company pursues excellence in product quality performance, establishing solid quality reputation and core competitive advantages in market competition.

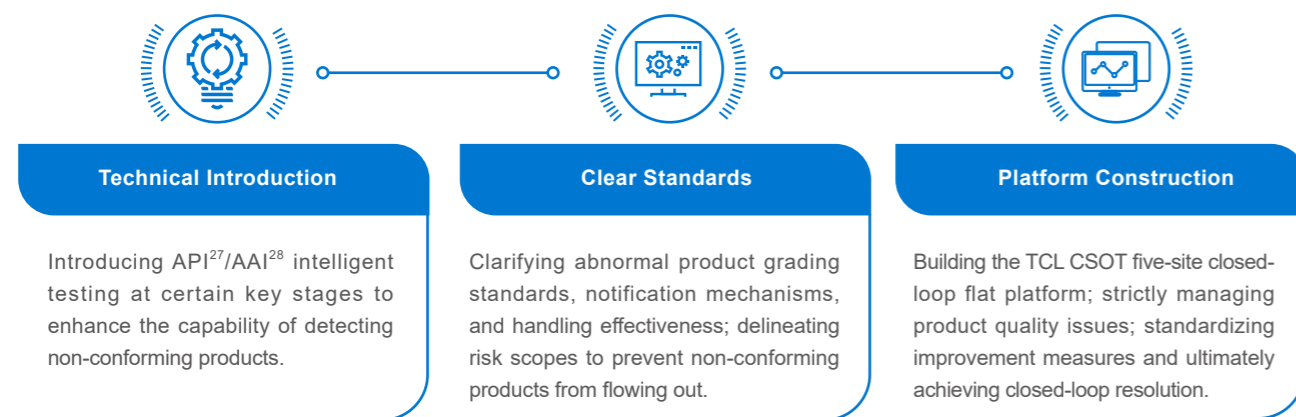
Risk Management and Control

TCL Tech. continuously builds and improves standardized and regulated management processes, implementing systematic and normalized proactive prevention and control of product quality and safety risks. The Company has established a risk identification, assessment, and dynamic response mechanism covering the entire chain from R&D, procurement, and production to after-sales service. The Company strictly implements the chemical risk assessment and alternative optimization mechanisms, ensuring effective guarantee of product quality and safety.

To enhance quality management levels, TCL CSOT continuously optimizes business processes and strictly controls product quality risks. The company conducts unannounced production line inspections, invites key management personnel to conduct quality seminars on core quality issues, and promotes zero-defect activities, ensuring that production quality issues undergo closed-loop review and effective resolution, proactively controlling product quality risks to the lowest possible level.

Regarding product safety performance, TCL CSOT has established non-conforming product management standards covering the entire product production process. Leveraging digital systems, it prevents risks of non-conforming products arising from multiple dimensions, including incoming materials, product production processes, and outbound shipments. Furthermore, in collaboration with customers, a visual management system has been built to achieve data centralization and intelligent analysis, thereby improving cross-departmental collaboration efficiency in product quality monitoring.

Product Quality Testing Measures of TCL CSOT



Based on internal quality management policies, TCL Zhonghuan grasps customer needs, identifies product vulnerabilities, prevents quality risks on the basis of collaboration and cooperation, and facilitates the manufacturing of high-quality products.

MOKA monitors and controls risks in the product production process through the *Corrective Action Control Procedure* and the *Production Process Quality Anomaly Management Specifications*. The company has established a production process quality anomaly identification project form, setting up feedback indicators and non-tolerance indicators for various non-conforming situations, and establishing handling and prevention mechanisms based on relevant situations to improve the company's product quality levels.



²⁷Automated Panel Inspection.
²⁸Automated Appearance Inspection.

Indicators and Targets

TCL Tech.

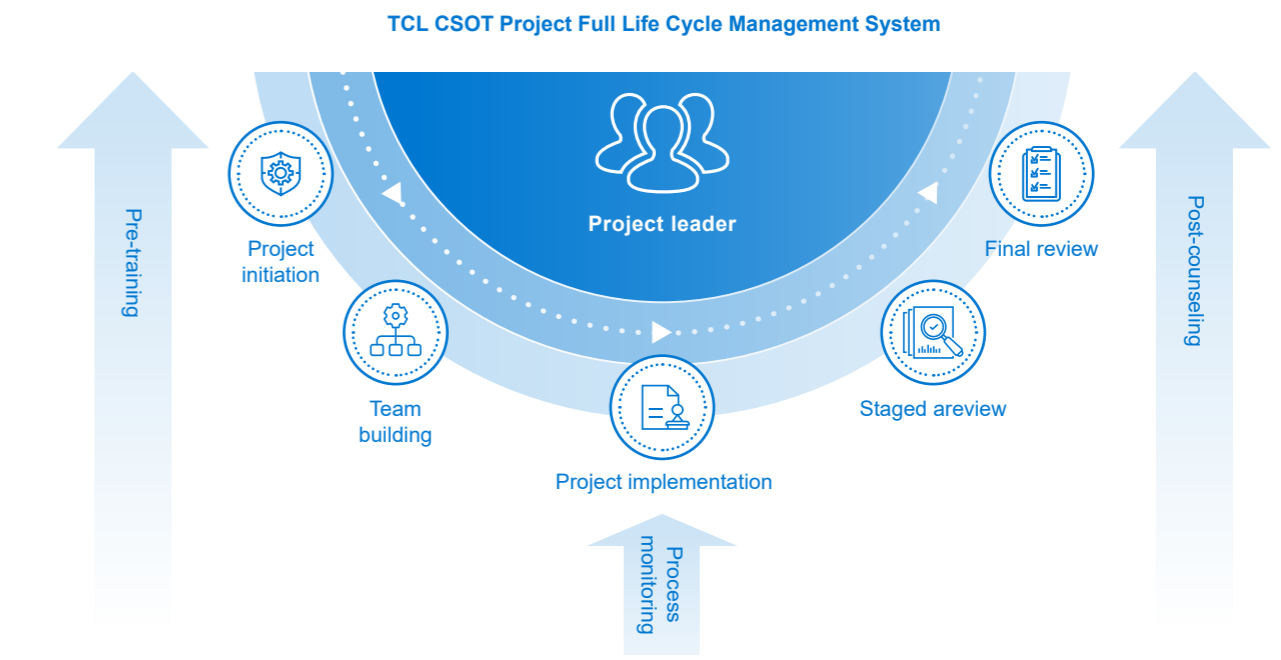
- Number of subsidiaries that have obtained **ISO 9001** Quality Management System certification: **33** subsidiaries
- Number of chemical safety hazards tracked and addressed: **1,570** items
- Chemical safety training coverage rate for relevant functional employees: **100%**
- Number of chemical leakage incidents at all production subsidiaries: **0** incidents²⁹
- Sampling inspection completion rate and pass rate for toxic and hazardous substances in incoming materials: **100%**³⁰
- Non-conformance rate for toxic and hazardous substances in work-in-progress and finished products: **0**³¹

	Number of quality training sessions conducted	Total quality training hours	Number of employee attendances covered by quality training
	421 sessions	1,515.5 hours	12,415 employees

Key Actions

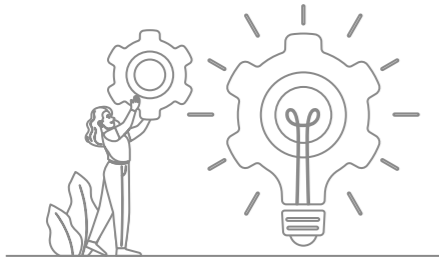
Product Quality

TCL CSOT consistently optimizes business processes by initiating project management to establish a full lifecycle management system for TCL CSOT projects, ensuring that product quality is controllable and traceable throughout the entire process from initiation, production, and delivery to usage. Through standardized processes and intelligent tools, TCL CSOT has upgraded quality management from single-point control to an ecosystem capability characterized by collaboration across the entire value chain, continuously strengthening market competitiveness centered on quality and effectively advancing the company's product quality strategy.



²⁹The assessment criteria for chemical leakage incidents are defined as chemical leakage events where the affected area exceeds 50 square meters.
³⁰The business of TCL Zhonghuan does not involve the use of hazardous chemicals.
³¹The business of TCL Zhonghuan does not involve the use of hazardous chemicals.

In 2025, TCL CSOT initiated a “Zero Defect” philosophy campaign covering all employees. By cultivating core teams with “Zero Defect” transformation capabilities, the company achieved that all employees are aware of, endorse, and apply the “Zero Defect” philosophy.



Poster of TCL CSOT “Zero Defect Fundamentals” Online Course

TCL CSOT Product Reliability Testing

TFT³² Device Capability Enhancement

With device process, device design, and device material testing technology of high-generation products as R&D objects, formulate evaluation standards for device capability, device lifespan, and production process device capability, and promote to LTPS³³, HFS³⁴, OLED³⁵, IGZO³⁶ and other advanced display process R&D as well as ultra-high refresh rate, ultra-high resolution, ultra-high brightness HDR and other innovative products.

TFT-LCD³⁷ Packaging Characteristics Research and Improvement

Develop innovative testing technologies, formulate packaging design assembly, material selection, and packaging process monitoring standards to assist in improving moisture barrier capability of products.

TCL Zhonghuan, through Six Sigma and QCC³⁸ special task forces, utilized Qcost and Double Zero approaches to form special task forces for improvement, thereby elevating the quality levels of key projects and products. Furthermore, the company provides various professional quality training programs for quality management personnel, covering Six Sigma, Quality Control Circles (QCC), Measurement System Analysis (MSA), and the 8D Problem-Solving Method.

Case TCL CSOT Conducts “Zero Defect” Training

In 2025, TCL CSOT advanced its “Zero Defect” philosophy through a targeted training program “Zero Defect” training for General Managers, Directors, Plant Managers, and Core Department Heads, with a total of 160 participants. This training achieved consensus on the “New Quality” values, implemented individual quality transformation, strengthened “Zero Defect” awareness, and provided positive momentum for enhancing product quality of TCL CSOT.



TCL CSOT “Zero Defect” Training

In 2025, laboratories in Shenzhen, Huizhou, Guangzhou, Wuhan, and Suzhou of TCL CSOT have all obtained CNAS-CL01 (ISO/IEC 17025) certification. These laboratories have established a product reliability system and defined standards for various dimensions of product reliability assessment, achieving efficient prevention and quantitative, refined product reliability management capabilities. During this year, this testing methodology has been applied to improve two chronic industry issues, substantially enhancing the company’s product reliability capabilities.

Case TCL Zhonghuan Establishes the First Quality Talent Class

In 2025, to accelerate the construction of a high-quality talent pipeline for quality management, TCL Zhonghuan established its first quality talent class. This program adopts the framework of “Selection, Cultivation, Utilization, and Retention”, integrating a three-in-one empowerment model of “Training, Practice, and Combat”. Ultimately, 26 elite talents were selected, enhancing the company’s overall quality management capability, while providing long-term support for achieving strategic transformation and quality system upgrading.



TCL Zhonghuan Quality Talent Class

³² Thin Film Transistor.
³³ Low Temperature Poly-Silicon.
³⁴ High Frequency Switching.
³⁵ Organic Light-Emitting Diode.
³⁶ Indium Gallium Zinc Oxide.
³⁷ Thin Film Transistor Liquid Crystal Display.
³⁸ Quality Control Circle.

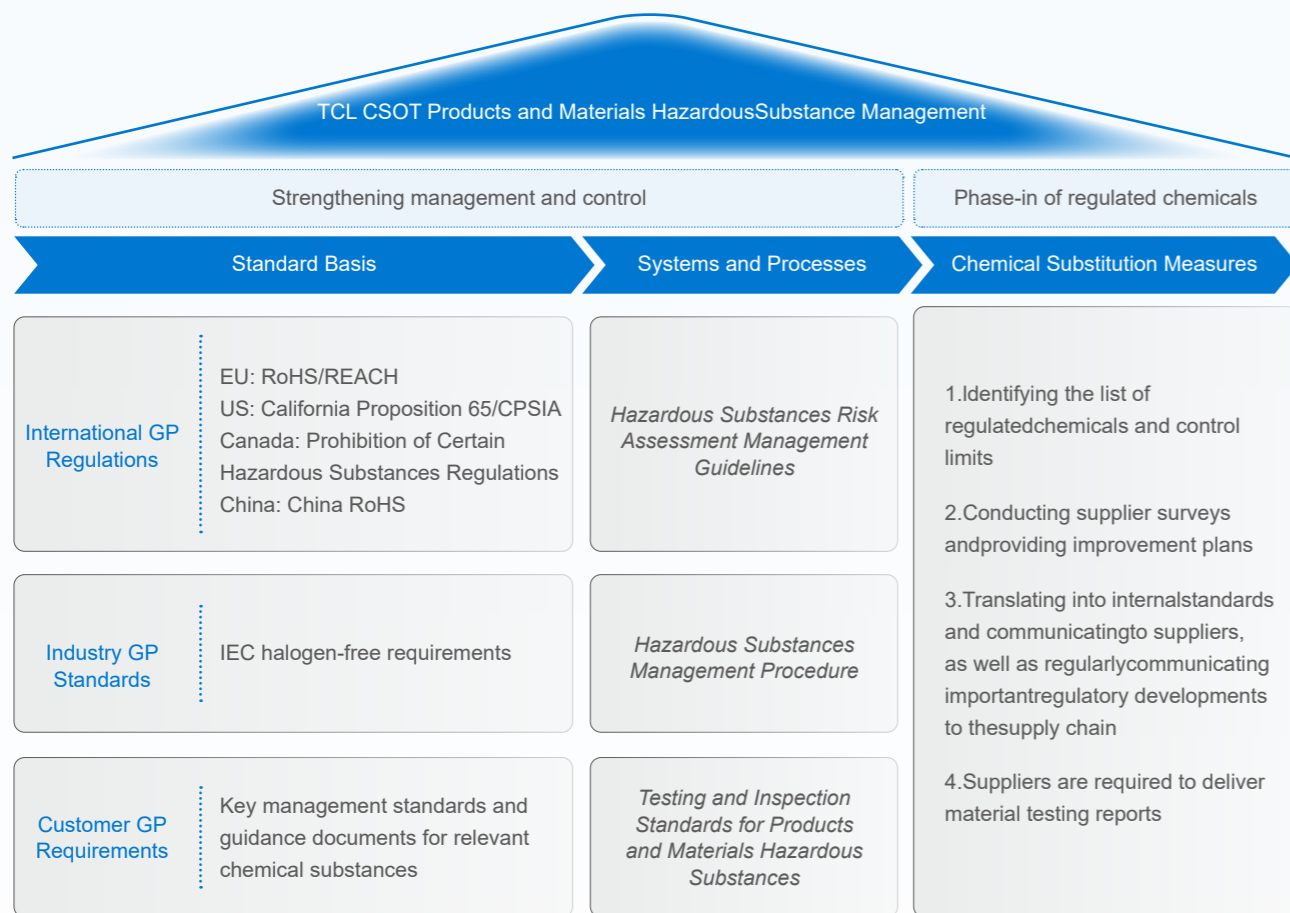
● Chemical Safety

TCL Tech. actively advances full-process management of chemical substances. All production subsidiaries under TCL Tech. have established dedicated departments responsible for chemical risk identification and control work, strictly implementing hazardous substance management requirements to ensure product safety in all stages including production, transportation, use, and disposal. Additionally, we collaborate with suppliers to comprehensively manage chemical substances involved in production processes and product components, minimizing chemical-related environmental and human health risks.

To strengthen standardized management and safety construction regarding chemicals, TCL CSOT has formulated the *CSOT Management Standards for Major Hazard Sources of Dangerous Chemicals* and the *CSOT Management Standards for Bulk Chemicals and Chemical Safety Data Sheets*. The company has systematically established a comprehensive list of all categories of dangerous chemicals, detailing the hazardous properties of various chemicals and leakage emergency measures, providing clear standards for risk prevention and emergency response. The company has formulated strict hazardous substance management processes, promoting the substitution and elimination of hazardous substances and chemicals to reduce their potential risks to the environment and personnel health.

This year, TCL CSOT continuously optimized the GPMS³⁹ module functionality to advance hazardous substance management. This module integrates databases of basic chemical substances and various material management requirements, tracing and detecting material substance composition to ensure that hazardous substance management requirements are effectively communicated and implemented. Additionally, CSOT disseminates updates on relevant laws and regulations, industry trends, and changes to its own management measures concerning hazardous substances to suppliers, ensuring that suppliers are promptly informed of the latest developments in hazardous substance control.

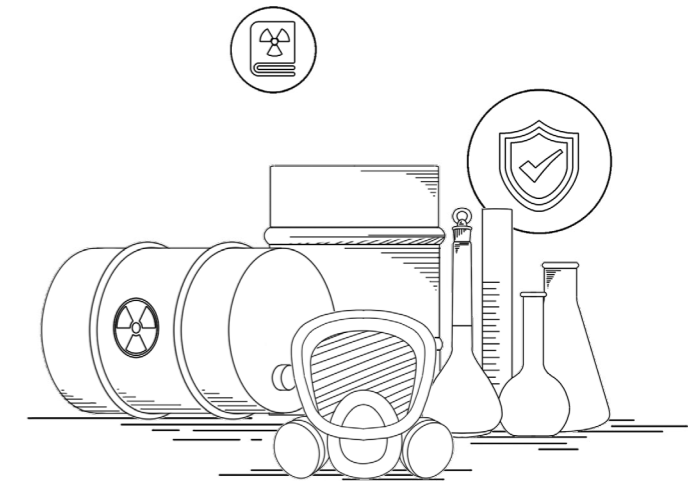
TCL CSOT Hazardous Substance Management Process



³⁹ Global Product Management System.

TCL Zhonghuan continuously strengthens full-process chemical safety management encompassing procurement, transportation, storage, use, and disposal, keeping enhancing chemical safety risk control levels. TCL Zhonghuan's business does not involve the use of dangerous chemicals.

MOKA has formulated the *Hazardous Substance Management Procedure*, establishing a standardized management system for hazardous substance risks that may exist in production and products. The company strictly manages all operational links throughout the full process, including identification and assessment of hazardous substances, supplier selection and procurement management, incoming material inspection, and outbound shipment management. Additionally, emergency drills are conducted to effectively respond to unexpected incidents.



Case MOKA Conducts Chemical Leakage Drill

In May 2025, MOKA conducted a chemical leakage emergency drill in the injection molding workshop. The 11 participants effectively verified the effectiveness of the chemical emergency response plan, improving the emergency response capabilities of relevant personnel and providing robust guarantee for safe production.



MOKA Chemical Leakage Drill

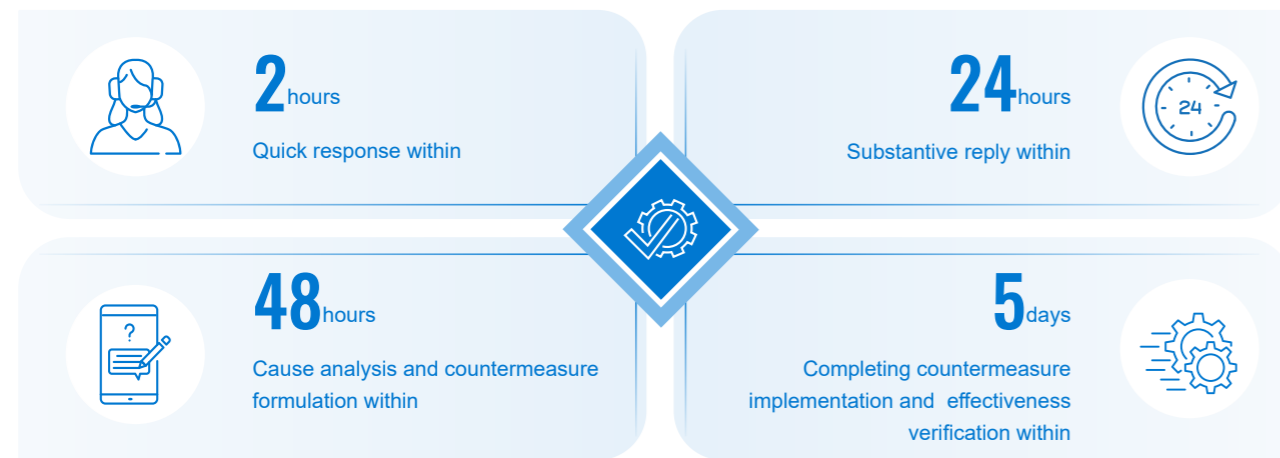
Facing the increasingly stringent global market standards regarding green manufacturing, safe production, and high-quality products, TCL Tech. will drive systematic strengthening of product quality and chemical safety management through dual engines of institutional construction and technological advancement. It will comprehensively address the core concerns of all stakeholders regarding compliance, safety, environment, and health, exploring a steady, transparent, and credible path toward high-quality development.

Customer Service Management

The current wave of industrial intelligent upgrading has given rise to higher requirements from customers regarding service response efficiency. TCL Tech. remains committed to maintaining sound customer relationships as its core objective, continuously enhancing response efficiency and service quality to ensure that customer needs are met in a timely and precise manner.

TCL CSOT follows a customer-centric and value-driven approach, continuously strengthening its service infrastructure to build trustworthy service capabilities. The company has formulated management policies such as the *Customer Needs Management*, the *Customer Complaint Management*, and the *Non-Conforming After-Sales Management*. It strictly implements the "2485" response mechanism and clarifies processes for issue response and internal/external communication, providing customers with high-quality services in a timely manner.

"2485" Response Mechanism



At the same time, TCL CSOT conducts regular customer satisfaction surveys, collaborates with clients to initiate product recalls, understands customer needs, and creates a close cooperative ecosystem. Furthermore, we accelerate the digital transformation of after-sales systems, enhance on-site customer analysis and problem resolution capabilities, and achieve full-process management encompassing front-end prediction of customer needs and back-end closed-loop processes. We have formulated periodic customer visit plans and regularly communicate with customers on product demands and service standards.

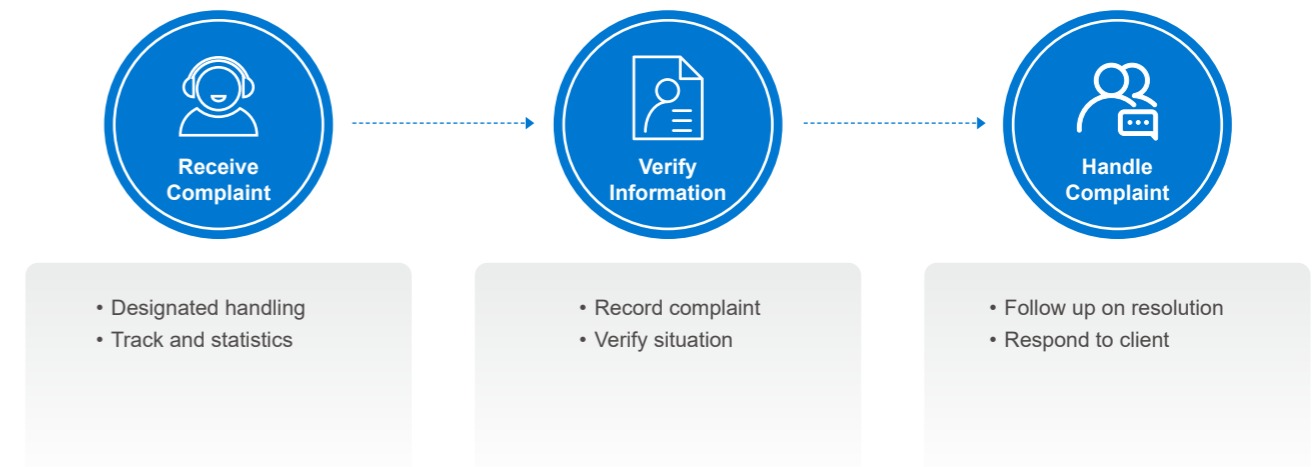
<p>In 2025, TCL CSOT achieved a</p> <h1>100%</h1> <p>fulfillment rate for top three customer satisfaction targets among key clients</p>	<p>Closure rate on improvement action plans derived from survey insights</p> <h1>100%</h1>
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TCL Zhonghuan has established a structured customer service workflow, driving full process optimization from customer inquiry to closed-loop issue resolution. The company has developed several management policies, including the *Customer Complaint Control Procedure* and the *Customer Satisfaction Measurement Control Procedure*, covering key stages such as order review, delivery, quality management, complaint handling, and product recalls, ensuring timely responses and efficient service execution. Furthermore, the company provides annual inspection services for engineering power stations under warranty, proactively identifying and addressing potential risks to further enhance service quality and customer satisfaction.

TCL Zhonghuan applies structured problem-solving tools such as Corrective Action Request (CAR) and 8D analysis to investigate abnormalities and implement corrective actions, ensuring full traceability and accountability. During this year, TCL Zhonghuan achieved an overall customer satisfaction score of 92.21 points.

MOKA has established management policies such as the *Digital Handling Process for Customer Complaints*, enhancing the standardization and responsiveness of its service management. The company assigns dedicated personnel to handle customer complaints based on regional segmentation, ensuring timely follow-up and full closure of each incident. At the same time, we have strengthened repair support mechanisms and optimized spare parts management processes, establishing a rapid response and closed-loop service system. Through continuous monitoring of service data, we drive ongoing improvements in customer satisfaction and service quality. In 2025, MOKA achieved a 100% fulfillment rate for top three customer satisfaction targets, a 100% closure rate on improvement action plans derived from surveys, and attained a customer satisfaction score of 99.42 points.

MOKA Customer Complaint Handling Process



TPC places great importance on customer feedback and is continuously improving its service capabilities. This year, the company achieved a customer satisfaction score of 92 points.

In the future, we will continuously enhance the professional competence and responsiveness of our team. By deeply integrating intelligent tools with human-centric care, we aim to create incremental value for partners through precise insights and forward-looking services. While building long-term collaborative partnerships, we will establish excellence in service as the core nexus connecting clients and driving sustainable value growth, thereby forging TCL Tech.'s reputation as a trusted enterprise on a global scale.

TCL Zhonghuan Customer Service-Related Awards

- Most Influential Photovoltaic Raw Materials Enterprise**
Solarbe Awards
- Excellent Supplier Award**
POWERCHINA BEIJING Engineering Corporation Limited

Appendix

Key Performance Indicator Table⁴⁰

Key Performance Indicators	Units	2023	2024	2025
Environmental Dimension				
Climate Action and Energy Management⁴¹				
Diesel consumption	Liter	397,437.24	354,878.58	41,080.14
Gasoline consumption	Liter	86,622.05	157,641.52	116,291.18
Natural gas consumption	Cubic Meter	23,275,604.84	27,517,860.19	31,676,755.28
Steam consumption	Tonne	208,066.80	301,123.11	203,467.21
Coal consumption	Tonne	/	0.00	0.00
Purchased electricity	MWh	15,101,653.62	15,222,417.56	11,798,421.95
Total non-renewable energy consumption	MWh	14,925,778.30	15,683,903.79	12,175,929.92
Purchased green power	MWh	/	3,037,058.10	3,443,161.97
Photovoltaic power generation	MWh	1,183,950.51	858,711.36	329,249.43
Energy savings	MWh	612,077.82	391,418.47	445,068.10
Total renewable energy consumption	MWh	326,637.49	3,328,477.56	3,772,411.40
Proportion of renewable energy consumption	%	/	17.51	23.73
Total energy consumption	MWh	15,307,402.85	19,012,381.35	15,894,281.56
Intensity of total energy consumption	MWh /Million RMB of revenue	/	/	86.34
Scope 1 greenhouse gas (GHG) emissions	Tonne of CO ₂ equivalent	465,556.10	751,872.07	412,228.50
Scope 2 greenhouse gas (GHG) emissions (Location-based approach)	Tonne of CO ₂ equivalent	8,506,581.61	8,891,692.29	7,655,319.38
Scope 2 greenhouse gas (GHG) emissions (Market-based approach)	Tonne of CO ₂ equivalent	/	/	6,685,096.36
Operational greenhouse gas (GHG) emissions (scope 1 and location-based scope 2)	Tonne of CO ₂ equivalent	8,972,137.71	9,643,564.36	8,067,547.89
Scope 3-Category 1 Purchased goods and services	Tonne of CO ₂ equivalent	/	/	32,288,900.74
Scope 3-Category 2 Capital goods	Tonne of CO ₂ equivalent	/	/	575,539.91
Scope 3-Category 3 Fuel- and energy-related activities	Tonne of CO ₂ equivalent	/	/	1,777,973.93
Scope 3-Category 4 Upstream transportation and distribution	Tonne of CO ₂ equivalent	/	/	107,686.55

⁴⁰ The data compilation for this year excludes subsidiaries with non-manufacturing operations, such as Highly.

⁴¹ The scope of data includes: CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

Key Performance Indicators	Units	2023	2024	2025
Scope 3-Category 5 Waste generated in operations	Tonne of CO ₂ equivalent	38,555.15	77,317.49	33,247.54
Scope 3-Category 6 Business travel	Tonne of CO ₂ equivalent	4,810.17	7,724.66	10,414.12
Scope 3-Category 7 Employee commuting	Tonne of CO ₂ equivalent	/	/	14,326.58
Scope 3-Category 8 Upstream leased assets	Tonne of CO ₂ equivalent	/	/	3,800.50
Scope 3-Category 9 Downstream transportation and distribution	Tonne of CO ₂ equivalent	53,383.38	80,486.89	175,225.51
Scope 3-Category 10 Processing of sold products	Tonne of CO ₂ equivalent	1,957,050.20	1,618,676.33	1,883,794.24
Scope 3-Category 11 Use of sold products	Tonne of CO ₂ equivalent	/	/	16,879,313.58
Scope 3-Category 12 End-of-life treatment of sold products	Tonne of CO ₂ equivalent	83,821.32	161,156.94	143,697.88
Scope 3-Category 13 Downstream leased assets	Tonne of CO ₂ equivalent	/	/	172,932.79
Scope 3-Category 14 Franchises	Tonne of CO ₂ equivalent	/	/	0.00
Scope 3-Category 15 Emissions associated with investments	Tonne of CO ₂ equivalent	/	/	0.00
Total scope 3 greenhouse gas (GHG) emissions	Tonne of CO ₂ equivalent	51,488,093.85	55,564,544.83	63,850,621.49
Total greenhouse gas (GHG) emissions	Tonne of CO ₂ equivalent	60,460,231.56	65,208,109.19	71,918,169.38
Intensity of operational greenhouse gas (GHG) emissions (scope 1 and scope 2)	Tonne of CO ₂ equivalent/Million RMB of revenue	51.46	58.52	43.82
Sustainable Water Resources Management⁴²				
Total water withdrawal	Tonne	/	90,568,077.00	104,103,259.66
Water withdrawal intensity	Tonne/Million RMB of Revenue	/	549.56	565.47
Reclaimed/alternative water consumption	Tonne	2,175,507,309.33	35,564,980.82	34,461,774.97
Total wastewater discharge	Tonne	/	68,689,758.08	77,610,817.32
Total water consumption	Tonne	51,254,343.98	21,878,318.91	27,300,774.48
Water consumption intensity	Tonne/Million RMB of Revenue	293.95	132.76	148.29
Circular Economy and Waste Management⁴³				
Total hazardous waste emissions	Tonne	37,298.89	13,967.78	75,390.23
Hazardous waste emissions intensity	Tonne/Million RMB of Revenue	0.21	0.08	0.41
Non-hazardous waste emissions volume	Tonne	346,542.85	17,179.31	136,390.96
Non-hazardous waste emissions intensity	Tonne/Million RMB of Revenue	1.99	0.10	0.74

⁴² The scope of data includes: CSOT and its subsidiaries (excluding TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC.

⁴³ The scope of data includes: CSOT and its subsidiaries (excluding TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC.

Key Performance Indicators	Units	2023	2024	2025
Total waste emissions	Tonne	383,841.74	327,471.70	442,822.37
Waste recycling volume	Tonne	359,869.82	478,946.92	280,771.62
Total recycled packaging	Tonne	/	17,818.00	15,193.27
Pollutant Management and Control⁴⁴				
NOx Emissions	Tonne	77.09	139.56	205.39
VOCs Emissions	Tonne	151.48	136.86	161.98
SO ₂ Emissions	Tonne	8.36	18.95	18.34
Particulate Matter Emissions	Tonne	37.68	51.27	60.15
Total Air Emissions	Tonne	/	350.61	508.98
Ammonia Nitrogen (NH ₃ -N) Emissions	Tonne	137.2	342.37	363.76
Chemical Oxygen Demand (COD) Emissions ⁴⁵	Tonne	2,772.97	30,886.22	4,333.45
Biochemical Oxygen Demand (BOD) Emissions	Tonne	/	330.00	741.65
Total Wastewater Discharge	Tonne	47,944,625.30	68,065,883.53	82,074,764.89
Environmental Compliance and Ecological Protection⁴⁶				
Number of Environmental Incidents	Incident	0	0	0
Penalties arising from the Company's violation of environment-related regulations	Penalty	0	0	0
Fines imposed on the Company for violation of environment-related laws and regulations	RMB	0	0	0
Lawsuits against the Company for violation of environment-related laws and regulations	Lawsuit	0	0	0
Total investment in environmental protection	RMB Ten Thousand	239,708.35	97,140.38	40,024.21
Number of environmental protection training sessions for employees	Session	232	513	512
Number of participants in environmental training	Participant	48,174	72,812	110,544
Social Dimension				
Product Quality and Safety⁴⁷				
Number of product recalls	Recall	/	0	0
Responsible Supply Chain⁴⁸				

⁴⁴The scope of data includes: CSOT and its subsidiaries (excluding TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC.

⁴⁵The data changes are due to variations in the monitored COD concentration, and the fluctuations are within the normal range.

⁴⁶The scope of data includes: CSOT and its subsidiaries (excluding TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC.

⁴⁷The scope of data includes: TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

⁴⁸The scope of data includes: TCL CSOT and its subsidiaries (excluding TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC, excluding non-manufacturing subsidiaries such as Highly.

Key Performance Indicators	Units	2023	2024	2025
Total number of suppliers ⁴⁹	Supplier	2,525	3,001	3,269
Number of supplier training sessions	Session	563	899	777
Number of participants in supplier training ⁵⁰	Participant	23,570	4,578	5,804
Number of environmental training sessions for suppliers	Session	296	399	551
Number of participants in suppliers' environmental training	Participant	5,638	4,578	3,071
Number of supplier engagement activities	Activity	355	108	677
Number of suppliers audited this year	Supplier	746	1,490	528
Number of suppliers undergoing environmental impact Assessments	Supplier	738	1,599	1,036
Proportion of new suppliers screened using environmental standards	%	100	75	100
Number of suppliers with actual or potential significant negative environmental impacts ⁵¹	Supplier	0	161	0
Proportion of suppliers agreeing to improvement after assessment ⁵²	%	100	75	0
Proportion of suppliers terminated after assessment	%	0	0	0
Number of suppliers conducting social impact assessments	Supplier	738	1,750	1,062
Proportion of new suppliers screened using social standards	%	100	75	75
Number of suppliers with actual or potential significant negative social impacts ⁵³	Supplier	0	161	0
Proportion of suppliers agreeing to improvement after assessment	%	100	75	36.67
Proportion of suppliers terminated after assessment	%	0	0	0
Occupational Health and Safety⁵⁴				
Coverage rate of employee medical examination and health records	%	100	83.94	100
Number of occupational health and safety training sessions	Session	3,115	3,722	8,104

⁴⁹The scope of data includes: TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

⁵⁰The scope of data excludes non-manufacturing subsidiaries such as Highly.

⁵¹This year, TCL CSOT revised its supplier audit methodology, shifting from "counting based on required audit assessments" to "counting based on audit results".

⁵²This year, TCL CSOT revised its supplier audit methodology, shifting from "counting based on required audit assessments" to "counting based on audit results".

⁵³This year, TCL CSOT revised its supplier audit methodology, shifting from "counting based on required audit assessments" to "counting based on audit results".

⁵⁴The scope of data includes: TCL CSOT and its subsidiaries (excluding Guangzhou ChinaRay, Guangdong Juhua, TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC.

Key Performance Indicators	Units	2023	2024	2025
Number of participants in safety training	Participant	72,680	297,087	1,536,418
Investment in safety production	RMB Ten Thousand	32,032.06	30,382.05	25,708.46
Total hours of safety training	Hour	2,674,568.00	3,284,679.87	3,039,903.00
Number of major safety accidents	Accident	0	0	0
Number of lost time incident	Incident	/	/	44
Talent Development⁶⁵				
Total investment in employee training	RMB Ten Thousand	1,570.33	2,801.90	2,453.24
Total number of participants in employee training	Participant	5,464,896	2,610,699	3,691,386
Total hours of training for employees	Hour	570,343.50	1,657,872.50	1,364,748.00
Number of Learning Academy Training Programs (T Academy, Starway Academy, Zhonghuan Academy)	Program	1,851	5,050	898
Number of self-developed courses at academies ⁶⁶	Course	1,771	3,964	857
Number of training hours at academies ⁶⁷	Hour	570,343.50	673,080.10	682,514.65
Employee Rights and Interests⁶⁸				
Total number of employees at the end of the reporting period	Employee	75,217	71,067	71,419
Total number of employees at beginning of the reporting period	Employee	/	75,217	71,067
Total number of new employees hired	Employee	/	91,058	79,790
Total Number of Employees by Gender				
Number of active male employees	Employee	55,912	51,360	51,086
Number of active female employees	Employee	19,305	19,707	20,333
Total Number of Employees by Age				
30 and below	Employee	45,951	39,412	37,678
Between 30 and 50	Employee	28,806	30,908	32,798
Above 50	Employee	460	747	943
Total Number of Employees by Region				
Number of Chinese mainland-based employees	Employee	71,387	67,311	66,871
Number of employees in Hong Kong, Macao, Taiwan, and overseas	Employee	3,830	3,756	4,548

⁶⁵ The scope of data includes: Headquarters of TCL Tech., TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

⁶⁶ The scope of data excludes TCL Zhonghuan.

⁶⁷ The scope of data excludes TCL Zhonghuan.

⁶⁸ The scope of data includes: Headquarters of TCL Tech., TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

Key Performance Indicators	Units	2023	2024	2025
Total number of employees by employment type				
Number of full-time employees	Employee	/	56,020	60,992
Employee productivity ⁶⁹	Million in Revenue per Person	/	2.32	2.58
Labor contract signing coverage rate ⁶⁰	%	100	100	100
Number of non-full-time employees	Employee	/	15,047	10,427
Social insurance coverage rate of full-time employees ⁶¹	%	100	100	100
Number of employee nationalities	Nationality	12	19	18
Number of ethnic minorities	Employee	6,499	5,801	5,654
Number of employees with disabilities	Employee	42	346	343
Number of active management personnel	Person	2,141	2,095	2,018
Proportion of females in mid-to-senior management roles	%	20	21	21.7
Employee satisfaction ⁶²	%	72	73	76
R&D and Technological Innovation⁶³				
Number of R&D personnels	Person	11,313	10,855	13,316
Proportion of R&D personnels	%	/	15.27	18.64
Number of PhD-level R&D personnel	Person	/	175	212
Number of master's degree R&D personnel	Person	/	2,113	2,560
Number of R&D personnel with bachelor's degree or below	Person	/	8,567	10,544
Number of new patents granted ⁶⁴	Patent	3,894	2,926	3,075
Investment in R&D	RMB 100 million	103.09	88.7	95.4
Number of new innovation research projects	Project	144	130	109
Number of industry exchange events participated ⁶⁵	Event	22	93	124
Community Impact and Social Contributions⁶⁶				
Expenditure on philanthropic causes	RMB Ten Thousand	5,660.31	5,499.89	5,971.78
Number of philanthropic activities conducted	Activity	251	352	249

⁶⁹ Aligned with the scope of the 2025 Annual Report of TCL Tech.

⁶⁰ Aligned with the scope of the 2025 Annual Report of TCL Tech.

⁶¹ Aligned with the scope of the 2025 Annual Report of TCL Tech.

⁶² Aligned with the scope of the 2025 Annual Report of TCL Tech.

⁶³ Aligned with the scope of the 2025 Annual Report of TCL Tech.

⁶⁴ The scope of data includes: Headquarters of TCL Tech., TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

⁶⁵ The scope of data includes: Headquarter of TCL Tech., TCL CSOT and its subsidiaries (excluding TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC

⁶⁶ Aligned with the scope of the 2025 Annual Report of TCL Tech.

Key Performance Indicators	Units	2023	2024	2025
Number of employee volunteer activities organized	Activity	216	370	165
Number of employees participating volunteer activities	Employee	198	1,068	545
Employee volunteer hours	Hour	5,036.00	5,612.50	5,860.00
Data Security and Privacy Protection⁶⁷				
Number of data security training sessions	Session	127	102	78
Number of participants of data security training	Participant	300,566	40,020	692,920
Number of information security incidents	Incident	0	0	0
Total financial impact of information security incidents	RMB	/	0	0
Governance Dimension				
Business Ethics⁶⁸				
Number of anti-corruption training sessions ⁶⁹	Session	32	30	28
Number of participants in anti-corruption training ⁷⁰	Participant	89,663	165,200	49,766
Coverage rate of anti-corruption training	%	/	100	100
Anti-Corruption Training Coverage Rate by Role				
Board Directors	%	/	100	100
Management personnel	%	/	100	100
General employees	%	/	87	100
Corporate Operation⁷¹				
Operating income	RMB 100 million	1,743.67	1,648	1,841
Net income	%	4.27	2.95	8.00
Asset-to-liability ratio	%	62.1	64.92	64.20
Green Finance⁷²				
Amount invested in green finance initiatives	RMB Ten Thousand	/	/	190,000.00
Number of green finance-supported projects	Project	/	/	2

⁶⁷ The scope of data includes: Headquarters of TCL Tech., TCL CSOT and its subsidiaries (excluding Guangzhou ChinaRay, Guangdong Juhua, TCL CSOT India and TCL CSOT Vietnam), TCL Zhonghuan, MOKA and TPC.

⁶⁸ The scope of data includes: Headquarters of TCL Tech.

⁶⁹ The scope of data includes: Headquarters of TCL Tech., TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.












⁷⁰ The scope of data includes: Headquarters of TCL Tech., TCL CSOT and its subsidiaries, TCL Zhonghuan, MOKA and TPC.

⁷¹ Aligned with the scope of the 2025 Annual Report of TCL Tech.

⁷² The scope of data includes: Headquarters of TCL Tech.

Reporting Index

Response to the United Nations Sustainable Development Goals (SDGs)

SDGs	Corresponding Chapter
 NO POVERTY	Inclusiveness and Resilience—Employee Rights and Interests
 ZERO HUNGER	Inclusiveness and Resilience—Employee Rights and Interests
 GOOD HEALTH AND WELL-BEING	Inclusiveness and Resilience—Occupational Health and Safety
 QUALITY EDUCATION	Inclusiveness and Resilience—Talent Development and Training
 GENDER EQUALITY	Inclusiveness and Resilience—Employee Rights and Interests
 CLEAN WATER AND SANITATION	Low-Carbon and Efficient Development—Sustainable Water Resources Management
 AFFORDABLE AND CLEAN ENERGY	Low-Carbon and Efficient Development—Climate Change Response and Energy Management
 DECENT WORK AND ECONOMIC GROWTH	Inclusiveness and Resilience—Employee Rights and Interests
 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Advanced Technology—R&D and Technological Innovation
 REDUCED INEQUALITIES	Inclusiveness and Resilience—Employee Rights and Interests
 RESPONSIBLE CONSUMPTION AND PRODUCTION	Advanced Technology—Product Quality and Safety
 CLIMATE ACTION	Low-Carbon and Efficient Development—Climate Change Response and Energy Management
 LIFE BELOW WATER	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
 LIFE ON LAND	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
 PEACE, JUSTICE AND STRONG INSTITUTIONS	Transparent Governance—Corporate Governance
 PARTNERSHIPS FOR THE GOALS	Inclusiveness and Resilience—Responsible Supply Chain

The Ten Principles of the UN Global Compact



Category	Principles	Corresponding Chapter
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.	Inclusiveness and Resilience
	Businesses should make sure that they are not complicit in human rights abuses.	Inclusiveness and Resilience
Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Inclusiveness and Resilience
	Businesses should uphold the elimination of all forms of forced and compulsory labor.	Inclusiveness and Resilience
	Businesses should uphold the effective abolition of child labor.	Inclusiveness and Resilience
	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Inclusiveness and Resilience
Environment	Businesses should support a precautionary approach to environmental challenges.	Low-Carbon and Efficient Development
	Businesses should undertake initiatives to promote greater environmental responsibility.	Low-Carbon and Efficient Development
	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Advanced Technology
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	Transparent Governance

Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)

Dimension	No.	Topic	Corresponding Clauses	Corresponding Chapter
Environmental	1	Climate Change Response	Articles 21 to 28	Low-Carbon and Efficient Development—Climate Change Response and Energy Management
	2	Pollutant Emissions	Article 30	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
	3	Waste Management	Article 31	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
	4	Ecosystem and Biodiversity Conservation	Article 32	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
	5	Environmental Compliance Management	Article 33	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
	6	Energy Use	Article 35	Low-Carbon and Efficient Development—Climate Change Response and Energy Management
	7	Water Resource Use	Article 36	Low-Carbon and Efficient Development—Sustainable Water Resources Management
	8	Circular Economy	Article 37	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
Social	9	Rural Revitalization	Article 39	Inclusiveness and Resilience—Community Impact and Social Contribution
	10	Social Contribution	Article 40	Inclusiveness and Resilience—Community Impact and Social Contribution
	11	Innovation Drive	Article 42	Advanced Technology—R&D and Technological Innovation
	12	Technology Ethics	Article 43	Advanced Technology—R&D and Technological Innovation
	13	Supply Chain Security	Article 45	Inclusiveness and Resilience—Responsible Supply Chain
	14	Fair Treatment of SMEs	Article 46	During the reporting period, the Company had no instances of overdue payments to SMEs.
	15	Product and Service Safety & Quality	Article 47	Advanced Technology—Product Quality and Safety
	16	Data Security & Customer Privacy Protection	Article 48	Transparent Governance—Digitalization Development
	17	Employees	Article 50	Inclusiveness and Resilience—Employee Rights and Interests Inclusiveness and Resilience—Talent Development and Training Inclusiveness and Resilience—Occupational Health and Safety
Sustainable Development Governance	18	Due Diligence	Article 52	Transparent Governance—Risk Management and Internal Control
	19	Stakeholder Engagement	Article 53	Sustainable Development Governance
	20	Anti-Bribery and Anti-Corruption	Article 55	Transparent Governance—Business Ethics
	21	Anti-Unfair Competition	Article 56	Transparent Governance—Business Ethics

GRI Index

Disclosure Item	Disclosure Topic	Corresponding Chapter
Universal Standards		
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	About TCL Tech.
2-2	Entities included in the organization's sustainability reporting	About the Report
2-3	Reporting period, frequency and contact point	About the Report
2-4	Restatements of information	About the Report
2-5	External assurance	Independent Assurance Report
Activities and workers		
2-6	Activities, value chain and other business relationships	About TCL Tech. Inclusiveness and Resilience— Responsible Supply Chain
2-7	Employees	Key Performance Indicator Table
Governance		
2-9	Governance structure and composition	Transparent Governance—Corporate Governance
2-10	Nomination and selection of the highest governance body	Transparent Governance—Corporate Governance
2-11	Chair of the highest governance body	Transparent Governance—Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Transparent Governance—Corporate Governance
2-13	Delegation of responsibility for managing impacts	Transparent Governance—Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	Transparent Governance—Corporate Governance
2-16	Communication of critical concerns	Sustainable Development Governance
2-17	Collective knowledge of the highest governance body	Sustainable Development Governance
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Letter from the Chairman Letter from the Vice President and Director of ESG Office

Disclosure Item	Disclosure Topic	Corresponding Chapter
2-23	Policy commitments	Transparent Governance – Business Ethics
2-24	Embedding policy commitments	Transparent Governance – Business Ethics
2-25	Processes to remediate negative impacts	Transparent Governance – Business Ethics
2-26	Mechanisms for seeking advice and raising concerns	Transparent Governance – Business Ethics
2-27	Compliance with laws and regulations	Transparent Governance – Business Ethics Low-Carbon and Efficient Development— Environmental Compliance and Ecological Protection
2-28	Membership associations	Advanced Technology—R&D and Technological Innovation
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainable Development Governance
2-30	Collective bargaining agreement	Inclusiveness and Resilience—Employee Rights and Interests
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainable Development Governance
3-2	List of material topics	Sustainable Development Governance
3-3	Management of material topics	Sustainable Development Governance
GRI 101: Biodiversity 2024		
101-1	Policies to prevent and reverse biodiversity loss	Low-Carbon and Efficient Development— Environmental Compliance and Ecological Protection
101-4	Assessment of biodiversity impacts	Low-Carbon and Efficient Development— Environmental Compliance and Ecological Protection
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Key Performance Indicator Table
GRI 203: Indirect Economic Impact 2016		
203-1	Infrastructure investments and services supported	Inclusiveness and Resilience—Community Impact and Social Contribution
203-2	Significant indirect economic impacts	Inclusiveness and Resilience—Community Impact and Social Contribution

Disclosure Item	Disclosure Topic	Corresponding Chapter
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Inclusiveness and Resilience—Responsible Supply Chain
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Transparent Governance—Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Transparent Governance—Business Ethics
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Transparent Governance—Business Ethics
GRI 301: Materials 2016		
301-3	Reclaimed products and their packaging materials	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Key Performance Indicator Table
302-2	Energy consumption outside of the organization	Key Performance Indicator Table
302-3	Energy intensity	Key Performance Indicator Table
302-4	Reduction of energy consumption	Key Performance Indicator Table
302-5	Reductions in energy requirements of products and services	Low-Carbon and Efficient Development—Climate Change Response and Energy Management Key Performance Indicator Table
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Low-Carbon and Efficient Development — Sustainable Water Resources Management
303-2	Management of water discharge-related impacts	Low-Carbon and Efficient Development — Sustainable Water Resources Management
303-3	Water withdrawal	Key Performance Indicator Table
303-4	Water discharge	Key Performance Indicator Table
303-5	Water consumption	Key Performance Indicator Table
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Key Performance Indicator Table

Disclosure Item	Disclosure Topic	Corresponding Chapter
305-2	Energy indirect (Scope 2) GHG emissions	Key Performance Indicator Table
305-3	Other indirect (Scope 3) GHG emissions	Key Performance Indicator Table
305-4	GHG emissions intensity	Key Performance Indicator Table
305-5	Reduction of GHG emissions	Key Performance Indicator Table
305-6	Emissions of ozone-depleting substances (ODS)	Key Performance Indicator Table
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Key Performance Indicator Table
GRI 306: Effluents and Waste 2020		
306-1	Waste generation and significant waste-related impacts	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
306-2	Management of significant waste-related impacts	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
306-3	Waste generated	Key Performance Indicator Table
306-4	Waste diverted from disposal	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
306-5	Waste directed to disposal	Low-Carbon and Efficient Development—Environmental Compliance and Ecological Protection
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Key Performance Indicator Table
308-2	Negative environmental impacts in the supply chain and actions taken	Inclusiveness and Resilience—Responsible Supply Chain
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Inclusiveness and Resilience—Employee Rights and Interests Key Performance Indicator Table
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Inclusiveness and Resilience—Employee Rights and Interests
401-3	Parental leave	Inclusiveness and Resilience—Employee Rights and Interests
GRI 403: Occupational Health and safety 2018		
403-1	Occupational health and safety management system	Inclusiveness and Resilience—Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	Inclusiveness and Resilience—Occupational Health and Safety
403-3	Occupational health services	Inclusiveness and Resilience—Occupational Health and Safety

Disclosure Item	Disclosure Topic	Corresponding Chapter
403-4	Occupational health and safety: Worker participation, consultation, and communication	Inclusiveness and Resilience—Occupational Health and Safety
403-5	Worker training on occupational health and safety	Inclusiveness and Resilience—Occupational Health and Safety
403-6	Promotion of worker health	Inclusiveness and Resilience—Occupational Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Inclusiveness and Resilience—Occupational Health and Safety
403-8	Workers covered by an occupational health and safety management system	Inclusiveness and Resilience—Occupational Health and Safety
403-9	Work-related injuries	Inclusiveness and Resilience—Occupational Health and Safety Key Performance Indicator Table
403-10	Work-related ill health	Inclusiveness and Resilience—Occupational Health and Safety
GRI 404: Training and Education 2016		
404-2	Programs for upgrading employee skills and transition assistance programs	Inclusiveness and Resilience—Talent Development and Training
404-3	Percentage of employees receiving regular performance and career development reviews	Inclusiveness and Resilience—Talent Development and Training
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Inclusiveness and Resilience—Employee Rights and Interests Transparent Governance—Corporate Governance Key Performance Indicator Table
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Inclusiveness and Resilience—Employee Rights and Interests
GRI 407: Freedom of Association and Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Inclusiveness and Resilience—Employee Rights and Interests Inclusiveness and Resilience—Responsible Supply Chain
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Inclusiveness and Resilience—Employee Rights and Interests Inclusiveness and Resilience—Responsible Supply Chain

Disclosure Item	Disclosure Topic	Corresponding Chapter
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Inclusiveness and Resilience—Employee Rights and Interests Inclusiveness and Resilience—Responsible Supply Chain
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Key Performance Indicator Table
414-2	Negative social impacts in the supply chain and actions taken	Inclusiveness and Resilience—Responsible Supply Chain
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Advanced Technology—Product Quality and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Advanced Technology—Product Quality and Safety Key Performance Indicator Table
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Transparent Governance—Digitalization Development Key Performance Indicator Table

Independent Assurance Report

ASSURANCE STATEMENT

REPORT ON SUSTAINABILITY ACTIVITIES IN THE TCL TECHNOLOGY GROUP CORPORATION'S ESG REPORT FOR 2025

NATURE OF THE ASSURANCE/VERIFICATION

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by TCL Technology Group Corporation to conduct an independent assurance of the ESG Report FOR 2025 (Chinese version) for the period of January 1, 2025 to December 31, 2025.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all TCL Technology Group Corporation's Stakeholders.

RESPONSIBILITIES

The sustainability information in the ESG FOR 2025 and its presentation are the responsibility of TCL Technology Group Corporation's General Meeting, Board of Directors and Strategy and Sustainability Committee. SGS-CSTC has not been involved in the preparation of any of the material included in the ESG Report FOR 2025.

Our responsibility is to express an opinion on the sustainability performance information within the scope of assurance based upon sufficient and appropriate objective evidence.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS Group ESG & Sustainability Report Assurance (SRA) protocols used to conduct assurance are based upon internationally recognised assurance standards including the ISAE 3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard	Level of Assurance
ISAE 3000	Limited

SCOPE OF ASSURANCE

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria
GRI Standards 2021 (With Reference to)
Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation)

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees on-site at TCL International E City, 1001 Zhongshanyuan Road, Nanshan District, Shenzhen, Guangdong Province, P.R. China, including documentation and record review and validation where relevant. This assurance engagement was restricted to the group level of TCL Technology Group Corporation and did not include traceability of all original data from subordinate institutions.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LIMITATIONS AND MITIGATION

Data drawn directly from independently audited financial accounts and intensity data calculated based on financial data has not been checked back to source as part of this assurance process.

The greenhouse gas emission related data in the ESG Report FOR 2025 has been directly adopted from the independent third party verification data and has not been double verified in this audit.

The Environmental performance related data about TCL ZHONGHUAN in the ESG Report FOR 2025 has been directly adopted from the "TCL ZHONGHUAN RENEWABLE ENERGY TECHNOLOGY CO., LTD. 'S 2025 SUSTAINABILITY REPORT" which verified by a third party and has not been double verified in this audit.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from TCL Technology Group Corporation, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

FINDINGS AND CONCLUSIONS

ASSURANCE/VERIFICATION OPINION

On the basis of the methodology described and the assurance engagement performed, no inaccuracies or reliability issues were identified within the scope of the sustainability performance information covered by the TCL Technology Group Corporation's ESG Report FOR 2025.

ADHERENCE TO GRI STANDARDS 2021

The assurance team concludes that the TCL Technology Group Corporation's ESG for 2025 has been prepared with reference to the requirements of GRI Standards 2021.

ADHERENCE TO CONTINUOUS SUPERVISORY GUIDELINES NO. 17 FOR COMPANIES LISTED ON SHENZHEN STOCK EXCHANGE—SUSTAINABILITY REPORT (FOR TRIAL IMPLEMENTATION)

The assurance team concludes that the TCL Technology Group Corporation's ESG for 2025 has been prepared in accordance with the requirements of Continuous Supervisory Guidelines No. 17 For Companies Listed On Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation).

Signed:

For and on behalf of SGS-CSTC

David Xin

Sr. Director – Business Assurance
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Haidian District, Beijing, P.R. China
XX March 2026

WWW.SGS.COM

Reader Feedback

Dear Reader,

Thank you immensely for taking the time out of your busy schedule to delve into the TCL Tech. 2025 Environmental, Social, and Governance Report. We eagerly anticipate your assessment of this Report and welcome your invaluable feedback. Your insights will help us in our ongoing efforts to enhance sustainable development initiatives and elevate our performance in this crucial area. Your feedback will be carefully considered, and we extend our sincere gratitude in advance!

You have the option to provide your feedback through the following channels:

Address: Building G1, TCL International E City, 1001 Zhongshanyuan Road, Nanshan District, Shenzhen, Guangdong Province, China

Email: esg@tcl.com

Your evaluation of this Report: (please tick the appropriate box)

1. Do you think this Report highlights important environmental, social and governance information about TCL Tech.?

Very Good Good Fair Poor Very Poor

2. Do you think the information and indicators disclosed in this Report are clear, accurate and complete?

Very Good Good Fair Poor Very Poor

3. What do you think of the structure of this Report?

Very Good Good Fair Poor Very Poor

4. What do you think of the layout and presentation of this Report?

Very Good Good Fair Poor Very Poor

5. How readable do you think this Report is?

Very Good Good Fair Poor Very Poor

Open question:

We welcome your valuable comments and suggestions on this Report:

