

Health and Safety Policy

TP-Link Group

General Provisions

1. Purpose

TP-Link is committed to providing a safe and healthy environment for employees, contractors, customers, and other stakeholders and strives for continuous improvement to achieve the top health and safety standards.

The Health and Safety Policy (Policy) was developed with reference to ISO 45001 Occupational Health and Safety Management System standard.

2. Scope

This Policy applies to all directors, officers, and employees (temporary or permanent) worldwide, regardless of specific TP-Link entity or subsidiary (wholly or partially held) (hereinafter collectively referred to as "TP-Link Employees" or "Employees"). Business partners, contractors, suppliers, and other stakeholders are also encouraged to apply this Policy where practicable.

3. Responsibilities

- **TP-Link Sustainability Committee** is responsible for establishing, reviewing, and updating the Policy annually to ensure its compliance with the industry standards.
- **Senior Management** have the ultimate responsibility for the compliance of this Policy within their operations. Making sure that all Employees are aware of the Policy and know what their responsibilities are in relation to protecting the health and safety of all Employees.
- **Employees** are obliged to strictly adhere to the principles set out in this Policy. Actively engaging the related training activities to improve their own awareness. Reporting any potential violation of the Policy promptly and.
- **Suppliers, contractors, and other stakeholders** are encouraged to monitor the enforcement of this Policy and report any violation of the Policy promptly.

Core Principles

1. Comply with all applicable laws, rules and regulations. Where laws and regulations do not provide adequate controls, apply higher standards to protect human health and safety.
2. Operate a health and safety management system in accordance with the ISO 45001 standards as well as industry standards and best practices. Improve the performance of the management system continuously.
3. Eliminate hazards and occupational health and safety risks by providing healthy and safe working conditions and adopting a risk-based approach to identify, evaluate, mitigate, and report issues on health and safety.
4. Develop emergency plans for emergencies such as fire, explosion, chemical spill or release, flood etc. Communicate and practice emergency plans with employees regularly.
5. Foster a healthy and safety culture and improve employee and other stakeholders'

awareness by providing necessary health and safety information, instructions, and training. Ensuring all employees carry out their jobs competently and safely.

6. Set forth clear health and safety requirements for business partners, contractors, and suppliers, assess their performance through necessary inspections and audits.
7. Monitor the health and safety performance and report on a regular basis through the establishment of internal control mechanisms.
8. Conduct regular communication regarding this Policy with all Employees, business partners, contractors, suppliers, and other stakeholders.

Speaking Up

If you witness any violation of this Policy or notice any work conditions that are unsafe or unhealthy, please promptly report to your supervisor or contact compliance management department at compliance@tp-link.com.