

## Health and Safety Policy

ZTE will always believe that humans are the most critical and important element for its development, sustainability and success, and the care of people's health and safety is one of ZTE's core jobs and priorities. ZTE is committed to creating a positive health and safety culture with the principle of "Love and Responsibility".

ZTE will strive to achieve the top health and safety standards, to provide and maintain a world class health and safety environment for employees, customers, partners and visitors.

This policy applies to all ZTE employees and also those of ZTE affiliates or partners.

ZTE's Top Management will guarantee superior, competent and experienced resources and efficient actions to implement and maintain the advanced health and safety management system, so as to achieve the following goals and objectives:

- Comply with the laws and regulations of host countries and regions, as well as the relevant international industrial standards and requirements;
- Update and provide continuous health and safety training to maintain and promote a positive and proactive health and safety culture. Ensure employees are trained and certified to perform high risk work tasks safely.
- Optimize resource configuration and continuously improve health and safety management resources to ensure knowledgeable experience;
- Devote every effort to achieve the goal of zero fatalities, zero injury and zero incidents;
- Implement the health and safety plan relevant to all employees;
- Create and maintain healthy and safe working methods and environment, and keep verifying and improving them in practice with the consultation and participation of workers;
- Provide employees with the correct, sufficient and industry standard personal protective equipment to ensure they can perform their work in a safe manner as per the risks identified.
- Review, display and show the policy and performance on a regular basis;

- Conduct regular communication regarding this policy with all employees, partners and stakeholders.



---

Xu Ziyang

CEO, ZTE Corporation

July 1, 2020

## 中兴通讯健康安全方针

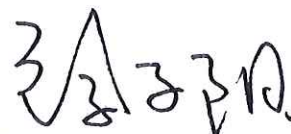
中兴通讯一贯认为人是公司发展、可持续和成功的最重要因素，并且一直将关爱人的健康安全作为公司的核心工作、首要任务之一。中兴通讯秉承“爱与责任”的宗旨，创建积极的健康安全文化。

中兴通讯致力于实现健康安全的最高标准，为员工、客户、合作伙伴以及访客提供并维护世界一流的健康安全的工作环境。

此政策适用于中兴通讯全体员工、附属子公司及合作伙伴人员。

中兴通讯领导团队将确保提供优质的资源、采取有效的行动以实施和维护领先的健康安全管理体系。中兴通讯将努力实现以下目标：

- 遵守业务所在国家和地区的相关法律法规以及有关的国际行业标准和要求；
- 不断更新和实施健康安全培训，持续维护和促进提升公司积极的健康安全意识和文化；确保员工经过充分的培训和认证，能够安全地执行高风险工作任务；
- 优化健康安全资源配置，确保健康安全管理人員具备丰富的知识和经验，持续提升健康安全管理能力；
- 不懈追求零死亡、零伤害和零事故的目标；
- 落实全员健康安全计划；
- 建立和维护健康安全的工作方法和环境，结合工作人员的协商与参与机制，不断在工作实践中检验和改进；
- 给员工提供正确、充分和符合标准的个人防护用品，确保他们能够安全地开展工
- 定期回顾和展示公司的健康安全政策和绩效；
- 向公司全体员工、合作伙伴以及利益相关方宣贯此政策的要求，共同提升健康安全管理水平。



徐子阳

中兴通讯股份有限公司 总裁

2020年7月1日